

ADJOURNED MEETING OF THE GEARY COUNTY COMMISSION MINUTES
May 15, 2023

Commissioners Present: Keith Ascher, Trish Giordano. Alex Tyson did not attend meeting.

Others present: Therese Hoff, Deputy County Clerk and Betsy Edwards, County Counselor

Chairman Ascher called the County Commission meeting to order at 10:00 a.m.

The pledge of allegiance was recited.

The commission held their review and update:

- Commissioner Giordano stated she participated in the Child Care Provider Appreciation Day with the Child Care Coalition by delivering items to the childcare centers and home day care centers in Junction City. They are working on grants, and there will be another meeting on Friday.
- Commissioner Giordano stated she was asked to serve on the AUSA board.
- Discussed a meeting with Counselor Edwards, Troy Livingston-GIS, Zoning Director, Chief Lamb, Britton Stites, Commissioner Giordano and City Manager, Allen Dinkel, about the drug task force moving out of the annex building. She stated she thought it was a good meeting, and dates of when everything would be happening were discussed. Mr. Livingston and the Sanitarian will be moving to that office space and the Finance Department will be moving to the vacated office space of Mr. Livingston, since payroll and a/p will be moving out of the Clerk's Office to the Finance Department.
- Commissioner Giordano said there is a letter from legal counsel at the city demanding the county still owes on the convention center. The city has re-financed the bond more than once, and there was a \$1.8 million dollars added to the original bond issue, and other city debt has been added. Their savings is over \$312,000.00, half of which she thinks the county should receive. Commissioner Giordano said the refinancing plans have been done, and the county didn't give approval or receive any information about it. She feels the county does not owe the city \$155,000.00 for the convention center bonds. She said maybe a judge can tell them to pay if that is the decision.
- Commissioner Giordano stated she has got inquiries if the county is wintering somebody's cattle. The county is not taking care of anybody's cattle.
- Chairman Ascher agrees with Commissioner Giordano that the county doesn't owe anything on the convention center bond.
- Chairman Ascher attended an EDC meeting. He has contacted the governors' office about Senate Bill 8. The governor vetoed the bill. At the end of the meeting, the city manager discussed the county getting out of the MPC inter-local agreement. The city manager said he didn't know anything about it, and the city was blind-sided. Chairman Ascher said the city did know about it, and it was just formal with the letter being sent to the City.
- Chairman Ascher said there is a meeting with KDOT this week, about road projects in the area, including the Taylor Rd. interchange, inviting all city and county commissioners, but that would make it an open meeting. The city is not going to have all city commissioners in attendance, and Chairman Ascher said only one of the county commissioners would be attending. He requested the Financial Director be in attendance, but she will be gone on annual leave. Commissioner Giordano said she can attend.

Crystal Malchose, Human Resources Director arrived at the meeting to give the weekly report:

- Reported the next employee task force meeting will be June 14, 2023, at 8 a.m. at the Emergency Mgmt. conference room and it will be Chairman Ascher's turn to attend. They went over policies that were approved and will be discussing more policies that need updated and approved: communications, social media and disciplinary policy.
- Reported the 3rd qtr. Employee appreciation will be an ice cream social again. There will be one for county office building (CVB, Health Department, County Attorney and Community Corrections also), one for the public works department, and one for the sheriff's office to try to catch all employees. They would like to have at least one commissioner at each location, if possible. The Commissioners approved of this event.
- Stated the task force discussed a fund-raising event. One of the ideas is to rent a commissioner, whatever department raises the most money, gets to rent a commissioner to do a job, with details to be worked out. If a commissioner decides the job requested of them is not appealing, they can pay twice the amount collected to get out of it.
- **At 10:23 a.m.; Commissioner Giordano moved to go into executive session to discuss non-elected personnel-pay, to include the Financial Director; Chairman Ascher seconded, and both voted aye to end at 10:28 a.m.** At 10:28; the meeting reconvened with no action taken. Ms. Malchose left the meeting.

Tami Robison, Financial Director presented the weekly report:

- Discussed the consolidation of HR and the finance office and adding two employees from the Clerk's office. There will need to be computer equipment and furniture purchased. There will need to be an additional desk also purchased. Ms. Robison is making a CIP request for no more than \$6,000.00. **Commissioner Giordano moved to allow the Finance Director to purchase a desk; Chairman Ascher seconded, and both voted aye.**
- Discussed the CAMSO IRB issue. She spoke with Kevin Cowan, Gilmore & Bell, and got information from Britton Stites, Junction City Legal Counsel. In the 2018 IRB issued, there is a payment in lieu of tax, the city can act without the county's approval. The re-financing of the \$60 million doesn't have an end date, how long is it for? Per statute, they will be no longer than 10 years. The first issuance was in 2018 for \$5,016,386.00, and of that the payment in lieu of tax received is \$205,413.86, and that goes through 2028. The second one was issued in 2022 for \$2,025,091.83, it ends in 2031. The second issuance is 100% abated, county receives nothing, in 2032, taxes can start to be collected again. Commissioner Giordano asked if the Payment In Lieu of Taxes goes to the county, school and city? Commissioner Giordano believes Michelin is a good place, they are going to hire more people, and they pay good wages and benefits. Ms. Robison said it is giving a big business a break, but the little businesses are paying the difference.
- Reported she has been discussing the current purchase card used by the county with Jayme Coffey in a/p. Ms. Robison is looking at other purchase cards, the current system is cumbersome, not listed by vendor, and are entered as lump sum in a/p. She wants to go out for a RFP for purchase card services, to get a new vendor, and try to get a company that would provide a rebate back to the county. She can't follow the charges by vendor with the current purchase card billing, and that isn't transparent. Everything now is manually entered; she would like to see if the information could be electronically entered, and the county could pull that information. The Commission agreed to allow the Finance Director to get an RFP from other companies, and she would like to have Jayme Coffey-AP, and Deputy Clerk Hoff give input on this, since she worked with the current vendor. She would also like to update the purchase card policy. Ms. Robison there was a case where a meal was charged for \$80.00 for two people. She wants limits set for meal charges, sales tax was also paid on it. Chairman Ascher asked what state they were in, and Ms. Robison stated it was in Texas, and the Kansas tax exemption number would not have done any good in

another state. Employees would be responsible to read the new policy and sign it. She wants a limit on tips, not to exceed 20%, if they pay more than that, they will be responsible for the payment. It will be more efficient and better for the taxpayer dollars.

- Report budget presentations will start on June 5, 2023.

Corey Trumpp, Public Works Director and Jeremie Meyers, Assistant Public Works Director arrived at the meeting.

Mr. Trumpp gave the bi-weekly report:

At 11:00 a.m.; the Geary County 4-H beef barn metal roofing project sealed bids:

Flint Hills Roofing	Junction City, KS	No bid submitted
Superior Roofing	Manhattan, KS	No bid submitted
Danker Roofing	Manhattan, KS	\$205,436.00 Start 7-10-23
McGee Roofing	Clay Center, KS	No bid submitted
Rolling Hills Construction	Junction City, KS	No bid submitted
Weddle and Sons	Manhattan, KS	No bid submitted
Murphy's Seamless Roofing	St. Marys, KS	No bid submitted
VA Commercial Roofing	St. Marys, KS	No bid submitted
Yutzy Roofing Service	Partridge, KS	\$96,800.00 Start 9-1-23
Nelson Fowles Construction	Marion, KS	No bid submitted

Mr. Trumpp will take the bids back and review them, and report back to the commissioners with his recommendation at his next meeting.

Mr. Trumpp said no bids were received for the Geary County Health Department steps project. He said they will probably go out for bids again, and he will try contacting contractors to see why they didn't bid.

Mr. Trumpp continued with his bi-weekly report:

- Presented the temporary construction easement between Thomas Boland and the County Commission to lay out, relocate, widen or alter a certain public road known as West Lyons Creek Road (Geary County C 5164-01 Bridge Project) for the Chairman to sign. Mr. Boland agreed to grant to the county a temporary construction easement, solely for the purpose of constructing a road and/or bridge project. The temporary easement is 0.034 acres and the county will pay Mr. Boland \$500.00.
- Discussed the C-4953-01 Conroe Bridge Change Orders. Mr. Trumpp spoke with a representative, Todd Salfrank, for KDOT local projects. According to Mr. Salfrank, there is a large pool of federal funding that is spread around to numerous projects and years. They will wait until all of those projects are completed before they send out invoices for change orders. Mr. Salfrank said the county could get involved now, rather than later, and ask KDOT to do another commitment of funds. Mr. Trumpp would rather get this over with as soon as the project is completed rather than wait for 2026/2027 to come. The consensus of the commission is to go ahead and ask for funds for the change orders from KDOT.
- Reported on the C4953-01 Conroe Bridge Project-Shilling should be on site today and tomorrow to place asphalt. Juneman should complete shoulder operations, guardrail and pads by the end of
-

this week. Deck grooving is scheduled for Thursday of this week. Next Week- J&J Guardrail, ECC Seeding, a walkthrough/punch list, and then opening of the road.

- Reported he had a meeting with Cloud County Community College and their insurance company will be supplying them with around 24 of these pucks for the county to place in various locations around all the buildings. If any moisture or temps get to a certain degree, it will send out an alert via cell signal (insurance is paying for that service) to emails or cell #'s. This is a result of the water damage done previously, from the burst pipe and would alert them of any leaks.
- Reported he finally received notification from Hartford Insurance to proceed with Interstate Glass's quote to repair the south doors of the County Office Building. The materials have been ordered and are probably 12 weeks out.
- Discussed the 4-H/Girls Softball/Rodeo-Saddle Club connection to Rural Water District #1 update. C&K has completed supplying all of the farm hydrants and concession stand with water. When they initially turned the water on, there was a leak underground somewhere. He gave the approval to dig up next to a few farm hydrants. They found a hydrant had a broken nipple, which they repaired May 3, 2023. There will be an added charge of \$952.00 for repairs that include labor. The original quote was for \$4,872.00 to be paid out of the Facility Fund. Mr. Trumpp requests approval to pay for the additional work that was completed, \$952.00 out of the Facility Fund. **Commissioner Giordano moved to approve the additional payment out of the Facility Fund; Chairman Ascher seconded, and both voted aye.**
- Reported C&K Construction performed various emergency plumbing repairs at the detention center between April 8 and April 28. The total amount totaled \$7,708.95. Mr. Trumpp requests approval of these expenditures out of the Facility Fund. **Commissioner Giordano moved to approve the payment of \$7,708.95 from the Facility Fund; Chairman Ascher seconded, and both voted aye.**
- Discussed the opportunity has arisen for Public Works to purchase a 2022 Dodge Ram 4500. The budgeted amount in CIP is \$190,000.00 to spend on a 1 or 1 ½ Ton truck. Master Tech has this truck with very low miles (only 1,065). They also have the snowplow with the led light package and a salt dog spreader for spreading material in the winter. The cost of the truck is \$121,439.00 and the cost of the new snowplow and the complete package, which has hand-held controllers, snow deflectors, and all the under carriage mounting for \$15,898.00. The salt dog spreader(which is all electric controlled) is \$15,876.00, freight and handling charge of \$1,575.00, there is a municipal use discount of \$9,282.00(truck package), and another discount of \$1,143.00(snow and ice equipment) making a grand total of \$144,863.00. Mr. Trumpp recommends approval of purchasing this truck from Master Tech out of CIP funds. **Commissioner Giordano moved to approve this purchase; Chairman Ascher seconded, and both voted aye.** Chairman Ascher asked about radios. Mr. Meyers said they have extra radios from some sold equipment that they can get Ka-Com to install.
- Discussed the old annex building sewer service line issues. He has submitted a claim to KCAMP. They will only pay for the exposure of the service line, the only thing that won't be covered is the actual line repair. He got two quotes; C&K-expose the breakout and remove the concrete in the area, so they can run a sewer camera down the line to find the blockage-\$2,864.00, there will be an additional cost to do the repair work. The county has already paid Sunset Plumbing \$1,850.00 for the work they have done. Their quote is to break up the concrete, re-plumb the toilet drain in both bathrooms, provide a proper wall cleanout, and pour concrete back. Their quote is to repair the line also, for \$3,000.00. Sunset is scheduled to begin on May 25.
- Discussed Geary County owns a 1995 Rosco oil distributor that has had multiple costly mechanical issues. This unit has been at Kirby Smith for repairs for two months or more, and they have been advised this unit now needs a pump for the oil distributor portion of the unit at a cost of \$7,000.00 along with some air operated actuators for \$2,300.00 to try and resolve the issues it is

experiencing. With the age of the unit and costly repairs, they are currently looking at a cost to purchase a newer unit or new unit as it would not be a good financial decision to sink that kind of money into this unit due to the age and parts availability moving forward. Without an oil distributor, they can't do any asphalt patching or chip sealing. Mr. Meyers has been looking for a used machine, but there are not many out there, even in the United States. Mr. Meyers has found one in North Carolina. Mr. Trumpp said he would not want to buy something sight unseen. Mr. Trumpp will update the commission at the next scheduled meeting. Ms. Robison asked the price of the equipment, and Mr. Trumpp said around \$138,000.00.

- Reported the landfill brush pile will be open Saturday, May 20 from 8 a.m. to 2 p.m.
- Discussed Wildcat Construction haul road request. They are wanting to use gravel roads in Geary County due to the Highway 177 construction. Mr. Trumpp recommends to not let them use the gravel roads. The consensus of the commission is to take Mr. Trumpp's recommendation.
- Reported concrete was poured by Gustafson Concrete for the salt sand bunker foundation & floor on Wednesday of last week.
- Reported the Ascher property test well sealed bids will be opened June 19, 2023, at 11:00 a.m.
- Discussed he met with Kaw Valley Engineering to possibly apply for funding for Old Highway 40 through the Safe Streets 4 All (bike and pedestrian traffic) program. The county needs to notify KDOT of its intent to apply for this funding by May 29, 2023. Applications are due by July 10, 2023. It is an 80-20 split, but KDOT will pick up 10% of the county's share, and if the county would partner with another entity, it could be 5%.
- Discussed he met with Mr. Berges last week about the Geary County Sewer #4-Water #2 storage building. Mr. Berges gave his approval for Public Works to use that storage building. After the lagoon project is completed, they will dispose of the truck box at the plant.
- Reported on various leaks in county buildings after the rain.
- Discussed a rodeo arena light pole. After the storm that came through on May 9, 2023, Darrel Blocker, (rodeo contact) called Mr. Trumpp on Thursday, May 11 to advise him of the leaning pole. The wind broke one of the OH light poles on the south side of the arena. He has submitted a claim to KCAMP, but the base of the pole is rotten. Dave's Electric was contacted to see about, at least removing the pole and to assess the condition of the other poles. They were too busy to come out. The R&B Supervisor contacted Evergy and they came out last Friday to remove it at no charge. There is a business called Green Team that can help non-profit agencies, they have made a call and are waiting on a response.
- Reported the backflow preventer needs inspected every year at the Pennell building. Johnson Controls has the current contract and wants this added to it. The contract is from 6-1-2021 to 6-1-2024. The current cost is \$5,921.00. To add this inspection, it would be an increase to the annual contract of \$191.00. Mr. Trumpp would recommend the commission approve the amendment. **Commissioner Giordano moved to approve the amendment to the original contract with Johnson Controls; Chairman Ascher seconded and both voted all.**

Yana Ross, Risk Manager for KCAMP arrived at the meeting.

Charles Martinez, Interim Director of the Geary County Health Department arrived at the meeting.

Commissioner Giordano moved to open the meeting as the County Board of Health. Chairman Ascher seconded and both voted aye.

Mr. Martinez continued with the monthly report:

- Discussed various things going on the Health Department: weekend and late clinics, Bug-A-Palooza, Juneteenth, Summer Days, WIC Family Fun Day.
- Reviewed the number of appointments they have scheduled and taken care of.
- Reported they are now looking at different priorities instead of Covid. Number 1 is sexually transmitted infections, the numbers here are way more than the state average. They will also be working on: number of teen births has also increased a lot, adult obesity, food insecurity and suicides. (which also includes Fort Riley) Mr. Martinez left the meeting.

Commissioner Giordano moved to end the meeting as the County Board of Health. Chairman Ascher seconded, and both voted aye.

Garry Berges arrived at the meeting.

Yana Ross, KCAMP presented the risk management award of \$8,438.08. Ms. Ross said Mr. Berges is in charge of the Risk Management Committee, and he does an excellent job of making sure everything is done and sent to KCAMP. Ms. Ross said Geary County is one of the highest scoring counties in Risk Management and does very well. Ms. Ross talked about the Rhode Scholar grant award through KCAMP for Road & Bridge employees. Mr. Trump will be informed of this grant. Ms. Ross and Mr. Berges left the meeting.

Kathy Tremont and Charles Stimatze, citizens arrived at the meeting.

The public comment session was held. Kathy Tremont representing herself as a citizen stated she had two issues to talk about, the statement made by Commissioner Giordano about the commission not having any control over elected officials, and by giving duties to appointed department heads, so they could have more control. Ms. Tremont said elected officials are elected by the public, she thinks the former clerk did a good job, and yes she probably made mistakes along the way, but sometimes that happens, and she thinks that Commissioner Giordano's comments were appalling. Ms. Tremont said the former county clerk served for 23 years without any type of acknowledgement from the commissioners and thinks that is appalling. Ms. Tremont asked about moving the HR Director under Finance Director, is she still going to make \$100,000.00, and not be a department head? Ms. Tremont said to move the two employees out of the clerk's office before the new clerk takes office is wrong to her. Ms. Tremont said there should have been a conversation between the Deputy Clerk, the new clerk coming in, and the commission about these changes made to the Clerk's Office. Commissioner Giordano said it is the county commission's responsibilities by statute to pay the bills. Commissioner Giordano said Ms. Tremont talks out of both sides of her mouth; talked bad about the former county clerk, then stands here, and the Republican Central Committee party has talked bad about Rebecca and now say she did her job so well. Commissioner Giordano asked Ms. Tremont what statute she is talking about, about the movement of the two employees out of the clerk's office.

Crystal Malchose, HR Director arrived at the meeting.

The Clerk's office will only have 3 employees, and Ms. Tremont has talked to employees, and they are concerned with things that are going on.

Will the HR Director still be making \$100,000.00 after going under the Finance Department?

Commissioner Giordano said the county finances are in better shape now for the county as they have ever been. Ms. Tremont said they were not bad before. Commissioner Giordano said yes, they were, they were terrible. Ms. Tremont said throwing all the funds in a bucket is not a good idea, she does not think that is very transparent. Commissioner Giordano said that Ms. Tremont does not understand budgeting. Ms. Tremont said if Commissioner Giordano would have taken the time to sit down and talk with all the department heads to find out what is going on, that would have been very beneficial. Commissioner Giordano said that Ms. Tremont would not talk to her, she tried. Commissioner Giordano said she is not going to argue with Ms. Tremont, and her five minutes are up. Commissioner Giordano said she takes offense to Ms. Tremont's comments about the commission violating a statute, because they did not.

Charles Stimatze asked about the HR Director being under the Financial Director. What is her job title going to be, a director will be reporting to another director? What is her pay going to be? Commissioner Giordano said that is a good question but has not been discussed. Mr. Stimatze asked if the position fits in the new pay study? Commissioner Giordano said Mr. Stimatze, for a person that almost let our hospital close, I don't think should ask questions about how the county is running now.

Ms. Tremont said Commissioner Giordano needed to talk to other people. Ms. Tremont asked Chairman Ascher if he had anything to say. Chairman Ascher said the commissioners talked to all parties involved in the Clerk's Office ahead of the decision. The commissioners also had the County Counselor make sure this was doable, statutorily based on duplication of services and facts. Counselor Edwards stated she researched the statutes and came up with this resolution to consolidate services.

Kim Roberts arrived at the meeting.

Ms. Robison said there is going to be a 90-day period to see if this is going to work and re-evaluate at that time, as to whether adjustments will need to be made. She said they will be having more duties, in the finance department. There will be new job descriptions made. Mr. Stimatze asked if the salaries of the two clerk's employees moving to the Finance Department would be decreased if the job duties changed so much. Ms. Robison said she doesn't expect the salaries to decrease because their duties will be increasing. Ms. Robison said the HR Director will be overseeing the payroll process. Ms. Tremont stated the clerk's employees did not just do a/p and payroll, Ms. Robison said they didn't do much more than that. Ms. Tremont said again that taking duties away from elected officials is disturbing to her. Commissioner Giordano stated that even if the former clerk, Rebecca Nordyke, would have stayed, she would have said to take payroll and a/p out of the clerk's office because she made a \$41,000.00 mistake, that cost the taxpayers of Geary County. Mr. Stimatze asked if the amount had been paid yet, and Ms. Robison said that \$7,000.00 had been paid, but the IRS amount due has not been received yet. Commissioner Giordano said this was not just a mistake, it was a power play by an elected official because she thought she was in charge of it. Commissioner Giordano said the clerk was told by CIC that she was supposed to pay the taxes, and her employees reminded her they were to be paid, and they were not paid. Ms. Tremont said it is too bad that the former clerk could not defend herself, and Commissioner Giordano said she wasn't going to bring it up but accusing the commission of wrongdoing is not right. Commissioner Giordano said Ms. Tremont does not understand the financial part, it is over her head. Chairman Ascher said time is up for public comment.

Courtney Gilbert arrived at the meeting.

Therese Hoff, Deputy County Clerk, presented the weekly report:

- Presented Change Orders for approval. **Commissioner Giordano moved to approve Commission Change Orders 2022-327 through 2022-328; Chairman Ascher seconded, and both voted aye.**
- Presented commission minutes for approval. **Commissioner Giordano moved to approve minutes from 05-08-2023; Chairman Ascher seconded, and both voted aye.**

Ms. Tremont gave Counselor Edwards the Kansas Statute Number about the County Clerk and Deputy County Clerk. Counselor Edwards said she feels comfortable with the Resolution and the Statutes she used to make it up. Ms. Tremont said she still doesn't think it is right for all this to happen before the new clerk comes in. Commissioner Giordano said it doesn't matter, the Counselor did what the County Commission directed her to do. Commissioner Giordano said she told the former County Clerk before she put in her notice that they were going to take AP and PR out of the clerk's office. Commissioner Giordano said there were lots of late fees, sloppy budgeting that the county commission did not know about. Chairman Ascher said the commission wanted to wait until the CIC training and conversion to make the change. Commissioner Giordano said it should have been done a while ago because of the sloppiness and inefficiencies. Chairman Ascher asked Commissioner Giordano to please quit bringing up the past and move on. Commissioner Giordano agreed with that.

Commissioner Tyson joined the meeting by phone at 12:45 p.m. He thinks the commission should have acted sooner and share the information with the public in attendance about what has happened in the county.

County Counselor Edwards discussed the MPC update. She sent the letter to the City of Junction City about the county getting out of the inter-local agreement with the city concerning the MPC. There was a meeting with Counselor Edwards, Mr. Livingston, Commissioner Giordano, Allen Dinkel, Britton Stites and Chief Lamb. There was good discussion and good dates were talked about. They would quit taking county cases August 1, and the agreement would be dissolved October 1, 2023. The City of Junction City is asking the county to give funding for Animal Shelter, and Commissioner Giordano asked them to submit a letter of request for funding to the finance office. Mr. Dinkel said he didn't have any warning about the MPC change. Counselor Edwards said there was a previous meeting on March 24 discussing the possibility of this change. A letter from the city arrived stating they are not sure of the dates previously discussed. Commissioner Giordano said she is tired of the passive-aggressive behavior of Mr. Dinkel- he stated the city would be closing the parking lot where the new County GIS/Zoning employees would park and taking the carpet out of the Annex Building. Commissioner Tyson said he is ok with the dates to pull out of the joint agreement. July 17 was the date previously decided that the City was going to move out of the Annex Building.

Chairman Ascher discussed the new county clerk's salary. He said that HR had sent out the ranges to the commission. The HR Director said the market study was done last year, and it doesn't matter if it is elected or appointed, the range is \$65,702.00 to \$103,000.00 Commissioner Giordano asked the chairman what his thoughts were- he recommends \$80,000.00, which would be \$24,000.00 under the top. Commissioner Giordano said a year ago she fought for the new treasurer to get \$70,000.00 that had 40 plus years of service. She said she wanted to give Ms. Childs \$75,000.00, but the other two commissioners did not want to give her that amount. She said they wanted to give her \$68,000.00, but they finally decided on \$70,000.00, and she had 40 plus years of county service.

Jaqui Reisinger, Register of Deeds office, arrived at the meeting.

Chairman Ascher said after the salary study was done the elected official's job was underestimated, and the treasurer's salary was raised. Commissioner Giordano asked what the difference is from 1.5 years ago to now, and Chairman Ascher talked about the salary study. Commissioner Giordano said at that time the salary study was not even being talked about. HR Director Malchose said that Ascher is saying the treasurer position was underestimate, and the salary study did show that and raised the Treasurer's salary to \$83,000.00. Commissioner Giordano said she knows Courtney, and she reached out to her about the salary. She thinks Courtney will be good in the office and will have new ideas. Commissioner Giordano said the only requirements to be an elected official is to be a US citizen and be 18 years old. The appointed officials have more requirements to be at their jobs, such as a degree. Commissioner Giordano thinks with the new clerk coming in with no public experience, she should get \$70,000.00. Commissioner Tyson said with her being new, he was thinking \$65,000.00 to \$70,000.00.

Chairman Ascher stated there is a lot of duties with election, and the clerk has a lot of responsibilities, and he feels she should be getting more than \$65,000.00-\$70,000.00. Ms. Malchose discussed the market study was a 3rd party unbiased company, and you shouldn't compare the clerk's position to any other position, the market study was done for a reason. Commissioner Giordano said pay Ms. Gilbert \$70,000.00, then re-evaluate in a year.

Ms. Robison asked Ms. Gilbert to come to the commissioners with what she thinks her salary should be.

Ms. Gilbert said she works hard, she has leadership experience, and she knows she should not be paid the highest range, she would be comfortable with \$70,000.00-\$75,000.00. **Commissioner Giordano moved to start Courtney Gilbert, County Clerk at \$72,000.00 a year; Commissioner Tyson seconded; Chairman Ascher voted nay.**

Commissioner Tyson left the meeting by phone.

Commissioner Giordano said everything the commission has done has been voted on, and it's been a unanimous yea vote, it is not her and Commissioner Tyson making all the decisions, Chairman Ascher has voted yes also. Commissioner Giordano said there are a lot of changes that have been done, and will be continued to be done, if it helps the efficiency of the operation of the county. She said the purchase policy needs updated, there was an incident where an employee charged a meal for two people for \$80.00. She feels the commission needs to be responsible to the taxpayers. Commissioner Giordano said that Kathy Tremont as Treasurer was making \$30,000.00 more than her deputy, she thinks that was terrible. Ms. Tremont said with the current pay study, the elected officials and the appointed official's salaries for a year are \$2.6 million dollars. She would like to know what those amounts were in the last pay study. Commissioner Giordano said the commission could adopt the pay study because of the previous budget inefficiencies that were found. They could also give the outside agencies their requested amounts and still lower the levy.

Kim Roberts left the meeting.

Chairman Ascher said he voted nay because he wanted to pay Courtney Gilbert, new County Clerk, \$75,000.00.

There was a discussion between Commissioner Giordano and Mr. Stimatze about commission pay. Mr. Stimatze said since the commission cut their hours, they are probably overpaid. Commissioner Giordano said she has tried to cut the commission salaries. She said if you want to pay the new clerk \$80,000.00, she asked Chairman Ascher if he wants to cut the commissioners salaries, and he said no. Commissioner

Giordano told Mr. Stimatze that when he was commissioner, they got raises all the time and they were hidden. Commissioner Giordano stated the previous commissioners had never voted specifically about the commissioners raises, it was always with all the other employee's raises. Commissioner Giordano said the current commission passed a resolution that the commission and elected officials do not get raises when the other employees do, it must be a separate vote. Mr. Stimatze asked Giordano if she has had a raise since she has been with the county. She said she got one at the beginning because she didn't know the way it was done, but she has turned down a raise for the last couple years.

The meeting adjourned at 1:15 p.m.

Keith Ascher

CHAIRMAN-COUNTY COMMISSION

KEITH ASCHER

Therese Hoff

DEPUTY COUNTY CLERK

THERESE HOFF

6-5-2023

DATE