

Board of Crawford County Commissioners

Commissioners' Journal

2015, [SEVENTY-EIGHTH MEETING](#)

CRAWFORD COUNTY COURTHOUSE, COMMISSIONERS' BOARD ROOM
Girard, KS **Friday, October 23, 2015, 10:00 AM**

The Crawford County Board of Commissioners met pursuant to Kansas Statutes Annotated Chapter 19, Article 2, Section 18 in due and regular session with open doors. Commissioner Carl Wood served as the presiding officer. Commissioner Tom Moody was in attendance. County Clerk Don Pyle and County Counselor Jim Emerson were seated with the Board. Chairman Wood led the pledge of allegiance.

UNDER THE HEADING BUSINESS FROM A PREVIOUS MEETING CONSENT AGENDA

On motion (15-303) of Commissioner Moody and the second of Commissioner Wood that the consent agenda be approved including:

1. Approval of the **October 20, 2015** minutes of the Board of Commissioners, and
2. Authorizing the Chairman to sign the previous week's vouchers.

Yeas: Commissioners Moody and Wood

Nays:

Present but not voting:

Absent or not voting: Commissioner Murphy

The motion prevailed and the consent agenda was approved.

SIGNING OF MOTIONS

The County Clerk presented the following motions for Commissioners' signatures:

Motion 15	301	That the consent agenda be approved including: Approval of the October 16, 2015 minutes
Motion 15	302	To recess this open session and go into a closed executive session for a period of not more than 15 minutes to discuss issues that involve Non-Elected Personnel and to include the Board of County Commissioners and County Counselor Jim Emerson

UNDER THE HEADING NEW BUSINESS PUBLIC HEARINGS AND OPENING OF ANNOUNCED BIDS CRAWFORD COUNTY BOARD OF HEALTH MESSAGES FROM THE PUBLIC

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Item One: Terry Sercer with Diehl Banwart & Bolton presenting the 2014 Audited Financial Statements. Mr. Sercer stated that the Audited Financial Statements for December 31, 2014, received an unqualified opinion which the highest level of opinion that they can issue. Mr. Sercer reviewed the financial statements with the Commissioners and discussed that there were not any audit adjustments that need to be made. Mr. Sercer also reviewed the federal grant funds that were received by the county and he discussed that next year the county may not be required to have additional audit procedures because the threshold for those procedures will increase from \$500,000 to \$750,000. Mr. Sercer also discussed the note that states that the county is not preparing their own financial statements which causes the audit firm to perform the audit in addition to preparing the financial statements. Mr. Sercer stated that this requirement could change in the upcoming years and that he will keep the county informed about that.

Commissioner Wood stated that they had been discussing eliminating the accrual of the 10 days of payroll at the end of December that is paid at the end of January in the next year. In the past the county has always reclassified those 10 days of December as expenses of the prior year and have posted journal entries to correct the general ledger. It was discussed that this does not need to be done each year, which would mean that payroll expenses for each year would be completely done at the end of December and that only some accounts payable bills would need to be posted to the prior year to finalize the expenses at the end of each fiscal year. Mr. Pyle stated that this would make it much easier to close out the books at the end of the fiscal year and would make it easier for department heads and others to understand how much cash and budget they have available at the end of the year. The Commissioners agreed that this would simplify and speed up the process of closing out the books at the end of each year.

Commissioner Wood stated that he had discussed with Mr. Sercer having some auditing procedures performed to provide a clear set of books when the EMS Director retires near the end of December. Mr. Sercer was going to call Mr. Emerson to set up a firm date to perform those additional audit procedures.

County Clerk Don Pyle mentioned that they were looking at some different ways to get a record of the bills out for Commissioners to approve. Mr. Sercer discussed some of the systems that other counties use and that the statutes only state that the Commissioners are required to approve the bills. Commissioner Wood stated that he likes to review all of the bills so that he can answer questions that come from the public. The Commissioners stated that they would think about this process in the future.

MESSAGES FROM OTHER GOVERNMENTAL ENTITIES

Item One: City of Girard Administrator Chris Wiener regarding a Leadership Transformation Grant offered by the Kansas Leadership Center to groups that apply and fall into the guidelines of the program. Mr. Wiener stated that he hoped the county and some of the cities in the county could work together on this grant that would provide free leadership training to employees of the grant applicant. The only cost for participants would be for the cost of the training manual and the cost of hotel rooms while at the training sessions. The Commissioners stated that they would look this over and let Mr. Wiener know if they have an interest in this program.

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LEADERSHIP TRANSFORMATION GRANT

A PROPOSAL TO PROVIDE FIRST-CLASS LEADERSHIP TRAINING

THE KANSAS LEADERSHIP CENTER is launching an effort to provide first-class leadership training opportunities to organizations and civic entities interested in:

- 1 Increasing capacity of individuals
- 2 Developing a shared language to deal with difficult challenges
- 3 Making more progress on tough problems

The Kansas Leadership Center plans to offer (twice a year) Leadership Transformation Grants in the following amounts (all registration fees will be waived, does not cover the cost of Participant Handbook or hotel):

- 1 \$10,000 level that allows up to 15 members to participate in a leadership program at KLC.
- 2 \$25,000 level that allows up to 40 members to participate in a leadership program at KLC.
- 3 \$50,000 level that allows up to 80 members to participate in a leadership program at KLC.

The eligible leadership development programs can be found on our programs page.

HOW DOES IT WORK?

Organizations who receive the grant will have one year to fill the program slots in any of KLC's core programs. This includes You. Lead. Now, Lead for Change, and Teaching Leadership.

WHO IS ELIGIBLE TO APPLY?

Organizations from Kansas who are working for the common good and have a limited budget for staff development. Here are some types of groups we could imagine applying:

- Associations
- Civic Organizations
- Faith Communities
- Alliances and coalitions
- Communities without leadership programs

APPLY:

www.kansasleadershipcenter.org/transformationgrant

SUBMISSION DEADLINE: NOVEMBER 15, 2015 AND MAY 15, 2016

ORGANIZATIONS MUST BE:

Based in Kansas or have a large audience in the state.

FOR MORE INFORMATION:

Contact Thomas Stanley at tstanley@kansasleadershipcenter.org or 316.712.4958.

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THE KANSAS LEADERSHIP CENTER offers two types of leadership trainings specifically to learn the KLC framework to make greater progress on what you care about most. In addition to these trainings, a slate of offerings is available for people who desire to teach leadership.

www.kansasleadershipcenter.org/programs

LEAD FOR CHANGE	YOU. LEAD. NOW.
<i>A more intense experience of the KLC leadership framework providing equal levels of challenge and support.</i>	<i>An introductory experience of the KLC leadership framework.</i>
7 Days, \$800	2.5 Days, \$300
5 one-on-one calls with a leadership coach to challenge and support you to make greater progress.	2 group calls with a leadership coach and small group of peers to continue learning beyond the in-person training.
Intensive teaching on KLC's leadership framework.	Introduction to KLC's leadership framework including: 4 competencies (Manage Self, Diagnose Situation, Energize Others and Intervene Skillfully) and 5 leadership principles.
Immunity to Change process designed to deeply focus on the big assumptions holding you back from making progress.	
360 Assessment to understand how your leadership is perceived by others.	
<p style="text-align: center;">Teach Leadership</p> <p>JOIN A COMMUNITY OF PRACTICE WORKING TO EMPOWER OTHERS TO LEAD.</p> <p>If you teach, coach, facilitate, consult or manage leadership development efforts (or desire to someday), checkout our Teaching Leadership slate of offerings including two three-day conferences and one-day workshops.</p>	BOTH YOU. LEAD. NOW. AND LEAD FOR CHANGE TRAININGS INCLUDE:
	A plan of specific actions to advance your purpose and a dashboard to keep track of your progress.
	Time to define a leadership challenge and a structured small peer group process to begin to see the challenge differently.
	A live practice arena to try the activity of leadership and receive feedback from highly skilled faculty.

MESSAGES FROM APPOINTED OFFICIALS MESSAGES FROM ELECTED OFFICIALS PROCLAMATIONS AND ORDERS OF THE BOARD NEW BUSINESS

Item One: County Counselor Don Pyle regarding the new rules enacted by the state legislature that will apply to KPERS retirees that go back to work for a KPERS covered employer. Mr. Pyle stated that after May 1 of 2015, which has already passed, if a KPERS retiree comes back to a covered employer, the employer will contribute an amount equal to 9.18% of the wages to KPERS and that if they earn over a certain amount their KPERS benefit will cease for the rest of the year. Commissioner Wood was answered that this will make it cost more for the county and other KPERS employers to hire back retired employees in the future. Mr. Pyle stated that he will send this information out to all department heads so that they aware of the new rules when making decisions on staff in the future.

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Returning to different employer

Employers who hire employees who retired from a different employer will have three main changes.

1. Employees will have a \$25,000 earnings limit, unless employees are in an exempt group.
2. Employers will have the new hardship exemption.
3. Employers will need to track employee salaries so they don't go over the earnings limit.

New "hardship" exemption

All employers may use a "hardship" exemption. This is available for school and non-school positions. An employer may certify a position as a "hardship" position when it becomes vacant due to an unexpected emergency or when the employer has been unsuccessful in efforts to recruit and fill the position. A retiree may be hired into a "hardship" position without an earnings limit for up to one year. Employers must make ongoing documented efforts to recruit a permanent replacement.

For all positions with exemptions, employers must make documented efforts to recruit a permanent replacement, maintain this documentation, and provide it to the Joint Committee on Pensions, Benefits and Investments as requested.

All employers can appeal to the Legislature's Joint Committee for a one-year extension to any exemption beyond the usual limit. Employers may need to provide recruitment documentation.

Contribution Rates & Earnings Limits by Category

Employer contributions begin with day one and dollar one on all retiree compensation. Retirees do not make contributions. Login to the employer web portal anytime to verify your current contribution rate. Be sure to login to "plan 6."

Category		Earnings Limit	Rate FY16	Rate FY17	
STATE	Same employer Accepted position 5/1/15 or after	FY16, \$20,000 FY17+, \$25,000	0%	10.81% (reg statutory)	
	Different employer Accepted position 5/1/15 or after	FY16, none FY17+, \$25,000	17.44% (ADC+6)	10.81% (reg statutory)	
	Same employer Accepted position before 5/1/15 (grandfathered)	FY16, \$20,000 FY17+, \$25,000	0%	0%	
	Different employer Accepted position after 7/1/06 but before 5/1/15 (grandfathered)	FY16, none FY17+, none	17.44% (ADC+6)	16.77% (ADC+6)	
	Different employer Returned to work before 7/1/06 & working on 5/1/15 (great-grandfathered)	FY16, none FY17+, none	0%	0%	
	Hardship (new exception begins 7/1/16)	FY16, n/a FY17+, none	n/a	18.77% (ADC+8)	
	Category		Earnings Limit	Rate CY15	Rate CY16
	Same employer Accepted position 5/1/15 or after	FY16, \$20,000 FY17+, \$25,000	0%	0%	10.81% (reg statutory)
	Different employer Accepted position 5/1/15 or after	FY16, none FY17+, \$25,000	15.48% (ADC+6)	9.18% (reg statutory)	
	Same employer Accepted position before 5/1/15 (grandfathered)	FY16, \$20,000 FY17+, \$25,000	0%	0%	
Different employer Accepted position after 7/1/06 but before 5/1/15 (great-grandfathered)	FY16, none FY17+, none	15.48% (ADC+6)	15.18% (ADC+6)		
Different employer Returned to work before 7/1/06 & working on 5/1/15 (great-grandfathered)	FY16, none FY17+, none	0%	0%		
Hardship (new exception begins 7/1/16)	FY16, n/a FY17+, none	n/a	17.18% (ADC+8)		

*ADC is Actuarial Determined Contribution rate

Item Two: Commissioner Wood regarding a dispute with some local trucking firms that are not using designated truck routes. Mr. Wood stated that he had a phone call from a parent that was upset that their child had been ran off the road by a big truck that should not have been on that road. Mr. Wood stated he is sick of working with just a few of these trucking companies that ignore the rules on the local truck routes. Mr. Wood stated that he would attend a City of Pittsburg Zoning Board meeting to discuss this situation with them and how we can work together to eliminate this. Girard City Administrator Chris Wiener stated that they have the same problems and that he thinks that some large

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tickets would help to change the driving habits of these truckers.

UNDER THE HEADING OLD BUSINESS

Item One: Commissioner Wood regarding the discussion of looking at some upgrades of equipment in the commission room. There was a brief discussion of some of the equipment that should be looked at such as a flat panel monitor. Mr. Pyle added that he had discussed with Jim Vinze that the county currently has a fiber optic connection coming all the way into the server in the basement of the courthouse. There was also a discussion of the wireless network in the courthouse.

Item Two: Commissioner Wood also stated that the Commissioners should receive some information from John Deere in the next week on tractors.

EXECUTIVE SESSION

UNDER THE HEADING FUTURE BUSINESS AND ANNOUNCEMENTS

FUTURE BUSINESS:

Item One: October 27, 2015 – 8:30AM Work Session to sign bills and payroll vouchers.

Item Two: October 30, 2015 – Mr. Eldon Bedene, Emergency Management Director.

Item Three: November 10, 2015 – 9:00AM Work Session with the Honorable Judge Lori Bolton-Fleming, County Attorney Michael Gayoso and District Court Administrator Mac Young regarding District Court Operations.

ANNOUNCEMENTS:

Item One: November 3, 2015 – The Regular Meeting of the Board of Commissioners is cancelled as the commissioners attend the Kansas Association of Counties Conference in Wichita on November 3, 4 and 5.

UNDER THE HEADING MOTION TO ADJOURN MOTION TO ADJOURN

Item One: Adjournment

On the motion of Commissioner Moody and the second of Commissioner Wood to adjourn the [October 23, 2015](#) meeting of the Board of Crawford County Commissioners at 11:24 **AM** and to reconvene at the next regularly scheduled time with open doors.

Yeas: Commissioners Moody and Wood

Nays:

Present but not voting:

Absent or not voting: Commissioner Murphy

The motion prevailed.

Board of Crawford County Commissioners

In Testimony whereof, I have hereunto set my hand and caused to be affixed my official seal and submitted these minutes for the approval of the Board of Crawford County Commissioners:

Don Pyle

Crawford County Clerk

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This submission completed at the Crawford County Courthouse in Girard.

Taken by DPP 10/23/15 at 11:24 AM, Amended by DPP 10/23/15 at 4:45 PM/amended BKW 10/26/2015 1:23 PM