

9:30 AM CONVENE

PRESENT: Deb Ranum, Chairman; Roy Rost, Steve Baldwin, Members; Kimberly Jensen, Clerk

PUBLIC COMMENT –AGENDA/NON-AGENDA ITEMS

9:30 AM Debbie Wyrick, Deputy Clerk & Recorder joined the meeting.

Discussion on early closure of the Courthouse at 12:00 PM noon for Christmas Eve, on December 24th will be further discussed in Commission work session.

9:34 AM Debbie left the meeting.

9:45 AM Approval of November 23-27, 2020 Proceedings.

Discussion on wording of the minutes regarding the sidewalk and curb and gutter project.

Commissioner Baldwin made the motion to approve the minutes from November 23-27, 2020 Commissioner Proceedings, as presented. Commissioner Rost seconded the motion. Commissioner Ranum Nay asked for any other discussion; being none. 2 Ayes. 1 Nay. The motion carried unanimously.

9:58 AM Julie Straub, HRM joined the meeting via teleconference.

10:00 AM Bobby Wiedmer, Road Superintendent; Alba Higgins, Shop Foreman joined the meeting.

Road/Shop Report- Commissioner Ranum brought up plowing of Hanratty's road. It was stated the County does not have an easement on Hanratty's road therefore the County cannot plow their road. Discussion on liability of plowing roads without easements and instances when there could be an emergency, certain things could possibly be overridden to be allowed when appropriate.

Review/Discuss Lead Mechanic Job Description- Reviewed the duties and wages of Lead Mechanic and Mechanic positions. Various discussion on how the current Shop Foreman's duties will be distributed between Road Superintendent, Road Foreman and Lead Mechanic. Discussion on recruitment of a new mechanic and training for that position. The Commission made the decision to start advertising for Mechanic position as soon as possible and advertise until position is filled.

11:00 AM Bobby left the meeting.

11:00 AM Julie hung up the phone, therefore leaving the meeting.

11:00 AM Debbie Wyrick, Alba Higgins, Insurance Committee joined the meeting.

11:00 AM Marjorie Losing, Insurance Committee joined the meeting via teleconference.

Insurance Plan Procedure Decision- Discussion and determination on self-audit incentives. All are in agreeance to change plan document at renewal time to stress limits to follow guidelines.

Commissioner Baldwin made the motion to approve two claims for self-audit incentive. Commissioner Rost seconded the motion. Commissioner Ranum asked for any other discussion; being none. 3 Ayes. 0 Nays. The motion carried unanimously.

Discussion on Leavitt Great West Insurance Services or another similar company on consideration of doing RFP for a fee, possibly every 5 or so years instead of yearly.

11:14 AM Debbie left the meeting.

11:14 AM Marjorie hung up the phone, therefore leaving the meeting.

11:15 AM Alba left the meeting.

11:15 AM WORK SESSION

Discuss/Decision on TruGreen lawn services for Parkview & Courthouse- Decision to move forward with regular TruGreen lawn services as previously provided for both Parkview and the Courthouse.

Commissioner Baldwin made the motion to approve early closure of 12:00 PM noon on Christmas Eve, Thursday, December 24th, 2020. Commissioner Rost seconded the motion. Commissioner Ranum asked for any other discussion; being none. 3 Ayes. 0 Nay. The motion carried unanimously.

The Commission reviewed and approved November 2020 Timesheets. Payroll and Withholdings totaled \$566,149.91 and are filed in the Clerk and Recorder's Office.

12:00 PM Commissioner Baldwin made the motion to recess for lunch. Commissioner Rost seconded the motion. Commissioner Ranum asked for any other discussion; being none. 3 Ayes. 0 Nays. The motion carried unanimously.

NOON RECESS

RECONVENE

PRESENT: Steve Baldwin, Members; Kimberly Jensen, Clerk

PUBLIC COMMENT – AGENDA/NON-AGENDA ITEMS

1:15 PM Chad Sutter, SDI Architects joined the meeting via teleconference.

Chad is inquiring on the status of the RFP-12 for the storm system at Parkview/FMC and to see if Commission has any questions. Commission will discuss it further and get back to Chad with their decision, since Steve was the only Commissioner present at the time of Chad's phone call.

1:17 PM Chad hung up the phone, therefore leaving the meeting.

1:20 PM Deb Ranum joined the meeting.

1:30 PM Discuss Public Health Interim Job Duties- meeting rescheduled

2:15 PM Roy Rost joined the meeting.

2:27PM Julie Straub, HRM; Brenda Wood, Clerk & Recorder; Debbie Wyrick, Deputy Clerk & Recorder; Trenton Harbaugh, Sheriff joined the meeting

Discuss leave options for Employees, after EPST (Emergency paid Sick Time)- Julie is asking for the consideration of setting up special sick leave to accommodate employees that have already exhausted all EPST and ended up having to use their own sick time to be reimbursed their utilized sick time regarding Covid-19. EPST has a December 31st, 2020 expiration with no indication of continuation. Current circumstances have arisen where certain employees are already having to utilize their own means of vacation or sick leave due to already expending all EPST. Certain departments are unable to work from home, and departments that can work from home have been trying to allow their employees to when feasible. Discussion on option of donating sick leave to those in need by those with excess sick leave. Cares act monies do not cover EPST or emergency FMLA. EPST is coming directly out of our County budget just like sick and vacation leave does. There are protocols so that a person cannot quarantine without proper documentation from Public Health, that must be turned into HR before Payroll time. County will continue to follow the current criteria established for EPST.

Commissioner Rost made the motion to allow Fallon County Emergency Paid Sick Time (FCEPST and also to allow reimbursement to those employees who have exhausted all EPST and have had to utilize personal sick leave and/or vacation leave. Commissioner Baldwin seconded the motion.

Commissioner Ranum asked for any other discussion; being none. 3 Ayes. 0 Nay. The motion carried unanimously.

2:54 PM Julie, Brenda, Debbie, Trenton left the meeting.

3:00 PM Commissioner Baldwin made the motion to adjourn the meeting. Commissioner Roy seconded the motion. Commissioner Ranum asked for any other discussion; being none. 3 Ayes. 0 Nays. The motion carried unanimously.

MEETING ADJOURNED

s/Kimberly Jensen, Clerk

s/Deb Ranum, Chairman

ATTEST:

s/Brenda J. Wood, Clerk & Recorder