

Members of the public wishing to speak during Public Comment or on Items of Business must register with the County Clerk prior to the beginning of the meeting.

AGENDA

BOARD OF FRANKLIN COUNTY COMMISSIONERS Wednesday, Oct. 19, 2016 | 8:30 a.m.

TO BE HELD IN THE ANNEX COMMISSION CHAMBERS

A. CALL TO ORDER

B. ROLL CALL:

Waymire Howard Dunn Harris Renoud

C. PLEDGE OF ALLEGIANCE

D. INVOCATION:

1. Invocation Led By Pastor Aaron Harshaw, Grace Gospel Church, Ottawa, Kansas.

E. CORRESPONDENCE & ORGANIZATIONAL BUSINESS

F. PUBLIC COMMENT:

A citizen desiring to speak on an item not on the agenda may do so at this time. Discussion is limited to five minutes and the Commission will not take action or discuss items at this time. Discussion should be limited to matters of County Commission business and public comment is not permitted in regard to personnel matters or on pending legal matters. Items introduced under '**Public Comment**' may become agenda items at a later date.

G. CONSENT AGENDA:

Items listed on the '**Consent Agenda**' are considered routine and shall be enacted by one motion of the Board of Commissioners with no separate discussion. If separate discussion is desired by a member of the Governing Body, that item may be removed from the '**Consent Agenda**' and placed on the regular agenda '**Items of Business.**'

1. Consider And Approve Franklin County Commission Meeting Minutes For Oct. 12, 2016.
2. Consider And Approve Tax Change Orders.

H. ITEMS OF BUSINESS:

1. Consider Approving The Solicitation Of Bids For A 2016 Or 2017 Truck For Noxious Weed Department. James M. Haag, Jr., Public Works Director

Documents:

[2016 1019 cv 2016-2017 truck noxious weeds dept-1.pdf](#)
[noxious weed truck specs.pdf](#)

2. Discuss The Changes To The Fair Labor Standards Act (FLSA) And Proposed Changes To Our Pay Plan. Gayla Wilkins, Human Resources Director

Documents:

[2016 1019 cv pay range changes-1.pdf](#)
[2016 10 19 pay plan.pdf](#)
[2016 1019 personnel rules resolution.pdf](#)

I. STAFF REPORTS

J. COMMISSIONER COMMENTS AND BOARD REPORTS

K. ENTER INTO EXECUTIVE SESSION FOR DISCUSSION OF MATTERS RELATING TO SECURITY MEASURES (30 MINUTES).

L. CONSIDER A MOTION FOR ADJOURNMENT

M. INFORMATION AND ANNOUNCEMENTS:

1. UpComing Events

- Joint City/County/School Board Luncheon on Oct. 19, 2016 at USD 290.
- Commission Meeting on Oct. 26, 2016 at 8:30 A.M.
- Commission Study Session on Oct. 31, 2016 at 8:30 A.M.
- Commission Meeting on Nov. 2, 2016 at 8:30 A.M.
- Commission Meeting on Nov. 9, 2016 at 8:30 A.M.
- Commission Study Session on Nov. 14, 2016 at 8:30 A.M.
- Commission Meeting on Nov. 16, 2016 at 8:30 A.M.
- Commission Meeting on Nov. 23, 2016 at 8:30 A.M.
- Commission Study Session on Nov. 28, 2016 at 8:30 A.M.
- Commission Meeting on Nov. 30, 2016 at 8:30 A.M.

Franklin County Agenda Cover Sheet



To: Franklin County Board of County Commissioners
From: James M. Haag, Jr.
Department: Public Works
Date: Wednesday, October 19, 2016

AGENDA ITEM NARRATIVE

Consider approving the Solicitation of Bids for a 2016 or 2017 truck for Noxious Weed Department

BACKGROUND

Noxious Weed Department needs to replace a 2008 F550 4 wheel drive truck with 56,010 miles; which will be transferred to Road & Bridge Department to be a patch truck and haul the subdivision salt spreader. The salt spreader is currently carried by a F350 equipped with overload air bags. The F350 will be transferred to Road & Bridge and will replace a 1993 Ford pickup.

SPECIFIC ACTION REQUESTED

Motion approving the Solicitation of Bids for a 2016 or 2017 truck.

ATTACHMENTS

Specifications

BID SHEET

Heavy Duty 4 Wheel Drive Cab & Chassis w/flatbed

<u>Minimum Specifications</u>		Actual Specifications
141 inch wheel base		_____
GVWR	17,500 lbs.	_____
Engine	6.4 L Gas	_____
Transmission	6 speed Automatic	_____
4: 88 Gear Ratio w / limited slip rear end		_____
Color	White	_____

This truck shall be equipped with the following items:

All-season tires, 40/20/40 Cloth seats, Air Conditioning, Am/Fm radio, Front Bumper, Gauges, Power Brakes, Power Steering, 225/70x19.5 Dual Rear Wheels, Heavy Duty Snow Plow Prep Group, Power Door Locks & Windows, Exterior mirrors w/ heating element, Passenger side air bag, Spare Tire and Wheel, 4 wheel ABS system, and roof clearance lights.

Installed Flatbed: Bradford Mustang 96" x 112" flatbed with LED lighting, mud flaps and class IV receiver hitch mounted on chassis.

Please list any safety related options available for quoted vehicle and the cost of available options.

We propose to furnish Franklin Co. Noxious Weed Dept. with a new 2016 or 2017 truck, meeting or exceeding the above noted specifications and items for the sum of \$_____. The truck is to be delivered within 90 days from notification of purchase date.

Any Questions about specifications call Rick at 785-229-3172

Signed by:

Salesman

Dealership

BID DUE DATE: 4:30 P.M. – November 03, 2016

Mail Bids to:
Franklin Co. Clerk
Attn: Truck Bids
315 S. Main
Ottawa, Ks. 66067

Franklin County Agenda Cover Sheet



To: Franklin County Board of County Commissioners
From: Gayla Wilkins
Department: Human Resources
Date: October 19, 2016

AGENDA ITEM NARRATIVE

Discuss the changes to the Fair Labor Standards Act (FLSA) and proposed changes to our Pay Plan.

BACKGROUND

The US Department of Labor (DOL) has published changes to the Fair Labor Standards Act (FLSA) that will affect which employees are eligible for overtime pay. The new rule changes the salary threshold for executive, administrative and professional exemptions dramatically from its current level of \$23,660 to \$47,476. Thus, employees in exempt positions must meet this new salary threshold of \$47,476 as well as the criteria for executive, administrative or professional exemptions. The DOL plans to continue to increase the threshold every three years based on a percentage of average salaried workers' earnings. Employers must comply with the new regulations by December 1, 2016. This change has prompted the review of our Pay Ranges for Classified Positions.

Grade 25 of the County's Pay Plan's has the base wage of \$22.74, approximately \$.085 less than the new FLSA base rate of \$22.825. This range contains 10 positions, all exempt at the present time. All current employees filling these positions are earning above the new threshold of \$22.825. One of the positions is that of Assistant County Attorney II. Additionally, Grade 24, base wage of \$22.37, contains one position, Assistant County Attorney I. Applicants hired to fill this position are generally paid above the new threshold of \$22.825 as well.

SPECIFIC ACTION REQUESTED

Per the changes to the FLSA, it is recommended that Grade 25's pay range in the county's Pay Plan be changed from \$22.74 - \$32.40 to \$22.83 - \$32.49 to meet the new threshold.

It is recommended that the position of Assistant County Attorney I be reclassified to Grade 25 and that the Assistant County Attorney II position, currently in Grade 25, be reclassified to Grade 26, \$24.27 - \$34.58.

The Commission approved the Community Education Coordinator position previously. It is recommended that it be added to the Pay Plan at this time of revision, as well.

ATTACHMENTS

Proposed Franklin County Pay Ranges for Classified Positions
Proposed County Pay Schedule for Classified Employees

Franklin County Pay Range for Classified Positions

EMS Grade 10:	\$10.82 to \$15.42
	EMT
EMS Grade 12:	\$12.67 to \$18.05
	AEMT
EMS Grade 14:	\$13.34 to \$19.01
	Paramedic
EMS Grade 16:	\$16.09 to \$22.93
	Battalion Chief
Grade 0:	\$7.25 to \$10.33
	Unskilled, Seasonal, Temporary, Part-Time
Grade 10:	\$9.66 to \$13.77
	Chemical Applicator I Clerk I Custodian Detention Center Cook Receptionist
Grade 11:	\$12.13 to \$17.29
	Administrative Assistant Chemical Applicator II Clerk II Correctional Officer Court Security Officer Juvenile Detention Officer Juvenile Intake Officer Light Equipment Operator Maintenance Technician Recycling Technician Service Mechanic
Grade 13:	\$12.93 to \$18.43
	Dispatcher I

Grade 14: \$13.40 to \$19.10

Bookkeeper
Clerk III
Dispatcher II
Heavy Equipment Operator
Lead Chemical Applicator
Legal Assistant I
Mechanic I
Review Appraiser
Sign Technician

Grade 15: \$14.25 to \$20.31

Heavy Equipment Operator II
WIC Coordinator

Grade 17: \$16.17 to \$23.04

Bond Supervision Officer
Case Manager
Community Education Coordinator
Dispatch Shift Supervisor
Emergency Management Coordinator
Executive Administrative Assistant
HR Technician
Legal Assistant II
Mechanic II
Sanitarian
Sheriff's Deputy
Technology Specialist I

Grade 20: \$17.26 to \$24.60

Corrections Corporal
Deputy County Appraiser
Deputy County Clerk
Deputy County Treasurer
Deputy Register of Deeds
Detention Center Shift Supervisor
GIS Coordinator
Office Manager
Road & Bridge Foreman
Sheriff's Corporal
Shop Foreman

Grade 21: \$17.59 to \$25.07

Technology Specialist II

Grade 22: \$18.58 to \$26.48

Sheriff's Sergeant

Grade 23:**\$21.24 to \$30.27**

Assistant Director of Juvenile Services
Building Official
Health Educator
Jail Administrator
Registered Nurse

Grade 25:**\$22.83 to \$32.49**

Assistant County Attorney I
Assistant Director of Community Corrections
Director of Emergency Communications
Director of Emergency Management
Director of Human Resources
Director of Solid Waste
Facility Operations Manager
Registered Nurse Supervisor
Road & Bridge Superintendent
Sheriff's Lieutenant

Grade 26:**\$24.27 to \$34.58**

Assistant County Attorney II
Assistant EMS Chief

Grade 30:**\$27.93 to \$39.80**

Deputy County Attorney
Director of Community Corrections
Director of Information Technology
Director of Juvenile Services
Director of Planning & Building
Director of Public Works/County Engineer
EMS Chief
Health Director
Lieutenant Colonel
Undersheriff

Grade 36:**\$34.04 to \$48.51**

Advanced Practice Registered Nurse
Dietician

Franklin County Pay Range for Classified Positions

Grade	Minimum	Maximum
EMS 10	\$10.82	\$15.42
	\$22,505.60	\$32,070.48
EMS 12	\$12.67	\$18.05
	\$26,353.60	\$37,553.88
EMS 14	\$13.34	\$19.01
	\$27,747.20	\$39,539.76
EMS 16	\$16.09	\$22.93
	\$33,467.20	\$47,690.76
0	\$7.25	\$10.33
	\$15,080.00	\$21,756.40
10	\$9.66	\$13.77
	\$20,092.80	\$28,632.24
11	\$12.13	\$17.29
	\$25,230.40	\$35,953.32
13	\$12.93	\$18.43
	\$26,894.40	\$38,324.00
14	\$13.40	\$19.10
	\$27,872.00	\$39,717.60
15	\$14.25	\$20.31
	\$29,640.00	\$42,237.00
17	\$16.17	\$23.04
	\$33,633.60	\$47,927.88
20	\$17.26	\$24.60
	\$35,900.80	\$51,158.64
21	\$17.59	\$25.07
	\$36,587.20	\$52,136.76
22	18.58	\$26.48
	\$38,646.40	\$55,071.12
23	\$21.24	\$30.27
	\$44,179.20	\$62,955.36
24	\$22.37	\$31.88
	\$46,929.60	\$66,304.68
25	\$22.83	\$32.49
	\$47,486.40	\$67,579.20
26	\$24.27	\$34.58
	\$50,481.60	\$71,936.28
30	\$27.93	\$39.80
	\$58,094.40	\$82,784.52
36	\$34.04	\$48.51
	\$70,803.20	\$100,894.56
38	\$40.80	\$58.14
	\$84,864.00	\$120,931.20

**THE BOARD OF COUNTY COMMISSIONERS
OF
FRANKLIN COUNTY, KANSAS**



RESOLUTION 16 - _____

A RESOLUTION AMENDING THE MANUAL OF PERSONNEL RULES AND REGULATIONS OF FRANKLIN COUNTY, KANSAS AND REPLACING RESOLUTION 15-34

WHEREAS, K.S.A. 19-101, provides that a County may exercise the powers of Home Rule to determine its local affairs and government authorization under the provisions of K.S.A. 19-101a; and

WHEREAS, the supervision of county employees with regards to personnel rules, regulations, and related administrative procedures and policies is a permissible exercise of Home Rule powers, pursuant to K.S.A. 19-101a; and,

WHEREAS, the Board of County Commissioners desires to amend the Personnel Rules and Pay Plan; and

WHEREAS, the Board of County Commissioners believes that amending the Franklin County Personnel Rules and Pay Plan is in the best interests of County Employees, and allows for better personnel management on the part of Franklin County as an employer;

**THEREFORE, BE IT RESOLVED
BY
THE BOARD OF FRANKLIN COUNTY COMMISSIONERS,**

That the Franklin County Rules and Pay Plan adopted by Resolution 16-_____ are hereby amended to reflect modifications as contained in the attachments to this resolution.

The amendments to the Franklin County Personnel Rules and Pay Plan shall become effective November 21, 2016.

Passed and adopted in regular session this 19th day of October, 2016.

Richard Howard
Chairman

Attested and Recorded this 19th day of October, 2016.

Janet Paddock
County Clerk