



COUNTY COMMISSION

Monday, March 12, 2018

5:00 PM Following Public Building Commission Meeting

Ellis County Administrative Center – Commission Room

Order of Business

- I. Opening
 - A. Call to Order
 - B. Pledge of Allegiance
 - C. Clerk Calls the Roll
 - D. Order of Business
Consideration of Amendments

- II. Prior Minutes
March 5, 2018

- III. Consent Agenda
 - A. Approval of Refunding Warrants as presented
 - B. Approval of Tax Roll Adjustments as presented
 - C. Approval of Escape Tax Orders as presented
 - D. Approval of Adds and Abates as presented
 - E. Approval of Purchase Orders as presented
 - F. Approval of Accounts Payable and Payroll as presented
 - G. Approval of County Licenses as presented

- IV. Issues from Persons Not on the Order of Business



- V. Monthly Financial Report
- VI. Public Request for Tax Incentives [Enclosure](#)
- VII. Modifications to EMS Union Contract for 2018 (County Administrator Phillip Smith-Hanes) [Enclosure](#)
- VIII. Budget Parameters for 2019 (County Administrator Phillip Smith-Hanes) [Enclosure](#)
- IX. County Counselor Reports (County Counselor Bill Jeter)
- X. County Administrator Report (County Administrator Phillip Smith-Hanes)
- XI. County Commission Reports
- XII. Executive Session(s)
- XIII. Adjournment



HAYS YOUTH INDOOR TRAINING FACILITY PROPOSAL

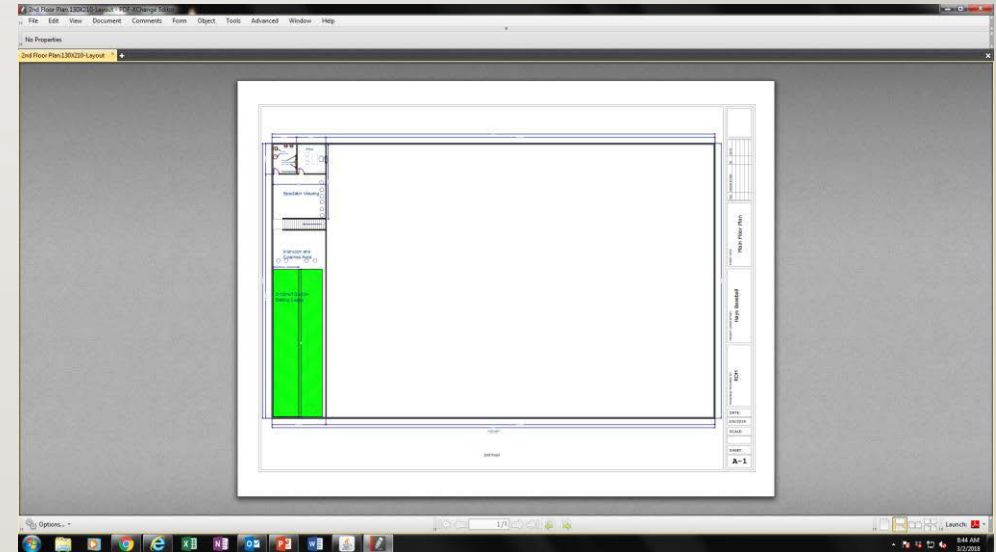
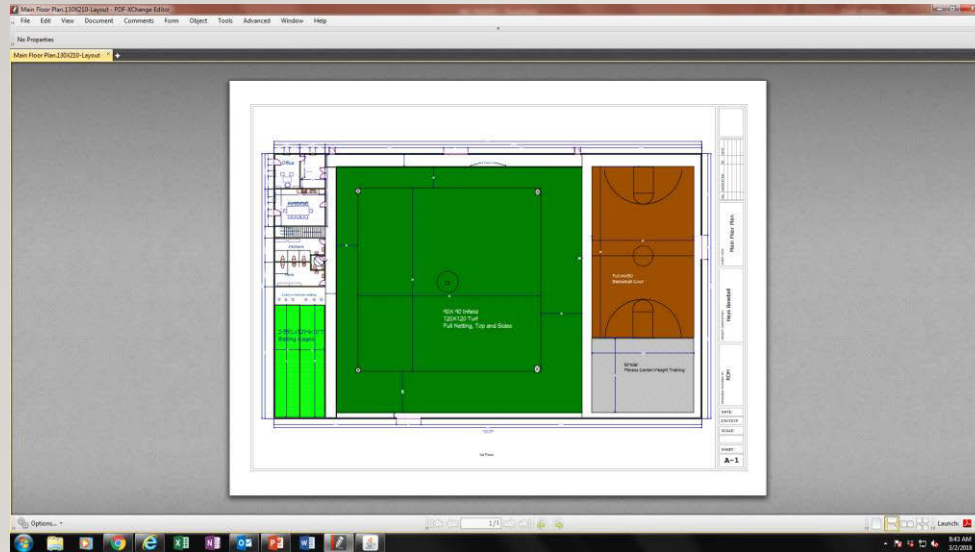
ELLIS COUNTY COMMISSION MEETING

MARCH 12, 2018

FACILITY OUTLINE

- Justin Herl – RDH Construction (GC for the project)
 - Location
 - 2 miles S of Hays on 240th Ave. (Main St. extended, all blacktop)
 - 9 acres have been donated, zoned and surveyed
 - Building Specifications
 - Nucor Steel Building
 - 210'x130'
 - 22' Sidewall Height
 - Subcontractors
 - All local with the exception of building material and turf.

FACILITY BLUEPRINTS



FACILITY USES

- Jeremy Schmeidler – Facility Operations Team
 - Dynamics Have Changed
 - Multipurpose
 - Baseball – batting cages/turf infield
 - Soccer – turf
 - Basketball – regulation size high school court
 - Football – walkthrough's when weather is bad (no full contact)

FACILITY OPERATIONS

- FACILITY CONSTRUCTION IS 100% PRIVATELY FUNDED!
- Approximate appraised value = \$1,058,220.
- Approximate annual property taxes = \$24,600.
 - Similar size facilities in Great Bend, KS and Inman, KS have tax liabilities in the \$8000/yr. range.
- Approximate other annual operation costs (insurance, utilities, etc) = \$16,000
- Property taxes = 61% of the cost to keep the lights on.
- Figures do not account for full/part time workers.

BUSINESS MODEL

- Individual Membership
- Family Membership
- Team Membership
- Private and Semi Private Instruction/Lessons
- Camps

PROPOSAL

- All options have been explored.
- \$6150/yr. in flat property tax for a 10 year period.
- 1.5%/yr. compounded increase for an additional 10 years.
- Potential for \$128,118.95 in property tax to be collected by the county over 20 years vs. \$0.00 if facility is not constructed.

CLOSING

- ALL ABOUT THE KIDS!
- It's likely that every single kid in Hays would have some use for facility at some point in their life.
- The sole purpose is to give kids that are willing to put in the time and effort the best possible chance to succeed with a state of the art training facility.

THANK YOU FOR YOUR TIME AND CONSIDERATION!

ELLIS COUNTY
AGENDA ITEM COVER SHEET
COMMISSION AGENDA DATE: 3-12-18

TOPIC:

Modification to EMS Union Contract

ACTION REQUESTED:

Approve revised language for the EMS bargaining unit contract amendment for 2018, as shown on the attachment.

MOTION NEEDED:

Yes No

SUGGESTED MOTION LANGUAGE:

I move that the Commission approve the Second Amendment to Collective Bargaining Agreement for Ellis County EMS Responder Employees.

DISCUSSION:

On November 13, 2017, your Commission approved amendments to collective bargaining agreements with all four of the recognized bargaining units. For EMS responders, the agreement provided salary adjustments for employees who had been in their positions for 12 or 15 years, as well as a special adjustment to recognize recent promotions.

The adjustment for recent promotions resulted in an unfortunate situation that a Paramedic Lieutenant promoted in 2016 is paid at a higher hourly rate than someone who has served as a Lieutenant since 2007. That was unintentional and needs to be corrected.

In addition, recent retirements in the EMS Department have resulted in budget savings that will allow for implementation of additional pay plan recommendations. The proposed Second Amendment provides for salary adjustments for 9-year employees and a one-step adjustment for 5-year employees. This is consistent with what was done for the Public Works bargaining unit in the November amendments.

FINANCIAL IMPACT:

The cost of this amendment is estimated at \$37,369. Because of recent retirements of long-term employees, it is expected to result in no additional cost beyond the approved EMS budget for 2018.

PRESENTED BY:

Phillip Smith-Hanes, County Administrator

REVIEWED BY COUNTY ADMINISTRATOR:

Yes No N/A

REVIEWED BY COUNTY COUNSELOR:

Yes No N/A

ATTACHMENTS:

Second Amendment to Collective Bargaining Agreement



SECOND AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT
ELLIS COUNTY EMS RESPONDER EMPLOYEES

WHEREAS, Ellis County, Kansas, referred to as “Employer” and Service Employees’ Union Local 513 AFL-CIO-CLC referred to as “Union”, entered into a Collective Bargaining Agreement effective January 1, 2016 and ending December 31, 2018, between Employer and EMS employees, and

WHEREAS, the parties negotiated an Amendment to the Collective Bargaining Agreement approved November 13, 2017, and

WHEREAS, the parties have negotiated the following Second Amendment to said Agreement.

NOW THEREFORE, be it agreed between the parties that the Collective Bargaining Agreement and Amendment to Collective Bargaining Agreement be amended as follows:

ARTICLE XXII - WAGES

Employer and Union specifically agree as follows:

1. Any employee whose current salary is below his or her grade minimum will have their salary adjusted to the minimum effective the first pay period of January 2016, as set forth in a Job Study by Evergreen Solutions, LLC.
2. Effective the first pay period of 2016, the pay scale shall be increased by 1%. Effective the pay period that begins on September 23, 2018, the pay scale shall be increased by an additional 1%.
3. In the event a new salary schedule is put into place during the 2016 contract year, an employee will be placed on the new schedule at the step of the salary range with hourly wage closest to their current pay that is not a reduction in pay for the employee.
4. Each employee who has fifteen (15) or more years in his/her current position as of December 17, 2017, and is paid at less than Step 8 will be advanced to Step 8 as of the pay period that begins on December 17, 2017.
5. Each employee who has at least twelve (12) years in his/her current position but less than fifteen (15) years as of December 17, 2017 and is paid at less than Step 7 will be advanced to Step 7 as of the pay period that begins on December 17, 2017.

6. Each employee who has at least nine (9) years in his/her current position but less than twelve (12) years as of December 17, 2017, and is paid at less than Step 6 will be advanced to Step 6 as of the pay period that begins on December 17, 2017.
7. Each employee who has at least five (5) years in his/her current position but less than nine (9) years as of December 16, 2017, and is paid at less than Step 4 will be advanced one Step as of the pay period that begins on December 17, 2017.
8. Each employee who has been promoted into a new position since January 1, 2016, would have his/her pay rate determined by calculating where he/she would have been as of December 17, 2017, and then placing them into the Step in their new grade that provides at least a 5% increase. If application of this section causes an employee promoted into a new position to make a rate of pay higher than any person in the same classification who had been promoted into that position prior to January 1, 2016, the person previously promoted shall have his/her Step increased to at least one Step higher than the person promoted after January 1, 2016.

IN WITNESS WHEREOF, the Employer and the Union have hereunto set their hands this 12th day of March, 2018.

BOARD OF COUNTY COMMISSIONERS

SERVICE EMPLOYEES UNION LOCAL 513

Dean Haselhorst, Chair

Esau Freeman
Local 513 Business Representative

Barbara K. Wasinger

Martha L. McClelland

ELLIS COUNTY
AGENDA ITEM COVER SHEET
COMMISSION AGENDA DATE: 3-12-18

TOPIC:

Budget Parameters for 2019

ACTION REQUESTED:

Approve the attached calendar and direction for County budget development.

MOTION NEEDED:

Yes No

SUGGESTED MOTION LANGUAGE:

N/A

DISCUSSION:

Per the County's budget policy, the annual process for development of the succeeding calendar year budget is to begin with a planning session at which the County Administrator receives "direction and priorities for development of the following year budget." Tonight's session follows up on your Commission's retreat on January 31 and the County Administrator's presentation of a five-year financial forecast on February 12.

FINANCIAL IMPACT:

Adoption of the proposed direction will decrease balances in two funds but should improve overall financial position of the County.

PRESENTED BY:

Phillip Smith-Hanes, County Administrator

REVIEWED BY COUNTY ADMINISTRATOR:

Yes No N/A

REVIEWED BY COUNTY COUNSELOR:

Yes No N/A

ATTACHMENTS:

1. Proposed Calendar
2. Proposed Direction



Proposed 2019 Budget Development Calendar

Monday, March 12 (regular Commission meeting): Commission to provide direction and priorities for 2019 budget

Thursday, March 15: Executive Team review of Commission direction and priorities

Monday, April 2: Budget spreadsheets e-mailed to department heads

Monday, May 7: Capital Purchase/Project Requests due to County Administrator

Wednesday, May 16: Operating Budget Requests due to County Administrator

Thursday, May 24: County Administrator presents combined budget requests to Executive Team

Monday, June 11 (regular Commission meeting): Outside agencies present subsidy requests to the Commission

Thursdays, June 14 and 28 (special Commission meetings): Budget presentations by departments

Thursday, July 5: Executive Team final review prior to budget presentation to Commission

Monday, July 9 (regular Commission meeting): Budget Presented to Commission

Monday, July 16 (regular Commission meeting): Commission sets date of public hearing

Proposed 2019 Budget Development Direction

- I. The Commission's first priority is to protect the financial stability of Ellis County. This is necessary to ensure the ability to employ staff and provide services to residents over the long term.
- II. The Commission's second priority is to bring employee salaries up to a market-competitive level. This is necessary to attract good employees in the face of low unemployment in the community and the skill sets needed to provide the services our residents deserve.
- III. The Commission's third priority is to constrain any increases in the property tax rate. This is necessary in order to position Ellis County as an attractive place in which to live and do business and ensure the long-term economic health of the community.
- IV. The Commission's fourth priority is to direct additional resources to the Public Works Department for capital investments in both roads and the shop buildings. This is necessary in order to maintain Ellis County's transportation infrastructure and ensure the long-term economic health of the community.

We will measure our success in protecting financial stability by adopting a 2019 budget that reduces the use of carry-over cash balances in the General Fund to fund operations.

We will measure our success in bringing salaries to market competitiveness by adopting a 2019 budget that funds implementation of more of the pay study recommendations.

We will measure our success in constraining property tax rate increases by adopting a 2019 budget that provides for the smallest possible change in property tax rates.

We will measure our success in directing additional resources to Public Works by adopting a 2019 budget that sets aside funding for architectural services to design a remodel or replacement of the County Shop and increases the transfer to Special Road & Bridge Fund.

In order to protect financial stability while bringing salaries up, constraining property tax rate increases and directing resources to Public Works, it is necessary to make difficult choices. These choices for 2019 include:

- Asking departments to submit budget requests that increase total spending in their non-personnel line items by no more than one-half of one percent (0.5%) above their adopted budgets for 2018.
- Asking outside agencies to submit allocation requests at the same or lower amounts than their adopted allocations for 2018. Asking the Council on Aging to submit total funding requests equal to or lower than the adopted amounts for senior agencies in 2018.
- Directing the County Administrator to pull from the Risk Management Reserve any amount necessary to increase spending on employee health benefits by more than five percent (5%) above adopted 2018 amounts.
- Directing the County Administrator to transfer from remaining Oil and Gas Depletion Fund money an amount sufficient to fund an architectural study of the County Shop building.