

May 20, 2021

MINUTES OF MAY 20th MEETING

Commissioner Crowe was absent. Staff recited the pledge at 9:00. Purchase orders and bills were reviewed and signed. Pending issues were discussed with the following resolutions approved and signed:

V106-146 Minutes of May 18, 2021
1st-Rush 2nd-Striker Roll call; Rush-yes, Striker-yes, Crowe-absent
V106-147 Hardin Solar III Pilot-HOLD until Tuesday May 25, 2021
V106-148 Disposal of JFS Laptops
1st-Striker 2nd-Rush Roll call: Rush-yes, Striker-yes
V106-149 Bills
1st-Rush 2nd-Striker Roll call: Striker-yes, Rush-yes
Signed: JFS Procurement Plan Update
1st-Striker 2nd-Rush Roll call: Striker-yes, Rush-yes
Ford Motor Company Lease for three pick-ups for Sheriff's Office, 3 years,
\$65,861.37 each year, Commissioner Crowe to sign
1st-Striker 2nd-Rush Roll call: Striker-yes, Rush-yes
CSEA: JFS Sub-grant Agreement G-2233-11-6936
1st-Rush 2nd-Striker Roll call: Striker-yes, Rush-yes
JFS: Speakwrite Agreement \$15,000 thru 7/30/2022
1st-Striker 2nd-Rush Roll call: Rush-yes, Striker-yes

Sharon Huston, **Hardin Hills Administrator**, status keeps changing by the hour per employee shifts due to not receiving the mandated COVID vaccine. Commissioner Striker noted the American Rescue funds have not been received therefore those funds cannot be encumbered at this time. How to get thru this situation? Sharon has 18 employees that are refusing the vaccine. 31 vaccines were given on Wednesday: 18 staff, 6 residents and 7 public members. Residents do not need to be vaccinated, however new hires would. One former employee has returned knowing all staff will be vaccinated. Nursing out of 51 are vaccinated, 18 refused. That makes 65% vaccinated that has to be reported weekly to CMS. Building minimum goal is 75% by July, per CMS. Not sure what this means. All other departments have complied. Some facilities are giving a monetary incentive to receive the vaccine with the CARES Funds. She has CARES funds available. These funds need spent by December 2021. Roughly \$250,000. Option 1: \$164,000 to pay each employee for the vaccine. Option 2: At \$3.00 per hour premium pay a cost of \$35,142 per pay period w/Medicare and OPERS for 16 pay period=\$562,672 additional pay. Option 3: thru Labor Day \$3.00 per hour=eight pay periods \$281,136. More residents would mean adding an additional nurse for day shift, one more aide per shift. These are not included in these projections. Incentive pay versus Premium Pay? Sharon noted they are no longer competitive with wages for the nurses. They need increased to recruit and retain. She is currently paying time and a half to get thru and has all shifts covered-even part time for any shift over their scheduled time for these two days (48 hours). Sharon requested approval to cover more time to get thru the current staff shortage due to nurses refusing to get the COVID vaccine. Commissioner Striker moved to cover time and a half for all full and part time staff to pick up additional shifts over their 8 hours per day/24 hours, covered from May 18-May 25, 2021 to get thru the staffing crisis contingency. Commissioner Rush second. Roll call: Striker-yes, Rush-yes. **V6-342**

Kara Brown, **Director Simon Kenton Schools**, Amy Newland, Building Manager, Kris Kostas and Kevin McDevitt with Equalis Group, regarding a potential upgrade to the paving project area. Last year the project was started with the bid award which was then broke when realized it would not solve the water issues. Commissioners interest is in the land owned by the county. Katey Henson was present to help the work thru the powers and duties of each entity: Any improvement upon county land needs to come thru the Commissioners.

Expenditures is up to the Simon Kenton School Board. They can do their own competitive bidding. Kris-proposed project consists of a full tear up of existing parking area, full depth,

with new asphalt addressing the drainage. The base will be the existing stone. Kara-water sits and freezes and thaws with every five years to band aid. Kris-we use a network of contactors that will bid out the project and assist. Should be a local contactor. An annual inspection will be done by the contractor or thru their firm. A 12 month warranty is included. Anticipated life of the work would typically be 15-20 years or beyond. No re-coating is planned. A contingency would be included in the bid, 15% of bid. Approximate cost is \$154,013.99. No core sampling done at this time. Kevin-explained purchasing cooperative for public sector entities over \$50,000. He is associated with a piggyback lead agency that does the same thing. Region 10 public schools joined the organization and will use them for the bid process. This is the legal exemption to the process. Kris is well below the threshold of their bidding units. Kevin provided the ORC that allow these type of leveraging contracts. They are at the contract award stage and have awarded the contract to McCoy Paving. Commissioner Striker moved to approve the SKDD Board moving forward with the paving project on county property. Commissioner Rush second. Roll call: Rush-yes, Striker-yes.

At 10:45 Commissioner Rush moved to enter **Executive Session** with John Folk and Pat Hire to discuss employee discipline and termination of public employment. Commissioner Striker second. Roll call: Striker-yes, Rush-yes. At 11:38 Commissioner Striker announced the end of Executive Session. No action taken.

Scott Ribley, **Housekeeping Supervisor**, discussed the housekeeping day shift salaries at \$10.60 per hour with MacDonald’s now hiring over \$11.00 per hour. He would like to see increased to \$12.00 per hour for an additional \$3300 per year. Effective June pay. \$1.40 per hour increase. This will be discussed on Tuesday.

Roll call resulted as follows:

ROGER E. CROWE-ABSENT
President of the Board-Roger E. Crowe

_____, YES/NO
Timothy L. Striker

_____, YES/NO
Fred M. Rush

Attest _____
Clerk of the Board