

DECEMBER 19, 2019

The Gallia County Board of Commissioners met on this date for the purpose of approving the minutes of the previous meeting and current transfers, appropriations and bills. At 9:00 a.m. the meeting was called to order by President Brent Saunders. Roll Call: President Brent Saunders, present; Vice President Harold G. Montgomery, present; Commissioner David K. Smith, present.

The President entertained a motion for approval of the December 12, 2019 minutes. Harold G. Montgomery moved and David K. Smith seconded the motion. Roll call: Mr. Saunders, yea; Mr. Montgomery, yea; Mr. Smith, yea.

2019 Canine Shelter Weekly Report

Week Ending	Came in	Adopted	Reclaimed	Euthanized	Out to Rescue	MIA	Died (Natural or unknown Causes)	Destroyed (in field)	Total Out	Remaining at shelter	Out to County Foster	In from County Foster	Died in Foster (Natural or Unknown Causes)	Total in Foster
12/15	10	2	0	0	7	0	0	0	9	13	0	0	0	2

FINANCIAL REPORT REVIEW

County Administrator Karen Sprague presented the Commission with:

- December 2019 Sales Tax Report

EXECUTIVE SESSION – PERSONNEL

At 9:21 a.m. the President entertained a motion to enter into executive session to discuss personnel. David K. Smith moved and Harold G. Montgomery seconded the motion. Roll call: Mr. Saunders, yea; Mr. Montgomery, yea; Mr. Smith, yea. At 9:32 a.m. the commissioners requested the County Administrator Karen Sprague to join the session. At 9:37 a.m. County Administrator Karen Sprague exited the session. Returned to regular session at 9:42 a.m.; no action taken.

PERSONNEL FLSA PAY CHANGES EFFECTIVE 1/1/2020

County Administrator Karen Sprague provided Commission with US Dept. of Labor final rule increasing salary thresholds effective 1/1/2020. Brent Saunders entertained a motion that the Commission comply with new Department of Labor rule for salary employees and change pay rates effective the first pay of 2020:

- Dog warden position salary rate will be \$35,568 (\$17.10 per hour)
- Assistant IT position salary rate will be \$35,568 (\$17.10 per hour)

Harold Montgomery made and David K. Smith seconded the motion. Roll call votes: Mr. Saunders, yea; Mr. Montgomery, yea; Mr. Smith, yea.

COUNTY SEWER SUPERINTENDENT POSITION

County Administrator Karen Sprague recommended the creation of a new position description within the County Sewer Department titled County Sewer Superintendent with the following qualifications and requirements:

- GENERAL DESCRIPTION**
 - Under direction of the Board and County Administrator, the Sewer Superintendent is responsible for overseeing new construction projects and maintaining all county sewer systems in compliance with state and federal guidelines as well as managing and supervising all Sewer Department staff.
- QUALIFICATIONS:**
 - Completion of secondary education or equivalent (high school diploma or GED); five (5) or more years of related experience and/or training, including two (2) years of supervisory experience; any equivalent combination of education, experience, and training which provides the required knowledge, skills, and abilities.
- LICENSURE OR CERTIFICATION REQUIREMENTS:**
 - Must possess a valid State of Ohio driver's license and must remain insurable under the County's vehicle insurance plan; must possess a Class I Waste Water Treatment Operator's License from the Ohio Environmental Protection Agency (OEPA).

Ms. Sprague further recommended that Tommy Dillon be promoted to this position. Harold Montgomery made a motion to create the salaried position of County Sewer Superintendent (a department head position appointed by the Board of County Commissioners), also an un-classified position under R.C. Section 124.11(A)(3)(b), and to promote Tommy Dillon to that position with an annual salary of \$44,304 (\$2.00 per hour increase) effective 12/23/2019. David Smith seconded the motion. Roll call votes: Mr. Saunders, yea; Mr. Montgomery, yea; Mr. Smith, yea.

RESOLUTION FOR SALARY INCREASES FOR 2020

David K. Smith made the following motion.

To give county employees, under the employ of Gallia County as of 1/1/2020, except employees that have already received raises for 2020 or are under a collective bargaining agreement or having a certified exclusive representative under ORC 4117.1, a \$0.50 per hour raise effective the first pay in January, 2020.

For those departments outside of county general, if the allocation of raises to your office/department employees depends on what is done by the County Commission, and if you have adequate funds available in your budget to cover the above approved raise, you may do so at your discretion at this time. Please be sure to consider the salary related line items, Worker's Comp., Medicare, PERS, when making this decision.

However, the ultimate decision regarding distribution of the above approved raises to all county employees, under both County General and other funds, is at the discretion of each elected official.

The appropriations for this increase are included in the 2020 annual appropriation resolution for the County General Fund.

Harold G. Montgomery seconded this motion. Upon roll call votes were as follows: David K. Smith, yea; Brent Saunders, yea; Harold G. Montgomery, yea.

DECEMBER 19, 2019

I, Anette Brown, Clerk of the Board of Gallia County Commissioners, do hereby certify that the above is a true and accurate copy of the resolution passed this 19th day of December, 2019.

s/ Brent Saunders

Brent Saunders, President

s/ Harold Montgomery

Harold G. Montgomery, Vice-Pres.

s/ Anette Brown

Anette Brown, Clerk of the Board

S/ David K. Smith

David K. Smith, Commission Member

RESOLUTION – HOLZER THERAPY & WELLNESS CENTER CORPORATE PLAN AGREEMENT

County Administrator Karen Sprague presented the Commission with a renewal for Corporate Plan Agreement Option #3 for Gallia County Employees who have enrolled in Gallia County’s Medical Health Insurance Plan to join the Holzer Therapy & Wellness Center at reduced rates. Gallia County’s 1 year annual membership will be \$5,000 for the period of 1/1/2020 thru 12/31/2020. The reduced rates for Gallia County Employees to join Holzer Therapy & Wellness Center under this Corporate Agreement are as follows:

- Single - \$19.00/month or \$228.00/annually
- Single + 1 - \$32.00/month or \$384.00/annually
- Family - \$49.00/month or \$588.00/annually

Mr. Saunders entertained a motion to approve and sign the renewal agreement as presented, noting this benefit is strictly for Gallia County Employees who are enrolled in Gallia County’s Medical Health Insurance Plan. David K. Smith made and Harold G. Montgomery seconded the motion. Roll call votes: Mr. Saunders, yea; Montgomery, yea; Mr. Smith, yea. It was noted the savings to employees through this agreement would be as follows:

- Single - savings of \$14.00/month or \$168.00/annually
- Single + 1 - savings of \$18.00/month or \$216.00/annually
- Family - savings of \$11.00/month or \$132.00/annually

PROCLAMATION – LARRY BOYER DAY

The President Saunders read the following proclamation and entertained a motion for approval and signing. Harold G. Montgomery made and David K. Smith seconded the motion. Roll call: Mr. Saunders, yea; Mr. Montgomery, yea; Mr. Smith, yea.

PROCLAMATION
IN RECOGNITION OF

Larry Boyer’s
Retirement

WHEREAS, the Board of Gallia County Commissioners wish to honor Larry Boyer on the occasion of his retirement; and

WHEREAS, Larry Boyer, Director of Emergency Medical Services “EMS” for Thirteen years; and

WHEREAS, Emergency Medical Services provide lifesaving care to those in need 24 hours a day, seven days a week to the people and communities of Gallia County; and

WHEREAS, the Gallia County Commissioners wish to thank Larry Boyer for his service to our community, upon his retirement.

NOW, THEREFORE, the Board of Gallia County Commissioners does hereby proclaim Friday, December 20th, 2019 as

Larry Boyer Day

in recognition of his service, and to express their respect for his service vital of our community by helping proved lifesaving care to Gallia County residents and visitors.

The Gallia County Commissioners encourage all citizens to join them in wishing Larry Boyer, continued health and happiness, now and always.

Signed this 19th. day of December, 2019.

s/ Brent Saunders, President

s/ Harold G. Montgomery, Vice President

s/ David K. Smith, Commissioner

CONTRACT FOR COMMUNITY RESIDENTIAL SERVICES

The commissioners were in receipt of a contract from the Lawrence County Juvenile Center for community residential services at a per diem rate of \$85.00 per bed. The term of the agreement is January 1, 2019 through December 31, 2020. David K. Smith made and Harold G. Montgomery seconded the motion to approve the contract as recommended by Judge Moulton. Roll call: Mr. Saunders, yea; Mr. Montgomery, yea; Mr. Smith, yea.

AMENDMENT TO PERSONNEL POLICY MANUAL

The President entertained a motion to adopt the following amendment to the Personnel Policy Manual Personal Days (Chapter 6, Section 6.14, page 76) as submitted by our Labor Consultant. Harold G. Montgomery made and David K. Smith seconded the motion. Roll call: Mr. Saunders, yea; Mr. Montgomery, yea; Mr. Smith, yea.

PERSONAL DAYS

SECTION 6.14

Full-time County employees working forty (40) hours receive three (3) paid personal days per year awarded on January 1. Full-time County employees working less than forty (40) hours and part-time employees will be granted personal days on a pro-rated basis relative to the amount of hours worked. Guidelines for using personal days are established by the elected official or department supervisor. If unused, personal days cannot be carried forward to the next year. Personal days are not paid upon retirement or upon separation of County employment. Temporary, seasonal, intermittent, and student employees are not entitled to receive personal days.

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LETTERS OF SUPPORT – HOPEWELL HEALTH CENTERS

The commissioners were in receipt of the following letter of support for the Ohio Valley Regional Development Commission request for proposal to participate in the Building of a Substance Use Recovery-to-Work Ecosystem in the Appalachian Region. The President entertained a motion to approve the letter as presented. David K. Smith made and Harold G. Montgomery seconded the motion. Roll call votes: Mr. Saunders, yea; Mr. Montgomery, yea; Mr. Smith, yea.

December 16, 2019

Brendan Bruff, Program Manager
The Development District Association of Appalachia (DDAA)
P.O. Box 100155
Arlington, VA 22210

Dear Brendan Bruff,

Re: *Building an Effective Recovery-to-Work Ecosystem Learning Academy RFP Letter of Support Request*

By this letter, we wish to express our full support for the Ohio Valley Regional Development Commission (OVRDC) request for proposal to participate in the Building of a Substance Use Recovery-to-Work Ecosystem in the Appalachian Region.

The grant application being submitted by OVRDC, will develop a collaborative partnership of local and regional stakeholders, including community members, elected officials, business owners, medical and addiction treatment professionals, judicial system representatives, legislators, and service agencies representing a broad cross section of informed professionals who are already actively engaged in deploying best practices on substance use and recovery programs in general or recovery to work initiatives specifically.

A key component of the grant application is the collaboration of Core and Home Team members who will work together to develop written best practices, sharable strategies, model workforce training programs that incorporate recovery services, sample best practices tool kits for employers and the development of a Cohort Academy to serve as a framework to bring together regional organizations who are already working on the problem. With a goal of identifying and replicating what works across the region, the coordination and communication of the group will help communities find innovative ways to assist businesses with hiring a recovery workforce and assist individuals in recovery with finding and maintaining meaningful work.

Through a peer academy process, the teams made up of organizations will collaborate both within and across regions to improve their working relationships, identify and adopt best practices, and access dedicated technical assistance that will enhance the lives of individuals and communities impacted by the substance use crisis affecting Appalachia.

We recognize the need for and support the development of recovery to work initiatives as laid out in this plan.

We look forward to continuing to work in partnership with OVRDC and other regional partners who believe the adoption of recovery to work initiatives are vital to the health of our communities and the continued success of employers in our region as another building block for economic development.

Thank you for your consideration of this worthy program.

Sincerely,

s/ Brent Saunders, President

s/ Harold G. Montgomery, Vice President

s/ David K. Smith, Commissioner

HEALTH INCENTIVE RESOLUTION

The President entertained a motion to adopt the following resolution for health incentives to county employees that obtain health insurance from another source outside the county policy. Harold G. Montgomery made and David K. Smith seconded the motion; Roll call: Mr. Saunders, yea; Mr. Montgomery, yea; Mr. Smith, yea.

HEALTH INCENTIVE RESOLUTION

WHEREAS, the Gallia County Commissioners find that certain County Employees are able to obtain Health/Hospital Insurance from another source outside the County; and

WHEREAS, the Gallia County Commissioners further find, if any employee obtains insurance from an outside source it would be a financial benefit to Gallia County; and

WHEREAS, the Gallia County Commissioners agree to offer a cash incentive up to *Two Thousand Dollars (\$2,000.00) to employees who obtain Health/Hospital Insurance from another source outside the County, and are not receiving benefits from any County Health Insurance Program in any way (i.e., via Medical, Vision and/or Dental Health Insurance Coverage); and

WHEREAS, the Gallia County Commissioners further find that this resolution can only be superseded by **Union Contract Agreements and departments governed by their own respective boards** and is subject to the ***amounts specified by those boards and respective collective bargaining agreements.**

NOW, THEREFORE, BE IT RESOLVED that shall any employee of a department for Gallia County that receives its funding from the County General Fund shall receive up to Two Thousand Dollars *(\$2,000.00) cash incentive (prorated if covered by outside source for less than a year but must be covered by outside source at least three months) to be able to receive the incentive on the last payday of November.

BE IT FURTHER RESOLVED, that any employee who obtains Health/Hospital Insurance from an outside source, and is not receiving benefits from any County Health Insurance Program in any way (i.e., via Medical, Vision and/or Dental Health Insurance Coverage) for at least three months of the year, must sign a release stating that they have obtained Health/Hospital insurance from an outside source and agree to dismiss Gallia County from its obligation to provide said insurance to receive this incentive.

BE IT FURTHER RESOLVED that, if, for any reason, any employee's outside insurance is terminated during 2020, the County will re-admit the employee to the County Plan, based upon the County's insurance company's approval and the employee will receive the cash incentive on a pro rata basis.

This resolution shall take effect upon its signing this 19th day of December 2020.

GALLIA COUNTY COMMISSIONERS

s/ Brent Saunders, President

s/ Harold G. Montgomery, Vice President

s/ David K. Smith, Commissioner

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DJFS AWARD

Director Dana Glassburn announce to the commissioners the Gallia County CSEA was awarded the Outstanding Performance by County Child Support Enforcement Agencies for 2019; Most Improved Support Order Establishment in the Medium-Small Caseload Division for 2019 and Most Improved Collections on Current Support in the Medium-Small Caseload Division for 2019. The commissioners congratulated and thanked Mr. Glassburn and his staff for the continued work and dedication to the program.

EXECUTIVE SESSION –PRESONNEL

At 10:29 a.m. the President entertained a motion to enter into executive session with 911/EMA Director Sherry Daines, EMS Director Keith Wilson and CJ Fultz from Clemans-Nelson to discuss personnel. Harold G. Montgomery moved and David K. Smith seconded the motion. Roll call: Mr. Saunders, yea; Mr. Montgomery, yea; Mr. Smith, yea. Returned to regular session at 11:04 a.m.; no action taken.

HEALTH INSURANCE PROPOSAL


SIA Insurance, John and Scott Saunders met with the Commissioners to discuss the county health insurance.

COUNTY CORRECTION DETENTION CENTER WORKSHOP

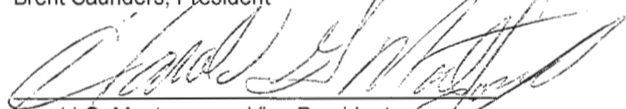
DLZ Architecture Eric Ratts met with the Commissioners and Sheriff Department for the County Correction Detention Center Workshop meeting. DLZ's agenda included CM at Risk selection process update, Site plan concepts – Base and Alternate, Indoor/Outdoor Recreation section, Exterior elevation concept '1-6' and the next steps. Also in attendance: County Administrator Karen Sprague; Sheriff Matthew D. Champlin; Chief Duty Troy Johnson; Lieutenant Chris Gruber jail administrator; Municipal Judge Eric Mulford; Maintenance Superintendent Tom Halfhill; Economic Development Director Melissa Clark, Clerk, Anette Brown; Assistant Clerk, Kim Elliott; and Gallipolis City Commissioner Tony Gallagher. Next meeting scheduled for January 23, 2020 at 1:30 p.m. No action taken

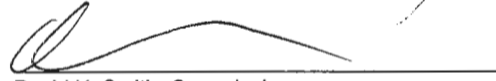
ADJOURN

At 4:00 p.m. the President entertained a motion for adjournment. David K. Smith moved and Harold G. Montgomery seconded the motion. Roll call: Mr. Saunders, yea; Mr. Montgomery, yea; Mr. Smith, yea.


Brent Saunders, President


Anette L. Brown, Clerk


Harold G. Montgomery, Vice President


David K. Smith, Commissioner