MEETING OF THE BOARD OF COUNTY COMMISSIONERS

REGULAR MEETING

September 17, 1997

The Regular Meeting of the Board of County Commissioners of Sedgwick County, Kansas, was called to order at 9:00 A.M., Wednesday, September 17, 1997, in the County Commission Meeting Room in the Courthouse in Wichita, Kansas, by Chairman Thomas G. Winters; with the following present: Commissioner Betsy Gwin; Commissioner Melody C. Miller; Commissioner Mark F. Schroeder; Mr. Lewis R. "Bob" Rogers, Assistant County Manager; Mr. Rich Euson, County Counselor; Ms. Becky Allen-Bouska, Director, Bureau of Finance; Mr. Harry Hayes, Director, Personnel Department; Mr. David C. Spears, Director, Bureau of Public Services; Mr. Harry Hayes, Director, Personnel Department; Mr. David C. Spears, Director, Director, Purchasing Department; Ms. Lucretia Taylor, Diversity and Employee Relations; Ms. Kerrie Platt, Administrator, Department of Corrections; Mr. John Kingsley, LMSW, COMCARE: Mr. Phil Rippee, Risk Manager; Mr. Fred Ervin, Director, Public Relations; and Ms. Linda M. Leggett, Deputy County Clerk.

GUESTS

Ms. Mary Jane Rieckenberg, Eunice Sterling ChapterMs. Mary Aikens, Wichita ChapterMs. Katheryn Compton, Flores del-Sol ChapterMr. Mike Dealy, DQUUS Beds Groundwater Management District

INVOCATION

The Invocation was given by Mr. Bob Bruner of the Christian Businessmen's Committee.

FLAG SALUTE

ROLL CALL

The Clerk reported, after calling roll, Commissioner Hancock was absent.

CONSIDERATION OF MINUTES: Regular Meeting, August 27, 1997

The Clerk reported that all Commissioners were present at the Regular Meeting of August 27, 1997.

Chairman Winters said, "Commissioners, you've had an opportunity to review the Minutes, what's the will of the Board?"

MOTION

Commissioner Gwin moved to approve the Minutes of August 6, 1997, as presented.

Commissioner Miller seconded the Motion.

There was no discussion on the Motion. The vote was called.

VOTE

Commissioner Betsy Gwin	Aye
Commissioner Paul W. Hancock	Absent
Commissioner Melody C. Miller	Aye
Commissioner Mark F. Schroeder	Aye
Chairman Thomas G. Winters	Aye

CERTIFICATION AS TO THE AVAILABILITY OF FUNDS

Ms. Becky Allen-Bouska, Finance Director, greeted the Commissioners and said, "You have previously received the certification of funds for expenditures on today's Regular Agenda. I am available for questions if there are any."

Chairman Winters said, "Becky, I see no questions. Next item."

PROCLAMATIONS

A. PROCLAMATIONS. .

1. PROCLAMATION DECLARING SEPTEMBER 17-23, 1997 AS "CONSTITUTION WEEK."

Chairman Winters said, "Commissioners, I have a Proclamation that I would like to read for your consideration."

PROCLAMATION

WHEREAS, our Founding Fathers, in order to secure the blessings of liberty for themselves and their posterity, did ordain and establish a constitution for the United States of America; and

WHEREAS, it is of the greatest importance that all citizens fully understand the provisions and principles contained in the Constitution in order to support it, preserve it, and defend it against encroachment; and

WHEREAS, the anniversary of the Signing of the Constitution provides an historic opportunity for all Americans to learn about and recall achievements of our Founders and to reflect on the rights and privileges of citizenship, as well as its attendant responsibilities; and

WHEREAS, the independence guaranteed to the American people by the Constitution should be celebrated by appropriate ceremonies and activities during Constitution Week, September 17-23, as designated by proclamation of the President of the United States of America in accordance with Public Law 915;

NOW THEREFORE BE IT RESOLVED, that I, Tom Winters, Chairman of the Board of Sedgwick County Commissioners, do hereby proclaim September 17-23, 1997, as

"CONSTITUTION WEEK"

and urge all Sedgwick County citizens to pay special attention during that week to our Federal Constitution and the advantage of American Citizenship.

Chairman Winters said, "Commissioners, that is the Proclamation. What's the will of the Board?"

MOTION

Commissioner Gwin moved to adopt the Proclamation and authorize the Chairman to sign.

Commissioner Miller seconded the Motion.

Chairman Winters said, "We have a Motion and a second. Any additional discussion? Seeing none, the vote was called."

VOTE

Commissioner Betsy Gwin	Aye
Commissioner Paul W. Hancock	Absent
Commissioner Melody C. Miller	Aye
Commissioner Mark F. Schroeder	Aye
Chairman Thomas G. Winters	Aye

Chairman Winters said, "Thank you very much. We have three ladies here from the Daughters of the American Revolution. We have Mary Aikens who is the Chair of the Wichita Area Regents Round Table of the Daughters of American Revolution. Mary Jane Rieckenberg from the Eunice Sterling Chapter and Mary if you would introduce the third person please."

Ms. Mary Jane Rieckenberg, greeted the Commissioners and said, "Katheryne Compton from Flores-del Sol Chapter."

Chairman Winters said, "All right."

Ms. Mary Aikens, Wichita Chapter, greeted the Commissioners and said, "Thank you very much. We appreciate your recognizing Constitution Week. We feel it is very important to remember and study the Constitution because it's what our Fourfathers presented to this country and we thank you very much for recognizing it and proclaiming it for a week."

Chairman Winters said, "We thank you very much for being here and the work that your Chapters do in the community. Thank you very much."

2. PROCLAMATION DECLARING SEPTEMBER 21-27, 1997 AS "DEAF AWARENESS WEEK."

Chairman Winters said, "I have a second Proclamation for your consideration."

PROCLAMATION

WHEREAS, the World Federation of the Deaf, composed of seventy national associations of the deaf, serves in the enhancement of the social, economic and cultural lives of deaf and hard-of-hearing people; and

WHEREAS, the World Federation of the Deaf has for the past forty-four years provided leadership at the international level of medicine and audiology, psychology of deafness, educational development and innovation, vocational rehabilitation, communications methodology, personal and social welfare, art and culture, parent education, and religious activities; and

WHEREAS, representatives from a wide area of leadership serving deaf and hard-of-hearing population throughout the world will be observing "Deaf World Week" in recognition of the contributions geared to the needs of the deaf and hard-of-hearing people; and

WHEREAS, Sedgwick County offers best wishes to all participants for a renewed spirit of togetherness, tempered by intensified commitment to a quality of life for the deaf and hard-of-hearing population of the nation;

NOW THEREFORE BE IT RESOLVED, that I, Tom Winters, Chairman of the Board of Sedgwick County Commissioners do hereby proclaim the week of September 21-27, 1997, as

"DEAF AWARENESS WEEK"

in Sedgwick County and invite all citizens to join in the observance of this occasion.

Chairman Winters said, "Commissioners, that's the Proclamation. What's the will of the Board?"

MOTION

Commissioner Schroeder moved to adopt the Proclamation and authorize the Chairman to sign.

Commissioner Gwin seconded the Motion.

There was no discussion on the Motion, the vote was called.

<u>VOTE</u>

Commissioner Betsy Gwin	Aye
Commissioner Paul W. Hancock	Absent
Commissioner Melody C. Miller	Aye
Commissioner Mark F. Schroeder	Aye
Chairman Thomas G. Winters	Aye

Chairman Winters said, "Here to accept the Proclamation is John Kingsley from COMCARE (Bureau of Comprehensive Community Care). Is John here? Yes. If you would please come forward John."

Mr. John Kingsley, LMSW, Outpatient Services, COMCARE, greeted the Commissioners and said, "I want to thank you, the Commissioners, and I also want to thank the communities at large and for the deaf and hard of hearing that will come to celebrate in the spirit of 'Deaf Awareness Week' occurring next week and I just want to take a quick moment to say that COMCARE has been dedicated to provide these services for the deaf and hard of hearing within the Community of Sedgwick County. I think the community at large would be pleased to know that and again I thank you all."

Chairman Winters said, "Thank you John. We appreciate you being here and we appreciate the citizens being here. We do think this is very important work that COMCARE does, and so we appreciate you all being here. Next item."

CITIZEN INQUIRY

B. REQUEST TO ADDRESS THE BOARD OF COUNTY COMMISSIONERS REGARDING SOLID WASTE DISPOSAL.

Chairman Winters said, "Is Mr. Mike Dealy here? This is the portion of our County Commissioner Meeting where we do invite citizens to come and speak to Commissioners. The only requirement is to notify the Managers Office a week before our Commission Meeting so it can be placed on the Agenda. We welcome citizen input. Please state your name and address for the record. We try to limit our remarks to five minutes."

Mr. Mike Dealy, Equus Beds Groundwater Management District, Halstead, Kansas, greeted the Commissioners and said, "I'm before you today to make a public statement on behalf of the Board of Director's for the district to the Board of Sedgwick County Commissioners.

Over the past several weeks there has been renewed interest in the siting of a Sub Title D solid waste landfill at a location known locally as the Kingsbury Tract. The site is situated over the Equus Beds aquifer and within the jurisdiction of the Equus Beds Groundwater Management District. Such a plan was presented to the Board of Directors for the Equus Bed Groundwater Management District by the City of Wichita in February and April of 1995. At that time the Board reviewed published hydrologic and geologic reports from the City of Wichita's Consultant, SCS Engineers from the Kansas Geological Survey, the US Geological Survey, from the Natural Resources Conservation Service; US Department of Agriculture; Equus Beds Groundwater Management District, Groundwater Management Program and from published and unpublished hydrological and geologic reports.

"Based on this comprehensive review of the hydrologic and geologic data and facts, the Board of Directors made the following findings: that the Kingsbury Tract overlies the Equus Beds aquifer; that the Equus Beds aguifer is a critical and principal source of fresh and usable water for nearly 500,000 people in south central Kansas; that the waters of the Equus Beds aquifer at the site are fresh and suitable for most uses, including industrial, municipal, domestic and irrigation purposes; that of the five site soils identified, the Natural Resources Conservation Service classified three soils with a severe restriction when used as a landfill area; and three soils were classified as poor when used as a landfill cover; that the permeability rate of the five soils to a depth of five feet below land surface ranged from less than 6/100ths of an inch to 20 inches an hour; that data contained in the report entitled, 'Hydro geologic Investigations for the Kingsbury Landfill' did not substantiate the extent of a protective aquitard or clay unit extending throughout the site; that historical (1889 to present) water-level data collected by the District and the City of Wichita at and near the site indicate the Equus Beds aquifer has a shallow water table, fluctuating from 5' to 14.4' below land surface; that due to geologic and hydrologic conditions the Kingsbury site is located in a sensitive groundwater area making the Equus Beds aquifer vulnerable to pollution from man-made activities; that water quality samples taken from City of Wichita monitoring wells at the site and analyzed for inorganic and 47 landfill volatiles indicate the water at the Kingsbury site is good and suitable for most uses; that published geologic and hydrologic reports by the state and federal geologic surveys (Williams, 1949 and Bevans, 1989) describe rocks of the Permian System, consisting mostly of shale, occurring at or near land surface in the eastern third and southwestern portions of the county where the Equus Beds aquifer is not present; and that a pollution risk assessment determined the Kingsbury site had double the pollution risk as compared to the eastern third and southwestern portions of the county where the Equus Beds aquifer is not present.

"Based upon the information reviewed and the sensitive and vulnerable nature of the site's geohydrologic conditions, the Board of Directors, by approved motion: does not endorse or sanction the siting of a Sub-Title D landfill at the Kingsbury tract and respectfully recommends City and County officials exercise options to consider another location in an area where the Equus Beds aquifer is not present and hydrologic and geologic conditions are more favorable for siting a landfill.

"On behalf of the Board of Directors, Equus Beds Groundwater Management District, I would like to thank the Board of Sedgwick County Commissioners for the opportunity to present these findings and recommendations to the Commissioners and for the public record. Thank you."

Chairman Winters said, "Thank you Mr. Dealy. We appreciate you being here. I'm sure that you know by actions this Board took last week that is now not one of the options that we're pursuing. I appreciate your bringing this information to us and coming forward again today and visiting about this. I think this is certainly a very worthwhile and informative review that has been done to this point. I appreciate you being here today. Next item."

DEFERRED ITEM

C. REVISION TO PERSONNEL POLICY 4.310 DRUG TESTING/SUBSTANCE ABUSE.

Mr. Harry J. Hayes, Director, Bureau of Human Resources, greeted the Commissioners and said, "I am here this morning to present to you the policy recommendation's from the Drug Policy Review Committee which has met since May of last year. I want to recognize those individuals first and foremost that served on that committee. We had Linda Clark from Information Services Department, John DuVall from COMCARE, Jo Hillman from the Treasurer's Office, Mike Mueller from Personnel, Mike Pepoon from Legal, Phil Rippee, Risk Manager, Gary Curmode, the Fire District Chief, Sheriff Mike Hill and Jim Elvins from his Department, Delia Lopez, Appraiser, John Nath, Kansas Coliseum, Tom Pollan, Emergency Medical Services, David Spears, Public Services, Lucretia Taylor, Employees Relations, and our Committee Chairman and slide flipper, Bob Lamkey, Central Motor Pool Director.

"A reminder for the Board and for the public that the County utilizes drug detection and deterrence in compliance with the Drug Free Workplace Act of 1988 and that is subject to agencies which receive federal contract dollars in access of \$25,000. I also want to remind the Commission that these revisions that are coming forth from the Committee pose no revisions to the Department of Transportation of Federal Highway Administration Regulation which we must comply with our commercial drivers. Those drivers that drive vehicles in access of 26,001 or who transport more than 15 passengers in vehicles.

SLIDE PRESENTATION

"What we are going to do here today as I indicated earlier is review the recommendations and then request that the Board adopt the changes as presented. The first change in the recommendation is a procedural change for pre-employment testing. What the committee has decided is that we would like to have consideration of past positive test with Sedgwick County. An example of some of those positions where the committee felt that would be applicable would be evidentiary clerks, medical support staff, vice deputies, forensic specialist, and/or EMS personnel. What you will note with these positions is that these are classifications with our work force that regularly and routinely have access to controlled substances. The way this would work is if an individual came through our hiring process and they tested positive in a pre-employment drug test, that individual would be barred from seeking employment from the County for one year unless they went out and completed some type of rehabilitation program and could certify to us that they had done that within that one year time span. What this recommendation does, it's a procedural change that we would be able to consider that information just like we consider any other information in making our hiring decision. A case in point would be, Harry Hayes had 14 jobs in the last three years, you would want to consider that before you decided to hire me in some responsible position. There is also a five year record retention window with the maintenance of these drug test results and that is to say that we keep all of our test results for pre-employment testing for five years and then we dispose of them.

"Under the definitions, the committee went through and refined the way the policy was written to make it easier to understand and identify those key issues or key personnel who would or could be involved in the drug testing process, or recommendation for testing. We put in the definition for material participant as it relates to fatality related incidents, to identify specifically those personnel who would be involved if someone out in the Public Services Department were killed while working on a bridge. It would identify that those individuals who had an active role in that activity, those individuals would be subject to testing. We have also identified Protective Services personnel as key components of the drug policy because of their investigative authority. In the investigation portion of the policy where an individual is involved with an incident whether it's an on the job injury or vehicular incident, we would request that Protective Services personnel have the first call as to whether or not there has been utilization of drugs or alcohol.

"Our policy calls for individuals to remain on site if it's a vehicle incident, that they remain on site until released by law enforcement. Law enforcement would conduct their investigation, make a determination as to whether drugs or alcohol were involved and we would request that our supervisor's use that information in making that recommendation for testing.

On the job injuries, once again it's supervisory discretion. What we have tried to do in this section of the policy is outline those specific responsibilities that we would like the supervisor's to utilize when making their determination. You'll note here we are indicating self-hazard, what does that mean? Well, this week I tripped and fell, next week I cut my hands, the week following that I injured someone else. Am I a hazard to the workplace, am I a hazard to myself, should that be considerable information in determining whether or not we have testing. The committee feels it is, I feel that it should be also. Again Protective Services review, if there is such a bad accident that is non-vehicular and Protective Services personnel have to be called on the seen, whether it is EMS or Fire that would respond to that then they would render their opinion as to whether or not drugs or alcohol were involved. We would ask our supervisors' to consider that information in making their recommendation for testing. Again, damage to County property, if there is significant damage to County property in that supervisor's opinion, should that warrant testing if they feel in conducting the investigation that drugs or alcohol were involved."

Commissioner Schroeder said, "I have a question about the self-hazard. You know over in detention, that's a tough job over there and some of those people are injured multiple times because of the people they have to deal with. You are not going to be banging on them for that, are we?"

Mr. Hayes said, "No Commissioner. We would not because we recognize that and that came out in the discussion that seems to be just a hazard of that occupation that there dealing with violent individuals and I believe the Risk Manager is here. Phil is that not one of the top three incident reports we receive on an annual basis? That we have altercations in the Juvenile Detention Facility as well as in the Adult Detention Facility and Supervisory oversight is key to determine if it's a normal hazard of the job or if that situation was initiated by the county employee.

"Under discipline, in these numbers and we're not trying to do math here this morning are .02 and .04 blood levels for alcohol that the Department of Transportation utilizes in determining what is or is not a positive alcohol test. For the county the .02 is what we used to recognize a positive test. What we do if an individual tests at a .02 level is, that person is placed on leave of absence without pay for 24 hours. Point zero four is considered an impairment that they are so effected by the substance that they cannot function properly or have control of their faculties. The .04 calls for return the duty provisions which is to say the individual must be enrolled in a rehabilitation program, and until they can successfully complete that rehabilitation program they are placed on a leave of absence without pay. The way we currently administer, and I'm going back to the .02, the way we currently administer our drug program, if an individual tests at a .02 level, then they are automatically enrolled in a rehabilitation program. The committee is recommending, and I support the recommendation, that we change that and because that is not a full impairment, it could be that with the dissipation levels of alcohol that an individual could of had two or three cocktails the night before in a social setting. They came to work, they were not impaired, they just happen to be tested and it would not warrant us having those individuals placed in a rehabilitation program.

"What we're asking is that the individuals be evaluated by our Employee Assistant officer. What he does he completes a substance abuse inventory and these inventory tools are about 93% accurate in determining substance or alcohol abuse, whether or not that person has a problem. After he completes that, then their referred to the respective health plan (EAP Program) for a second evaluation. At that point a determination is made as to whether or not those individuals have a problem. If they don't have a problem they come on back to work and continue with their duties. If they do have a problem then we immediately receive a recommendation from the EAP Coordinator as to whether or not they should be enrolled in a rehabilitation program. The individual, would however, considering what type of situation they were involved in if they tested positive at a .02 level, they could be subject to other discipline. They could be subject to written reprimand, they could be subject to suspension and if they have a second positive within five years, it could be cause for termination.

"Under Management Review, the committee feels that if when we have situations where testing is not recommended, that we need to document those incidents so that we have those for record. For liability and insurance purposes and Phil is the expert on that. Phil would you come up and talk about that for just one second."

Mr. Phil Rippee, Risk Manager, greeted the Commissioners and said, "We feel that these documents would help us in obtaining better insurance rates and help us with any court case that they might have to fight in court. Maybe we would have the documentation to prove that the person was impaired, but we'd also have documentation to say they weren't impaired, in most cases that would be the case. That's why we would want this information.

Commissioner Miller said, "Just a follow-up Phil. Non testing decisions, those are discretionary decisions that are made by supervisors, that are made by who?"

Mr. Hayes said, "They are made by supervisors, Commissioner. The ownest of the responsibility of the current policy and the recommended revisions of this policy rests with the first line supervisor. The decision to test or not to test that recommendation is with the first line supervisor who has on sight supervisory authority over these employees."

Commissioner Miller said, "The other question that I have would be regarding the pervasiveness of disciplinary action and I know it's a whole list of actions that can be taken and that spreads across the total organization. Is there anyone excluded or is everyone subject?"

Mr. Hayes said, "That kind of puts us in a quandary. What we tried to do last year when we looked at what constituted an employee of Sedgwick County and what did not constitute an employee of Sedgwick County. We discovered that elected officials, per se, are not considered employees of the County. The employees per the statute, and I can go back and pull this specific information for you and visit with you on that, or individuals who are subject to the personnel policies approve by the Board of County Commissioners."

Commissioner Miller said, "So you are saying that all electeds are not included in this?"

Mr. Hayes said, "That is correct."

Commissioner Miller said, "That's interesting. I did not know that."

Mr. Hayes said, "The other deal with that Commissioner is when you look at how we would go about meeting out discipline, or who an individual would report an incident to, when the committee discussed the elected official piece, how would the organization, or how would the Administration subject an elected official to discipline? Elected officials are subject to the authority of the electorate. The only people, the only elected officials that we discovered that were covered by specific drug testing provision was the Governor and I believe the other was the Lieutenant Governor or the Attorney General. They are specially named in state statute as being subject to the drug testing."

Commissioner Miller said, "Thank you."

Mr. Hayes said, "Finally Commissioners, in implementing the policy, there would be refresher training for all employees. We are looking at scheduling that training in the November or December time frame. It would be conducted by the Bureau of Human Resources. We would include the employee assistant professional as well as members from the Drug Policy Review Committee, and certainly we would drag in Mr. Pepoon from the Legal Department with us too, to provide that training. Are there any questions?"

Chairman Winters said, "Yes there is. A couple. Commissioner Schroeder."

Commissioner Schroeder said, "Just one Harry. That training would not be done through brown bag would it, the brown bag luncheon?"

Mr. Hayes said, "That could be one way to get the training out to the supervisory, or managers and department heads."

Commissioner Schroeder said, "Some of us aren't invited to that. That's why I'm saying that's probably not . . ."

Mr. Hayes said, "There would be training scheduled throughout the county for every employee on the new provisions on the policy."

Chairman Winters said, "Thank you. Commissioner Gwin."

Commissioner Gwin said, "Thank you Mr. Chairman. Just a follow-up on that because my question was how do you get the message out to the employees, because certainly if you are going to. . .they can be removed from their jobs without pay while they complete training, they need to know that that is a consequence of their actions. I'm real interested in how you get that word out to them."

Mr. Hayes said, "We would meet with the department heads, bureau chiefs and elected officials, as we're currently doing with the revised evaluation program and allow those department heads and other individuals to schedule us out in their areas. We would also schedule training for individuals to come to the Education Training Center at the Historic Courthouse for the smaller departments. We could coordinate that. We would get it out and we would ensure that everyone was trained."

Commissioner Gwin said, "I'm sure you will. Thank you. Thank you Mr. Chairman."

Chairman Winters said, "Thank you. Commissioner Miller."

Commissioner Miller said, "I have a question about pre-employment testing and then a follow-up with the electeds. You said that there is a five year window for us to be able to continue to retain that pre-employment testing. Correct."

Mr. Hayes said, "That is correct. The way our original policy was written in 1989, we retain all pre-employment test results four or five years and then year six they are discarded. We would continue that."

Commissioner Miller said, "That an applicant if tested positive during a pre-employment testing, they are unable to re-apply within a years' time."

Mr. Hayes said, "Let me walk through that piece slowly with you Commissioner. The way current policy is and the way this policy would continue is you test positive, let's say I apply and I test positive. I'm from prohibited from applying with the County for one year, unless I go an enroll in a rehabilitation program and I'm able to present to the Personnel Department that certificate that I've successfully completed. Then I could go on applying. That could happen within 30, 60, or 90 days. Just how quickly I want to go out & get rehabilitated."

Commissioner Miller said, "So they do have an option to re-apply if they meet that criteria, but the supervisors of that department do have a right to consider that indeed they have tested positive."

Mr. Hayes said, "It's just another piece of information as we indicated. Like the number of jobs you've had, or why you were terminated from your last job or references, or anything like that. It does not bar a person from being hired. In COMCARE (Bureau of Comprehensive Community Care) we currently hire people who have gone through rehabilitation program because of their experience."

Commissioner Miller said, "Back to the question on electees. There was a conversation that I had that I thought I had asked, whether or not indeed everyone within the organization would basically be exposed to all of the different conditions of this drug policy. I thought the answer I received was yesterday, and yes to that."

Mr. Hayes said, "Conversation on yesterday."

Commissioner Miller said, "No. I thought the answer that I received was 'yes' to that, and I'm hearing today that electeds are not considered personnel, first of all. So therefore, electeds' would not have to basically be sanctioned by this."

Mr. Hayes said, "Commissioner, as we originally considered in trying to define what an employee was and researching state statute, we could not find anything which indicated whether or not elected officials were in fact employee's of an organization, of this organization. Whether or not elected officials would be subject to the provisions of the policy, it seems to me that's the decision that the elected official would have to make and if that answer was given to you that was the wrong information."

Commissioner Miller said, "So it's discretionary on our part, once again."

Mr. Hayes said, "Yes, it would be."

Commissioner Miller said, "Thank you. Thank you Mr. Chairman."

Chairman Winters said, "Thank you Commissioner. Commissioners, you've heard the report from the committee and I've noticed there is several committee members here in the room and if any of you would like to add anything we would certainly welcome that. If not I think Harry has done a good job of explaining the drug policy that is under consideration. We deferred this for one week. I think if the Commissioners have questions and would like to defer it for another week. I don't think that's a problem or if we're ready to act on it today, I think that would be appropriate too. I'm prepared to move forward."

Commissioner Gwin said, "Mr. Chairman, I appreciate the discussion and the information and I'm prepared to Move and I will Move that we approve the revised policy."

MOTION

Commissioner Gwin moved to approve the Revised Policy.

Chairman Winters seconded the Motion.

There was no discussion on the Motion, the vote was called.

VOTE

Commissioner Betsy GwinAyeCommissioner Paul W. HancockAbsent

Commissioner Miller said, "There is further discussion on the Motion Mr. Chairman. I would respectfully even though it's closed and we may need to amend, but I would respectively request some other discussion on this. I was not under the impression that indeed the electeds' would not be considered."

Commissioner Gwin said, "I'd withdraw my Motion for . . . I guess we haven't closed. I take my vote away and we'll just go back to discussion."

Chairman Winters said, "I'll refer to our parliamentary to make sure we do this correctly. Once the voting has started can we stop the voting on this issue? I don't think any of us have a problem deferring this for a week if Commissioner Miller would like to investigate this further. I don't have a problem with that. Can we or how do we need to do that correctly?"

Mr. Richard Euson, County Counselor, greeted the Commissioners and said, "This is an issue I haven't faced before. It seems to me that since you are right in the middle of a vote that it would be appropriate to withdraw the Motion and then consider a new Motion to defer or whatever other action you might want to take."

Commissioner Gwin said, "Mr. Chairman. I wonder if we shouldn't let the vote be called and then whatever the presence of the vote is that. . . I don't know if we can stop Rich, once the vote . . . I mean we've called the vote and it's in place. I thought you would let it go if it's the will of the Board to reject this Motion, then they can do that. Then we'll go back and bring another Motion forward. I'm the only one who has voted so far. If my colleagues don't support that Motion then they can vote it down. We can go back and reconsider something else."

Mr. Euson said, "There is certainly nothing wrong with that."

Commissioner Miller said, "My point is. . . I don't necessarily have a problem with the policy, I just have a problem with who it applies to."

Chairman Winters said, "Well, if you want to bring that up at a later time, I mean if we work on this vote today for what's out there, for what you see is what you get, and if you want to bring this up before the Board at a future time for other additions, I think we are certainly open to consider that. Commissioner Schroeder."

Commissioner Schroeder said, "You have taken the words right out of my mouth."

Commissioner Miller said, "Then say them again."

Chairman Winters said, "If we go ahead and vote today on this policy, then you get what's right here. If you want to continue discussion about elected officials at a different time, we can go ahead and continue. . ."

Commissioner Miller said, "I could do that. I didn't want to not . . ."

Commissioner Schroeder said, "I think that's the right thing to do Mr. Chairman. I'm worried about stopping in the middle of a vote."

Chairman Winters said, "So am I. We have started the vote and Commissioner Gwin has voted Aye."

Commissioner Melody C. Miller	Aye
Commissioner Mark F. Schroeder	Aye
Chairman Thomas G. Winters	Aye

Chairman Winters said, "Thank you Harry, after some confusion, and I'm sure some of us will want to visit about that further."

Mr. Hayes said, "Certainly. Thank you."

Chairman Winters said, "Thank you Harry and thanks to all the committee members who worked on this. I know this has been very intensive work. Madam Clerk, call the next item."

NEW BUSINESS

D. RESOLUTION ESTABLISHING HOLIDAYS TO BE OBSERVED BY SEDGWICK COUNTY IN 1998.

Mr. Richard Euson, County Counselor, said, "We have prepared a Resolution that would officially establish the holidays to be observed by the County in 1998. There are ten of them in the Resolution and I will be glad to state them into the record or as you prefer. The Resolution is in proper form."

Chairman Winters said, "All right. Thank you. Commissioners, questions or comments? Do you need Rich to state these into the record?"

Commissioner Schroeder said, "I just have one question. These are the same as last year, is that correct?"

Mr. Euson said, "Yes. The holidays are the same."

Commissioner Schroeder said, "The number of days per holiday is the same too, correct?"

Mr. Euson said, "I believe that is correct."

Chairman Winters said, "There are no additional holidays, whatever the day of the week it falls on."

Mr. Euson said, "No additions or deletions."

Chairman Winters said, "This does allow for people to begin their future vacation planning and travel arrangements or whatever they are going to do for next year. Commissioners, what's the will of the Board?"

MOTION

Commissioner Gwin moved to adopt the Resolution.

Commissioner Miller seconded the Motion.

There was no discussion on the Motion, the vote was called.

VOTE

Commissioner Betsy Gwin	Aye
Commissioner Paul W. Hancock	Absent
Commissioner Melody C. Miller	Aye
Commissioner Mark F. Schroeder	Aye
Chairman Thomas G. Winters	Aye

E. SUBMISSION TO KANSAS DEPARTMENT OF CORRECTIONS OF A REQUEST FOR FISCAL YEAR 1997 UNEXPENDED COMMUNITY CORRECTIONS STATE FUNDS.

Ms. Kerrie Platt, Administrator, Department of Corrections, greeted the Commissioners and said, "Before you is our request to submit to the Kansas Department of Corrections, a request for Fiscal Year 1997, Unexpended Community Corrections State Funds. If awarded these funds would be added to the department's fiscal year 98 budget. Our request is for \$81,600. Our recommend that you approve the request and authorize the Chairman to sign."

Chairman Winters said, "Thank you. Commissioners any comments or questions. If not, what's the will of the Board?"

MOTION

Commissioner Miller moved to approve the request and authorize the Chairman to sign.

Commissioner Gwin seconded the Motion.

Chairman Winters said, "Any other discussion?"

Commissioner Miller said, "Yes. Kerrie, it is actually the request, the request is actually itemized out."

Ms. Platt said, "That is correct."

Commissioner Miller said, "The \$44,000, of it goes for job readiness training for juvenile offenders. We contract that out to . . ."

Ms. Platt said, "TKC Enterprises. We have used those folks for the last couple of years and been very very pleased with their program. They work very closely with juvenile offenders and a ratio of one liter to about five juveniles. They spend about 19 hours each week during the school year on job readiness activities."

Commissioner Miller asked, "How are they identified? How the juvenile offenders chosen?"

Ms. Platt said, "Those are juveniles that are in juvenile intensive supervision services. That program seems to work best with the younger offender that's really not quite old enough to get a job. This keeps them busy, gives them an opportunity to earn some money. They do get paid for their participation on a level system. It really is an individual plan that has developed with each juvenile offender, depending upon what the needs are for that offender, what other resources are available. So it's an individual decision between the supervising officer and that juvenile."

Commissioner Miller asked, "So it can be part of a whole kind of independent plan for this?"

Ms. Platt said, "That's correct."

Commissioner Miller said, "Very good. I wasn't aware of that. Thank you."

Chairman Winters said, "I'm glad you brought that up because I could kind of see the light bulb go off about the same time because as we continue to work with these prevention funds and really I think are starting to develop, what I believe is going to be a pretty exciting task here. This task force that's been assembled, here's a situation which I didn't know existed. If we can get this money, I mean this is just one more plus in what I think we need to continue to do is figure out how to plus the things that are working. If this is working, it is good, but it's another indication of sometimes I don't think we realize what all is going on now in some prevention activities. Commissioners, we have a Motion and a second, any additional discussion. Seeing none, call the vote."

VOTE

6

Commissioner Betsy Gwin	Aye
Commissioner Paul W. Hancock	Absent
Commissioner Melody C. Miller	Aye
Commissioner Mark F. Schroeder	Aye
Chairman Thomas G. Winters	Aye

Chairman Winters said, "Thank you Kerrie. Thanks for being here. Next item."

F. REVISION OF PERSONNEL POLICY 4.607 EXIT INTERVIEW.

Ms. Lucretia Taylor, Diversity and Employee Relations, greeted the Commissioners and said, "What I'm presenting this morning are revisions to the existing policy, exit interview policy 4.607. Basically, the exit interview policy which was adopted in 1994 is used as a mechanism so that Sedgwick County Manager's and Department Heads can find out the reasons why employees' leave Sedgwick county.

"So what the revisions to the existing policy really do are extend more responsibilities to the department heads. We want department heads and supervisors to notify employees leaving the county to make sure they come in and conduct an exit interview with our department. Those are one of the significant changes in this new policy revision as opposed to the existing policy. It's just making sure that department heads know that the responsibility is there and to get those employees' into our department.

"Also, another significant change from the existing policy is that we are saying now that vacation pay may be withheld if that employee doesn't come in and conduct an exist interview. It's almost like the policy which says you must give two weeks notice when you leave the county. Typically, an employee will give the department two weeks notice. We want them to come on in within that two week period of time and conduct that exist interview. If they don't, however, that's not saying that they will not be paid vacation. They will be paid their vacation pay, but we're just using this as an incentive to try to get those employees' in that we miss on occasion for exist interviews. We really need to know why they are leaving. Any questions?"

Chairman Winters said, "Yes there is. Commissioner Schroeder."

Commissioner Schroeder said, "Lucretia, Item no. five under IV, says implementing appropriate action with failure to comply with this policy, what are you going to do to me if I forget to tell one of my people that they have this obligation to go do an exit interview?"

Ms. Taylor said, "What we are going to do is just talk to you. Really, just say please, next time make sure you have your employee come into the department and do an exit interview. We can also mail those exit interviews out and we have done that too for employees who don't make it in."

Commissioner Schroeder said, "The more serious point is, I would like to see us remove that part that his or her terminal benefits may not be paid. You know there are a lot of people that leave this organization, I say a lot, there are some people who leave this organization, not because of their will, it may be because they don't get along with their employer and they want to do something else. I think to hold them hostage with that because we want an exist interview, I don't think that is right.

"To me, that's leaving the organization, that's not staying here and I just can't imagine that that is the right thing to do to somebody. If they feel like they don't want to do an exist interview, we keep their vacation pay which could total into thousands of dollars. I just don't think that's proper. I'll tell you what I'm going to do, I'll have to vote against this today if it's left in. I just don't think that is proper for us to say that we may not pay their terminal benefits. Other than that, I have no problems with it."

Chairman Winters said, "Commissioner Miller."

Commissioner Miller said, "Thank you Mr. Chairman. Commissioner Schroeder, I would agree with you. I think that it's fairly empty if indeed we stated such that separating employee's must participate in exit interviews or their terminal benefits may be withheld. My question is 'why put it in there, if you aren't going to do it?' It's just an empty statement. I think it probably conjures up more negative for the outgoing persons than it does anything else."

Commissioner Schroeder said, "I think we can say we encourage our employee's to conduct an exit interview regardless of their departure from the county. We'll do everything we can to help them to make it as easy as possible. I just have a problem suggesting that we're going to hold back pay if they don't do one."

Ms. Platt said, "We can certainly revise that policy and put that language in."

Chairman Winters said, "I can support that concept. I did tell Lucretia earlier when she presented this to me that I didn't have a problem with it, but after hearing you all talk about it, it doesn't sound quite as good as I thought once. How do you want to handle that? Do you want to make a Motion just excluding that one provision or . . ."

Commissioner Gwin said, "There are a couple of them that threaten terminal with benefits not being paid. . . I would think a Motion . . ."

Commissioner Schroeder said, "Where is the other one Betsy."

Commissioner Gwin said, "There is one on our page 38 back-up under 7, procedures A, 2, the last line indicates that terminal benefits may not be paid and under eight it says the same thing again. There are two places that I've found real quickly that indicate that."

Commissioner Schroeder said, "Can you just eliminate seven and eight?"

Ms. Platt said, "What we could do is put the language in that we encourage you to come in and conduct an exit interview and then take out the language that the terminal benefits may not be paid. We can revise that policy and make those changes."

Chairman Winters said, "So you would like to revise that and bring it back in one week?"

Ms. Platt said, "Right. Yes I could do that."

Chairman Winters said, "I think that might be best instead of tampering with it today."

MOTION

Commissioner Gwin moved to defer this item for one week.

Commissioner Schroeder seconded the Motion.

There was no discussion on the Motion, the vote was called.

<u>VOTE</u>

Commissioner Betsy Gwin	Aye
Commissioner Paul W. Hancock	Absent
Commissioner Melody C. Miller	Aye
Commissioner Mark F. Schroeder	Aye
Chairman Thomas G. Winters	Aye

Chairman Winters said, "Next item."

G. SELECTION OF ONE VOTING DELEGATE AND TWO ALTERNATES TO THE 1997 KANSAS ASSOCIATION OF COUNTIES ANNUAL CONFERENCE.

Chairman Winters said, "Commissioners, in November the KAC (Kansas Association of Kansas) will hold their annual conference and it is our responsibility to select a voting delegate and two alternates. I was pleased to representative us at NACO (National Association of Counties) this summer and now we need voting delegates for the state association.

Commissioner Gwin said, "Would it be appropriate to have Mr. Hancock do it since he is not here?"

Chairman Winters said, "That could be appropriate."

Commissioner Gwin said, "Would that work."

Commissioner Miller said, "That's a good one."

Chairman Winters said, "I'm certainly open to any suggestions, I know Commissioner Gwin has expressed an interest. If anyone would like to do this."

Commissioner Gwin said, "I'll be there. I suppose we all will, won't we? Can we just send all of our names in?"

Chairman Winters said, "We need to have one voting delegate and two alternates. That is all that is on the Board." Does anyone have a desire to be an alternate or the voting delegate?"

Commissioner Gwin said, "Sure. I'd do it."

Commissioner Miller said, "You have your voting delegate. I nominate Commissioner Gwin as the actually voting delegate."

MOTION

Commissioner Miller nominate Commissioner Gwin as the Voting Delegate.

Chairman Winters seconded the Motion.

Commissioner Gwin said, "What about Commissioner Miller as an alternate. Will you be there?"

Commissioner Miller said, "I'll be an alternate."

Chairman Winters said, "All right. How about Commissioner Hancock. He is not here."

Commissioner Gwin said, "Do you want to do it Mark? Come on Mark. You're here."

Commissioner Schroeder said, "No. I'm not going to be there."

Chairman Winters said, "I'll be the other alternate. Do we have a Motion."

Commissioner Miller said, "I did make the Motion."

Chairman Winters said, "The Motion is that Commissioner Gwin will be the voting delegate, Commissioner Miller will be the first alternate and Chairman Winters the second alternate."

Commissioner Gwin said, "Mark could be third alternate."

Chairman Winters said, "Any additional discussion? Seeing none, call the vote."

VOTE

Commissioner Betsy Gwin	Aye
Commissioner Paul W. Hancock	Absent
Commissioner Melody C. Miller	Aye
Commissioner Mark F. Schroeder	Aye
Chairman Thomas G. Winters	Aye

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Chairman Winters said, "Next item."

H. BUREAU OF PUBLIC SERVICES.

1. ESTIMATE FROM KANEB PIPE LINE FOR RELOCATION OF A LINE IN CONNECTION WITH SEDGWICK COUNTY PROJECT NO. 614-E¹/₂ 34, 35, 36; 21ST STREET NORTH BETWEEN THE K-96 BYPASS AND THE BUTLER COUNTY LINE. CIP #R-197. DISTRICT #1.

Mr. David Spears, Director, Bureau of Public Services, greeted the Commissioners and said, "Item H-1 is approval of proposal by Kaneb Pipe Line to relocate their line at a cost of \$48,500 in connection with the road project on 21st Street North between the K-96 bypass and the Butler County line. This project is designated as R-197 in the Capital Improvement Program. The line is not located in the public right-of-way. Recommend that you approve the relocation and cost estimate.

MOTION

Commissioner Miller moved to approve the cost estimate.

Commissioner Gwin seconded the Motion.

There was no discussion on the Motion, the vote was called.

VOTE

Commissioner Betsy Gwin	Aye
Commissioner Paul W. Hancock	Absent
Commissioner Melody C. Miller	Aye
Commissioner Mark F. Schroeder	Aye
Chairman Thomas G. Winters	Aye

Chairman Winters said, "Next item."

2. INTERLOCAL AGREEMENT WITH CITY OF DERBY FOR PAVING OF ROCK ROAD BETWEEN 79TH AND 87TH STREETS SOUTH. CIP #R-235. DISTRICT #5.

Mr. Spears said, "Item H-2 is a interlocal Agreement between Sedgwick County and the City of Derby regarding the construction of Rock Road between 79th Street South and 87th Street South designated as R-235 in the Capital Improvement Program. The City of Derby will pay Sedgwick County \$603,845.75 for their share of the improvements. Basically, they will pay for the difference between a four lane rural section and a four lane urban section which they requested. The City of Derby will also maintain the section of roadway after the project is completed. I recommend that you approve the Agreement and authorize the Chairman to sign.

MOTION

Commissioner Schroeder moved to approve the Agreement and authorize the Chairman to sign.

Commissioner Gwin seconded the Motion.

There was no discussion on the Motion, the vote was called.

VOTE

Commissioner Betsy Gwin	Aye
Commissioner Paul W. Hancock	Absent
Commissioner Melody C. Miller	Aye
Commissioner Mark F. Schroeder	Aye
Chairman Thomas G. Winters	Aye

Chairman Winters said, "Thank you David. Next item."

I. REPORT OF THE BOARD OF BIDS AND CONTRACTS' SEPTEMBER 11, 1997 REGULAR MEETING.

Mr. Darren Muci, Director, Purchasing Department, greeted the Commissioners and said, "We have Minutes from the September 11, 1997 Meeting of the Board of Bids and Contracts. There are four items for consideration.

(1) HARDWARE MAINTENANCE - INFORMATION SERVICES <u>FUNDING: INFORMATION SERVICES</u>

"Item one is hardware maintenance for Information Services. We would recommend that you accept the only source bid of Decision One Corporation in the amount of \$37,506.36. That's for the remainder of the 1997 Fiscal Year.

(2) AMBULANCES - MOTOR POOL <u>FUNDING: MOTOR POOL</u>

"Item two, ambulances for Central Motor Pool and Emergency Medical Services. It was recommended to accept the low proposal of McCoy-Miller in the amount of \$121,542. That includes trade-in and that is for two vehicles.

(3) IBM CONSULTING SERVICES-INFORMATION SERVICES <u>FUNDING: INFORMATION SERVICES</u>

"Item three, consulting services from IBM Corporation for Information Services directly related to the Mobile Data Communications System. It is recommended to accept the sole source bid of IBM Corporation in the amount of \$9,400.

(4) BULLDOZER - MOTOR POOL FUNDING: MOTOR POOL

"Item four, bulldozer for the Central Motor Pool and Bureau of Public Services. It is recommended to accept the low proposal of Foley Tractor in the amount of \$237,985. that does include trade-in and there are some additional components. A winch, cable and guard option for \$3,085. bringing the grand total of \$268.885.

ITEMS NOT REQUIRING BOCC ACTION

(5) INTERNET SERVER SERVICE-INFORMATION SERVICES <u>FUNDING: INFORMATION SERVICES</u>

- (6) PERSONAL COMPUTER HARDWARE & SOFTWARE-DISTRICT COURT <u>FUNDING: DISTRICT COURT</u>
- (7) MOBILE DATA TERMINAL COMMUNICATION SOFTWARE-EMERGENCY COMMUNICATIONS/SHERIFF <u>FUNDING: MCT GRANT</u>

(8) PUMPER TRUCK - FIRE DEPARTMENT FUNDING: FIRE DEPARTMENT

"There are four items that do not require action at this particular time. Internet server service for Information Services, proposals were tabled. Personal computer hardware & software for District Court, those bids are being reviewed and there are two pages of tabulation. Mobile data terminal communication software for Emergency Communications and Sheriff. No proposals were received for that particular item at this particular time and a pumper truck for the Fire Department. Those proposals are being reviewed. I'll be happy to take questions and recommend approval of the Minutes provided by the Board of Bids and Contracts."

Chairman Winters said, "All right. Commissioners are there questions, if not what's the will of the Board?"

MOTION

Commissioner Gwin moved to approve the recommendations of the Board of Bids and Contracts.

Commissioner Miller seconded the Motion.

There was no discussion on the Motion, the vote was called.

VOTE

Commissioner Betsy Gwin	Aye
Commissioner Paul W. Hancock	Absent
Commissioner Melody C. Miller	Aye
Commissioner Mark F. Schroeder	No
Chairman Thomas G. Winters	Aye

CONSENT AGENDA

J. CONSENT AGENDA.

1. Right-of-Way Easements.

The following tracts of land have been granted by Easement for Right-of-Way at no cost to the County. These Easements were requested by the Director, Bureau of Public Services, as a condition of receiving a Platting Exemption on an unplatted tract.

- Road Number 646-36, Owners: Kevin E. Cardwell and Cheryl D. Cardwell, located in the Northeast Quarter of Section 36, Township 29 South, Range 2 East, more specifically located on the south side of 111th Street South and west of 159th Street East. Rockford Township. District #2.
- Road Number 620-1, Owners: Bruce C. Bergman and Phillip S. Scott, located in the Northeast Quarter of Section 30, Township 27 South, Range 4 West, more specifically located on the south side of 6th Street South (Maple) and west of 391st Street West. Grand River Township. District #3.
- c. Road Number 823-C, Owners: Calvin L. Bahr and Janell L. Bahr, located in the Southwest Quarter of Section 15, Township 25 South, Range 1 East, more specifically located on the east side of 16th Street East (Hydraulic) and north of 101st Street North. Grant Township. District #4.

2. Floodway Reserve Easements.

The following tracts of land were granted by Floodway Reserve Easement at no cost to the County. These Easements were requested by the Director, Bureau of Public Services, as a condition of receiving a Platting Exemption on an unplatted tract.

- a. Owners: Marlin E. Daley, located in the Northeast Quarter of Section 33, Township 29 South, Range 2 West, more specifically located on the north side of 119th Street South and west of 167th Street West. Ninnescah Township. District #3.
- b. Owners: Kevin E. Cardwell and Cheryl D. Cardwell, located in the Northeast Quarter of Section 36, Township 29 South, Range 2 East, more specifically located on the south side of 111th Street South and west of 159th Street East. Rockford Township. District #2.
- 3. Real Estate Purchase Contract with Johnny E. Kruse and Tonya L. Dietrich in the amount of \$28,000 for acquisition of property at 1126 South Walnut, Wichita, Kansas.
- 4. Real Estate Purchase Contract with Larry D. Whitehouse and Iva J. Whitehouse in the amount of \$82,500 for acquisition of property at 1133 South Handley, Wichita, Kansas.
- 5. Real Estate Purchase Contract with Carlos Ysidro in the amount of \$70,000 for acquisition of property at 910-916 West Stillwell, Wichita, Kansas.
- 6. Orders (two) dated July 23, 1997 and September 10, 1997 to correct tax roll for change of assessment.
- 7. Consideration of the Check Register of September 12, 1997.

8. Budget Adjustment Requests.

<u>Number</u>	<u>Department</u>	Type of Adjustment
970541	Register of Deeds	Transfer
970542	Finance General	Transfer
970543	Finance General	
	Accounting	Transfer
970544	Accounting	Transfer
970545	Personnel	Transfer
970546	Corrections	Transfer
970547	District Attorney	
	Prosecuting	
	Attorneys Training	Supplemental Appropriation
970548	Prosecuting Attorney	'S
	Special Trust Fund	Supplemental Appropriation
970549	Detention	
	Facility Expansion	Supplemental Appropriation
970550	Central Motor Pool	Transfer
970551	Road and Bridge	
	Sales Tax	Transfer

Mr. Lewis R. "Bob" Rogers, Assistant County Manager, greeted the Commissioners and said, "You have the Consent Agenda before you and I would recommend that you approve it."

MOTION

Commissioner Schroeder moved to approve the Consent Agenda.

Commissioner Miller seconded the Motion.

There was no discussion on the Motion, the vote was called.

VOTE

Commissioner Betsy Gwin	Aye
Commissioner Paul W. Hancock	Absent
Commissioner Melody C. Miller	Aye
Commissioner Mark F. Schroeder	No
Chairman Thomas G. Winters	Aye

Chairman Winters asked, "Is there other business to come before this Board? I do not believe we need an Executive Session. Is there any other business to come before this Board? Seeing none, this meeting is adjourned.

K. OTHER

L. ADJOURNMENT

There being no other business to come before the Board, the Meeting was adjourned at 10:03 a.m.

BOARD OF COUNTY COMMISSIONERS OF SEDGWICK COUNTY, KANSAS

THOMAS G. WINTERS, Chairman Third District

PAUL W. HANCOCK, Chairman Pro Tem Second District

BETSY GWIN, Commissioner First District

MELODY C. MILLER, Commissioner Fourth District

MARK F. SCHROEDER, Commissioner Fifth District

ATTEST:

James Alford, County Clerk

APPROVED:

_____, 1997

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