

Bourbon County Commission Meeting

Meeting Agenda

May 4, 2026 at 5:30 PM

1. Call Meeting to Order
2. Pledge of Allegiance
3. Prayer
4. Introductions
5. Approval of Agenda
6. Approval Of Minutes 04.13.26, 04.20.26 & 04.27.26
7. Approval of Accounts Payable 05.01.26 \$309,460.54
8. 2025 Audit - Emily Franks
9. Public Comments
10. Old Business
 1. SEK Juvenile Detention - Allen
 2. Unclaimed Property - Allen
 3. Auction - Allen
 4. Sewer Issue - Milburn-Kee
 5. Attorney List Review - Motley
 6. County Dump Day
11. New Business
12. Department Updates
 1. County Clerk
13. Future Agenda Topics
 1. Reminder Worksession 5.11.25 Vacation/Sick Leave 5:30 PM
14. Commission Comments
15. Adjournment

Bourbon County Commission Meeting

Meeting minutes April 13, 2026, 5:30 PM

210 S National Avenue, Fort Scott, KS 66701

Citizen Attendance

Clint Walker, Rachel Walker, Kyle Parks, Jason Silvers, Anne Dare, Jennifer Hawkins, Jean Tucker, Tim Shallenberger, Pamela Lanier, Teri Hulsey, Lora Holdridge, Mike Wunderly, Time Emmerson, Pete Owenby, Rick James, Tanner O'Dell, Billy Pitts, Blaine Pitts, Charles Gentry, Bill Martin, Bob Reed, Alvin Metcalf, Dean Bailey, Micheal Bryant, Tyler Moore, Kevin Davidson, Kyle Schnichels, Clay Campbell, and several other Bourbon County Employees.

Call Meeting to Order

The meeting was called to order at 5:30 PM.

Pledge of Allegiance

The Pledge of Allegiance was recited.

Prayer

The prayer was led by David Beerbower.

Introductions

- Commissioner Samuel Tran (District 1)
- Commissioner David Beerbower (District 2)
- Commissioner Joe Allen (District 3)
- Commissioner Greg Motley (District 4)
- Commissioner Mika Milburn-Kee (District 5)
- County Clerk, Susan Walker

Approval of Agenda

Motion: To approve the agenda adding Senator Tim Shallenberger for Legislative updates following the first executive session. Moved by: Commissioner Tran Seconded by: Commissioner Motley.

Result: Motion Carried.

Approval of Minutes 03.31.26 & 04.06.26

Motion: To approve the minutes from March 31, 2026, and April 6, 2026, were approved without discussion. Moved by: Commissioner Motley Seconded by: Commissioner Beerbower. Result: Commissioner Tran, Beerbower, Motley and Allen all approved. No Vote was given by Commissioner Milburn-Kee.

Approval of Accounts Payable \$445,485.34

Motion: To approve accounts payable for \$445,485.34 Moved by: Commissioner Tran Seconded by: Commissioner Motley Result: Motion carried unanimously

Approval of Tax Corrections

Motion: To approve tax corrections Moved by: Commissioner Motley Seconded by: Commissioner Tran Result: Motion carried unanimously

Approval of February 2026 Financials

Motion: To approve February 2026 financials Moved by: Commissioner Beerbower Seconded by: Commissioner Motley Result: Motion carried unanimously

Public Comments

Three public comment cards were received.

Micheal Bryant addressed the commission regarding an audit on the sheriff's department. He stated that when he previously asked about a completed audit, Commissioner Milburn had provided him with a document, but no actual audit had been completed. He noted that he had emailed commissioners eight times requesting documentation but had not received it. Bryant argued that the vote taken three weeks prior was based on inaccurate information and called for the commission to bring the forensics audit topic back for discussion with pertinent information.

Brad Matkin, City Manager of Fort Scott, provided updates on economic development initiatives. He announced that the Value Merchandisers building has been sold, with the new owners planning to begin operations in the first quarter of 2027, bringing 60 initial job opportunities and growing to 350 jobs over three years. Additionally, the Timken building has been sold to a California manufacturing company that will bring 200 new jobs and plans to nearly double the building size over time. Matkin explained that the company representative had not originally planned to visit Fort Scott but came due to persistent outreach efforts. He also reported progress on the Moody building donation to the city and announced a joint city-county meeting scheduled for Thursday, April 16, 2026, at 6 PM at the Empress Room.

Executive Session K.S.A. 75-4319 (b)(4) - Motley

Motion: To go into executive session under KSA 75-4319(b)(4) to discuss data relating to financial affairs or trade secrets of corporations, partnerships, trusts, and individual proprietorships. Attendees will be the five commissioners, Bob Johnson, Pamela Lanier, Rick James, Tim Schallenberger, and Brad Matkin. Session to recess for 30 minutes and return at 6:13 PM in the commission room. Moved by: Commissioner Motley Seconded by: Commissioner Allen Result: Commissioner Beerbower, Tran, Motley and Allen voted in favor and Milburn Kee voted no.

Motion: To return to normal session with action at 6:13 PM Motion: Commissioner Tran Seconded by: Commissioner Motley Result: Motion Carried unanimously.

Motion: To allocate \$10,000 for legal and title work fees to explore legal action based on a county contract Moved by: Commissioner Motley Seconded by: Commissioner Allen Result: Commissioner Beerbower, Motley and Allen voted in favor and Commissioner Tran and Milburn Kee voted no (Commissioners Milburn and Tran expressed concerns about proceeding without more information and discussion)

Senator Tim Shallenberger Legislative Updates

Senator Schallenberger provided a legislative update on bills affecting county operations, including changes to bidding requirements. He noted Fort Scott Community College's improved financial stability and encouraged the county to work together more cooperatively, noting he receives more complaints and inquiries from Bourbon County than his other two counties combined.

Stronghold - Project Update

Adam from Stronghold Data presented a comprehensive technology update. He reported that all county core systems are stable and under active monitoring, with Microsoft 365 scoring 98% on security metrics. A full hardware inventory of 77 assets was completed, with approximately 20 items identified for replacement. In March, the team handled 42 service requests totaling 62.7 hours of support, with 41 of 42 tickets resolved.

Current projects include network segmentation, which is technically ready but awaiting phone provider resolution, and compliance with Kansas criminal justice information systems requiring Windows 11 by January 2027. Two additional initiatives are underway: configuring the commission chamber for better public live streaming and migrating to an official .gov domain for enhanced security and credibility.

Adam confirmed that the main project scope is essentially complete, with the county now in the maintenance phase.

Emergency Services Sales Tax Oversight Committee - Motley

Charles Gentry, representing the emergency services sales tax monitoring committee, presented the 2025 financial report. The committee, consisting of Gentry, Dr. Randy Nichols, and Craig Campbell, monitors the quarter-cent sales tax dedicated to emergency room services.

Total 2025 receipts were \$705,728.66 (\$549,675.12 in sales tax and \$156,053.54 in use tax). These funds were forwarded to Bourbon County Fund 399, which had a beginning balance of \$58,791.03. Payments to Freeman Fort Scott Hospital totaled \$710,909.75, leaving an ending balance of \$53,609.94.

Gentry confirmed that all promises regarding the emergency room sales tax have been kept, with money going to its intended purpose. The committee will continue providing quarterly reports, with the next report available around the end of May due to reporting lag times.

A three-minute recess was conducted at 6:36PM. Commissioner Allen and Beerbower leave the commission chambers.

Executive Session K.S.A. 75-4319 (b)(1) - Job Performance - Allen

Motion: To move to executive session pursuant to KSA 75-4319(b)(1) to discuss personnel matters of individual non-elected personnel to protect their privacy. The subject will be job performance. Attendees will be the five commissioners, Bob Johnson, and Sheriff Bill Martin for 10 minutes to return at 6:49 PM in the commission chambers. Moved by: Commissioner Allen Seconded by: Commissioner Beerbower Result: Commissioner Beerbower, Tran, Motley and Allen voted in favor and Milburn-Kee voted no.

Motion: To return to regular session with no action taken. Moved by: Commissioner Tran Seconded by: Commissioner Allen Result: Carried unanimously.

Department Updates

Payroll - Motley Sponsoring Walker

Susan Walker addressed the commission representing employees, emphasizing her commitment to supporting a fair and equitable work environment. She presented detailed concerns about payroll and leave policy

implementation, stating that approximately 40 county employees were present, representing nearly half the workforce.

Walker outlined several key issues:

Historical Context: She referenced January 18, 2022, discussions about sick leave policy from the 2002 handbook, when the county was struggling with COVID-19 exposure and employee retention. New employees had to wait seven months to use sick leave and start accruing vacation.

Resolution Changes: Resolution 6-22, adopted January 31, 2022, replaced language in the 2002 handbook and was followed until payroll transitioned to the executive assistant in December 2025. Resolution 51-25, passed December 18, 2025, allowed vacation and sick leave carryover for the 2026 fiscal year to avoid adversely affecting employees during policy transitions.

Current Problems: Employees are locked out of viewing their vacation and sick leave balances, with adjustments made without communication. Resolution 6-22 was repealed on February 9, 2026, but the motion was not to retroactively affect employees hired in 2025. Walker presented timestamped documentation showing that employee records had been altered, with 21 employees having their employment hire dates changed between November 2025 and March 2026.

Legal Concerns: Walker cited Kansas Wage Payment Act (KSA 44-313), stating that accrued vacation pay is considered wages and cannot be retroactively reduced. She also raised concerns about KORA law violations regarding access to employee personal records.

Several Bourbon County employees spoke during this segment:

An employee from Public Works requested that any new handbook changes be applied prospectively rather than retroactively, suggesting December 31 as a starting date while grandfathering existing employees.

Bob Reed expressed losing 16 years of service credit, being treated like a two-year employee despite giving 16 years of service to the county. He had to cancel a planned vacation due to uncertainty about available vacation time.

Lora Holdridge, Register of Deeds, noted that their hire date was incorrectly changed by over 10 years, affecting KPERs retirement calculations, and requested that payroll return to the clerk's office due to ongoing problems.

Commissioner Tran responded by explaining specific payroll issues he had investigated, noting that many problems stemmed from data inconsistencies and human errors rather than systematic manipulation. He emphasized the need for better communication and standardized processes.

An employee asked who told the executive assistant to make the changes in the system and block employees from seeing their vacation and sick leave time.

County Clerk presented detailed payroll records supporting her statements to Commissioner Motley.

Multiple employees start questioning the board about who authorized their time and dates to be changed, a commissioner requests a three-minute recess. Commissioner Motley, Allen, Beerbower leave the chambers.

The commissioners return from their recess and Commissioner Tran asks if there are any employees who wish for him to investigate their situation.

Tanner O'Dell reported that 35 hours and 15 minutes of sick time was removed from his February 6 paycheck without explanation or communication.

Kyle Schnichels noted that his date of hire was wrong.

Bobby Reed reiterated that what they had done to the employees and him personally was wrong, and that they should not retroactively take time away from individuals.

Motion Actions:

Motion: To allow all employees to have access to their time entry to make changes, additions, and subtractions until the end of each pay period, similar to what was implemented for the sheriff's department and EMS Moved by: Commissioner Beerbower Seconded by: Commissioner Motley Discussion: Commissioner Milburn expressed concerns about potential problems and mistakes. Commissioner Tran

noted that recent payroll delays were caused by supervisor errors in one of the departments already using this system. Result: Commissioner Beerbower, Motley and Allen approved (Commissioner Tran abstained) and Commissioner Milburn-Kee voted no.

Motion: To allow all vacation and sick time to be viewed by every employee. Moved by: Commissioner Beerbower Seconded by: Commissioner Motley Result: Motion carried unanimously.

Motion: To have the chairman contact the executive assistant to implement these changes. Moved by: Commissioner Beerbower Seconded by: Commissioner Milburn-Kee Result: Motion carried (Commissioner Tran abstaining)

Resolution Proposal - Beerbower

Commissioner Beerbrowsers Comprehensive Resolution Proposal: Commissioner Beerbower presented a detailed resolution to revise full-time employee benefits, establishing uniform vacation and sick leave benefits based on front-loading rather than accrual systems. Key provisions included:

- Annual front-loading of vacation based on years of service (0-1 years: no vacation; 1-5 years: 80 hours; 5-10 years: 120 hours; 10-15 years: 144 hours; 15-20 years: 160 hours; 20+ years: 200 hours)
- Maximum carryover of 200 hours annually
- 80 hours of annual sick leave front-loaded
- No yearly carryover limits for sick leave, with 180-day maximum accumulation
- Payout eligibility only upon KPERS-defined retirement
- Years of service determined by 2025 longevity bonus calculations

Commissioner Motley supported the proposal, noting it would address current inequities and restore employee benefits. The resolution will be refined and brought back for formal consideration at the next meeting.

Additional Motions:

Motion: To have the chairman coordinate with Dr. Cohen and Payentry personnel to set up training for supervisors and help resolve employee issues Moved by: Commissioner Beerbower Seconded by: Commissioner Milburn-Kee Result: Motion carried (Commissioner Tran abstaining)

The commission recessed for three minutes at 8:05 PM. Commissioner Tran and Beerbower exited the room.

Motion: To amend the agenda to move SEK Juvenile Detention Center Conversation up on the agenda Moved by: Commissioner Tran Seconded by: Commissioner Motley Result: Motion Carried

SEK Juvenile Detention Center Termination Letter

Michael Walden, Executive Director of the Southeast Kansas Juvenile Detention Center, addressed the commission's intention to terminate their membership. He emphasized several key points:

Representation Importance: He requested that Bourbon County maintain at least one representative on the board, noting an April 29, 6 PM board meeting at the detention center. He expressed concern about the county making budgetary decisions about the facility without including facility representatives.

Legislative Changes: Walden highlighted House Bill 2329, which overrode the governor's veto and will increase juvenile detention admissions and lengths of stay from 45 to 90 days, effective June or July. He warned this will likely overwhelm detention facilities statewide.

Financial Considerations: The facility's funding formula was designed to provide budget certainty. Bourbon County's reduced usage should lower its costs in the August budget presentation. He's also working on obtaining licensure for children in need of care (CINC), which could reduce costs by approximately 30% through DCF funding.

Regional Impact: In 2025, the facility served 14 out-of-jurisdiction counties due to lack of available beds elsewhere. Walden emphasized the importance of keeping local children local and maintaining Southeast Kansas's collective voice against larger urban counties.

Commissioner Dennis Moats from Cherokee County supported Walden's presentation, noting the facility's efficient operation and urging continued participation in the 11-county coalition established in 1992-1993.

Angie Eads submitted written comments requesting directions on juvenile placement procedures if the county withdraws, including the need for signed contracts with alternative facilities like Johnson County.

Sheriff Martin noted he had Johnson County contract information and emphasized the need for cost-benefit analysis and consultation with Angie Eads before deciding. The commission agreed to table the discussion pending Eads' presentation and Commissioner Allen's attendance at the April 29th board meeting.

County Counselor Bob Johnson thanks the departments for sending their condolences during his time of loss the past week and leaves the meeting.

Commissioner Milburn-Kee exits the meeting.

Accounts Payable - Motley Sponsoring Walker

Walker requested that the commission sign off on reviewed vouchers as recommended by the auditor for accountability purposes.

Commissioner Milburn-Kee returns to the meeting.

Lora Holdridge

Holdridge addressed several personnel and operational issues:

Personnel File Access: She requested that personnel files be moved back to Susan Walker's office, citing concerns about a commissioner having access to the room where files are currently stored.

Pay Entry Issues: She reported asking five times to correct her hire date, which affects her KPERS retirement tier calculation. Commissioner Tran confirmed her KPERS information is accurate despite Payentry discrepancies.

Firewall Relocation: She requested moving the firewall from room 12 to a more secure location to reclaim office space she had previously used.

Sick Leave Pool: She requested additional sick leave pool access for an employee undergoing medical treatment, noting previous commission support for "giving her what she needs."

Commissioner Tran clarified that FMLA requests must go through HR (Dr. Cohen) directly to protect employee privacy and ensure proper legal compliance. He explained that FMLA approval doesn't grant additional leave hours but rather protects existing leave usage rights. He spoke to HR and FMLA was never approved for her employee because it didn't go to him. Holdridge explained that her employee went to the executive assistant to complete the FMLA paperwork.

Commissioner Tran asked for a 3-minute recess at 9:00 PM and returned at 9:03PM. Commissioner Allen and Tran exit the chambers.

Old Business

Auction - Allen

Commissioner Allen reported reaching out to KRI and Legacy regarding remaining equipment in the building but had not received written confirmation that it was finished. A department head has expressed interest in some equipment (sinks, toilets) for county use. The commission will wait for written confirmation before proceeding with auction plans.

Special Improvement District - Motley

Commissioner Motley reported receiving calls from constituents regarding the proposed special improvement district on 190th Street. The estimated cost is \$135,018 for the project. Commissioner Tran expressed concerns about committing to additional road work before assessing current road conditions and equipment status, particularly waiting until May to determine if county equipment will survive the summer. The item was tabled until June to assess equipment and workload capacity.

New Business

NRP Participation - Approval of Commissioner Signature

Motion: To approve the Commissioner Tran's signature on the NRP participation agreement Moved by: Commissioner Motley Seconded by: Commissioner Beerbower Result: Motion carried unanimously

Meeting resolution – Milburn-Kee

Commissioner Milburn presented a proposal to modify commission meeting schedules to every other week, with formal meetings on payroll weeks and work sessions on alternate weeks. The proposal was similar to Commissioner Beerbower's previous resolution but included the bi-weekly schedule change.

Commissioner Allen questioned public participation language, noting current rules allow comments on items both on and off the agenda. The commission agreed to revise the resolution to include clearer language about sponsorship requirements for agenda items and public comment procedures.

The resolution will be circulated before the next meeting for review and potential adoption.

KCCA Membership

Motion: To approve KCCA membership at a cost of \$557 Moved by: Commissioner Beerbower No Second: Motion died for lack of second

Commission Comments

Commissioner Allen: Expressed appreciation for employee attendance and their demonstration of unity as a team and family.

Commissioner Motley: No comments.

Commissioner Milburn: No comments

Commissioner Tran: No comments.

Future Agenda Topics

- Tax sale update from Treasurer
- Maintenance department supervision discussion
- Meeting resolution (revised version)
- Vacation/sick leave resolution with handbook amendments
- Juvenile detention center discussion (pending Angie Eads' presentation)

Adjournment

Motion to adjourn at 9:32PM Moved by: Commissioner Tran Seconded by: Commissioner Milburn-Kee Result: Motion carried unanimously

ATTEST:

THE BOARD OF COMMISSIONERS
OF BOURBON COUNTY, KANSAS

_____, COMMISSIONER

_____, COMMISSIONER

_____, COMMISSIONER

_____, COMMISSIONER

_____, COMMISSIONER

Susan E. Walker, County Clerk

Date Approved

Bourbon County Commission Meeting

Meeting Minutes

April 27, 2026, 5:30 PM

210 South National Avenue, Fort Scott, KS 66701

Attendance

Clayton Miller, Kevin (Skitch) Allen, Clint Walker, Rachel Walker, Marlon Merida, Jason Silvers, Anne Dare, Nick Graham, Pete Owenby, Michael Hoyt, Nick Graham, Bobby Reed, Jeff Reed, Blake Hurd, Diane Ballou, Tanner O'Dell.

Call to Order

The Bourbon County Commission Meeting was called to order at 5:30 PM on Monday, April 27, 2026, at 210 South National Avenue, Fort Scott, KS 66701.

Pledge of Allegiance

The Pledge of Allegiance was recited.

Prayer

The invocation was delivered by Commissioner David Beerbower, who offered a prayer asking for wisdom, strength, and courage for the commissioners and community as they gathered to address the issues before them.

Introductions

Commissioner Tran opened by asking those in attendance to silence their cell phones and take any sidebar conversations outside. He requested that members of the gallery refrain from yelling during the meeting. He then introduced himself and invited each commissioner to do the same.

Present: Commissioner Samuel Tran, District 1; Commissioner David Beerbower, District 2; Commissioner Joe Allen, District 3; Commissioner Greg Motley, District 4; Commissioner Mika Milburn-Kee, District 5 and County Clerk Susan Walker.

Approval of Agenda

Commissioner Tran opened the floor for agenda amendments. He stated he wished to add two items: (1) Southeast Kansas Area Agency on Aging under New Business, and (2) a status update on the \$10,000 legal action under Old Business. Commissioner Motley noted that regarding the legal action item, there was no update available, suggesting it could be handled as a brief discussion. Commissioner Tran confirmed it would be listed as a discussion item.

Motion to approve the agenda with amendments was made by Commissioner Milburn-Kee and seconded by Commissioner Beerbower. The motion carried unanimously.

Approval of Minutes 04.13.26 and 04.20.26

Commissioner Tran opened the floor regarding the minutes from April 13, 2026, and April 20, 2026. Two separate concerns were raised before approval was sought.

Regarding the April 13, 2026, Minutes: Commissioner Tran identified a specific paragraph he wished to have removed — located on the fourth page, fifth paragraph from the bottom. He stated that the event documented in that paragraph occurred during a recess and therefore, under the Open Records Act, should not be part of the official minutes. He noted he had verified this position with legal counsel.

Regarding April 20, 2026, Minutes: Commissioner Milburn-Kee raised a concern that the minutes were again becoming subjective. She noted that on the April 13 minutes, the clerk's account of the payroll topic spanned nearly a full page, while her own extensive comments on the same topic in the April 20 minutes were condensed to just two sentences. She stated she wanted equal and full representation of the comments she made and moved to hold the April 20 minutes for expansion of that section.

A motion was made to require that the requested corrections to the April 13, 2026, minutes — specifically the removal of the paragraph referencing events that occurred during recess — be executed prior to approval.

Motion to require the corrections to April 13, 2026, minutes be made prior to approval was made by Commissioner Tran and seconded by Commissioner Milburn-Kee. The motion carried unanimously.

A separate motion was then made regarding the April 20, 2026, minutes, requesting that the section pertaining to Commissioner Milburn-Kee's comments on payroll be expanded to fully reflect what she said that day. The Clerk asked Commissioner Milburn-Kee to provide a copy of her written statements for the corrections.

Motion to expand the relevant section of April 20, 2026, minutes to include Commissioner Milburn-Kee's complete comments on payroll was made by Commissioner Milburn-Kee and seconded by Commissioner Tran. The motion carried unanimously.

Approval of Accounts Payable 04.24.26 \$103,573.61

Commissioner Tran opened the floor for discussion on accounts payable totaling \$103,573.61. Commissioner Milburn-Kee stated she had emailed concerns prior to the meeting and read them aloud for the record.

Her first concern was that the Baker Tilly invoice had been charged to the Commission's budget line rather than the Finance budget, for which she believed a levy had been specifically established. She stated she did not understand why it would not have been charged there. Her second concern involved a TEC invoice from the Treasurer's office that had been charged to the IT budget. Commissioner Milburn-Kee explained that she understood the Treasurer's office to have a dedicated tech fund and suggested that fund should be exhausted first before drawing from the IT budget, particularly given that the IT budget had been significantly reduced for the current year.

Commissioner Motley asked whether the Baker Tilly expense had been anticipated in the budget. Commissioner Milburn-Kee confirmed it had been. Commissioner Tran clarified that the expenditure was associated with a finance consulting company, not Baker Tilly specifically, and confirmed it was indeed in the budget.

Commissioner Milburn-Kee moved that the Baker Tilly invoice be moved to the Finance budget.

Motion to approve Accounts payable and also move the Baker Tilly invoice to the Finance budget prior to approving accounts payable was made by Commissioner Milburn-Kee and seconded by Commissioner Tran. The motion carried.

Approval of March 2026 Financials

Commissioner Milburn-Kee asked for clarification on what exactly the board was being asked to approve. Commissioner Motley explained that the March 2026 financials represented fund accounting balances — beginning balance, receipts, disbursements, and ending balance — and that each disbursement had already been approved and initialed by the commission. County Clerk Walker confirmed that the commission is required by

law to publish the first-quarter financials, and that the documents had been sent to commissioners four days prior.

Commissioner Milburn-Kee expressed that she wanted more time to review the complete document and to consult with Baker Tilly regarding its contents. Commissioner Motley noted that the summary required for publication was only six pages, and that all line items had already been approved during prior meetings. He urged the commission to dispense with further delay and fulfill their statutory duty.

Commissioner Motley pointedly stated: "Can we just dispense with hostility and do our duties, please?" Commissioner Milburn-Kee responded that she was not opposing anything, only seeking clarification. Commissioner Motley maintained that the commission had reviewed, initialed, and approved every invoice already reflected in the financials.

Commissioner Beerbower moved to approve both the March 2026 Financials and the First Quarter 2026 Financial Publication together.

Motion to approve the March 2026 Financials and the First Quarter 2026 Financial Publication was made by Commissioner Beerbower and seconded by Commissioner Motley. The motion carried 3-2, with Commissioner Milburn-Kee and Commissioner Tran voting opposed.

Approval of 1st Quarter 2026 Financial Publication

As noted above, this item was included in Commissioner Beerbower's combined motion and was approved as part of that vote.

Public Comments

First Public Comment by Michael Hoyt — Executive Session Procedure: Michael Hoyt a member of the public addressed the commission regarding the proper use of executive sessions under K.S.A. 75-4319(b)(1). He stated his belief that the commission had, on multiple occasions, used executive sessions to discuss departmental policies and operations rather than the individual nonelected personnel matters that the statute is intended to address. He cited the statutory language specifying that executive sessions under (b)(1) are for "specific employees or job applicants who are nonelected personnel," and argued that elected officials, general policy, and departmental operations are not appropriate subjects for such sessions.

He further noted that a proper motion to enter executive session must include the justification or subject, the people attending, and the time and place where the open meeting will resume. He stated his intention to provide the commission with printed scripts for future reference and expressed concern that the commission had not yet received adequate training on these procedures.

Second Public Comment by Anne Dare— Pay Entry and CIC Systems: A resident identified as Anne Dare addressed the commission regarding ongoing issues with the county's pay entry and CIC payroll systems. She stated that since January, there had been continual conversations around the commission table about payroll, pay entry, and CIC, and that employees were still experiencing weekly issues with those systems.

Mrs. Dare emphasized that as county commissioners, staying current with these systems ensures well-informed decisions, accuracy, and transparency throughout the budgeting process. She noted that with budget season underway, it was especially important that all commissioners were actively using both systems for accurate information. She acknowledged that Commissioner Tran had recently accessed the pay entry system to help employees resolve issues and thanked him for doing so. She asked whether all commissioners had access to pay entry and had recently reviewed it, and whether CIC had been downloaded to their devices. She closed by respectfully requesting that all commissioners take time to regularly review these processes as soon as possible.

Planning Commission - Milburn-Kee

Commissioner Milburn-Kee reported that the Planning Commission had met the previous Wednesday and was preparing to interview three candidates. She shared her personal thoughts on the direction of the planning process, stating she wanted the commission to pursue an approach that was "focused on growth" and not simply

one that would "nickel and dime every single thing." She expressed a desire for a comprehensive package with a clear budget, emphasizing that restrictions alone were not her goal — growth was.

Commissioner Tran noted he had read through the RFP documents. Commissioners Allen and Motley stated they had not received the RFP documents. Commissioner Tran explained that the documents had been sent via the commissioners' drop box system the prior week and directed them to review it there.

Commissioner Tran shared his own read of the options, stating that while he was not directing the planning committee in any way, he found one option particularly compelling because it would benefit not only the county, but also the city, the economic development team, and prospective businesses. He agreed with Commissioner Milburn-Kee's growth-focused framing, while affirming that the final recommendation should come from the planning committee.

Meeting Resolution - Milburn-Kee

Commissioner Milburn-Kee presented a revised meeting resolution — Repealing Resolution 36-25 — which she described as largely unchanged from the version distributed the prior week, with one key update: the transition to every-other-week regular meetings would now begin on May 4th rather than the originally proposed date. She explained that the alternate weeks would serve as work sessions, with the in-between meetings limited to minimal business such as accounts payable approval if necessary.

Commissioner Beerbower expressed concern that the commission was already routinely going past 8:30 PM at weekly meetings and doubted the board could sufficiently handle its volume of business in a bi-weekly format without meetings running excessively long. Commissioner Motley echoed that concern, questioning how the workload could be condensed. He noted that the length of meetings was partly a function of the amount of discussion being added and suggested that more disciplined adherence to the agenda would help.

Commissioner Allen noted that when the commission had previously reached the 8:30 PM threshold, items had been tabled to the following week, which worked adequately. Commissioner Beerbower agreed that if the 8:30 PM cutoff could be reliably maintained, he would be comfortable moving forward.

Commissioner Milburn-Kee moved to approve the resolution as presented.

Motion to approve the meeting resolution and repeal resolution 36-25, defining meeting times, work sessions, and payroll and AP approvals for the Board of Bourbon County Commissioners, was made by Commissioner Milburn-Kee and seconded by Commissioner Beerbower. The motion carried 4-1, with Commissioner Motley voting opposed.

City of Fulton - Carmen/Milburn-Kee

Commissioner Milburn-Kee explained that the city's representative, Carmen, was unable to attend due to storm siren monitoring responsibilities that evening and offered to relay the city's requests on her behalf.

FEMA Funds: Commissioner Milburn-Kee reported that the City of Fulton had previously joined with Bourbon County in filing for FEMA reimbursement following a significant flood event. She stated she had been told the county received approximately \$600,000 in reimbursement. When she inquired with the county's Public Works Director, he was unaware of any FEMA activity. She then contacted former director Eric Bailey who indicated the county should have received \$1,000,000 or more and urged someone to continue pursuing those funds.

Public works director Kenny Allen (invited to the table) clarified the situation based on his communications with Dustin. He explained that FEMA reimbursement requires the county to perform the work first and then submit documentation. The \$1,500,000 figure cited by former staff was an estimate — not guaranteed. The county received approximately \$59,000 for brush-related work and approximately \$605,000 more recently. He noted that some county road damage claims had been denied by FEMA as maintenance issues rather than disaster-caused damage.

Commissioner Milburn-Kee expressed concern that there might be additional unclaimed reimbursements, specifically relating to the old Highway 69 corridor that had washed out in the flood and was later repaved. Mr. Allen confirmed the county had done that work but was uncertain whether all applicable claims had been

submitted or received. Commissioner Beerbower asked about what account the FEMA funds had been deposited into. Mr. Allen indicated it was likely Fund 224 or 244, and that the Treasurer would have specifics.

Road Repair Request: Commissioner Milburn-Kee relayed a second request from the City of Fulton regarding significant pothole damage on a short section of roadway — described as a "Y" intersection on old Highway 69 near the railroad tracks — that had been damaged during the flood. The city indicated they lacked the equipment and expertise to perform asphalt patching. Commissioner Milburn-Kee noted that the county had performed similar work for the City of Mapleton the prior year under comparable circumstances.

Public works director Allen, invited to the table, confirmed that the section in question had suffered substantial flood damage and that significant potholes remained. He stated that his crew could take care of the asphalt patching, noting that asphalt season was approximately a week away. Commissioner Allen also noted that a school bus traveled that route twice daily, adding urgency to the repair.

No formal motion was made on this item; Public works director Allen committed to patching the roadway with his crew.

Department Updates

County Clerk

County Clerk Susan Walker addressed the commission with three items.

Security Camera Concern: Clerk Walker stated she had made repeated requests to have a security camera replaced in the hallway outside the election equipment storage room. She explained that the camera had been removed and was no longer in place, and that having surveillance of that room is a requirement under the Secretary of State's regulations for security in the elections. She noted that a camera had previously been in that location but was taken down — she did not know by whom. She stated she had a donated replacement camera available and was requesting authorization for it to be installed, likely through Stronghold, the county's IT/security vendor. She also noted that the area is frequented by corrections personnel from an adjacent space, making it a security concern beyond just elections.

Commissioner Tran recalled having been shown the room about a year prior and seeing a camera present but not yet connected. A broader discussion ensued about the state of the county's overall camera system.

Commissioner Milburn-Kee recalled a prior report from Stronghold stating that some existing cameras were not up to current standards. Commissioner Tran suggested the situation called for a holistic plan rather than a piecemeal fix, cautioning against "hodgepodging" electronic equipment that might not be compatible with the existing system.

Commissioner Beerbower noted he had previously attempted to establish a camera policy roughly a year ago without success and agreed the time had come to develop one. Commissioner Allen asked whether a camera could simply be relocated from a less critical location to the election room hallway as a short-term fix. The discussion ultimately settled on the need to bring Stronghold back to evaluate the full system and provide a cost estimate before any new purchases or installations are made.

Commissioner Beerbower moved that Stronghold be invited to the next commission meeting to assess what is needed to get the election storage room under proper surveillance.

Motion to invite Stronghold to the next commission meeting to evaluate and recommend a surveillance solution for the election equipment storage area was made by Commissioner Beerbower and seconded by Commissioner Motley. The motion carried unanimously.

Commissioner Tran confirmed he would place the call to Stronghold.

Baker Tilly Invoice: Clerk Walker confirmed she had already communicated via email that the Baker Tilly invoice coding issue would be resolved through a journal entry moving it to the Finance department — noting that concern had already been addressed prior to the meeting.

Equipment and Technology Expenses: Clerk Walker noted that her office's equipment budget is approximately \$2,000 per year — barely enough to purchase a single computer. She expressed concern that if the office is expected to begin covering costs for telephone lines, internet, and related infrastructure that had historically

been part of the building's operational budget, she would need to come back during budget season to request additional funding.

Old Business

Vacation & Sick Leave Resolution - Beerbower

Commissioner Beerbower presented a revised Vacation and Sick Leave Resolution, noting that while the core substance was largely consistent with prior versions, he had made additional refinements over the preceding weekend, primarily in wording. He acknowledged that the resolution had evolved significantly since first being introduced weeks earlier, when approximately 45 employees had filled the commission chambers with concerns about how the implementation of the new payroll system had affected their leave balances.

Commissioner Beerbower read the resolution aloud in its entirety. The document was structured as follows:

Preamble and Whereas Clauses: The resolution opened by citing the Board's adoption of the 2026 Employee Human Resource Manual, noting that the handbook explicitly reserves to the commission the authority to amend policies, and that such changes must be in writing, approved by vote, published, and distributed to employees. The resolution acknowledged that issues had arisen during the implementation of the new payroll system that required amendment.

Section 1 – Purpose and Scope: The resolution stated its purpose was to restore employees' leave balances to their pre-2026 levels, correcting changes made during the recent personnel record audit. Commissioner Beerbower noted that the audit had "unintentionally penalized employees and misrepresented their service time" by applying 2026 standards retroactively to employees who had been working under prior-era policies. The resolution also aimed to establish a revised leave structure to support recruitment and retention while simplifying administration.

Section 2 – Compliance: This section outlined conformity with applicable Kansas and federal law, including the Kansas Wage Payment Act, FLSA, FMLA, USERRA, ADA, and Title VII. It clarified that the resolution does not create a contract of employment or alter the at-will status of employees.

Section 3 – Vacation Leave: Vacation hours would be front-loaded annually on January 1, based on years of service, according to the following schedule: 40 hours (Year 1–2), 80 hours (Years 2–9), 120 hours (Years 10–15), 160 hours (Years 16–19), and 200 hours (Year 20 through retirement). New hires between January 1 and August 30 would receive 40 hours of vacation upon completing the 90-day introductory period. New hires after August 30 will receive a prorated amount calculated by multiplying 40 hours by the fraction of the year remaining. Maximum vacation carryover was set at 200 hours. Unused vacation would be paid out upon separation at the employee's base rate of pay, not to exceed 200 hours, with an exception for employees separated for misconduct or dishonesty.

Section 4 – Sick Leave: Sick leave allotments were differentiated by shift type: 80 hours for standard 8-hour/5-day schedules, 84 hours for 12-hour rotating shifts (averaging 42 hours per week), and 112 hours for 24-hour shift employees averaging 56 hours per week. New hires would receive a prorated sick leave allocation based on their hire date, calculated at a monthly fraction of the annual allotment. Maximum sick leave accumulation was capped at 12 weeks of regularly scheduled hours: 480 hours for standard shift, 504 hours for 12-hour shift, and 672 hours for 24-hour shift employees. Sick leave would be paid out upon retirement as defined under KPERS standards.

Section 5 – Years of Service: This section defined a year of service as a 12-month period during which an employee works at least 1,000 hours, measured from the date of hire. All employees' years of service and employment status were to be restored to their values as of December 31, 2025. The resolution stipulated that employees shall not be penalized for errors outside of their control, and that any discrepancies identified in the audit would be reviewed by the commission in executive session pursuant to K.S.A. 75-4319(b)(1).

Section 6 – Grandfather Clause: Effective on the date of adoption, all vacation and sick leave balances would be restored to their December 31, 2025, levels. Employees hired after January 1, 2026, would be retroactively allotted leave per the new resolution based on their hire date.

A notable addition was Commissioner Beerbower's proposal to address employees whose sick leave balances exceed the newly established 480-hour cap. He explained that he had received concern from an employee's spouse regarding a long-tenured employee who had rarely called in sick over many years and had accumulated

far more than 480 hours. Commissioner Beerbower said that those employees deserved recognition for their attendance and proposed that the excess hours above the threshold be paid out. He asked the Clerk how many employees currently exceeded the 480-hour cap.

Commissioner Milburn-Kee estimated approximately 10 employees were in that category, with one individual holding approximately 1,590 hours of accrued sick leave.

Discussion — Excess Sick Leave Payout: Commissioner Milburn-Kee responded with a concern, noting that paying out the full balance above 480 hours at full value could represent approximately \$25,000 from one department's budget alone — in the case of the employee cited. She reminded the board that the current handbook provides for sick leave payout at 25 percent upon separation in good standing, not at 100 percent. She indicated she would support paying out the excess at 25 percent consistent with existing policy, and Commissioner Beerbower agreed that was a reasonable approach.

Discussion — Differential Sick Leave Caps: Commissioner Milburn-Kee also objected to the tiered sick leave maximums by shift type. She argued it was inequitable to allow 24-hour shift employees a 672-hour cap versus 480 hours for public works employees, particularly given that 24-hour shift employees may sleep during portions of their shifts and receive additional days off due to their rotation schedule. She suggested a single uniform cap might be more equitable. Commissioner Beerbower indicated he was open to the board's direction on this point.

Discussion — Systemic Concerns (Commissioner Motley): Commissioner Motley expressed that he had been through six different versions of the vacation and sick leave policy over the preceding week and a half and found the situation difficult to decipher. He agreed that the foundational problem was that the audit had applied 2026 standards retroactively to employees who had been working under legacy policies, effectively changing their hire dates, employment status, and leave balances without their agreement. He stated his primary goal was simple: restore employees' leave balances to where they stood on December 31, 2025.

Commissioner Allen agreed that department heads and elected officials whose budgets would be affected should have an opportunity to weigh in on the policy before it was finalized.

Commissioner Motley moved to carry over leave balances as of December 31, 2025, and follow Resolution 51-25, which he described as the foundational grandfather clause already on the books that accomplished that restoration. Commissioner Beerbower seconded with discussion.

Commissioner Milburn-Kee cautioned that a straight carryover of December 31, 2025, balances would need to account for what employees had already used in the first four months of 2026. She also noted that under such a restoration, some employees who had been front-loaded sick time at hire in 2026 would effectively stop accruing additional hours until their anniversary date — and the existing resolution contained language requiring employees to pay back leave they used but had not yet earned.

Commissioner Motley acknowledged those complexities but characterized his own motion as a "Band Aid" and a necessary foundation, stating: "I don't want to sacrifice the good for the perfect." He encouraged Commissioner Beerbower to continue working on a more complete resolution, describing the motion as the starting point for fixing the most urgent concern for employees.

Discussion was ongoing at the time when a recess was called at 6:57 PM by Commissioner Tran.

Upon returning from recess at 7:00 PM, Commissioner Tran reopened discussion. Commissioner Allen reiterated his longstanding position that employees should simply have their leave restored to what it was on December 31, 2025, with any time used since then deducted accordingly. He stated he had held that position for over a month.

Commissioner Tran's Remarks: Commissioner Tran then offered a lengthy statement analyzing the resolution's internal conflicts and what he characterized as structural flaws. He identified twelve specific concerns:

- Manufactured Longevity vs. Full Time Hire Date — Sections 2.4 and 6.1 contradict each other, with one defining service as continuous from the most recent hire date and the other allowing longevity bonus data to reconstruct service credit for employees with breaks in service.
- Subjectivity — Sections 6.2 and 6.3 eliminate objective standards by requiring that conflicts be resolved in favor of the employee and sent to the commission for case-by-case resolution, creating the potential for inconsistency and perceived favoritism.

- Double Compensation and System Manipulation — Sections 4.6, 5.3, and 6.1/6.2 together could allow the same period of service to generate multiple rounds of benefits — an employee could leave, receive payout, return, have service recredited, and earn the same benefits again.
- Late Career Return Loophole — An employee who worked 10 years, left for a decade, and returned near retirement age could have original service restored and qualify for full vacation and sick leave payout despite extended absence.
- False Claims of Uniform Benefits — Section 1.1 claims uniform benefits, but Sections 6 and 7 create at least three different benefit structures: existing grandfathered employees, new hires, and returning employees.
- Inequity Within the Same Hiring Year — Front-loading on January 1 regardless of when in the year an employee was hired means an employee hired in December could receive the same benefits as one hired in January after working only two weeks.
- Front Loading as Uncontrolled Liability — Employees can receive a full year's vacation allotment on January 1, use it immediately, and then resign, with no mechanism to recover that leave, noting this had already occurred.
- Breakdown of the Introductory Period — While Section 2.1 requires completion of the introductory period, Section 4.1 and Section 6.1 may allow full benefit access before the introductory period is complete, undermining the purpose of the evaluation period.
- Department-Based Inequity in Sick Leave — Different shift-based sick leave maximums mean that if an employee on a 24-hour shifts later transfers to a standard shift role, they will carry a significantly larger sick leave bank indefinitely, creating long-term inequity between coworkers in the same position.
- Direct Loss of Benefits for 2026 Hires — Employees hired in 2026 under the prior system would have been earning usable PTO already. Under this resolution, they would receive nothing until January 1, 2027, representing a direct loss of accrued compensation for those employees.
- Administrative Complexity — The combination of grandfathered balances, new accrual rules, and case-by-case dispute resolution means HR must make individualized determinations for each employee, creating a manual, inconsistent, and error-prone system.
- Compounding Inequity Over Time — The cumulative interaction of all sections means that employees in similar roles with similar tenures will accumulate different benefits based on timing, department, and interpretation of records — creating long-term, structural inequity across the workforce.

Commissioner Tran concluded by affirming Commissioner Beerbower's character and intent, stating: "The author of the resolution — I believe that he's an honorable man. He tries to do the right thing by the community, and I have no issues with that... My issue is: do it correctly. If we don't do it correctly, we're gonna have the same issue moving forward."

Commissioner Beerbower responded by noting that the points Commissioner Tran raised had been drawn from an AI analysis of a prior version of the resolution that had been posted on Facebook — and that his current version contained neither the referenced "Section 7" nor the provision for restoring prior employment service. He argued that the more fundamental injustice was the current system, which had forced employees to accept retroactively changed hire dates and employment statuses based on an audit that did not account for how those employees had been hired and managed under previous administrations. He maintained the resolution, despite its imperfection, moved employees in a better direction.

The discussion concluded with the motion from Commissioner Motley remaining on the table. The meeting opened mid-discussion on an existing motion that had already been introduced prior to the recording beginning. A vote was called on the matter was called by Commissioner Motley. The matter before the commission concerned reinstating a timeline through December 31 as a carry-over provision.

A commissioner confirmed they were calling for a vote, and the chair asked if there was any further discussion. Hearing none, the vote was called.

Commissioner Motley moved to carry over leave balances as of December 31, 2025, and follow Resolution 51-25, which he described as the foundational grandfather clause already on the books that accomplished that restoration. Commissioner Beerbower seconded. Motion Carried 3-1-1. Commissioner Tran voting no and Commissioner Milburn-Kee abstaining.

Following the conclusion of the previous vote, the discussion raised the subject of a work session related to a vacation and sick leave resolution that had been under discussion during the meeting. Commissioner Beerbower noted that the earlier conversation had begun around payroll and then evolved into the topic of a vacation and sick leave resolution, and he moved that a work session be scheduled to discuss the matter in greater depth.

Discussion arose regarding the timing of the proposed work session. It was noted that a training session had previously been communicated by the clerk for Monday, May 4th at 4:30 PM, but a commissioner indicated they had not received formal validation that the training was confirmed. Another commissioner mentioned they had not yet heard back from the Attorney General's office. Given this uncertainty, the group moved forward with scheduling an alternate date.

Commissioner Milburn noted that under the newly passed meeting schedule resolution, May 11th would be the first eligible date. Commissioner Beerbower then moved that the work session be scheduled for May 11th at 5:30 PM, with the purpose of including department heads and elected officials in the discussion of the proposed vacation and sick leave resolution. It was clarified that the May 11th meeting would also include a short regular meeting covering accounts payable only, followed by the work session.

Motion to hold a work session on May 11th at 5:30 PM, to include department heads and elected officials, for the purpose of discussing the proposed vacation and sick leave resolution, was made by Commissioner Beerbower and seconded by Commissioner Motley. Motion carried. The vote was unanimously in favor.

2025 Kanren Invoice - County Clerk

The clerk noted that there was a bill that had been outstanding for over a year, previously paid out of tech funds, related to a Zoom account used by the county. The clerk stated that someone would need to either call and cancel the services or pay the bill.

Discussion ensued regarding whether the Zoom service was still in use. It was noted that a new Zoom link had been pushed out, and there was uncertainty as to whether the court or any other county offices were still utilizing the original account. The Clerk stated it was a government-rate account and therefore significantly cheaper, and that the county should confirm whether any department still depended on it before canceling. The consensus was that an email should be sent out to all relevant parties asking whether the service was still in active use.

Motion to authorize Commissioner Milburn to reach out to all relevant parties to determine whether the Zoom/Kanren service is still in use, was made by Commissioner Tran. Seconded by Commissioner Beerbower. Motion carried. The vote was unanimously in favor.

Maintenance Supervision

Commissioner Beerbower stated that he had questions regarding who was currently responsible for supervising the courthouse maintenance department. He referenced an email exchange between Commissioner Motley and Dr. Cohen indicating that one of two employees approaching the end of their introductory period would likely be placed into a supervisory position within the department. Commissioner Beerbower stated that, having reviewed that email, he had no further concerns — provided that course of action was indeed being followed.

He noted, however, that his concern had originally arisen because the maintenance staff appeared to be operating under the supervision of a part-time assistant, and it was unclear to him who had authorized that arrangement. Commissioner Tran clarified that the arrangement had been made between the commission liaison and the HR specialist, Dr. Cohen. Commissioner Beerbower acknowledged this and confirmed that if the plan outlined in the email was the intended direction, he would not be raising any objection or bringing a motion. Commissioner Tran confirmed the matter was resolved, and concluded the discussion.

Status Update on \$10,000 Legal Action

Commissioner Motley noted at the time of agenda's approval that there was no update available on this item. Commissioner Tran confirmed it would be listed as a discussion item. Commissioner Tran, however, raised a question regarding the prior vote to allocate funds for this matter, expressing concern that the original motion had been vague. Specifically, he noted there had been no discussion on record of who would be hired or who

would serve as the point of contact for the work being authorized. He stated she believed these were necessary points of clarification.

Commissioner Motley clarified that the commission had voted to authorize title work — which had been ordered but not yet paid for — and to obtain a legal opinion on that title work, but that this did not constitute engaging a law firm for any litigation or lawsuit.

Commissioner Tran expanded on this, recalling that the commission had gone into executive session on the matter of financial securities, and that the action coming out of that session was a consensus to obtain title work and a legal opinion. He acknowledged that the specific firm had not been formally designated during that vote. Commissioner Milburn-Kee confirmed this aligned with her understanding — those funds had been set aside but no entity had yet been formally engaged.

Commissioner Motley identified the title company as Security First Title, noting it was the only abstract company in Bourbon County. “I understand that we don’t normally hire people in Bourbon County”

Commissioner Beerbower felt it was clear when they voted on it in a prior meeting that Mr. Motley had authority to hire a title company. He then moved that Commissioner Motley serve as the point of contact to oversee the title work and ensure the resulting report was brought back to the full commission, at which point the body could determine whether to pursue any further action. Commissioner Motley emphasized that the initial purpose of the engagement was simply to determine whether there was anything worth further discussion, not committing to any litigation.

Motion to designate Commissioner Motley as the point of contact to oversee the title work with Security First Title and to ensure the report is returned to the full commission for review, was made by Commissioner Beerbower and seconded by Commissioner Motley. Motion carried 3-2. Commissioner Milburn-Kee and Tran voted nay, stating for the record the same reason he had opposed the original allocation — that he did not believe the matter fell within the commission’s appropriate purview.

New Business

Landfill Hours of Operation - Milburn-Kee

Commissioner Milburn-Kee described a constituent complaint she had received — either the previous week or the week before — in which a resident had looked up the landfill’s hours of operation online, loaded up their vehicle with items to be disposed of, and arrived at the landfill before the posted closing time, only to be turned away. Commissioner Milburn-Kee expressed strong conviction on the matter, stating: “I am still of the firm belief that we are all here — all of us — and all the employees of the county are to serve the people of the county, and that is not a service. That’s a disservice to advertise hours” that are not honored in practice.

The discussion on this item was ongoing at the point the transcript concluded, with Commissioner Milburn-Kee having laid out the core concern that the advertised and actual hours of operation at the landfill were inconsistent, and that this was resulting in a failure of service to county residents.

Commissioner Milburn-Kee moved directly to the motion, stating: “I move that we don’t close the gates to people coming into the landfill until the hours state that they closed the gates.” The motion was seconded by Commissioner Tran, and a broader discussion ensued.

Background on the Current SOP

- Commissioner Beerbower asked for clarification on the current hours, and Public Works Director Kenny Allen explained that the existing Standard Operating Procedure (SOP) — which he had developed following the departure of a previous director — directed staff to stop accepting loads until 8:15 AM and to stop at 3:45 PM. Kenny explained his reasoning: the 15-minute buffer at the end of the day allowed staff to complete their paperwork and transport the day’s revenue to the courthouse by 4:30 PM. He stated, “There’s thousands of dollars that’s sitting in that building out there,” justifying the need for a secure and timely cash transfer. Commissioner Motley asked if they could stagger shifts. Kenny stated they already stagger to keep OT down and to fill the slot on Saturdays.
- Commissioner Milburn-Kee expressed frustration, noting that the officially posted hours — 8 to 4 Monday through Friday, and 8 to noon on Saturday — did not align with the 3:45 PM cutoff in the

SOP: "I'm still having a hard time wrapping my head around the fact that when I came here, Eric told me that it ran with 3 [employees]. And now we're running with 4, but we've reduced the hours."

- Commissioner Beerbower offered context, suggesting that the former director Eric Bailey may have kept staffing artificially low to maintain a lean budget, and that in his view there had always been a genuine operational need for four employees. He noted that the commission had formally approved the SOP brought forward by the public works liaison, and that any changes should be "based on operational needs and overall usage patterns, not a one-time person."

The Specific Complaint

- Commissioner Tran described the incident that prompted the agenda item: a constituent arrived with a pickup truck approximately 10 minutes before the posted closing time, asked to dump his load, and was turned away by a staff member. The constituent even offered an extra \$20 but was still refused. As a result, the man had to go home, unload his truck manually so he could use his vehicle, then reload the truck on Monday and return to dump. Commissioner Beerbower acknowledged the SOP while emphasizing the county's public-facing obligation: "We, the county employees, we work for the people in Bourbon County... we need to find a path forward to remediate this issue." Diane responds to Commissioner Tran, "If you want us to stay after four then don't balk about paying us overtime."

Diane, Transfer Station Supervisor, Addresses the Board

- Commissioner Beerbower invited Diane Ballou, the supervisor of the transfer station, to address the board directly. Diane explained the tension between the SOP's 3:45 PM cutoff and the practical reality of large loads arriving late: "If somebody comes in there at 5 minutes till 4 and has a whole big load of stuff on the trailer that's gonna take him 30 minutes to unload, then I turn them away because you don't want us getting overtime."
- She was candid about her own practice, however, stating clearly: "I have never turned anybody away at 20 minutes before. Never. That has never happened." She further noted, "I let people in when they show up at 4 o'clock... if they just have a little bit to unload." This was well-received by the board, and Commissioner Beerbower acknowledged that she had always been accommodating.

Saturday Hours and a Second Complaint

- A second incident was raised concerning the Saturday hours. A gentleman had reportedly arrived at 11:55 AM on a Saturday — five minutes before the noon closing — and had called the scale house to say he was on his way. He was reportedly turned away or refused over the phone. Commissioner Allen noted he had actually passed the man on Condensery Road. Diane clarified she had not been working that particular Saturday.

Overtime and Budget Considerations

- The discussion then turned to the cost of permitting flexibility. Commissioner Tran pointed out that the county had just made its final payment on the transfer station building — approximately \$35,000 per year — and asked rhetorically whether those freed funds could absorb occasional overtime. He pressed Diane on the cost of overtime pay, and she and others noted it would be approximately \$27 per hour at time-and-a-half. Commissioner Beerbower argued that the overtime events would not be frequent: "It's not like you're gonna be racking up hundreds and hundreds of dollars of overtime every 2 weeks with you and your staff?" Diane confirmed the events would be rare.
- Commissioner Beerbower offered a second solution: correct the publicly posted hours online. He noted that if the public sees "open until 4" on a website but the station stops taking loads at 3:45, "that's not their fault. That's our fault." Commissioner Motley confirmed he found the hours listed on six different websites during the meeting, all stating 8 to 4.
- Commissioner Motley stated a personal preference to avoid overtime and simply shorten the posted hours to match the SOP, acknowledging that both approaches had merit. Commissioner Beerbower countered that the core issue was operational flexibility: "The actual physical time doesn't matter. It's how she operates." He suggested that if Diane and her staff were willing to accommodate a late arrival, the county should be prepared to compensate them accordingly.

Staffing Structure and Shift Staggering

- Commissioner Allen inquired about the existing staffing schedule to explore whether the 15-minute buffer was truly necessary. Diane explained that the staff already work staggered shifts: Jeff comes in at 6:00 AM to haul a trailer load to Iowa and return by 8:00 AM; Blake comes in at 7:00 AM to load metal, tires, or other materials; and Diane and one other employee clock in at 7:45 AM. The scale, she noted, opens at 8:00 AM sharp — not 8:15 as the SOP specified. Commissioner Allen concluded that the real issue was therefore only the 15-minute buffer at the end of the day — 3:45 to 4:00 PM.
- Kenny also raised a safety concern regarding Saturday staffing: "One person shouldn't be loading that trailer by themselves." He noted that one employee rotates to work a shortened mid-week shift so they can work Saturday without incurring overtime, but expressed discomfort with a single person operating heavy machinery.

Tarped Loads

- Kenny raised an additional operational matter, noting that all loads entering the transfer station are required to be tarped or secured, but that enforcement had been lax. He reported that trash had accumulated along Condensery Road as a result. The board acknowledged the issue and affirmed that enforcement should be tightened. Commissioner Tran asked for clarification on whether the tarping rule applied to pickup trucks as well as trailers, and Diane confirmed: "Everything that comes in. Everything's supposed to be in a bag or secured or tarped — where it doesn't blow out."

Dumpster Contract Concern Raised

- A member of the public, Clayton Miller, identified as a local business owner with a dumpster service contract with the county, raised a related concern during the discussion. He stated that following his previous appearance before the board, someone from the public works office had called him indicating the county intended to pull his dumpster and discontinue the service. He had signed a three-year contract with the commission in May 2025 and believed the call constituted retaliation for his public comments. He stated: "I came here Monday. That was Friday. I think that's retaliation. That's not okay."
- Commissioner Tran and others clarified that the contract remained valid through 2028. Commissioner Beerbower stated he did not believe the action was retaliatory, noting, "I mean, I can't see it being retaliatory because we didn't cancel your contract." The public works director noted that the small dumpster often filled in a day and sat for a week, with trash blowing across the parking lot, as the practical reason a roll-off had been explored. The constituent responded that a simple phone call would have been the appropriate resolution and that he would have accommodated a larger container. Commissioner Tran confirmed the contract was valid and moved to call the vote.

Motion and Vote

- The County Clerk reminded the commission there was a motion and a second on the table.
- Motion by Commissioner Milburn-Kee to keep the transfer station gates open and accept loads until the officially posted hours — 8:00 AM to 4:00 PM, Monday through Friday, and 8:00 AM to noon on Saturday — was seconded by Commissioner Beerbower. The motion was carried with all commissioners voting in favor. No votes were cast in opposition.

Executive Session K.S.A. 75-4319 (b)(1) - Milburn-Kee

Commissioner Milburn-Kee passed on having an executive session.

Hay Bid for Native Road - Presented Late

Commissioner Tran introduced a late-submitted bid for a parcel on Native Road, noting it was the same parcel for which no bids had previously been received. There was brief informal speculation about the bid amount before the envelope was opened.

The bid was submitted by Patrick D. Murphy with the amount of \$100.00. Commissioner Milburn-Kee moved to accept the bid. Seconded by Commissioner Motley. The motion carried unanimously.

Southeast Kansas Area Agency on Aging

Commissioner Tran brought forward two items related to the Southeast Kansas Area Agency on Aging. He expressed ongoing difficulty attending the organization's meetings due to scheduling conflicts — "I go north, they go south" — and requested that another commissioner consider taking over the liaison role. He noted he had spoken with a board member from the organization at a recent Southeast Kansas mental health meeting, and that the individual had inquired about his attendance.

Commissioner Tran entered into the record the organization's statement of accounts, total employee numbers, and the executive director report for April 2026, requesting the clerk memorialize the documents. No commissioner volunteered to take over the liaison assignment at this time.

Future Agenda Topics

The board discussed upcoming scheduled events and unresolved agenda items to carry forward:

- The county auditor is scheduled to present on May 4th, along with a potential work session pending confirmation from the AG (an outside party yet to respond to the clerk).
- A work session is scheduled for May 11th after their short regular meeting to discuss the Vacation and Sick leave resolution.
- Commissioner Milburn-Kee indicated she wished to bring back the sewer discussion at Elm Creek Lake the following week when Bob would be present: "I'm gonna keep bringing it back every time Bob's here until they have a resolution at that lake."
- The following items were identified as unresolved and to be carried forward to a future agenda: unclaimed property Joe Allen, dump day, and a county property auction to dispose of surplus items.
- Commissioner Allen noted that 42 boxes of law books — confirmed to be actual law books stored in the courthouse basement — needed to be disposed of. It was suggested informally that a local attorney might be interested in taking them.
- SEK Juvenile Detention Center

Commission Comments

Commissioner Allen took a moment to highlight the Fourth Grade Conservation Day event held the previous week in partnership with the extension office. He described it as "pretty amazing," noting that the children learned hands-on environmental skills including how to filter water using rocks and dirt. He noted he had spoken with several of the students on his school bus since the event and that they genuinely enjoyed it. He also mentioned that a conservation official named Don George had been working to secure grants for Bourbon County to fund repairs to the dam at Elm Creek, though significant additional funds would be needed. Commissioner Allen encouraged any commissioners still serving next year to attend: "I would say come to that because that was pretty cool to see."

Commissioner Tran exits for a short recess.

Commissioner Beerbower concluded the meeting by reading a formal statement into the record that he had intended to read the previous week but had not had the opportunity. The statement addressed the constitutional right of public employees to speak before their local governing bodies without fear of retaliation.

He read: "The First Amendment to the United States Constitution guarantees that Congress shall make no law abridging the freedom of speech or the right of the people peaceably to assemble and to petition the government

for a redress of grievances. This protection applies to every American, including public employees who choose to respectfully voice concerns before their local governing bodies."

He further noted the parallel between those constitutional principles and the oath taken by members of the military to "support and defend the Constitution of the United States against all enemies, foreign and domestic."

Commissioner Beerbower stated that "no commissioner or elected official should use their authority to reprimand, intimidate, or chew out a department head simply because that department's employees exercise their constitutional right to speak at a commission meeting." He emphasized that county employees have a dual stake in the county's success — as both workers and residents who "live here, support their families here, and pay taxes that fund the very services they help provide."

He concluded: "Instead of discouraging participation or creating fear of retaliation, we should be actively finding ways to work with our employees, listening to them, respecting their perspectives and valuing their role in the community. Supporting open communication strengthens our government. Hindering it only harms public trust and reduces the quality of the service we rely on." He indicated he would be bringing forward future motions to formalize and clarify how the commission engages with its departments.

Adjournment

Motion to adjourn was made by Commissioner Beerbower at 8:16 PM and seconded by Milburn-Kee. The motion carried unanimously.

ATTEST:

THE BOARD OF COMMISSIONERS
OF BOURBON COUNTY, KANSAS

_____, COMMISSIONER
_____, COMMISSIONER
_____, COMMISSIONER
_____, COMMISSIONER
_____, COMMISSIONER

Susan E. Walker, County Clerk

Date Approved

Bourbon County Commission Meeting

Meeting minutes April 20, 2026, 5:30 PM

210 S National, Fort Scott, KS 66701

Attendance

Clint Walker, Mike Hazen, Jean Tucker, Tim Emerson, Mike Wunderly, Jamea Whitney, Scott Christiansen, Casey Brown, Jason Yount, Kyle Parks, Pete Owenby, Anne Dare, Nick Graham, Jason Silvers, Marlon Merida, Jennifer Hawkins, Teri Hulsey, Bob Reed, Bill Pitts, Nick Ruhl, Tanner O'Dell, Dean Bailey and several other county employees.

Pledge of Allegiance

The Pledge of Allegiance was recited.

Prayer

Commissioner David Beerbower offered the opening prayer.

Introductions

- Commissioner Samuel Tran (District 1)
- Commissioner David Beerbower (District 2)
- Commissioner Joe Allen (District 3)
- Commissioner Greg Motley (District 4)
- Commissioner Mika Milburn-Kee (District 5)
- Deputy County Clerk, Lesley Herrin

Approval of Agenda

Several amendments were made to the agenda. Commissioner Beerbower requested adding an executive session under KSA 4319(b)(1) for non-elected personnel for consultation of sick leave. Commissioner Allen requested adding an executive session under KSA 4319(b)(4) for trade secrets discussion with the county counselor by phone at 7 PM. Commissioner Milburn-Kee requested adding several items: An executive session under KSA 4319 (b)(1), Elm Creek Quarry discussion under old business, transfer station hours discussion under new business, and a disaster proclamation resolution under new business. The treasurer requested moving department updates above the executive sessions due to prior commitment.

The hay bid opening was moved up on the agenda due to its published time requirement.

Motion: Commissioner Tran moved to approve the agenda as amended. Commissioner Milburn-Kee seconded. Motion carried unanimously.

Motion: Commissioner Milburn-Kee moved to move the hay bid opening up on the agenda. Commissioner Tran seconded. Motion carried unanimously.

Motion: Commissioner Milburn Kee moved to open the hay bid. Motion died for lack of second.
(Commission continues with the process)

Hay Bid Opening 5:35PM

Commissioner Tran opened two sealed bids for hay leases. One location (Native Road west of Oak Grove Cemetery) received no bids. The two bids received were both from the same bidder: \$5 for the radio tower location at 250th Street and \$600 for the Prairie Road location.

Motion: Commissioner Beerbower moved to accept the bids received for \$600 and \$5. Commissioner Motley seconded. Motion carried unanimously.

Approval of Minutes 04.13.26

Commissioner Milburn-Kee requested corrections to the executive session notes, specifically that the vote should reflect "no action" rather than "with action" for the KSA 75-4319(b)(4) session with Commissioner Motley. She also noted concerns about payroll discussion accuracy in the minutes.

Motion: Commissioner Milburn-Kee moved to correct the minutes as requested. Commissioner Tran seconded. Motion carried with Commissioner Motley abstaining.

Approval of Accounts Payable

Three accounts payable were presented: April 15, 2026, for \$6,590.70; April 16, 2026, for \$345.96; and April 17, 2026, for \$286,279.61.

Motion: Commissioner Tran moved to approve the accounts payable as presented. Commissioner Allen seconded. Motion carried unanimously.

Department Updates

Jennifer Hawkins

Treasurer Jennifer Hawkins provided updates on tax collection. Property taxes are due May 10th, with May 11th being the last day to pay without penalties since the 10th falls on a Sunday. The office will extend hours from 7 AM to 7 PM on May 7th and 8th. Remote tax collection will be conducted throughout the week in various cities: Garland (Monday), Mapleton (Tuesday), Uniontown (Wednesday), Fulton (Thursday), and Bronson (Friday) from 5-7 PM. The online tax portal is now active. Commissioner Milburn-Kee asked for an update on the tax sale. Regarding the tax sale, the firm hired is handling the process and is currently in the title research phase, with an estimated completion date of August-September. Commissioner Beerbower requested contact information for the firm doing the tax sale. Jennifer also requested communication if she is needed to be present at meetings for updates and that she doesn't always watch the meetings.

Executive Session - Commissioner Beerbower

Motion: Commissioner Beerbower moved to enter executive session pursuant to KSA 75-4319(b)(1) for nonelected personnel matters involving sick leave discussion. The session included the five commissioners and Bob Reed for 20 minutes, returning at 6:10 PM. Commissioner Motley seconded. Motion carried unanimously.

Motion: Commissioner Tran moved to return to regular session with no action at 6:11 PM. Commissioner Milburn-Kee seconded. Motion carried unanimously.

Motion: Commissioner Beerbower moved to enter executive session pursuant to KSA 75-4319(b)(1) for nonelected personnel matters involving sick leave discussion. The session included the five commissioners and Bob Reed for 20 minutes, returning at 6:22 PM to the commission chambers. Commissioner Motley seconded. Motion carried unanimously.

Motion: Commissioner Tran moved to return to regular session with action at 6:22 PM. Commissioner Beerbower seconded. Commissioner Beerbower, Tran, Motley and Allen voted in favor and Milburn-Kee voted no.

Commissioner Beerbower made a motion to continue the precedent set with the employee regarding their time off situation for one week.

Motion: Commissioner Beerbower moved to continue the precedent set with this employee on his time off for one week. Commissioner Motley seconded. Commissioner Beerbower, Tran and Motley voted in favor with Commissioner Allen abstaining due to the precedent being set prior to his tenure and Commissioner Milburn-Kee voting no.

Public Comments

Three individuals addressed the commission:

Mike Wunderly spoke about concerns regarding the Elm Creek Lake and the rock quarry proposal. He noted the overcrowding at Lake Fort Scott and expressed concern about converting Elm Creek Lake into a rock quarry, as it would eliminate recreational opportunities for rural residents.

Todd Miller, an ordained elder and county employee, thanked the commission for their service and for opening meetings with prayer. However, he expressed concern about Commissioner Tran using the Lord's name in vain during the previous meeting and called for a public apology. He emphasized the importance of maintaining higher standards as elected officials and encouraged the commission to seek divine guidance in their decision-making.

SEKCAP representative presented information about two programs. First, they requested a letter of support for an emergency solutions grant application for rapid rehousing services across their 12-county jurisdiction. Second, they provided an update on their transportation services, noting they had aligned their fiscal year with the county's and provided ridership data showing usage throughout Bourbon County. They requested a letter of support and \$24,000 in total support from all county entities to maintain the transportation service.

Old Business

Planning Commission - Milburn

Planning Commission representatives presented updates on the comprehensive plan RFP process. Five firms responded with proposals ranging from approximately \$38,000 to \$117,000. The planning commission recommended interviewing three firms: Confluence (\$105,600), MPC (\$98,000), and Foster and Associates (\$35,600-\$39,800 plus expenses on a time and materials basis).

The commissioners discussed the significant price differences and scope variations. Foster and Associates were noted as having less community engagement scope but more county responsibility for tasks. Confluence was praised for comprehensive scope and experience, currently working on Cherokee County's plan. MPC has extensive Kansas experience.

Commissioner Tran emphasized the importance of the comprehensive plan as a tool for economic development and grant applications, noting that the end product quality should be the primary consideration rather than just cost. The planning commission was authorized to proceed with scheduling interviews with the three recommended firms.

Juvenile detention - Sheriff/Angie Eads

Sheriff Martin, County Attorney, James Crux and Angie Eads, Director of Sixth Judicial District Community Corrections, presented data on juvenile detention usage from 2018 through March 2026. The data showed inconsistent annual usage, with significant portions of detention days attributable to a small number of repeat offenders.

Ms. Eads discussed House Bill 2329, which extends maximum detention limits from 45 to 90 days and creates automatic detention for repeat misdemeanor offenders within three months. She indicated that Johnson County's study suggested the bill would only marginally increase detention days. She explained that judges typically detain juveniles who pose public safety risks regardless of the time limits.

County Attorney Crux noted that of the approximately 1,225 billable days from 2019-2024, 543 days were attributable to one juvenile, with another 175 days from a second juvenile. He emphasized that most detention stays are relatively short, with this year's 50-60 days primarily due to an out-of-state runaway case.

The commission discussed various detention center options and costs: Girard offers a flat contract rate (previously \$134,000), Johnson County charges \$150 per day, and other counties like Shawnee charge \$300 per day with restrictions. The commissioners agreed to schedule a work session after Commissioner Allen's return from the next meeting at Girard to make a final decision before the July 1 deadline.

Commissioner Tran requested a three-minute recess. Commissioner Motley and Milburn-Kee remained in the commissioner chambers.

Vacation & Sick Leave Resolution - Beerbower

Commissioner Beerbower presented a revised version of his proposed resolution to standardize the county's vacation and sick leave policy, incorporating changes based on feedback received since the prior week's discussion when it was tabled.

Commissioner Beerbower's Proposed Changes:

Commissioner Beerbower walked through the primary revisions to the resolution:

On *vacation leave*, he proposed moving all employees onto a January 1 through December 31 calendar year for award purposes, eliminating the current accrual structure that results in staggered individual dates. Under his proposal, new hires would receive no vacation from their date of hire through the end of their first fiscal year, at which point they would receive 40 hours. The proposed scale going forward would be:

- Year 0–1: No vacation
- Years 2–9: 80 hours (2 weeks)
- Years 10–15: 120 hours (3 weeks)
- Years 16–19: 160 hours (4 weeks)
- Year 20+: 200 hours (5 weeks)

He noted this changes the language from "accruing" to "awarding" vacation, reflecting his view that vacation is given as a benefit of employment rather than earned incrementally.

On *payout at separation*, he revised an earlier draft that had eliminated payout entirely. The new version allows payout of unused vacation at separation, subject to a 10-year minimum service requirement. Payout is capped at the applicable carryover maximum (200 hours) and made at the employee's base rate at time of separation. Employees separated for misconduct or dishonesty may be denied payout.

He also added a *grandfather clause* providing that all employees hired prior to January 1, 2026, would have their accrued PTO balances frozen at current levels, with no additional accrual until their balance falls below the maximums in the new policy. He explained this prevents penalizing long-term employees who have already earned more than what the new scale would award at their years-of-service level.

On *sick leave*, Commissioner Beerbower proposed maintaining 80 hours per year but standardizing the maximum banks across shift types to align with FMLA: 480 hours for 8-hour shift employees, 504 hours for 12-hour shifts, and 672 hours for 24-hour shifts. He proposed that sick leave payout (at 25%) would be available only upon retirement as defined by KPERS (age 65 with 5 years of service; age 60 with 30 years; or any age where age plus years of service equals 85).

He also noted that a dependent care leave provision he had drafted should be removed as a separate category and incorporated into the general sick leave definition.

Commissioner Milburn-Kee's Response:

Commissioner Milburn Key delivered a detailed statement opposing broad policy changes and recommending only a narrow, targeted correction. She argued that many of the complaints driving the proposed resolution stemmed from misunderstandings of the policies already adopted by the commission, rather than flaws in the policies themselves. She summarized the key factual background:

She noted that Resolution 6-22, which had allowed sick leave to be available to new hires on day one, was never incorporated into the employee handbook and was unknown to both current commissioners and the executive assistant during the payroll transition. She stated that auditors had flagged sick leave being used before it was earned, and that Resolution 6-22 itself included repayment provisions, supporting the interpretation that it was a loan arrangement rather than an unconditional grant.

She described the payroll transition as complex, noting that multiple spreadsheets with hire dates had been provided to the executive assistant and that approximately 33% of entries between two source documents did not align. The executive assistant appropriately used official employee records rather than conflicting spreadsheets to make corrections.

Commissioner Milburn-Kee stated she had reviewed the cases individually and found that, in her assessment, only two employees were genuinely adversely affected—and both of those cases involved a classification change from exempt (salaried) to nonexempt (hourly), not a true separation from service. She proposed a narrow handbook amendment: changing the language "leave accrual based on employment status" to "most recent full-time status," which would restore accurate accrual dates for those two employees.

She distributed documentation including: a comparison of the two hire date spreadsheets with inconsistencies marked, an auditor notes referencing sick leave being used before earned, current pantry system records, longevity dates, and applicable resolutions.

Discussion:

The discussion that followed was extensive and at times heated. Commissioner Beerbower pressed for clarification on the sources of data inconsistencies and argued that regardless of how errors arose, employees should not be penalized for mistakes they had no role in creating. He maintained that the volume of complaints he continued to receive from employees reflected a genuine, ongoing problem rather than isolated misunderstandings.

Commissioner Milburn Key repeatedly stated that she had verified, case by case, that only two employees were negatively affected, and challenged Commissioner Beerbower to conduct a similar review of the 40-plus names that had appeared on various complaint lists. She stated that front-loading vacation at the start of each year creates a liability when employees separate before earning that time, and that she had already been informed of two such instances that year.

Commissioner Allen offered a broader perspective, stating that the commission needed to move forward rather than continuing to relitigate past practices meeting after meeting. He suggested that rather than spending more time auditing what happened before January 1, 2026, the commission should accept where things stand and ensure the policy going forward is clear and fair.

Commissioner Motley stated simply that he wanted whatever leave balances employees believed they had as of December 31, 2025, restored without question. "I'm not interested in looking back," he said. "I just want their expectations that fit on 12/31/25 to be restored. I don't care how it's done. It just needs to be done." Commissioner Milburn Key noted that many employees had already self-corrected through normal accrual, and some had already reached or exceeded their prior balances.

One county employee, Tanner Odell, addressed the commission voluntarily. He stated that in January or February 2026, he had lost 35 hours and 15 minutes of sick leave. Chairman Tran explained in detail that Mr. Odell had been front-loaded sick leave he had not yet earned, and the audit corrected that balance. The 15-minute discrepancy was explained as a remainder from a 45-minute medical appointment he had taken against a one-hour increment system. Mr. Odell indicated he understood the theory but remained uncertain about some specifics.

Chairman Tran called a brief recess to allow tensions to settle, noting "we're trying to do the people's work" and asking all parties to calm down.

Following the recess, Commissioner Milburn-Kee moved forward with her targeted proposed change:

Commissioner Tran noted he would not be taking comments from the Gallery and many county employees walked out sharing their frustration with the commission.

Motion: Commissioner Milburn-Kee moved to change the handbook language regarding leave accrual for employees who changed from exempt to non-exempt status, using their full-time hire date rather than status change date. Commissioner Tran seconded. Motion carried unanimously.

The main resolution was tabled for one week to allow commissioners time to review the complete revised document.

Motion: Commissioner Tran moved to change the agenda and moved Commissioner Allen's executive session up on the agenda. Commissioner Allen seconded. Motion carried unanimously.

Executive Session - Commissioner Allen

Motion: Commissioner Allen moved to enter executive session pursuant to KSA 75-4319(b)(4) for trade secrets discussion with the five commissioners and county counselor, Bob Johnson, by phone for 17 minutes, returning at 8:55 PM to discuss contract negotiations and return to the commission chambers. Commissioner Tran seconded. Motion carried unanimously.

Motion: Commissioner Tran moved to return to regular session at 8:55 PM with no action taken. Commissioner Motley seconded. Commissioner Beerbower, Tran, Motley and Allen voted in favor. Milburn-Kee was not present for the vote.

Elm Creek Discussion

Commissioner Milburn-Kee raised concerns about the Elm Creek quarry project, citing citizen feedback about the property's intended purpose as public recreation. She made a motion to halt current operations pending full board review.

Commissioner Tran provided background on the county's quarry needs, explaining that the Blake quarry is playing out and the Shepherd quarry produces lower-quality rock. He noted that Elm Creek was approved by the previous administration and offers high-quality rock without lease concerns, though the project would take decades to complete. He also mentioned the lake's current leaking condition and the estimated million-dollar repair cost.

Commissioner Beerbower opposed the quarry, citing potential damage to recreational use and availability of alternative lease sites. He advocated pursuing grants to repair the dam and developing the lake for RV camping. He encouraged Commissioner Tran to do a deep dive into the cost to produce our own rock versus buying from local business.

Commissioners Motley asked Mike Wunderly what changed the dynamics of less attendance at Elm Creek Lake. Mr. Wunderly said it was most likely due to Fort Scot Lake expansion and the neglect of the shelters and areas around Elm Creek Lake.

Commissioner Allen shared positive memories of the lake and supported exploring its recreational potential. It is a fishing lake not a boating lake and it takes a select type of person to explore this type of recreational opportunity.

Motion: Commissioner Milburn-Kee moved to hold quarry operations at Elm Creek. Commissioner Beerbower seconded. Motion carried unanimously.

Motion: Commissioner Tran moved to have Commissioner Allen contact Director Allen to cease operations at Elm Creek. Commissioner Milburn-Kee seconded. Motion carried unanimously.

Motion: Commissioner Beerbower moved to move the disaster proclamation resolution 20-26 up on the agenda. Commissioner Motley seconded. Motion carried unanimously.

Resolution for Disaster Proclamation

Emergency Management Director Lou Howard requested a disaster proclamation for storm damage that occurred on April 17, 2026. The proclamation declares a state of local disaster emergency for all of Bourbon County for 14 days unless it is terminated earlier or renewed.

Motion: Commissioner Milburn-Kee moved to approve the disaster proclamation resolution 20-26.
Commissioner Motley seconded. Motion carried unanimously.

The resolution was signed by all commissioners, and Director Howard indicated she would contact all cities the following day to assess damage.

Commission Comments

Commissioner Beerbower noted that time constraints prevented discussion of several agenda items and suggested continuing them the following week.

The remaining items on the agenda were moved to the following meeting.

- Meeting Resolution
- 2025 Kanren Invoice
- Maintenance Supervision
- Transfer Station Hours
- Commissioner Milburn-Kee Executive Session

Adjournment

Motion: Commissioner Milburn-Kee moved to adjourn the meeting at 9:20 PM. Commissioner Tran seconded. Motion carried unanimously.

ATTEST:

THE BOARD OF COMMISSIONERS
OF BOURBON COUNTY, KANSAS

_____, COMMISSIONER
_____, COMMISSIONER
_____, COMMISSIONER
_____, COMMISSIONER
_____, COMMISSIONER

Susan E. Walker, County Clerk

Date Approved

Selection Criteria: Vendor =
Bank =

Batch =
Due Date =
Invoice Date =

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 00 Non-Departmental					
Fund: 016 APPRAISERS					
04/28/26		SEK COUNTY APPRAISERS ASSOC	MEMBERSHIP DUES	APPRAISER CONTRACTUAL SVCS	\$25.00
54616		K & K AUTO PARTS INC.	BULB	APPRAISER COMMODITIES	\$1.95
6141295657		VERIZON WIRELESS	ACCT#00010 APPRAISER WIRELESS SERVICE	APPRAISER CONTRACTUAL SVCS	\$64.37
772641		CULLIGAN OF JOPLIN	BOTTLED WATER & DELIVERY FEE	APPRAISER CONTRACTUAL SVCS	\$58.00
Fund: 016 - APPRAISERS Invoice Count and Total:				4	\$149.32
Fund: 027 GENERAL EQUIPMENT RESERVE FUN					
INV046008.2		CASSLING	EQUIPMENT FOR FREEMAN HOSPITAL-MISSED PAYMENT	EXPENSE DISBURSEMENT	\$2,471.00
Fund: 027 - GENERAL EQUIPMENT RESERVE FUND Invoice Count and Total:				1	\$2,471.00
Fund: 052 COUNTY TREASURER MOTOR FUND					
196P-TLM6-RPMY		AMAZON CAPITAL SERVICES	OFFICE SUPPLIES	OFFICE SUPPLIES	\$81.29
Fund: 052 - COUNTY TREASURER MOTOR FUND Invoice Count and Total:				1	\$81.29
Fund: 062 ELECTION					
200002229		KANSAS ASSOCIATION OF COUNTIES	2026 KCCEOA CONFERENCE	ELECTION CONTRACTUAL SVCS	\$300.00
Fund: 062 - ELECTION Invoice Count and Total:				1	\$300.00
Fund: 093 ROD-TECH FUND					
IO13529		PLANET TECHNOLOGIES, INC.	O365 G3/G1 SUBSCRIPTION	EXPENSE DISBURSEMENT	\$801.36
Fund: 093 - ROD-TECH FUND Invoice Count and Total:				1	\$801.36

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 00 Non-Departmental					
Fund: 094 TREASURER - TECH FUND					
IO13529		PLANET TECHNOLOGIES, INC.	O365 G3/G1 SUBSCRIPTION	EXPENSE DISBURSEMENT	\$882.72
Fund: 094 - TREASURER - TECH FUND Invoice Count and Total:				1	\$882.72
Fund: 095 CLERK - TECH FUND					
IO13529		PLANET TECHNOLOGIES, INC.	O365 G3/G1 SUBSCRIPTION	EXPENSE DISBURSEMENT	\$801.36
Fund: 095 - CLERK - TECH FUND Invoice Count and Total:				1	\$801.36
Fund: 097 SPECIAL LAW ENFORCEMENT					
IN265814		THE/STUDIO TECHNOLOGIES INC	CUSTOM COINS-CHALLENGE COINS	COMMODITIES	\$4,725.72
Fund: 097 - SPECIAL LAW ENFORCEMENT Invoice Count and Total:				1	\$4,725.72
Fund: 108 LANDFILL					
1842431735 4/24/26		EVERGY	ELECTRIC AT LANDFILL	LANDFILL CONTRACTUAL SVCS	\$134.55
32220		ALLEN COUNTY PUBLIC WORKS	MSW 4/16 - 4/22/26	LANDFILL CONTRACTUAL SVCS	\$7,828.28
54687		K & K AUTO PARTS INC.	BUTT SPLICE/SHRINK TUBE	LANDFILL COMMODITIES	\$6.30
PS210149061		FOLEY EQUIPMENT CO.	PIN/SHAFT #21	LANDFILL COMMODITIES	\$224.18
Fund: 108 - LANDFILL Invoice Count and Total:				4	\$8,193.31
Fund: 120 COUNTY SHERIFF/CORRECTIONAL					
021370		AMERICAN LAW ENFORCEMENT RADAR	RADAR RECERTIFICATIONS	SHERIFF CONTRACTUAL	\$360.00
1-2694-12-20262		BLUEMARK ENERGY, LLC	FUEL TRANSPORT-20TH	SEKRCC CONTRACTUAL	\$2,262.71
156966		TERRY LAWRENCE	CLEAN SOLID WASTE TANK	SEKRCC CONTRACTUAL	\$75.00
16-4897-01 03/30/26		CITY OF FT SCOTT UTILITIES DPT	293 E 20TH ST	SEKRCC CONTRACTUAL	\$319.24
16-4897-01 4/29/26		CITY OF FT SCOTT UTILITIES DPT	293 E 20TH ST	SEKRCC CONTRACTUAL	\$282.26
199942		KA-COMM, INC	REMOVE RADIO AND VIDEO SYSTEM FOR NEW BUILD	SHERIFF CONTRACTUAL	\$364.25
1MXX-LJNF-1DFJ		AMAZON CAPITAL SERVICES	OFFICE/BREAK ROOM SUPPLIES	SHERIFF COMMODITIES	\$144.16

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 00 Non-Departmental					
Fund: 120 COUNTY SHERIFF/CORRECTIONAL					
1MXX-LJNF-1DFJ		AMAZON CAPITAL SERVICES	OFFICE/BREAK ROOM SUPPLIES	SEKRCC COMMODITIES	\$57.88
200047		KA-COMM, INC	FULL VEHICLE STRIP	SHERIFF CONTRACTUAL	\$1,231.50
300434		BROOKS-JEFFREY MARKETING INC.	WEB DESIGN PACKAGE-FEBRUARY 2026	SEKRCC CONTRACTUAL	\$99.92
301573		BROOKS-JEFFREY MARKETING INC.	WEB DESIGN PACKAGE-APRIL 2026	SEKRCC CONTRACTUAL	\$99.92
41126		PHOENIX SUPPLY, LLC	COMMISSARY ITEMS	SEKRCC COMMODITIES	\$283.25
42674137		OKLAHOMA TURNPIKE AUTHORITY	LATE FEES FROM INMATE PICKUP TOLL	SEKRCC CONTRACTUAL	\$10.00
53990804		JOHNSON CONTROLS	FIRE ALARM PANEL REPAIR	SEKRCC CONTRACTUAL	\$1,386.90
54690		K & K AUTO PARTS INC.	HEET	SHERIFF COMMODITIES	\$5.50
7050		PEST-X SOLUTIONS	PEST CONTROL	SEKRCC CONTRACTUAL	\$150.00
INV01472		CITY OF FORT SCOTT	MARCH 2026 FUEL	SEKRCC COMMODITIES	\$316.93
INV23366		DETECTACHEM, INC.	MOBILE TEST KITS	SHERIFF COMMODITIES	\$339.38
Fund: 120 - COUNTY SHERIFF/CORRECTIONAL Invoice Count and Total:				18	\$7,788.80
Fund: 220 ROAD AND BRIDGE					
0198-400909		O'REILLY AUTO PARTS	OIL/RUST PENETRENT	ROAD & BRIDGE COMMODITIES	\$130.35
0198-401143		O'REILLY AUTO PARTS	OIL PAN GASKET/FILTERS/DAMPER BELLOW #S 133 & 109	ROAD & BRIDGE COMMODITIES	\$436.18
0198-401164		O'REILLY AUTO PARTS	FILTERS/OIL PAN GASKET RETURNS	ROAD & BRIDGE COMMODITIES	(\$229.46)
0198-401165		O'REILLY AUTO PARTS	TIE ROD ENDS #101	ROAD & BRIDGE COMMODITIES	\$131.55
0198-401206 4/24/26		O'REILLY AUTO PARTS	TRANSMISSION FLUID RETURN	ROAD & BRIDGE COMMODITIES	(\$122.95)
0198-401552		O'REILLY AUTO PARTS	OIL/AIR/FUEL FILTERS #152	ROAD & BRIDGE COMMODITIES	\$194.73
0198-401678		O'REILLY AUTO PARTS	NUT REMOVER	ROAD & BRIDGE COMMODITIES	\$21.99
0198-401692		O'REILLY AUTO PARTS	LUG NUT #3	ROAD & BRIDGE COMMODITIES	\$14.88
1220043257		POMP'S TIRE SERVICE, INC	TIRES #191	ROAD & BRIDGE COMMODITIES	\$1,050.42
1220043258		POMP'S TIRE SERVICE, INC	TRAILER TIRES #T129	ROAD & BRIDGE COMMODITIES	\$1,301.00
191770		BUCKLEY POWDER CO.	BLAKE QUARRY BLAST 42,751 TONS @ \$1.354	ROAD & BRIDGE CONTRACTUAL SVC	\$28,954.33

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 00 Non-Departmental					
Fund: 220 ROAD AND BRIDGE					
275586		MAYCO ACE HARDWARE	NUTS/BOLTS/NAILS/CLIP PIN	ROAD & BRIDGE COMMODITIES	\$32.79
3670		BLUEGRASS EQUIPMENT LLC	SPRING AXLE/BOLT KIT #T111	ROAD & BRIDGE COMMODITIES	\$1,021.00
37752		JUDY'S FUEL & OIL CO, LLC	DYED DIESEL 700 GAL @ \$4.16 BLAKE QUARRY	ROAD & BRIDGE COMMODITIES	\$2,912.00
37768		JUDY'S FUEL & OIL CO, LLC	GAS 403 GAL @ \$3.27/DYED DIESEL 300 GAL @ \$4.16/CLEAR DIESEL 906 GAL @ \$4.42 COUNTY BARN	ROAD & BRIDGE COMMODITIES	\$6,570.33
37769		JUDY'S FUEL & OIL CO, LLC	DYED DIESEL 479 GAL @ \$4.16 UNIONTOWN TANK	ROAD & BRIDGE COMMODITIES	\$1,992.64
37773		JUDY'S FUEL & OIL CO, LLC	GAS 500 GAL @ \$3.27 COUNTY BARN	ROAD & BRIDGE COMMODITIES	\$1,635.00
37786		JUDY'S FUEL & OIL CO, LLC	GAS 212 GAL @ \$3.37/DYED DIESEL 500 GAL @ \$4.14/CLEAR DIESEL 744 GAL @ \$4.40 COUNTY BARN	ROAD & BRIDGE COMMODITIES	\$6,058.04
37801		JUDY'S FUEL & OIL CO, LLC	DYED DIESEL 454 GAL @ \$4.23 HECKMAN TANK	ROAD & BRIDGE COMMODITIES	\$1,920.42
448061		LOCKWOOD MOTOR SUPPLY, INC.	BEARINGS/BEARING CONE #T111	ROAD & BRIDGE COMMODITIES	\$34.94
448063		LOCKWOOD MOTOR SUPPLY, INC.	OIL SEAL/BEARING CONE RETURN	ROAD & BRIDGE COMMODITIES	(\$1.12)
5/15/26		CITY STATE BANK	ROCK CRUSHER PAYMENT	LEASE - INTEREST	\$27,624.92
5/15/26		CITY STATE BANK	ROCK CRUSHER PAYMENT	LEASE - PRINCIPAL	\$89,706.69
54726		K & K AUTO PARTS INC.	TRANSMISSION FLUID #133	ROAD & BRIDGE COMMODITIES	\$109.95
54736		K & K AUTO PARTS INC.	TRANSMISSION FLUID #133	ROAD & BRIDGE COMMODITIES	\$279.80
54762		K & K AUTO PARTS INC.	SHACKLE/LOCK NUT #T111	ROAD & BRIDGE COMMODITIES	\$11.80
7853573428 4/23/26		EVERGY	ELECTRIC AT SHOP	ROAD & BRIDGE CONTRACTUAL SVC	\$793.28
9127625636 4/23/26		EVERGY	ELECTRIC AT SHOP NORTH BUILDING	ROAD & BRIDGE CONTRACTUAL SVC	\$37.86
SS310055393		FOLEY EQUIPMENT CO.	POWER BY THE HOUR 3/23 - 4/22/26 #14	ROAD & BRIDGE CONTRACTUAL SVC	\$697.32
SS310055436		FOLEY EQUIPMENT CO.	POWER BY THE HOUR 3/23 - 4/27/26 #52	ROAD & BRIDGE CONTRACTUAL SVC	\$756.99

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 00 Non-Departmental					
Fund: 220 ROAD AND BRIDGE					
SS310055437		FOLEY EQUIPMENT CO.	POWER BY THE HOUR 2/16 - 4/28/26 #35	ROAD & BRIDGE CONTRACTUAL SVC	\$31.29
Fund: 220 - ROAD AND BRIDGE Invoice Count and Total:				31	\$174,108.96
Fund: 222 ROAD & BRIDGE SALES TAX FUND					
11897		BLEVINS ASPHALT CONSTRUCTION,	COLD MIX EA 300 25.23 TONS @ \$95.00	R&B SALES TAX COMMODITIES	\$2,405.40
191770		BUCKLEY POWDER CO.	BLAKE QUARRY BLAST 42,751 TONS @ \$1.354	R&B SALES TAX CONTRACTUAL SVCS	\$28,954.33
275171		MAYCO ACE HARDWARE	NUTS/WASHERS/BOLTS	R&B SALES TAX COMMODITIES	\$73.76
275185		MAYCO ACE HARDWARE	BALL VALVE	R&B SALES TAX COMMODITIES	\$21.99
275208		MAYCO ACE HARDWARE	HEX BOLTS	R&B SALES TAX COMMODITIES	\$38.99
37809		JUDY'S FUEL & OIL CO, LLC	DYED DIESEL 239 GAL @ \$4.14 ASPHALT PLANT	R&B SALES TAX COMMODITIES	\$989.46
SWO160793-1		G.W. VAN KEPPEL CO	SWIVEL HINGE/HOSES/FILTERS/SEALS #137	R&B SALES TAX CONTRACTUAL SVCS	\$12,325.51
SWO160793-1		G.W. VAN KEPPEL CO	SWIVEL HINGE/HOSES/FILTERS/SEALS #137	R&B SALES TAX COMMODITIES	\$14,003.76
Fund: 222 - ROAD & BRIDGE SALES TAX FUND Invoice Count and Total:				8	\$58,813.20
Fund: 257 SHRF TRUST FORFEITURE 7/1/19					
194106-1		FIRST RESPONDER OUTFITTERS INC	RADIO CARRIERS	COMMODITIES	\$206.00
194158-1		FIRST RESPONDER OUTFITTERS INC	UNIFORM PANTS	COMMODITIES	\$306.33
Fund: 257 - SHRF TRUST FORFEITURE 7/1/19 Invoice Count and Total:				2	\$512.33
Fund: 370 BOND SALES TAX - COUNTY JAIL					
PAYMENT 36 DURANGO		UNION STATE BANK	PAYMENT 36 DURANGO	LEASE - PRINCIPAL	\$2,863.55
PAYMENT 36 DURANGO		UNION STATE BANK	PAYMENT 36 DURANGO	LEASE - INTEREST	\$326.24
PAYMENT 51 DASHCAMS		LANDMARK NATIONAL BANK	PAYMENT 51 DASHCAMS	LEASE - PRINCIPAL	\$3,350.92
PAYMENT 51 DASHCAMS		LANDMARK NATIONAL BANK	PAYMENT 51 DASHCAMS	LEASE - INTEREST	\$80.22
Fund: 370 - BOND SALES TAX - COUNTY JAIL Invoice Count and Total:				4	\$6,620.93

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 00 Non-Departmental					
Fund: 398 OFFENDER REGISTRATION					
1DQQ-HYX6-D93W		AMAZON CAPITAL SERVICES	DUAL MONITOR DESK MOUNT	COMMODITIES	\$61.98
Fund: 398 - OFFENDER REGISTRATION Invoice Count and Total:				1	\$61.98
Dept: 00 - Non-Departmental Invoice Count and Total:				79	\$266,312.28

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 01 COUNTY COMMISSION					
Fund: 001 GENERAL FUND					
118213		FISHER, PATTERSON, SAYLER & SMITH LLP	PROFESSIONAL SERVICES RENDERED THROUGH 3.31.26	COMMISSION CONTRACTUAL SVCS	\$200.00
118214		FISHER, PATTERSON, SAYLER & SMITH LLP	PROFESSIONAL SERVICES RENDERED THROUGH 3.31.26	COMMISSION CONTRACTUAL SVCS	\$202.50
LKROM REIMB		KROM, LAURA	LOCKS/CLIPBOARDS	COMMISSION COMMODITIES	\$22.57
Fund: 001 - GENERAL FUND Invoice Count and Total:				3	\$425.07
Dept: 01 - COUNTY COMMISSION Invoice Count and Total:				3	\$425.07

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 02 COUNTY CLERK					
Fund: 001 GENERAL FUND					
1C9F-L9MN-MVLP		AMAZON CAPITAL SERVICES	FILE FOLDERS	CLERK COMMODITIES	\$14.89
Fund: 001 - GENERAL FUND Invoice Count and Total:				1	\$14.89
Dept: 02 - COUNTY CLERK Invoice Count and Total:				1	\$14.89

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 04 COUNTY ATTORNEY					
Fund: 001 GENERAL FUND					
MAY 2026		CLIFFORD WAYNE LEE	ASSISTANT COUNTY ATTORNEY MONTHLY RATE	ATTORNEY CONTRACTUAL SVCS	\$3,500.00
MAY 2026		MEEKS, JUSTIN	ASSISTANT COUNTY ATTORNEY MONTHLY RATE	ATTORNEY CONTRACTUAL SVCS	\$2,500.00
MAY 2026		MATTHEW BONNER	ASSISTANT COUNTY ATTORNEY MONTHLY RATE	ATTORNEY CONTRACTUAL SVCS	\$3,500.00
Fund: 001 - GENERAL FUND Invoice Count and Total:				3	\$9,500.00
Dept: 04 - COUNTY ATTORNEY Invoice Count and Total:				3	\$9,500.00

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 07 COURTHOUSE MAINTENANCE					
Fund: 001 GENERAL FUND					
13284502		HERITAGE TRACTOR, INC.	MOWER BLADE	GENERAL COMMODITIES	\$32.21
Fund: 001 - GENERAL FUND Invoice Count and Total:				1	\$32.21
Dept: 07 - COURTHOUSE MAINTENANCE Invoice Count and Total:				1	\$32.21

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 10 DISTRICT COURT					
Fund: 001 GENERAL FUND					
05/01/26		DOMONEY & DOMONEY	MAY 2026 CINC CONTRACT	DISTRICT COURT CONTRACTUAL SVC	\$2,000.00
05/01/26		GILBERT ERNEST GREGORY	MAY 2026 CINC/CT/DM/MISD/TR/JV CONTRACT	DISTRICT COURT CONTRACTUAL SVC	\$4,600.00
05/01/26 JOSH		BASELEY LAW OFFICE LLC	MAY 2026 CINC CONTRACT	DISTRICT COURT CONTRACTUAL SVC	\$1,900.00
05/01/26 TERRA		BASELEY LAW OFFICE LLC	MAY 2026 MISD/TR/JV CONTRACT	DISTRICT COURT CONTRACTUAL SVC	\$2,100.00
16619		TRANSLATIONPERFECT.COM	ASL INTERPRETER SERVICES	DISTRICT COURT CONTRACTUAL SVC	\$297.90
3112 04/24/26		PITNEY BOWES PURCHASE POWER	POSTAGE REFILL	DISTRICT COURT CONTRACTUAL SVC	\$1,009.75
32313		SMART SALES LLC DBA SMARTOX	DRUG TEST SUPPLIES	DISTRICT COURT COMMODITIES	\$275.00
5546		MASON AND CLARK LAW OFFICES, LLC	CINC CONFLICT ATTORNEY SERVICES THROUGH 4.24.26	DISTRICT COURT CONTRACTUAL SVC	\$180.00
5563		MASON AND CLARK LAW OFFICES, LLC	CINC CONFLICT ATTORNEY	DISTRICT COURT CONTRACTUAL SVC	\$180.00
Fund: 001 - GENERAL FUND Invoice Count and Total:				9	\$12,542.65
Dept: 10 - DISTRICT COURT Invoice Count and Total:				9	\$12,542.65

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 11 EMERGENCY PREPAREDNESS					
Fund: 001 GENERAL FUND					
167 04/09/26		HEARTLAND REC, INC.	BBCO EMER MGMT 130TH ST/TOMAHAWK & 125TH	EM. PREP. CONTRACTUALSVCS	\$97.12
6141295659		VERIZON WIRELESS	ACCT#00012 EMERGENCY MANAGEMENT WIRELESS SERVICE	EM. PREP. CONTRACTUALSVCS	\$41.54
Fund: 001 - GENERAL FUND Invoice Count and Total:				2	\$138.66
Dept: 11 - EMERGENCY PREPAREDNESS Invoice Count and Total:				2	\$138.66

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 24 AMBULANCE SERVICE					
Fund: 375 AMBULANCE SERVICE					
397134		KIRKLAND WELDING SUPPLIES, INC	OXYGEN	OXYGEN	\$18.00
4764 04/21/26		KANSAS GAS SERVICE	405 WOODLAND HILLS RD # AMBUL	GAS-UTILITIES	\$61.71
9079952521 04/29/26		EVERGY	405 S WOODLAND HILLS BLVD	ELECTRICITY-UTILITIES	\$386.96
INV01470		CITY OF FORT SCOTT	AMBULANCE CHARGES	AMBULANCE SERVICES CONTRACTUAL	\$1,500.00
Fund: 375 - AMBULANCE SERVICE Invoice Count and Total:				4	\$1,966.67
Dept: 24 - AMBULANCE SERVICE Invoice Count and Total:				4	\$1,966.67

Open Invoices By Department Summary**Bourbon County**

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 30		NOXIOUS WEED			
Fund: 200		NOXIOUS WEED			
38225		VAN DIEST SUPPLY COMPANY	CB 6# LV ESTER	CHEMICALS	\$2,552.00
			Fund: 200 - NOXIOUS WEED Invoice Count and Total:	1	\$2,552.00
			Dept: 30 - NOXIOUS WEED Invoice Count and Total:	1	\$2,552.00

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 33 SERVICES FOR ELDERLY					
Fund: 001 GENERAL FUND					
MAY 2026		MEALS ON WHEELS	MONTHLY APPROPRIATION	ELDERLY APPROPRIATIONS	\$2,150.00
MAY 2026		SEK AREA AGENCY ON AGING, INC.	MONTHLY APPROPRIATION	ELDERLY APPROPRIATIONS	\$1,900.00
Fund: 001 - GENERAL FUND Invoice Count and Total:				2	\$4,050.00
Dept: 33 - SERVICES FOR ELDERLY Invoice Count and Total:				2	\$4,050.00

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 43 COURTHOUSE GENERAL					
Fund: 001 GENERAL FUND					
04/24/26		REDFIELD RURITAN	ROBERT GORDON/ANNA FAYE STEELE MEMORIAL ENDOWMENT FUND	CONTRACTUAL SERVICES	\$6,412.88
0764 04/08/26		KANSAS GAS SERVICE	210 S NATIONAL AVE	CONTRACTUAL SERVICES	\$352.08
08-2093-01 4/29/26		CITY OF FT SCOTT UTILITIES DPT	108 W 2ND ST	CONTRACTUAL SERVICES	\$64.44
08-2227-01 4/29/26		CITY OF FT SCOTT UTILITIES DPT	210 S NATIONAL AVE	CONTRACTUAL SERVICES	\$286.69
1217143248 04/29/26		EVERGY	STREET LIGHTS	CONTRACTUAL SERVICES	\$29.67
1-2694-12-20262		BLUEMARK ENERGY, LLC	FUEL TRANSPORT-NATIONAL	CONTRACTUAL SERVICES	\$3,366.74
14048		BROCK ELECTRIC COMPANY, INC.	RECEPTACLE REPLACEMENT	CONTRACTUAL SERVICES	\$134.17
275059		MAYCO ACE HARDWARE	FILTER & CLEANER	COMMODITIES	\$68.97
58096040-00		LOCKE SUPPLY CO.	FILTERS FOR AC	COMMODITIES	\$747.81
6491 04/21/26		KANSAS GAS SERVICE	108 W 2ND ST	CONTRACTUAL SERVICES	\$112.12
6609 04/21/26		KANSAS GAS SERVICE	221 S JUDSON	CONTRACTUAL SERVICES	\$50.54
B#1055-26-06		CIC	CIC CUSTOM PROGRAMMING - SIGNATURE CHANGE ON LASER CHECKS	CONTRACTUAL SERVICES	\$300.00
Fund: 001 - GENERAL FUND Invoice Count and Total:				12	\$11,926.11
Dept: 43 - COURTHOUSE GENERAL Invoice Count and Total:				12	\$11,926.11

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
---------	----	-------------	----------------------	-----------------	-------------

Invoice Count by Dept: 117

Grand Total: \$309,460.54

Open Invoices - Dept/Fund. Totals		
Dept	Fund	Amount
00	Non-Departmental	
	016 APPRAISERS	\$149.32
	027 GENERAL EQUIPMENT RESERVE FU	\$2,471.00
	052 COUNTY TREASURER MOTOR FUN	\$81.29
	062 ELECTION	\$300.00
	093 ROD-TECH FUND	\$801.36
	094 TREASURER - TECH FUND	\$882.72
	095 CLERK - TECH FUND	\$801.36
	097 SPECIAL LAW ENFORCEMENT	\$4,725.72
	108 LANDFILL	\$8,193.31
	120 COUNTY SHERIFF/CORRECTIONAL	\$7,788.80
	220 ROAD AND BRIDGE	\$174,108.96
	222 ROAD & BRIDGE SALES TAX FUND	\$58,813.20
	257 SHRF TRUST FORFEITURE 7/1/19	\$512.33
	370 BOND SALES TAX - COUNTY JAIL	\$6,620.93
	398 OFFENDER REGISTRATION	\$61.98
		<hr/>
		\$266,312.28
01	COUNTY COMMISSION	
	001 GENERAL FUND	\$425.07
		<hr/>
		\$425.07
02	COUNTY CLERK	

Open Invoices By Department Summary

Bourbon County

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
		001	GENERAL FUND	\$14.89	
				\$14.89	
		04	COUNTY ATTORNEY		
		001	GENERAL FUND	\$9,500.00	
				\$9,500.00	
		07	COURTHOUSE MAINTENANCE		
		001	GENERAL FUND	\$32.21	
				\$32.21	
		10	DISTRICT COURT		
		001	GENERAL FUND	\$12,542.65	
				\$12,542.65	
		11	EMERGENCY PREPAREDNESS		
		001	GENERAL FUND	\$138.66	
				\$138.66	
		24	AMBULANCE SERVICE		
		375	AMBULANCE SERVICE	\$1,966.67	
				\$1,966.67	
		30	NOXIOUS WEED		
		200	NOXIOUS WEED	\$2,552.00	
				\$2,552.00	
		33	SERVICES FOR ELDERLY		
		001	GENERAL FUND	\$4,050.00	
				\$4,050.00	
		43	COURTHOUSE GENERAL		
		001	GENERAL FUND	\$11,926.11	
				\$11,926.11	

Open Invoices By Department Summary**Bourbon County**

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
			Grand Total:	\$309,460.54	