Bourbon County Commission Meeting

Meeting Agenda

November 23, 2026, 5:30 PM - 8:30 PM
210 S National Ave, Fort Scott, KS 66701, US

I. **Call Meeting To Order**

II. **Pledge Of Allegiance**

III. **Prayer - J. Allen**

IV. **Introductions**

V. **Approval Of Agenda**

VI. **Approval Of Minutes**

VII. **Approval Of Accounts Payable $139,398.04**

VIII. **Executed Documents For Record**

IX. **Public Comments**

X. **Executive Session K.S.A. 75-4319 (B)( ) Subject:**

XI. **Department Updates**

- a. **Election Certification**
- b. **Public Works- K. Allen**

XII. **Old Business**

- a. **Employee Health Insurance- Motley**
- b. **Real-estate Sale Verrification - Appraiser**

XIII. **New Business**

- a. **Tile in District Court - Motley**

b. **Food waste dumping - Motley**

c. **Letter of Support**

d. **sek area transit**

e. **Resolution 22-26**

f. **Benefit Committee Discussion - Resolution Repeal**

g. **Resolution 19-25 and 25-25 benefits committee**

XIV. **Commission Comments**

XV. **Future Agenda Topics**

XVI. **Adjournment**

Bourbon County Commission Meeting

Meeting Minutes

November 16, 2026, 5:30 PM - 8:30 PM
210 S National Ave, Fort Scott, KS 66701, US

Present:

Gregg Motley, Joe Allen, David Beerbower, Mika Milburn Kee, Ann Clarkson, Curtis Major, Millie Lipscum, Teri Hullsey

Approval Of Agenda

Commissioner Motley moved to approve Joe Allen second and Beerbower Allen and motley voting in favor Milburn was not in the room.

Approval Of Minutes

Commissioner Beerbower made a motion to approve the minutes from November the 9th Commissioner Allen second Beerbower Allen and Motley voting in favor Milburn was not in the room

Approval Of Accounts Payable $

Commissioner Beerbower made a motion to approve the ap Commissioner Allen second all approved

October Financials

Commissioner Motley made a motion to approve Commissioner Beerbower second all approved.

Commissioner Comments

Commissioner Milburn shared concerns with the newly created Benefits Committee, and the need to repeal the Benefit Resolution, as well as the little notice provided to the commission by the hr contractor.

Commissioner Motley shared comment that the committee was simply a advisory committee and not a policy.

Commissioner Beerbower shared memory of the Benefits Committee Resolution, and shared that he also had short notice with benefit information for the work session.

Next Agenda Topics

Asbestos RFP, Vacation Payout, Request for Road Vacation , RFP IT

Adjournment

Motion to adjourn was made and seconded. The motion carried by voice vote.

_____ Chairman

_____ Commissioner

_____ Commissioner

_____ Commissioner

_____ Commissioner

_____ ATTEST:

County Clerk

Benefits Work Session - Board of County Commissioners

The work session was held, and the chair reminded attendees to silence phones and refrain from outbursts. Present: Commissioner Gregg Motley (District 4), Commissioner Mika Milburn-Kee (District 5), and the presiding chair, whose name was not identified in the recording. Benefits broker Don Doherty and associates, Human Resource Consultant Millie Lipscomb, EMS Director Teri Hulsey, and other Benefits Advisory Committee members were also present. Absent members could not be determined from the recording.No formal motions were made and no action was taken.

Renewal options. Don Doherty and his associate Jeremy presented revised employee-only renewal rates from Blue Cross Blue Shield and UnitedHealthcare. The only change since the prior week was a 2% concession from Blue Cross.

- Plan A: Blue Cross was $1,199.66 (up 12.52% from $1,066.33). UnitedHealthcare was $1,182.36 (up 11.04%).
- Plan B: Blue Cross was $1,105.53 (up 13.45% from $974.79). UnitedHealthcare was $1,095.36 (up about 12.7%).
- Plan C (HSA): Blue Cross was $1,099.88 (up 13.14% from $972.54). UnitedHealthcare was $921.60, about 4.95% lower.
- Plan D (HSA): Blue Cross was $971.87 (up 15.24% from $847.01). UnitedHealthcare was $784.01, about 6.78% lower.

Commissioner Milburn-Kee objected to receiving the revised documents only hours before the session and asked that all materials be sent to the full commission in the future.

Defined contribution versus percentage. Mr. Doherty explained that a defined dollar contribution gives the county flexibility and cost control, while percentage-based contributions expose the county to compounding increases and the risk of enrollment shifting to costly family tiers. He stated that last year's county contributions ($925 for employee-only and $1,700 for the dependent tiers) were at or above the market for government employers in Southeast Kansas. Commissioner Motley noted current enrollment of 61 employee-only, 5 employee-spouse, 12 employee-child, and no family participants. He said high premium costs had discouraged family enrollment and suggested better informing employees of alternatives at open enrollment.

Benefits Advisory Committee presentation. Ms. Lipscomb presented the committee's data points after about six and a half hours of meetings and employee input. These were illustrative scenarios of 95% county-paid for employee-only and 85% for employee-plus tiers, not recommendations. The scenarios exceeded the budgeted figure of about $1.4 million for 2027. The committee leaned toward UnitedHealthcare, citing Blue Cross's 60/40 coinsurance on Plan B, and urged the commission to keep employee-only contributions low. She reported that employees had cited stagnant wages and rising premiums and that several said they might leave county employment. EMS Director Teri Hulsey said her employees also favored UnitedHealthcare. Jeremy noted that raising current contributions by 10% would cost only about $3,000 more than a flat-rate approach and would benefit all tiers.

Budget concerns and differing views. Commissioner Milburn-Kee stated that the committee's scenarios would add about $500,000 to the current annual health premium cost of $1,023,900. She disputed the budget figure used and clarified that her flat defined-contribution proposal of about $1,300 was intended to promote employee choice and equity, not specifically to promote HSA plans. She also questioned the process by which the benefits committee was reconstituted. Commissioner Motley relayed his employees' concerns and expressed appreciation for the committee's work. He asked that the broker and Matt Long of Baker Tilly review the committee's proposal for cost and budget fit.

A Blue Cross representative noted that Blue Cross includes 100% of Kansas hospitals and 98% of providers, that I Am Rehab was the only notable provider missing, and that an 80/20 coinsurance option could be quoted. The $2 premium for non-enrolled employees was reported removed from the proposal on the broker's advice that the insurer might cancel coverage.

Direction. The chair summarized the decisions needed at the following Monday's meeting. These were whether to use percentage or defined contributions (he stated a strong inclination toward defined contributions), the amount of the contribution for each of the four plans, and the selection between Blue Cross and UnitedHealthcare. The commission stressed that the budget could not be exceeded.

The chair thanked the committee and participants for their work and declared the meeting adjourned.

Selection Criteria: Vendor =
Bank =
Batch =
Due Date = 11/20/2026
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					
10238		BOURBON COUNTY ROAD & BRIDGE D	GAS 9 GAL @ $3.90 #3	APPRAISER COMMODITIES	$35.10
10298		BOURBON COUNTY ROAD & BRIDGE D	GAS 13.5 GAL @ $3.90 #3	APPRAISER COMMODITIES	$52.65
10357		BOURBON COUNTY ROAD & BRIDGE D	GAS 9.5 GAL @ $3.90 #2	APPRAISER COMMODITIES	$37.05
10407		BOURBON COUNTY ROAD & BRIDGE D	GAS 14 GAL @ $3.87 #3	APPRAISER COMMODITIES	$54.18
10439		BOURBON COUNTY ROAD & BRIDGE D	GAS 9 GAL @ $3.87 #2	APPRAISER COMMODITIES	$34.83
10475		BOURBON COUNTY ROAD & BRIDGE D	GAS 8 GAL @ $3.75 #3	APPRAISER COMMODITIES	$30.00
10531		BOURBON COUNTY ROAD & BRIDGE D	GAS 11 GAL @ $3.75 #1	APPRAISER COMMODITIES	$41.25
10574		BOURBON COUNTY ROAD & BRIDGE D	GAS 15.1 GAL @ $3.85 #3	APPRAISER COMMODITIES	$58.14
11/16/26		COUNTY OF ALLEN	CHRIS SAYLES 42.5HRS @19.95/HR	APPRAISER CONTRACTUAL SVCS	$847.88
11/16/26		COUNTY OF ALLEN	ALYSSA SIGG 37HRS @19.38/HR	APPRAISER CONTRACTUAL SVCS	$717.06
7032 LOUK 10/31/26		CARD SERVICES	OFFICE SUPPLIES	APPRAISER COMMODITIES	$129.63
PD143628		FUSABLE	PERSONAL PROPERTY VALUING PROGRAM SUBSCRIPTION	APPRAISER CONTRACTUAL SVCS	$579.95
PD144909		FUSABLE	PERSONAL PROPERTY VALUING PROGRAM SUBSCRIPTION	APPRAISER CONTRACTUAL SVCS	$312.61
		Fund: 016 - APPRAISERS Invoice Count and Total:		**13**	**$2,930.33**
Fund: 052 COUNTY TREASURER MOTOR FUND					
1KRV-X6GP-3WYT		AMAZON CAPITAL SERVICES	NOTARY PUBLIC LOGBOOK	OFFICE SUPPLIES	$24.22
761423		LAKELAND OFFICE SYSTEM	MONTHLY BASE SERVICE AGREEMENT	COPIER SUPPLIES	$201.98
9952 HAWKINS 10/31/26		CARD SERVICES	NACCTFO TRAINING, LODGING-EXPEDIA	TRAINING & MEETINGS	$125.00
9952 HAWKINS 10/31/26		CARD SERVICES	NACCTFO TRAINING, LODGING-EXPEDIA	TRAINING & MEETINGS	$116.26
		Fund: 052 - COUNTY TREASURER MOTOR FUND Invoice Count and Total:		**4**	**$467.46**

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 00 Non-Departmental					
Fund: 062 ELECTION					
1934 CLARKSON 10/31/26		CARD SERVICES	AMAZON PRIME SUBSCRIPTION, LOCK HINGE HASP-ELECTION	ELECTION COMMODITIES	$23.99
			Fund: 062 - ELECTION Invoice Count and Total:	**1**	**$23.99**
Fund: 064 EMPLOYEE BENEFIT					
1973760		Equitable	DECEMBER VISION INSURANCE	BENEFIT HEALTH INSURANCE	$544.73
INV-43489		LUCET	QUARTERLY PAYMENT FOR OCTOBER	CONTRACTUAL SERVICES	$875.00
KC LIFE-21		KC LIFE	ER LIFE INSURANCE 11.11.26	Payroll Clearing Account	$509.79
MASA-22		MASA	EE MASA 11.13.26	Payroll Clearing Account	$672.00
			Fund: 064 - EMPLOYEE BENEFIT Invoice Count and Total:	**4**	**$2,601.52**
Fund: 108 LANDFILL					
10252		BOURBON COUNTY ROAD & BRIDGE D	CLEAR DIESEL 136 GAL @ $5.49 #154	LANDFILL COMMODITIES	$746.64
10319		BOURBON COUNTY ROAD & BRIDGE D	CLEAR DIESEL 133.2 GAL @ $5.57 #154	LANDFILL COMMODITIES	$741.92
10369		BOURBON COUNTY ROAD & BRIDGE D	CLEAR DIESEL 125.4 GAL @ $5.57 #154	LANDFILL COMMODITIES	$698.48
10392		BOURBON COUNTY ROAD & BRIDGE D	CLEAR DIESEL 127.3 GAL @ $5.80 #154	LANDFILL COMMODITIES	$738.34
10459		BOURBON COUNTY ROAD & BRIDGE D	CLEAR DIESEL 21.4 GAL @ $5.80 #155	LANDFILL COMMODITIES	$124.12
10467		BOURBON COUNTY ROAD & BRIDGE D	CLEAR DIESEL 125.3 GAL @ $5.78 #154	LANDFILL COMMODITIES	$724.23
10524		BOURBON COUNTY ROAD & BRIDGE D	CLEAR DIESEL 129.5 GAL @ $5.78 #154	LANDFILL COMMODITIES	$748.51
10577		BOURBON COUNTY ROAD & BRIDGE D	CLEAR DIESEL 132.2 GAL @ $5.77 #154	LANDFILL COMMODITIES	$762.79
32724		ALLEN COUNTY PUBLIC WORKS	MSW 11/2 - 11/10/26	LANDFILL CONTRACTUAL SVCS	$8,287.56
60071		K & K AUTO PARTS INC.	FLAT FACE/FITTING/HOSES	LANDFILL COMMODITIES	$93.45
SIP/15373		BERRY TRACTOR & EQUIPMENT	HOSE/LOOP RINGS #309	LANDFILL COMMODITIES	$828.16
			Fund: 108 - LANDFILL Invoice Count and Total:	**11**	**$14,494.20**
Fund: 120 COUNTY SHERIFF/CORRECTIONAL					
0333 MARTIN 10/31/26		CARD SERVICES	LARGE DIGITAL GOODS	SHERIFF COMMODITIES	$0.99
0990 TAYLOR 10/31/26		CARD SERVICES	MEALS	SHERIFF COMMODITIES	$11.06

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 00 Non-Departmental					
Fund: 120 COUNTY SHERIFF/CORRECTIONAL					
1063 MURPHY 10/31/26		CARD SERVICES	MEALS & LODGING	SEKRCC COMMODITIES	$50.17
1063 MURPHY 10/31/26		CARD SERVICES	MEALS & LODGING	SEKRCC CONTRACTUAL	$417.75
1240 BC 10/31/26		CARD SERVICES	HOME DEPOT FRIGIDARE 15 CU. FT. CHEST FREEZER	SEKRCC COMMODITIES	$764.01
1265 DAVIDSON 10/31/26		CARD SERVICES	KPOA CONFERENCE, STAMPS SUBSCRIPTION, AMAZON SUBSCRIPTION, MEALS, POSTAGE	SHERIFF COMMODITIES	$29.36
1265 DAVIDSON 10/31/26		CARD SERVICES	KPOA CONFERENCE, STAMPS SUBSCRIPTION, AMAZON SUBSCRIPTION, MEALS, POSTAGE	SHERIFF CONTRACTUAL	$682.75
1386 SCHWAB 10/31/26		CARD SERVICES	ACROBAT PRO 5 LICENSE, OFFICE SUPPLIES	SHERIFF CONTRACTUAL	$131.53
1386 SCHWAB 10/31/26		CARD SERVICES	ACROBAT PRO 5 LICENSE, OFFICE SUPPLIES	SHERIFF COMMODITIES	$39.88
1398 SHARP 10/31/26		CARD SERVICES	SHERATON OKC CONFERENCE, MEALS FOR TRAINING	SHERIFF COMMODITIES	$110.92
1398 SHARP 10/31/26		CARD SERVICES	SHERATON OKC CONFERENCE, MEALS FOR TRAINING	SHERIFF CONTRACTUAL	$472.89
1422 PRITCHETT 10/31/26		CARD SERVICES	WALMART FOR EVIDENCE	SHERIFF COMMODITIES	$32.36
1612 DAVIS 10/31/26		CARD SERVICES	MEALS-JUVENILE TRANSPORT	SHERIFF COMMODITIES	$9.00
167		HEARTLAND ENERGY, INC	130TH STREET & TOMAHAWK	SHERIFF CONTRACTUAL	$106.92
180129		IOLA ANIMAL CLINIC	K9 CARE	SHERIFF CONTRACTUAL	$965.05
201828		KA-COMM, INC	VEHICLE MAINTENANCE	SHERIFF COMMODITIES	$315.16
25948		ACCURATE CONTROLS, INC.	2ND INSTALLMENT OF CONTRACT	SEKRCC CONTRACTUAL	$24,089.03
26-7153		PEARSON SR, ARTHUR D	TIRE SERVICE	SHERIFF CONTRACTUAL	$263.00
26-7207		PEARSON SR, ARTHUR D	TOW / TIRE SERVICE	SHERIFF CONTRACTUAL	$165.00
26-7460		PEARSON SR, ARTHUR D	TIRE SERVICE	SHERIFF CONTRACTUAL	$85.00
26-7502		PEARSON SR, ARTHUR D	TOW	SHERIFF CONTRACTUAL	$273.00
26-7523		PEARSON SR, ARTHUR D	TIRE SERVICE	SHERIFF CONTRACTUAL	$85.00

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 00 Non-Departmental					
Fund: 120 COUNTY SHERIFF/CORRECTIONAL					
26-7606		PEARSON SR, ARTHUR D	TIRE SERVICE	SHERIFF CONTRACTUAL	$85.00
26-7665		PEARSON SR, ARTHUR D	TOW	SHERIFF CONTRACTUAL	$85.00
26-7712		PEARSON SR, ARTHUR D	TOW	SHERIFF CONTRACTUAL	$85.00
26-8339		PEARSON SR, ARTHUR D	TOW	SHERIFF CONTRACTUAL	$97.75
26-8373		PEARSON SR, ARTHUR D	TOW	SHERIFF CONTRACTUAL	$97.75
2996 HAWPE 10/31/26		CARD SERVICES	MEAL-SONIC	SHERIFF COMMODITIES	$10.89
3335103126		BTX KS INC	INMATE MEDICAL	SEKRCC CONTRACTUAL	$740.00
495004		HENRY KRAFT, INC.	SUPPLIES	SEKRCC COMMODITIES	$916.21
50014		ADVANTAGE COMPUTER ENTERPRISES	FIREWALL, INSTALLATION, SETUP	SHERIFF CONTRACTUAL	$4,735.00
5151 HARPER 10/31/26		CARD SERVICES	MEALS & LODGING, PARTS WIPER BLADES	SHERIFF COMMODITIES	$77.01
5151 HARPER 10/31/26		CARD SERVICES	MEALS & LODGING, PARTS WIPER BLADES	SHERIFF CONTRACTUAL	$417.75
6157861834		VERIZON WIRELESS	JETPACK	SEKRCC CONTRACTUAL	$40.01
64231		SATTERLEE PLUMBING, HEATING & AIR-COND	PLUMBING SERVICE	SEKRCC CONTRACTUAL	$480.00
653283-110426		ENTERPRISE FM TRUST	653283-110426 FLEET MANAGEMENT	SHERIFF CONTRACTUAL	$12.00
6590 HAWKESWORTH 10/3		CARD SERVICES	MEAL-FEEDING A JUVENILE BEFORE TRANSPORT	SHERIFF COMMODITIES	$13.90
790167		CULLIGAN OF JOPLIN	REPAIR	SEKRCC CONTRACTUAL	$225.00
9129 BC 10/31/26		CARD SERVICES	OFFICE SUPPLIES-WALMART	SHERIFF COMMODITIES	$126.73
9895 SCHULER 10/31/26		CARD SERVICES	MEALS, LODGING	SHERIFF COMMODITIES	$92.24
9895 SCHULER 10/31/26		CARD SERVICES	MEALS, LODGING	SHERIFF CONTRACTUAL	$233.27
Q51940		ADVANTAGE COMPUTER ENTERPRISES	LABOR CONTRACT	SHERIFF CONTRACTUAL	$17,680.00
TX26-26974		LONE STAR PRISONER TRANSPORT INC	PRISONER TRANSPORT	SEKRCC CONTRACTUAL	$1,894.75
Fund: 120 - COUNTY SHERIFF/CORRECTIONAL Invoice Count and Total:				**43**	**$57,245.09**
Fund: 200 NOXIOUS WEED					

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 00 Non-Departmental					
Fund: 200 NOXIOUS WEED					
0395 REED 10/31/26		CARD SERVICES	GOVERNMENT AGENCY RENEWEL-NOXIOUS WEED	NOXIOUS WEED CONTRACTUAL SVCS	$50.00
10237		BOURBON COUNTY ROAD & BRIDGE D	GAS 17 GAL @ $3.90 #56	NOXIOUS WEED COMMODITIES	$66.30
10456		BOURBON COUNTY ROAD & BRIDGE D	GAS 21.2 GAL @ $3.87 #56	NOXIOUS WEED COMMODITIES	$82.04
10477		BOURBON COUNTY ROAD & BRIDGE D	GAS 4.4 GAL @ $3.75 #49	NOXIOUS WEED COMMODITIES	$16.50
INV266355		KEY INDUSTRIES, INC.	HI-VISIBILITY HOODIE/SHIRTS	NOXIOUS WEED COMMODITIES	$250.81
			Fund: 200 - NOXIOUS WEED Invoice Count and Total:	**5**	**$465.65**
Fund: 220 ROAD AND BRIDGE					
0198-429025		O'REILLY AUTO PARTS	LOCK PLIERS	ROAD & BRIDGE COMMODITIES	$35.98
0198-429060		O'REILLY AUTO PARTS	OIL FILTER/OIL #10	ROAD & BRIDGE COMMODITIES	$54.93
0198-429493		O'REILLY AUTO PARTS	FUEL PUMP RETURN #2	ROAD & BRIDGE COMMODITIES	($64.13)
09P72692		TRI-STATE TRUCK CENTER, INC	SURGE TANK #151	ROAD & BRIDGE COMMODITIES	$169.03
09P72760		TRI-STATE TRUCK CENTER, INC	OIL FILTER KIT RETURN	ROAD & BRIDGE COMMODITIES	($59.71)
09P72761		TRI-STATE TRUCK CENTER, INC	CERAMIC WHEEL KIT RETURN	ROAD & BRIDGE COMMODITIES	($231.50)
09W15566		TRI-STATE TRUCK CENTER, INC	NOX SENSOR/TURBO ACTUATOR REPAIR #152	ROAD & BRIDGE COMMODITIES	$1,976.16
09W15566		TRI-STATE TRUCK CENTER, INC	NOX SENSOR/TURBO ACTUATOR REPAIR LABOR #152	ROAD & BRIDGE CONTRACTUAL SVC	$1,620.95
10239		BOURBON COUNTY ROAD & BRIDGE D	GAS 21.4 GAL @ $3.90 #112	ELM CREEK COMMODITIES	$83.46
10304		BOURBON COUNTY ROAD & BRIDGE D	GAS 26.5 GAL @ $3.90 #94	ELM CREEK COMMODITIES	$103.35
10403		STATE TRACTOR & EQUIPMENT	SKYLIGHT #60	ROAD & BRIDGE COMMODITIES	$248.98
10434		BOURBON COUNTY ROAD & BRIDGE D	GAS 17.7 GAL @ $3.87 #94	ELM CREEK COMMODITIES	$68.50
10573		BOURBON COUNTY ROAD & BRIDGE D	GAS 16.2 GAL @ $3.85 #94	ELM CREEK COMMODITIES	$62.37
12991		STATE TRACTOR & EQUIPMENT	THUMB CYLINDER #60	ROAD & BRIDGE COMMODITIES	$620.00
168 11/11/26		HEARTLAND REC, INC.	ELM CREEK ELECTRIC	ELM CREEK CONTRACTUAL	$67.23
3012427454 11/9/26		ATMOS ENERGY CORPORATION	GAS AT SHOP	ROAD & BRIDGE CONTRACTUAL SVC	$108.86

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 00 Non-Departmental					
Fund: 220 ROAD AND BRIDGE					
35152054		CORNEJO & SONS LLC	GABION 14.1 TONS @ $19.40	ROAD & BRIDGE COMMODITIES	$273.54
457194		LOCKWOOD MOTOR SUPPLY, INC.	COUPLING/HOSES #T150	ROAD & BRIDGE COMMODITIES	$118.02
457335		LOCKWOOD MOTOR SUPPLY, INC.	CLAMP #130	ROAD & BRIDGE COMMODITIES	$4.42
495185		HENRY KRAFT, INC.	PAPER TOWELS	ROAD & BRIDGE COMMODITIES	$39.12
58693		K & K AUTO PARTS INC.	DOUBLE BRAKEPOT	ROAD & BRIDGE COMMODITIES	$58.95
60165		K & K AUTO PARTS INC.	GREASE CAP #M85	ROAD & BRIDGE COMMODITIES	$5.95
OCTOBER 2026		LINN'S SANITATION SERVICE	OCTOBER 2026 TRASH SERVICE	ROAD & BRIDGE CONTRACTUAL SVC	$85.50
OCTOBER 2026		LINN'S SANITATION SERVICE	OCTOBER 2026 TRASH SERVICE	ELM CREEK CONTRACTUAL	$80.00
PC210025116		FOLEY EQUIPMENT CO.	CORE RETURN	ROAD & BRIDGE COMMODITIES	($290.44)
PS210156692		FOLEY EQUIPMENT CO.	PLATE #35	ROAD & BRIDGE COMMODITIES	$161.49
SS310058180		FOLEY EQUIPMENT CO.	POWER BY THE HOUR 10/14 - 11/10/26 #52	ROAD & BRIDGE CONTRACTUAL SVC	$772.20
SS310058181		FOLEY EQUIPMENT CO.	POWER BY THE HOUR 10/14 - 11/10/26 #62	ROAD & BRIDGE CONTRACTUAL SVC	$934.80
SS310058182		FOLEY EQUIPMENT CO.	POWER BY THE HOUR 10/14 - 11/10/26 #53	ROAD & BRIDGE CONTRACTUAL SVC	$254.50
			Fund: 220 - ROAD AND BRIDGE Invoice Count and Total:	**29**	**$7,362.51**
Fund: 222 ROAD & BRIDGE SALES TAX FUND					
0198-428568		O'REILLY AUTO PARTS	OIL/AIR FILTERS/OIL #142	R&B SALES TAX COMMODITIES	$167.18
0198-429067		O'REILLY AUTO PARTS	CABLES/RESISTOR/HOSE RETURNS	R&B SALES TAX COMMODITIES	($100.00)
09W15566		TRI-STATE TRUCK CENTER, INC	NOX SENSOR/TURBO ACTUATOR REPAIR #152	R&B SALES TAX COMMODITIES	$1,976.16
09W15566		TRI-STATE TRUCK CENTER, INC	NOX SENSOR/TURBO ACTUATOR REPAIR LABOR #152	R&B SALES TAX CONTRACTUAL SVCS	$1,620.95
10265		BOURBON COUNTY ROAD & BRIDGE D	GAS 14 GAL @ $3.90 #196	R&B SALES TAX COMMODITIES	$54.60
10278		BOURBON COUNTY ROAD & BRIDGE D	GAS 18.4 GAL @ $3.90 #196	R&B SALES TAX COMMODITIES	$71.76
10296		BOURBON COUNTY ROAD & BRIDGE D	GAS 15.4 GAL @ $3.90 #196	R&B SALES TAX COMMODITIES	$60.06

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 00	**Non-Departmental**				
Fund: 222	**ROAD & BRIDGE SALES TAX FUND**				
10305		BOURBON COUNTY ROAD & BRIDGE D	CLEAR DIESEL 27.6 GAL @ $5.57 #147	R&B SALES TAX COMMODITIES	$153.73
10315		BOURBON COUNTY ROAD & BRIDGE D	GAS 13.4 GAL @ $3.90 #196	R&B SALES TAX COMMODITIES	$52.26
10338		BOURBON COUNTY ROAD & BRIDGE D	GAS 7.9 GAL @ $3.90 #103	R&B SALES TAX COMMODITIES	$30.81
10354		BOURBON COUNTY ROAD & BRIDGE D	GAS 13.6 GAL @ $3.90 #196	R&B SALES TAX COMMODITIES	$53.04
10373		BOURBON COUNTY ROAD & BRIDGE D	GAS 20 GAL @ $3.90 #196	R&B SALES TAX COMMODITIES	$78.00
10378		BOURBON COUNTY ROAD & BRIDGE D	DYED DIESEL 56.6 GAL @ $5.39 #88	R&B SALES TAX COMMODITIES	$305.07
10395		BOURBON COUNTY ROAD & BRIDGE D	CLEAR DIESEL 44.7 GAL @ $5.80 #153	R&B SALES TAX COMMODITIES	$259.26
10396		BOURBON COUNTY ROAD & BRIDGE D	CLEAR DIESEL 19.9 GAL @ $5.80 #151	R&B SALES TAX COMMODITIES	$115.42
10398		BOURBON COUNTY ROAD & BRIDGE D	GAS 20 GAL @ $3.87 #103	R&B SALES TAX COMMODITIES	$77.40
10405		BOURBON COUNTY ROAD & BRIDGE D	GAS 12.4 GAL @ $3.87 #196	R&B SALES TAX COMMODITIES	$47.99
10416		BOURBON COUNTY ROAD & BRIDGE D	CLEAR DIESEL 20.8 GAL @ $5.80 #153	R&B SALES TAX COMMODITIES	$120.64
10455		BOURBON COUNTY ROAD & BRIDGE D	DYED DIESEL 14.4 GAL @ $5.54 #85	R&B SALES TAX COMMODITIES	$79.78
10460		BOURBON COUNTY ROAD & BRIDGE D	GAS 20.1 GAL @ $3.87 #196	R&B SALES TAX COMMODITIES	$77.79
10473		BOURBON COUNTY ROAD & BRIDGE D	DYED DIESEL 26.5 GAL @ $5.52 #85	R&B SALES TAX COMMODITIES	$146.28
10489		BOURBON COUNTY ROAD & BRIDGE D	GAS 11.3 GAL @ $3.75 #196	R&B SALES TAX COMMODITIES	$42.38
10491		BOURBON COUNTY ROAD & BRIDGE D	DYED DIESEL 16.8 GAL @ $5.52 #135	R&B SALES TAX COMMODITIES	$92.74
10511		BOURBON COUNTY ROAD & BRIDGE D	GAS 10.1 GAL @ $3.75 #196	R&B SALES TAX COMMODITIES	$37.88
10525		BOURBON COUNTY ROAD & BRIDGE D	GAS 10 GAL @ $3.75 #196	R&B SALES TAX COMMODITIES	$37.50
10542		BOURBON COUNTY ROAD & BRIDGE D	GAS 30.1 GAL @ $3.75 #196	R&B SALES TAX COMMODITIES	$112.88
10559		BOURBON COUNTY ROAD & BRIDGE D	GAS 23.3 GAL @ $3.75 #103	R&B SALES TAX COMMODITIES	$87.38
10560		BOURBON COUNTY ROAD & BRIDGE D	GAS 12.2 GAL @ $3.75 #196	R&B SALES TAX COMMODITIES	$45.75
10576		BOURBON COUNTY ROAD & BRIDGE D	GAS 10.1 GAL @ $3.85 #196	R&B SALES TAX COMMODITIES	$38.89
1113026		TRAVIS MEWHINNEY	INJECTOR/ENGINE WIRE HARNESS REPAIR #146	R&B SALES TAX CONTRACTUAL SVCS	$750.00
1246 11/11/26		HEARTLAND REC, INC.	ASPHALT PLANT ELECTRIC	R&B SALES TAX CONTRACTUAL SVCS	$898.09

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 00 Non-Departmental					
Fund: 222 ROAD & BRIDGE SALES TAX FUND					
22755		KUNSHEK CHAT AND COAL CO INC	SAND AND HAUL 103.41 TONS @ $39.50	R&B SALES TAX CONTRACTUAL SVCS	$4,084.71
27508G		HAMMERSON CORPORATION	SAND 252.21 TONS @ $38.00	R&B SALES TAX COMMODITIES	$9,583.98
4041 BC 10/31/26		CARD SERVICES	REGISTRATION FOR PUBLIC WORKS VEHICLE, BATTERIES FOR COURTHOUSE MAINTENANCE	R&B SALES TAX COMMODITIES	$163.73
457342		LOCKWOOD MOTOR SUPPLY, INC.	FUEL FILTERS #146	R&B SALES TAX COMMODITIES	$98.71
60043		K & K AUTO PARTS INC.	SEAL #197	R&B SALES TAX COMMODITIES	$10.03
60083		K & K AUTO PARTS INC.	PIPES/HOSE/CLAMPS #146	R&B SALES TAX COMMODITIES	$21.29
6899 ALLEN 10/31/26		CARD SERVICES	2 INCH TANK FITTING-TRACTOR SUPPLY	R&B SALES TAX COMMODITIES	$16.99
PC210025115		FOLEY EQUIPMENT CO.	HARNESS RETURN #146	R&B SALES TAX COMMODITIES	($288.72)
PS210156693		FOLEY EQUIPMENT CO.	HARNESS #146	R&B SALES TAX COMMODITIES	$343.94
PS210156740		FOLEY EQUIPMENT CO.	HARNESS #146	R&B SALES TAX COMMODITIES	$741.56
		Fund: 222 - ROAD & BRIDGE SALES TAX FUND Invoice Count and Total:		**41**	**$22,367.89**
Fund: 398 OFFENDER REGISTRATION					
DN20554		KEY INDUSTRIES, INC.	UNIFORMS	COMMODITIES	$448.17
		Fund: 398 - OFFENDER REGISTRATION Invoice Count and Total:		**1**	**$448.17**
		Dept: 00 - Non-Departmental Invoice Count and Total:		**152**	**$108,406.81**

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 02 COUNTY CLERK					
Fund: 001 GENERAL FUND					
1934 CLARKSON 10/31/26		CARD SERVICES	AMAZON PRIME SUBSCRIPTION, LOCK HINGE HASP-ELECTION	CLERK CONTRACTUAL SVCS	$129.00
1KRV-X6GP-3WYT		AMAZON CAPITAL SERVICES	NOTARY PUBLIC LOGBOOK	CLERK COMMODITIES	$24.22
			Fund: 001 - GENERAL FUND Invoice Count and Total:	**2**	**$153.22**
			Dept: 02 - COUNTY CLERK Invoice Count and Total:	**2**	**$153.22**

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 03 COUNTY TREASURER					
Fund: 001 GENERAL FUND					
790205		CULLIGAN OF JOPLIN	WATER & DELIVERY	TREASURER CONTRACTUAL SVCS	$40.00
			Fund: 001 - GENERAL FUND Invoice Count and Total:	**1**	**$40.00**
			Dept: 03 - COUNTY TREASURER Invoice Count and Total:	**1**	**$40.00**

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 07 COURTHOUSE MAINTENANCE					
Fund: 001 GENERAL FUND					
10285		BOURBON COUNTY ROAD & BRIDGE D	GAS 4.9 GAL @ $3.90 #3800	GENERAL COMMODITIES	$19.11
10561		BOURBON COUNTY ROAD & BRIDGE D	GAS 26.6 GAL @ $3.75 #3800	GENERAL COMMODITIES	$99.75
1JJ9-YG1Q-6HGY		AMAZON CAPITAL SERVICES	HANDHELD PORTABLE PHONE BATTERIES	GENERAL COMMODITIES	$45.50
4041 BC 10/31/26		CARD SERVICES	REGISTRATION FOR PUBLIC WORKS VEHICLE, BATTERIES FOR COURTHOUSE MAINTENANCE	GENERAL COMMODITIES	$164.80
			Fund: 001 - GENERAL FUND Invoice Count and Total:	**4**	**$329.16**
			Dept: 07 - COURTHOUSE MAINTENANCE Invoice Count and Total:	**4**	**$329.16**

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 10 DISTRICT COURT					
Fund: 001 GENERAL FUND					
0273 COURT 10/31/26		CARD SERVICES	MISC. OFFICE SUPPLIES, KADCCA FOOD & LODGING, JURY & RECEPTION SUPPLIES	DISTRICT COURT COMMODITIES	$1,548.20
0273 COURT 10/31/26		CARD SERVICES	MISC. OFFICE SUPPLIES, KADCCA FOOD & LODGING, JURY & RECEPTION SUPPLIES	DISTRICT COURT CONTRACTUAL SVC	$424.29
			Fund: 001 - GENERAL FUND Invoice Count and Total:	**2**	**$1,972.49**
			Dept: 10 - DISTRICT COURT Invoice Count and Total:	**2**	**$1,972.49**

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 11 EMERGENCY PREPAREDNESS					
Fund: 001 GENERAL FUND					
9857 HOWARD 10/31/26		CARD SERVICES	FUEL-CERT TRAINING-LAWERENCE, CERT CLASS LAWERENCE-LODGING, LEPC MEETING-MEAL, HOMELAND SECURITY MEETING CHANUTE-MEAL	EM. PREP. CONTRACTUALSVCS	$204.17
9857 HOWARD 10/31/26		CARD SERVICES	FUEL-CERT TRAINING-LAWERENCE, CERT CLASS LAWERENCE-LODGING, LEPC MEETING-MEAL, HOMELAND SECURITY MEETING CHANUTE-MEAL	EM. PREP. COMMODITIES	$228.68
			Fund: 001 - GENERAL FUND Invoice Count and Total:	**2**	**$432.85**
			Dept: 11 - EMERGENCY PREPAREDNESS Invoice Count and Total:	**2**	**$432.85**

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 18 JUVENILE DETENTION					
Fund: 001 GENERAL FUND					
8167		SEK REGIONAL JUVENILE DET. CTR	MONTHLY DETENTION FEE	JUVENILE CONTRACTUAL SVCS	$11,194.00
			Fund: 001 - GENERAL FUND Invoice Count and Total:	**1**	**$11,194.00**
			Dept: 18 - JUVENILE DETENTION Invoice Count and Total:	**1**	**$11,194.00**

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 24 AMBULANCE SERVICE					
Fund: 375 AMBULANCE SERVICE					
0006052-IN		OSAGE AMBULANCES	LIGHTS-EMS 1	VEHICLE MAINTENANCE	$60.92
0198-422843		O'REILLY AUTO PARTS	OIL & OIL FILTER-EMS 1	VEHICLE MAINTENANCE	$112.54
0198-428676		O'REILLY AUTO PARTS	BATTERY-EMS1	VEHICLE MAINTENANCE	$175.99
10/21/26		JANET TAYLOR	CONTINUING EDUCATION SPEAKER	AMBULANCE SERVICES CONTRACTUAL	$1,000.00
11/10/26		BOURBON COUNTY ROAD & BRIDGE D	REPLACEMENT DIESEL FUEL NOZZLE	DIESEL FUEL	$174.99
145050		BOURBON COUNTY ROAD & BRIDGE D	EMS DIESEL	DIESEL FUEL	$2,528.84
145051		BOURBON COUNTY ROAD & BRIDGE D	EMS GASOLINE	FUEL	$1,960.67
1489 HULSEY 10/31/26		CARD SERVICES	FS TRIBUNE, NITRO UNIFORMS, FLOWERS, AMAZON UNIFORMS, WALMART, AMAZON FRIGIDARE MINI COOLER	MEDICAL SUPPLIES	$34.99
1489 HULSEY 10/31/26		CARD SERVICES	FS TRIBUNE, NITRO UNIFORMS, FLOWERS, AMAZON UNIFORMS, WALMART, AMAZON FRIGIDARE MINI COOLER	UNIFORM MAINTENANCE	$464.74
1489 HULSEY 10/31/26		CARD SERVICES	FS TRIBUNE, NITRO UNIFORMS, FLOWERS, AMAZON UNIFORMS, WALMART, AMAZON FRIGIDARE MINI COOLER	AMBULANCE SERVICES CONTRACTUAL	$68.00
1489 HULSEY 10/31/26		CARD SERVICES	FS TRIBUNE, NITRO UNIFORMS, FLOWERS, AMAZON UNIFORMS, WALMART, AMAZON FRIGIDARE MINI COOLER	AMBULANCE SERVICE COMMODITIES	$89.91
5201-456849		LOCKWOOD MOTOR SUPPLY, INC.	TIRE VALVE-EMS 1	VEHICLE MAINTENANCE	$1.84
5567055		MORRIS & DICKSON CO. LLC	MEDICATION	MEDICATION	$156.48
600015713		BOUND TREE MEDICAL, LLC.	MEDICAL SUPPLIES	MEDICAL SUPPLIES	$525.31
807026		TRAVIS MEWHINNEY	FUEL PUMP REPLACEMENT-EXPLORER	VEHICLE MAINTENANCE	$399.50
9214360495		STRYKER SALES, LLC	CABLE/SENSOR	MEDICAL SUPPLIES	$1,292.72
INV01633		CITY OF FORT SCOTT	AMBULANCE CHARGES	AMBULANCE SERVICES CONTRACTUAL	$1,500.00
OCTOBER 2026		LINN'S SANITATION SERVICE	OCTOBER 2026 TRASH SERVICE	TRASH-UTILITIES	$103.00
			Fund: 375 - AMBULANCE SERVICE Invoice Count and Total:	**18**	**$10,650.44**

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 24	**AMBULANCE SERVICE**				
		Dept: 24 - AMBULANCE SERVICE	**Invoice Count and Total:**	**18**	**$10,650.44**

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 43 COURTHOUSE GENERAL					
Fund: 001 GENERAL FUND					
1159189885		KONE, INC.	OUT OF CONTRACT INVOICE 06.17.26	CONTRACTUAL SERVICES	$2,788.02
1820253773 11/30/26		EVERGY	210 S NATIONAL AVE	CONTRACTUAL SERVICES	$1,580.72
2630283128 11/30/26		EVERGY	221 S JUDSON	CONTRACTUAL SERVICES	$90.05
291210		MAYCO ACE HARDWARE	ACCT 414 RUSTSTOP, BRUSH, SANDPAPER	COMMODITIES	$44.74
4289279165		CINTAS CORPORATION LOC. 459	CLEANING SUPPLIES, MATS	COMMODITIES	$436.04
OCTOBER 2026		LINN'S SANITATION SERVICE	OCTOBER 2026 TRASH SERVICE	CONTRACTUAL SERVICES	$201.50
			Fund: 001 - GENERAL FUND Invoice Count and Total:	**6**	**$5,141.07**
			Dept: 43 - COURTHOUSE GENERAL Invoice Count and Total:	**6**	**$5,141.07**

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
Dept: 44 HUMAN RESOURCES					
Fund: 001 GENERAL FUND					
10642		LEAVITT STRATEGIC BENEFITS	NOVEMBER CONSULTING FEE	CONTRACTUAL SERVICES	$1,078.00
			Fund: 001 - GENERAL FUND Invoice Count and Total:	**1**	**$1,078.00**
			Dept: 44 - HUMAN RESOURCES Invoice Count and Total:	**1**	**$1,078.00**

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt

Invoice Count by Dept: 189 **Grand Total: $139,398.04**

Open Invoices - Dept/Fund. Totals

Dept	Fund		Amount
00	**Non-Departmental**		
	016	APPRAISERS	$2,930.33
	052	COUNTY TREASURER MOTOR FUN	$467.46
	062	ELECTION	$23.99
	064	EMPLOYEE BENEFIT	$2,601.52
	108	LANDFILL	$14,494.20
	120	COUNTY SHERIFF/CORRECTIONAL	$57,245.09
	200	NOXIOUS WEED	$465.65
	220	ROAD AND BRIDGE	$7,362.51
	222	ROAD & BRIDGE SALES TAX FUND	$22,367.89
	398	OFFENDER REGISTRATION	$448.17
			$108,406.81
02	**COUNTY CLERK**		
	001	GENERAL FUND	$153.22
			$153.22
03	**COUNTY TREASURER**		
	001	GENERAL FUND	$40.00
			$40.00
07	**COURTHOUSE MAINTENANCE**		
	001	GENERAL FUND	$329.16

Invoice	PO	Vendor Name	Purchase Description	Account Charged	Invoice Amt
				$329.16	
10		**DISTRICT COURT**			
		001 GENERAL FUND		$1,972.49	
				$1,972.49	
11		**EMERGENCY PREPAREDNESS**			
		001 GENERAL FUND		$432.85	
				$432.85	
18		**JUVENILE DETENTION**			
		001 GENERAL FUND		$11,194.00	
				$11,194.00	
24		**AMBULANCE SERVICE**			
		375 AMBULANCE SERVICE		$10,650.44	
				$10,650.44	
43		**COURTHOUSE GENERAL**			
		001 GENERAL FUND		$5,141.07	
				$5,141.07	
44		**HUMAN RESOURCES**			
		001 GENERAL FUND		$1,078.00	
				$1,078.00	
			Grand Total:	**$139,398.04**	

Leavitt Group Leavitt Strategic Benefits

Bourbon County

Renewal Effective: 1/1/2027

RENEWAL PLAN SUMMARY AND COST ESTIMATES*

MEDICAL PLAN		CURRENT		CURRENT		CURRENT		CURRENT	
		In-Network		In-Network		In-Network		In-Network	
Carrier		BCBSKS		BCBSKS		BCBSKS		BCBSKS	
Plan Name		BlueEdge CMZTA		BlueEdge CMZKA		BlueEdge HDHP HI95A		BlueEdge HDHP HI84A	
Carrier Website		BCBSKS.com		BCBSKS.com		BCBSKS.com		BCBSKS.com	
Network		Blue Choice		Blue Choice		Blue Choice		Blue Choice	
Type of Plan		PPO		PPO		HDHP		HDHP	
MONTHLY MEDICAL RATES	**Enrollment**	**CURRENT A**	**RENEWAL A**	**CURRENT B**	**RENEWAL B**	**CURRENT C**	**RENEWAL C**	**CURRENT D**	**RENEWAL D**
Employee Only	61	$1,066.33	$1,199.66	$974.79	$1,105.53	$972.54	$1,099.88	$847.01	$971.87
Employee + Spouse	5	$2,278.14	$2,564.72	$2,081.34	$2,362.35	$2,076.50	$2,350.13	$1,776.61	$2,074.97
Employee + Children	12	$2,147.80	$2,417.88	$1,962.32	$2,227.16	$1,957.74	$2,215.70	$1,703.38	$1,956.32
Employee + Family	0	$3,359.61	$3,782.95	$3,068.86	$3,483.98	$3,061.70	$3,466.02	$2,662.98	$3,059.41
TOTAL MONTHLY PREMIUM		**$58,078.82**	**$65,352.08**	**$19,559.50**	**$22,191.10**	**$11,827.22**	**$13,380.81**	**$7,715.04**	**$8,890.64**
TOTAL ANNUAL PREMIUM		**$696,945.84**	**$784,224.96**	**$234,714.00**	**$266,293.20**	**$141,926.64**	**$160,569.72**	**$92,580.48**	**$106,687.68**
Increase/Decrease Over Current		12.52%		13.45%		13.14%		15.24%	
Comments		Includes $11 PEPM		Includes $11 PEPM		Includes $11 PEPM		Includes $11 PEPM	
MEMBER PAYS FOR SERVICES (in-network)									
Deductible (Individual/Family)		$1,000 / $2,000		$2,500 / $5,000		$3,400 / $6,800 current; $3,500 / $7,000 renewal		$6,350 / $12,700	
Coinsurance (Member Pays)		20%		40%		0%		0%	
Deductible + Coinsurance Max (Ind/Fam)		$5,000 / $10,000		$4,500 / $9,000		$3,400 / $6,800 current; $3,500 / $7,000 renewal		$6,350 / $12,700	
Annual Out-of-Pocket Maximum (Ind/Fam)		$5,000 / $10,000		$6,350 / $12,700		$6,350 / $12,700		$6,350 / $12,700	
COMMON SERVICES									
Annual Preventive Care		$0		$0		$0		$0	
Office Visits -Primary		$20		$30		Ded + 0%		Ded + 0%	
Specialist Visits		$50		$60		Ded + 0%		Ded + 0%	
Virtual Health		0%		0%		0%		0%	
Urgent Care		N/A		N/A		N/A		N/A	
Emergency Room		$250 copay		$250 copay then Ded + 40%		Ded + 0%		Ded + 0%	
Labs / Xrays		Ded + 20%		Ded + 40%		Ded + 0%		Ded + 0%	
Imaging (MRI, CT Scans, etc)		N/A		Ded + 40%		Ded + 0%		Ded + 0%	
Hospital - Inpatient		Ded + 20%		Ded + 40%		Ded + 0%		Ded + 0%	
Hospital - Outpatient		Ded + 20%		Ded + 40%		Ded + 0%		Ded + 0%	
PRESCRIPTION DRUGS									
Pharmacy Network (If applicable)		N/A		N/A		N/A		N/A	
Retail Copays by Tier		$15 / $50 / $75 / $150		$15 / $50 / $75 / $150		Ded then $15 / $50 / $75 / $150		Ded + 0%	
Mail Order Copays		$37.50 / $125.00 / $187.50		$37.50 / $125.00 / $187.50		Deductible		Ded + 0%	
Employer Stop Loss Deductible									

***If a discrepancy exists in the benefits shown, the carrier certificate will prevail. These rates may change based on effective date and ac**

Current	Renewal	% Change
$1,166,166.96	$1,317,775.56	13.00%

Leavitt Group Leavitt Strategic Benefits

Bourbon County

Renewal Effective: 1/1/2027

RENEWAL PLAN SUMMARY AND COST ESTIMATES*

MEDICAL PLAN		ALTERNATE A		ALTERNATE B		ALTERNATE C		ALTERNATE D	
		In-Network		In-Network		In-Network		In-Network	
Carrier		BCBSKS		BCBSKS		BCBSKS		BCBSKS	
Plan Name		BlueEdge CMZAA		BlueEdge CMZBA		BlueEdge HDHP HI83A		BlueEdge HDHP HI96A	
Carrier Website		BCBSKS.com		BCBSKS.com		BCBSKS.com		BCBSKS.com	
Network		Blue Choice		Blue Choice		Blue Choice		Blue Choice	
Type of Plan		PPO		PPO		HDHP		HDHP	
MONTHLY MEDICAL RATES	**Enrollment**	**CURRENT A**	**ALTERNATE A**	**CURRENT B**	**ALTERNATE B**	**CURRENT C**	**ALTERNATE C**	**CURRENT D**	**ALTERNATE D**
Employee Only	61	$1,066.33	$1,156.84	$974.79	$1,127.84	$972.54	$1,024.49	$847.01	$1,022.05
Employee + Spouse	5	$2,278.14	$2,472.65	$2,081.34	$2,410.29	$2,076.50	$2,188.12	$1,776.61	$2,057.99
Employee + Children	12	$2,147.80	$2,331.11	$1,962.32	$2,272.35	$1,957.74	$2,062.94	$1,703.38	$2,182.86
Employee + Family	0	$3,359.61	$3,646.92	$3,068.86	$3,554.81	$3,061.70	$3,226.57	$2,662.98	$3,218.80
TOTAL MONTHLY PREMIUM		$58,078.82	$63,015.99	$19,559.50	$22,640.15	$11,827.22	$12,460.94	$7,715.04	$9,351.10
TOTAL ANNUAL PREMIUM		$696,945.84	$756,191.88	$234,714.00	$271,681.80	$141,926.64	$149,531.28	$92,580.48	$112,213.20
Increase/Decrease Over Current		8.50%		15.75%		5.36%		21.21%	
Comments		Includes $11 PEPM		Includes $11 PEPM		Includes $11 PEPM		Includes $11 PEPM	
MEMBER PAYS FOR SERVICES (in-network)									
Deductible (Individual/Family)		$1,500 / $3,000		$2,500 / $5,000		$3,500 / $7,000		$5,000 / $10,000	
Coinsurance (Member Pays)		20%		20%		20%		0%	
Annual Out-of-Pocket Maximum (Ind/Fam)		$6,350 / $12,700		$6,350 / $12,700		$6,350 / $12,700		$6,350 / $12,700	
COMMON SERVICES									
Annual Preventive Care		$0		$0		$0		$0	
Office Visits -Primary		$35		$35		Ded + 0%		Ded + 0%	
Specialist Visits		$70		$70		Ded + 0%		Ded + 0%	
Virtual Health		0%		0%		0%		0%	
Urgent Care		N/A		N/A		N/A		N/A	
Emergency Room		$250 copay		$250 copay		Ded + 0%		Ded + 0%	
Labs / Xrays		Ded + 20%		Ded + 20%		Ded + 0%		Ded + 0%	
Imaging (MRI, CT Scans, etc)		N/A		N/A		Ded + 0%		Ded + 0%	
Hospital - Inpatient		Ded + 20%		Ded + 20%		Ded + 0%		Ded + 0%	
Hospital - Outpatient		Ded + 20%		Ded + 20%		Ded + 0%		Ded + 0%	
PRESCRIPTION DRUGS									
Pharmacy Network (If applicable)		N/A		N/A		N/A		N/A	
Retail Copays by Tier		$15 / $50 / $75 / $150		$15 / $50 / $75 / $150		Ded then $15 / $50 / $75 / $150		Ded then $15 / $50 / $75 / $150	
Mail Order Copays		$37.50 / $125.00 / $187.50		$37.50 / $125.00 / $187.50		Deductible		Ded + 0%	
Employer Stop Loss Deductible									

*If a discrepancy exists in the benefits shown, the carrier certificate will prevail. These rates may change based on effective

Current	Renewal	% Change
$1,166,166.96	$1,289,618.16	10.59%

Leavitt Group | Leavitt Strategic Benefits

Bourbon County

Renewal Effective: 1/1/2027

RENEWAL PLAN SUMMARY AND COST ESTIMATES*

MEDICAL PLAN		ALTERNATE E		ALTERNATE F		ALTERNATE G	
		In-Network		In-Network		In-Network	
Carrier		BCBSKS		BCBSKS		BCBSKS	
Plan Name		BlueEdge CMZJA		BlueEdge CMZYA		BlueEdge CMZBA	
Carrier Website		BCBSKS.com		BCBSKS.com		BCBSKS.com	
Network		Blue Choice		Blue Choice		Blue Choice	
Type of Plan		PPO		PPO		PPO	
MONTHLY MEDICAL RATES	**Enrollment**	**CURRENT BLENDED**	**ALTERNATE E**	**CURRENT BLENDED**	**ALTERNATE F**	**CURRENT BLENDED**	**ALTERNATE G**
Employee Only	61	$1,024.12	$1,146.49	$1,024.12	$1,078.27	$1,024.12	$1,127.84
Employee + Spouse	5	$2,137.51	$2,450.39	$2,137.51	$2,303.72	$2,137.51	$2,410.29
Employee + Children	12	$2,001.81	$2,310.13	$2,001.81	$2,171.91	$2,001.81	$2,272.35
Employee + Family	0	$0.00	$3,614.06	$0.00	$3,397.37	$0.00	$3,554.81
TOTAL MONTHLY PREMIUM		$97,180.58	$109,909.40	$97,180.58	$103,355.99	$97,180.58	$108,117.89
TOTAL ANNUAL PREMIUM		$1,166,166.96	$1,318,912.80	$1,166,166.96	$1,240,271.88	$1,166,166.96	$1,297,414.68
Increase/Decrease Over Current		13.10%		6.35%		11.25%	
Comments		Includes $11 PEPM		Includes $11 PEPM		Includes $11 PEPM	
MEMBER PAYS FOR SERVICES (in-network)							
Deductible (Individual/Family)		$1,500 / $3,000		$6,000 / $12,000		$2,500 / $5,000	
Coinsurance (Member Pays)		40%		0%		20%	
Annual Out-of-Pocket Maximum (Ind/Fam)		$6,350 / $12,700		$6,350 / $12,700		$6,350 / $12,700	
COMMON SERVICES							
Annual Preventive Care		$0		$0		$0	
Office Visits -Primary		$30 first 5 visits, then Ded + 40%		$35		$35	
Specialist Visits		$60 first 5 visits, then Ded + 40%		$70		$70	
Virtual Health		0%		0%		0%	
Urgent Care		Ded + 40%		Ded + 0%		Ded + 20%	
Emergency Room		$250 copay, then Ded + 40%		Ded + 0%		$250 copay then Ded + 20%	
Labs / Xrays		Ded + 40%		Ded + 0%		Ded + 20%	
Imaging (MRI, CT Scans, etc)		Ded + 40%		Ded + 0%		Ded + 20%	
Hospital - Inpatient		Ded + 40%		Ded + 0%		Ded + 20%	
Hospital - Outpatient		Ded + 40%		Ded + 0%		Ded + 20%	
PRESCRIPTION DRUGS							
Pharmacy Network (If applicable)		N/A		N/A		N/A	
Retail Copays by Tier		BlueRx Card		BlueRx Card		BlueRx Card	
Mail Order Copays		$15 / $50 / $75 / $150 / 20% up to $250		$15 / $50 / $75 / $150 / 20% up to $250		$15 / $50 / $75 / $150 / 20% up to $250	
Employer Stop Loss Deductible		2.5x retail copay		2.5x retail copay			

*If a discrepancy exists in the benefits shown, the carrier certificate will prevail. These rates may change based on effective date and actual enrollment.

Leavitt Group Leavitt Strategic Benefits

Bourbon County
Renewal Effective: 1/1/2027

BCBSKS SELF-FUNDED / ASO PLAN SUMMARY AND LIABILITY ESTIMATES*

MEDICAL PLAN		ASO OPTION A		ASO OPTION B		ASO OPTION C		ASO OPTION D	
		In-Network		In-Network		In-Network		In-Network	
Carrier		BCBSKS		BCBSKS		BCBSKS		BCBSKS	
Plan Name		ASO Opt A $1,000 PPO		ASO Opt B $2,500 PPO		ASO HDHP $3,500		ASO HDHP $6,350	
Carrier Website		BCBSKS.com		BCBSKS.com		BCBSKS.com		BCBSKS.com	
Network		Blue Choice		Blue Choice		Blue Choice		Blue Choice	
Type of Plan		PPO / ASO		PPO / ASO		HDHP / ASO		HDHP / ASO	
MONTHLY MEDICAL LIABILITY RATES	**Enrollment**	**EXPECTED A**	**MAXIMUM A**	**EXPECTED B**	**MAXIMUM B**	**EXPECTED C**	**MAXIMUM C**	**EXPECTED D**	**MAXIMUM D**
Employee Only	61	$1,117.77	$1,270.41	$1,063.23	$1,202.24	$1,071.67	$1,212.79	$1,002.82	$1,126.72
Employee + Spouse	5	$2,317.26	$2,645.27	$2,200.06	$2,498.77	$2,218.82	$2,522.22	$2,070.24	$2,336.50
Employee + Children	12	$2,187.93	$2,497.03	$2,077.56	$2,359.07	$2,095.34	$2,381.30	$1,955.46	$2,206.45
Employee + Family	0	$3,387.40	$3,871.88	$3,214.23	$3,655.41	$3,241.86	$3,689.95	$3,022.72	$3,416.03
TOTAL MONTHLY LIABILITY		$60,414.30	$68,740.33	$21,020.10	$23,817.75	$12,839.52	$14,561.56	$9,039.80	$10,176.55
TOTAL ANNUAL LIABILITY		$724,971.60	$824,883.96	$252,241.20	$285,813.00	$154,074.24	$174,738.72	$108,477.60	$122,118.60
MAXIMUM OVER EXPECTED		13.78%		13.31%		13.41%		12.57%	
Comments		Includes $11 PEPM; $60,000 individual stop-loss		Includes $11 PEPM; $60,000 individual stop-loss		Includes $11 PEPM; $60,000 individual stop-loss		Includes $11 PEPM; $60,000 individual stop-loss	
MEMBER PAYS FOR SERVICES (in-network)									
Deductible (Individual/Family)		$1,000 / $2,000		$2,500 / $5,000		$3,500 / $7,000		$6,350 / $12,700	
Coinsurance (Member Pays)		20%		40%		0%		0%	
Deductible + Coinsurance Max (Ind/Fam)		$5,000 / $10,000		$6,350 / $12,700		$6,350 / $12,700		$6,350 / $12,700	
Annual Out-of-Pocket Maximum (Ind/Fam)		$5,000 / $10,000		$6,350 / $12,700		$6,350 / $12,700		$6,350 / $12,700	
COMMON SERVICES									
Annual Preventive Care		$0		$0		$0		$0	
Office Visits -Primary		$20		$30 first 5 visits, then Ded + 40%		Ded + 0%		Ded + 0%	
Specialist Visits		$50		$60 first 5 visits, then Ded + 40%		Ded + 0%		Ded + 0%	
Virtual Health		0%		0%		Ded + 0%		Ded + 0%	
Urgent Care		Copay/Ded + 20%		Copay/Ded + 40%		Ded + 0%		Ded + 0%	
Emergency Room		$250 then Ded + 20%		$250 then Ded + 40%		Ded + 0%		Ded + 0%	
Labs / Xrays		$300 Lab/X-ray rider		Ded + 40%		Ded + 0%		Ded + 0%	
Imaging (MRI, CT Scans, etc)		Ded + 20%		Ded + 40%		Ded + 0%		Ded + 0%	
Hospital - Inpatient		Ded + 20%		Ded + 40%		Ded + 0%		Ded + 0%	
Hospital - Outpatient		Ded + 20%		Ded + 40%		Ded + 0%		Ded + 0%	
PRESCRIPTION DRUGS									
Pharmacy Network (If applicable)		ResultsRx		ResultsRx		Integrated ResultsRx		Integrated ResultsRx	
Retail Copays by Tier		$15 / $50 / $75 / $150 / 20% up to $250		$15 / $50 / $75 / $150 / 20% up to $250		Ded then $15 / $50 / $75 / $150 / 20% up to $250		Ded + 0%	
Mail Order Copays		2.5x copay		2.5x copay		2.5x copay after deductible		Subject to deductible	
Funding / Stop Loss		ASO; $60,000 specific; 125% aggregate		ASO; $60,000 specific; 125% aggregate		ASO; $60,000 specific; 125% aggregate		ASO; $60,000 specific; 125% aggregate	

*If a discrepancy exists in the benefits shown, the carrier certificate will prevail. These rates may change based on effective date and actual enrollment.

Expected Liability	Maximum Liability	4aximum Over Expected
$1,239,764.64	$1,407,554.28	13.53%

Leavitt Group Leavitt Strategic Benefits

Bourbon County
Renewal Effective: 1/1/2027

RENEWAL PLAN SUMMARY AND COST ESTIMATES*

MEDICAL PLAN		OPTION A		OPTION B		OPTION C	
		In-Network		In-Network		In-Network	
Carrier		BCBSKS		BCBSKS		BCBSKS	
Plan Name		BlueEdge TOC5N		BlueEdge TOC5N		BlueEdge TOC5N	
Carrier Website		BCBSKS.com		BCBSKS.com		BCBSKS.com	
Network		Blue Choice		Blue Choice		Blue Choice	
Type of Plan		PPO		PPO		HDHP	
MONTHLY MEDICAL RATES	**Enrollment**	**CURRENT A**	**OPTION A**	**CURRENT B**	**OPTION B**	**CURRENT C**	**OPTION C**
Employee Only	61	$1,066.33	$1,146.49	$974.79	$1,105.53	$972.54	$1,074.54
Employee + Spouse	5	$2,278.14	$2,450.39	$2,081.34	$2,362.35	$2,076.50	$2,295.70
Employee + Children	12	$2,147.80	$2,310.13	$1,962.32	$2,227.16	$1,957.74	$2,164.35
Employee + Family	0	$3,359.61	$3,614.06	$3,068.86	$3,483.98	$3,061.70	$3,385.51
TOTAL MONTHLY PREMIUM		**$58,078.82**	**$62,451.29**	**$19,559.50**	**$22,191.10**	**$20,724.16**	**$22,904.39**
TOTAL ANNUAL PREMIUM		**$696,945.84**	**$749,415.48**	**$234,714.00**	**$266,293.20**	**$248,689.92**	**$274,852.68**
Increase/Decrease Over Current		7.53%		13.45%		10.52%	
Comments		Includes $11 PEPM		Includes $11 PEPM		Includes $11 PEPM	
MEMBER PAYS FOR SERVICES (in-network)							
Deductible (Individual/Family)		$1,500 / $3,000		$2,500 / $5,000		$3,500 / $7,000	
Coinsurance (Member Pays)		40%		40%		40%	
Annual Out-of-Pocket Maximum (Ind/Fam)		$6,350 / $12,700		$6,350 / $12,700		$6,350 / $12,700	
COMMON SERVICES							
Annual Preventive Care		$0		$0		$0	
Office Visits -Primary		$30 for the first 5 visits then Ded + 40%		$30 for the first 5 visits then Ded + 40%		$30 for the first 5 visits then Ded + 40%	
Specialist Visits		$60 for the first 5 visits the Ded + 40%		$60 for the first 5 visits the Ded + 40%		$60 for the first 5 visits the Ded + 40%	
Virtual Health		0%		0%		0%	
Urgent Care		N/A		N/A		N/A	
Emergency Room		$250 copay		$250 copay		$250 copay	
Labs / Xrays		Ded + 20%		Ded + 20%		Ded + 20%	
Imaging (MRI, CT Scans, etc)		N/A		N/A		N/A	
Hospital - Inpatient		Ded + 20%		Ded + 20%		Ded + 20%	
Hospital - Outpatient		Ded + 20%		Ded + 20%		Ded + 20%	
PRESCRIPTION DRUGS							
Pharmacy Network (If applicable)		N/A		N/A		N/A	
Retail Copays by Tier		$15 / $50 / $75 / $150		$15 / $50 / $75 / $150		$15 / $50 / $75 / $150	
Mail Order Copays		$37.50 / $125.00 / $187.50		$37.50 / $125.00 / $187.50		$37.50 / $125.00 / $187.50	
Employer Stop Loss Deductible							

*If a discrepancy exists in the benefits shown, the carrier certificate will prevail. These rates may change based on effective date and actual enrollment.

Current	Renewal	% Change
$1,166,166.96	$1,290,561.36	10.67%

Leavitt Group | Leavitt Strategic Benefits

Bourbon County

Renewal Effective: 1/1/2027

RENEWAL PLAN SUMMARY AND COST ESTIMATES*

MEDICAL PLAN									
		In-Network		In-Network		In-Network		In-Network	
Carrier		United Healthcare		United Healthcare		United Healthcare		United Healthcare	
Plan Name		EUBC Premier 1000		EUBF Premier 2500		EUAB Open Access 4000		EUAI Open Access 6350	
Carrier Website		UnitedHealthcare.com		UnitedHealthcare.com		UnitedHealthcare.com		UnitedHealthcare.com	
Network		Choice Plus		Choice Plus		Choice Plus		Choice Plus	
Type of Plan		PPO		PPO		HSA		HSA	
MONTHLY MEDICAL RATES	Enrollment	Current A	Option A	Current B	Option B	Current C	Option C	Current D	Option D
Employee Only	61	$1,066.33	$1,182.36	$974.79	$1,095.36	$972.54	$921.60	$847.01	$784.01
Employee + Spouse	5	$2,278.14	$2,539.71	$2,081.34	$2,352.83	$2,076.50	$1,979.60	$1,776.61	$1,684.05
Employee + Children	12	$2,147.80	$2,394.28	$1,962.32	$2,218.10	$1,957.74	$1,866.24	$1,703.38	$1,587.62
Employee + Family	0	$3,359.61	$3,751.63	$3,068.86	$3,475.58	$3,061.70	$2,924.24	$2,662.98	$2,487.66
TOTAL MONTHLY PREMIUM		$58,078.82	$64,490.65	$19,559.50	$22,044.10	$11,827.22	$11,241.68	$7,715.04	$7,191.72
TOTAL ANNUAL PREMIUM		$696,945.84	$773,887.80	$234,714.00	$264,529.20	$141,926.64	$134,900.16	$92,580.48	$86,300.64
Increase/Decrease Over Current		11.04%		12.70%		-4.95%		-6.78%	
Comments									
MEMBER PAYS FOR SERVICES (in-network)									
Deductible (Individual/Family)		$1,000 / $2,000		$2,500 / $5,000		$4,000 / $8,000		$6,350 / $12,700	
Coinsurance (Member Pays)		20%		20%		0%		0%	
Annual Out-of-Pocket Maximum (Ind/Fam)		$4,000 / $8,000		$6,000 / $12,000		$4,000 / $8,000		$6,350 / $12,700	
COMMON SERVICES									
Annual Preventive Care		$0		$0		$0		$0	
Office Visits -Primary		$25		$30		Ded + 0%		Ded + 0%	
Specialist Visits		$50		$60		Ded + 0%		Ded + 0%	
Virtual Health		0%		0%		0%		0%	
Urgent Care		$50 Copay		$50 Copay		Ded + 0%		Ded + 0%	
Emergency Room		$250 Copay		$250 Copay		Ded + 0%		Ded + 0%	
Labs / Xrays		Ded + 20%		Ded + 20%		Ded + 0%		Ded + 0%	
Imaging (MRI, CT Scans, etc)		Ded + 20%		Ded + 20%		Ded + 0%		Ded + 0%	
Hospital - Inpatient		Ded + 20%		Ded + 20%		Ded + 0%		Ded + 0%	
Hospital - Outpatient		Ded + 20%		Ded + 20%		Ded + 0%		Ded + 0%	
PRESCRIPTION DRUGS									
Pharmacy Network (If applicable)		N/A		N/A		N/A		N/A	
Retail Copays by Tier		$15 / $45 / $85 / $200		$15 / $45 / $85 / $200		Ded + 0%		Ded + 0%	
Mail Order Copays		N/A		N/A		N/A		N/A	
Employer Stop Loss Deductible									

*If a discrepancy exists in the benefits shown, the carrier certificate will prevail. These rates may change based on effective date and actual enrollment.

Bourbon County Commission Meeting

Meeting Minutes

November 9, 2026, 5:30 PM - 8:30 PM
210 South National Avenue, Fort Scott, KS 66701, US

Present: Commissioner Samuel Tran (District 1), Commissioner David Beerbower (District 2), Commissioner Joe Allen (District 3), Commissioner Gregg Motley (District 4), Commissioner Mika Milburn-Kee (District 5)County Clerk Ann Clarkson

Approval of Agenda

Commissioner Allen asked to add an HR update under Department Updates, which became item XI.c.

> Motion to approve the agenda as amended was made and seconded The motion carried by voice vote with no opposition.

Approval of Minutes

> Motion to approve the minutes was made seconded The motion carried by voice vote with no opposition.

Approval of Accounts Payable $200,526.36

Commissioner Milburn-Kee asked about large Corrections charges on the payables, including a server ($16,598) and computers ($14,345). A Sheriff's Office representative said the purchases were part of the IT request discussed prior weeks. He said the county's budget advisor, Baker Tilly, had indicated the cost could be covered within the Sheriff's budget. About $30,943 had been spent to date.

Staff also reported a supplemental payable of $810 for a special payroll payment, which was already paid and tied to last week's resolution. The commission agreed to include it in the approval.

> Motion to approve accounts payable of $200,526.36, plus the additional $810 special payroll payment, was made and seconded. The motion carried by voice vote with no opposition.

Executed Documents for Record

The executed documents were included in the agenda packet.

Executive Session K.S.A. 75-4319 (b)( ) Subject:

a. Executive Session K.S.A. 75-4319 (b)(1) Subject: Non Elected Job Performance 10 minutes - Milburn

Commissioner __Milburn-Kee__ motioned pursuant to KSA 75-4319(b)(1) that the Commission recess into an executive session for _10_ minutes to discuss matters of ___individual non elected personnel to protect their privacy ____Specifically dealing with _Performance___. Included in the executive session will be the __5 Commissioners and HR consultant Millie___, We will recess to the executive session room at _5:40_ and return to the commission room at _5:50__. Motion was seconded by Commissioner __Tran__ and the motion Carried_All commissioners voted in favor__.

Commissioner Milburn-Kee__ motioned to return to normal session at _5:50__. __NO action. Motion was seconded by _Commissioner Tran___ and the motion _Carried All Commissioners voting in favor__.

ADA Compliant Website

Dave May, an account executive with CivicPlus, presented a proposal for a new ADA-compliant county website. He cited the federal rule issued in April 2024 on web accessibility for state and local governments.

- Included in the proposal: The website, more than 40 modules, and migration of existing content, including 100 meetings of agendas and minutes. It also includes six 3-hour staff training sessions, the AudioEye accessibility monitoring and certification tool, and DocAccess automatic PDF remediation.
- Features: Searchable documents, an agenda center, a "Notify Me" alert system, and an optional staff portal.
- Pricing: A discounted quote valid through December 19 includes 50% off first-year fees for signing before year-end. A mobile app is not included.
- Timeline: Mr. May estimated about six months from kickoff to launch.

Commissioners asked about staff support, uploading historical resolutions, the staff portal, and a mobile app. No action was taken.

b. Benefits - Jeremy Also Discuss Contribution Review

The benefits consultants (Don and Jeremy) and a Blue Cross representative (Christie) reviewed renewal options. The Blue Cross renewal is an increase of about 14.71%. UnitedHealthcare's fully insured option is an increase of about 11%. Its HSA plans came in about 4.95% and 6.78% below last year's premiums. Self-funded options were also available but would carry more risk.

The consultants recommended continuing the defined-contribution approach and cautioned about adverse selection if employees are incentivized to leave the plan with a pay incentive. Jeremy presented six contribution scenarios:

- absorbing the increase
- a 50/50 split
- 100% of Plan C
- flat $1,100 per tier
- flat $1,200 per tier
- flat $1,300 per tier

Current enrollment was reported as 61 employee-only, 12 employee-plus-children, and 5 employee-plus-spouse.

Commissioner Milburn-Kee raised concerns about the disparity between employee-only and family contributions, and about whether employees could give input without their supervisors present. Chair Motley said he would not support increasing premiums for employees with children. Commissioner Beerbower agreed with suggestion employees be allowed to share input individually without being surveyed. Commissioners agreed the material was too extensive for a regular meeting and that open enrollment was approaching.

By consensus, the commission scheduled a short regular meeting at 4:30 PM next Monday, followed by a benefits work session. The Chair said he would notify department heads through staff.

c. HR

The HR representative gave a brief update:

- Policies and forms: Work has begun on a payment requisition form and procurement policy, with working documents expected within about 30 days.
- Compensation and staffing: Regional salary and wage ranges are being reviewed. She also plans to compile and post a list of open county positions and to gather job descriptions.
- Employee access: She proposed weekly open hours for employees to ask questions, with a confidential space such as the executive session room.

- Payroll and ACH: She is reviewing onboarding and payroll setup. She is also reviewing a possible move, beginning January 1, from pulled ACH payments to pushed payments as an added financial control.

Old Business

a. Sheriff IT Tabled from Last week - motley request to table to this week from last week

A Sheriff's Office representative asked the commission to fund $90,139.25 in IT costs from the jail sales tax fund rather than the Sheriff's budget. The costs relate to servers, computers, and Windows 11 compliance required by the KBI by January 1. He said the Sheriff's Office had already proceeded with the purchases, and that Baker Tilly indicated they could be absorbed in the budget. He said sales tax funding would provide a cushion. He also said the transition to a new vendor, Advantage, would be a per-incident arrangement rather than a yearly contract.

Commissioner Milburn-Kee asked about the sales tax fund, the Sheriff's fund structure, and duplication of Microsoft licensing with the current vendor, Stronghold. Commissioner Tran voiced concerns about "budget creep" and cyber-insurance requirements. Commissioner Beerbower said the technology expense is allowable under the sales tax statute. He said that funding it there would preserve budget flexibility and could reduce property taxes if a balance remained at year-end. Chair Motley asked whether anyone would contact Stronghold about billing impacts, and no one volunteered. Commissioners also noted that installation costs were not included in the request.

> Motion to adopt the resolution presented the previous week, using $90,139.25 from the sales tax fund to offset the Sheriff's separation costs, was made by Commissioner Beerbower and seconded by Commissioner Allen. The motion carried 4-1 with Commissioner Milburn-Kee voting No

b. Asbestos RFP Tabled from last week - Beerbower

Commissioner Beerbower distributed a draft proposal for review. The item was tabled for two weeks, after next week's work session.

c. 105 w 2nd proceeds - Beerbower request from last meeting

Commissioner Beerbower proposed using the $120,390.36 in proceeds from the sale of the West 2nd Street building for a one-time employee appreciation bonus. All full-time and part-time county employees would be eligible, excluding commissioners, with part-time employees receiving half the full-time amount. Estimates were about $1,000 for full-time and $500 for part-time staff.

Commissioner Allen asked for a written breakdown first and raised a possible holiday dinner. Commissioner Milburn-Kee noted that a year-end vacation payout had not been budgeted and might need funding. Commissioner Beerbower said vacation payout would be a separate agenda item.

> Motion to use the proceeds to pay an employee appreciation bonus Elected Commission Excluded, Process will be pending calculations by the finance department, was made by Commissioner Beerbower and seconded by Commissioner Allen. The motion carried by voice vote. With Commissioners Beerbower Motley and Allen voting in favor and Commissioner Milburn-Kee and Tran voting NO

d. Purchasing Policy - Milburn

Commissioner Milburn-Kee re-presented the purchasing policy she had previously drafted from city and county sources. Chair Motley said the leadership team would meet the next day. He has also obtained policies from Miami County and Spring Hill to gather input from the employees who use the policy. Commissioner Beerbower said he thought the proposed $2,500 threshold was too low. Commissioner Tran asked about credit card issuance and spending controls, and the exchange became briefly contentious. The Chair summarized that employee input would be gathered and the commission would have the final say. No action was taken.

e. RAG Award - Milburn

Commissioner Milburn-Kee reported that a grant had been awarded to cover 2000.00 of the cost of asbestos testing.

New Business

a. KORA

Commissioner Beerbower said a citizen had contacted him about the costs billed on a Kansas Open Records Act (KORA) request. The requester received a second, higher charge after paying the first. He would like to

- designate a central records or FOI officer
- require a certification of the search conducted
- create an internal appeal process
- notify the requester when estimated costs would exceed $200 or five hours

Discussion centered on Stronghold's $95-per-hour IT charge for retrieving emails, which was added to the requester's charges. Commissioner Beerbower cited K.S.A. 45-219(c), under which agencies must use the lowest-cost staff reasonably necessary. Commissioner Milburn-Kee noted that Stronghold is contracted to the county and had previously not billed for this work. Commissioner Tran said he was concerned about public perception of such fees. There was also discussion of the volume of requests, reported as 51 over a recent period. The requester, Thomas Metcalf, said he paid $113 and received only a photograph and email correspondence between staff and Stronghold. He requested a refund.

> Motion to refund Mr. Metcalf the fees paid on his KORA request was made by Commissioner Tran and seconded. The motion carried by voice vote with no opposition.

Cemetery Discussion -Ms. Ethridge,

b. Budget Overage Discussion - Milburn

Chair Motley stated the meeting had run past its allotted time and the item was tabled.

Commission Comments

There were no commission comments, as the meeting had run past its allotted time.

Adjournment

> Motion to adjourn was made and seconded. The motion carried by voice vote.

_____ Chairman

_____ Commissioner

_____ Commissioner

_____ Commissioner

_____ Commissioner

_____ ATTEST:

County Clerk

COUNTY CLERK OF BOURBON COUNTY KANSAS

2027 Health Benefits Proposed Contributions

95% EE 85% EE+

BCBS

	Full rate			Employee	County
Plan A	$1,199.68		Employee	$59.98	$1,139.70
	$2,564.72		EE+SP	$384.71	$2,180.01
	$2,417.88		EE+CH	$362.68	$2,055.20
	$3,782.95		FAMILY	$567.44	$3,215.51
Plan B	$1,105.53		Employee	$55.28	$1,050.25
	$2,362.35		EE+SP	$354.35	$2,008.00
	$2,227.16		EE+CH	$334.07	$1,893.09
	$3,483.98		FAMILY	$522.60	$2,961.38
Plan C	$1,099.88		Employee	$54.99	$1,044.89
	$2,350.13		EE+SP	$352.52	$1,997.61
	$2,215.70		EE+CH	$332.36	$1,883.34
	$3,466.02		FAMILY	$519.90	$2,946.12

UHC

Full rate			Employee	County
$1,182.36		Employee	$59.12	$1,123.24
$2,539.71		EE+SP	$380.96	$2,158.75
$2,394.28		EE+CH	$359.14	$2,035.14
$3,751.63		FAMILY	$562.74	$3,188.89
$1,095.36		Employee	$54.77	$1,040.59
$2,352.83		EE+SP	$352.92	$1,999.91
$2,218.10		EE+CH	$332.72	$1,885.38
$3,475.58		FAMILY	$521.34	$2,954.24
$921.60		Employee	$46.08	$875.52
$1,979.60		EE+SP	$296.94	$1,682.66
$1,866.24		EE+CH	$279.94	$1,586.30
$2,924.24		FAMILY	$438.64	$2,485.60

90% EE

Plan A	$1,199.68	$119.97	$1,079.71
Plan B	$1,105.53	$110.55	$994.98
Plan C	$1,099.88	$109.99	$989.89

$1,182.36	$118.24	$1,064.12
$1,095.36	$109.54	$985.82
$921.60	$92.16	$829.44

Current enrollment indicates the following:

95% 90%

95% 90%

THE CONTRIBUTION GAP

The County-funded difference between employee-only and family coverage

Committee proposal: 95% County contribution for employee-only / 85% for employee-plus

BCBS PLAN A — ONE FAMILY POLICY

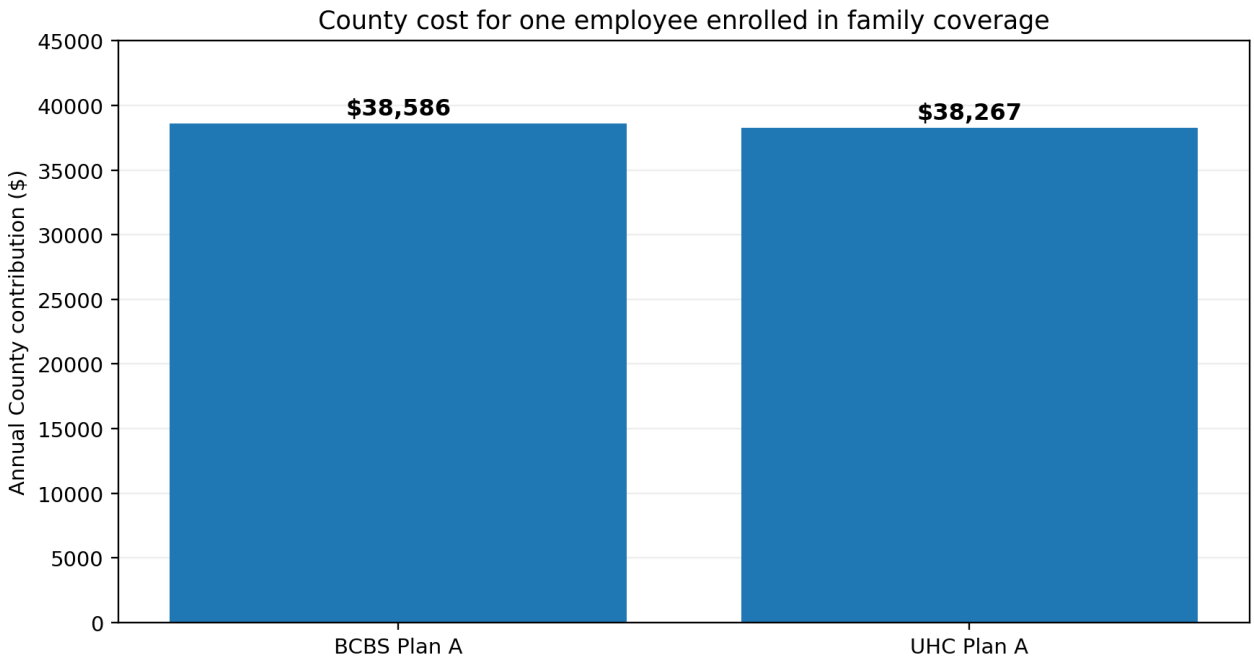
$38,586.12 PER YEAR

County contribution of $3,215.51 every month for one employee enrolled in family coverage.

UHC PLAN A — ONE FAMILY POLICY

$38,266.68 PER YEAR

County contribution of $3,188.89 every month for one employee enrolled in family coverage.



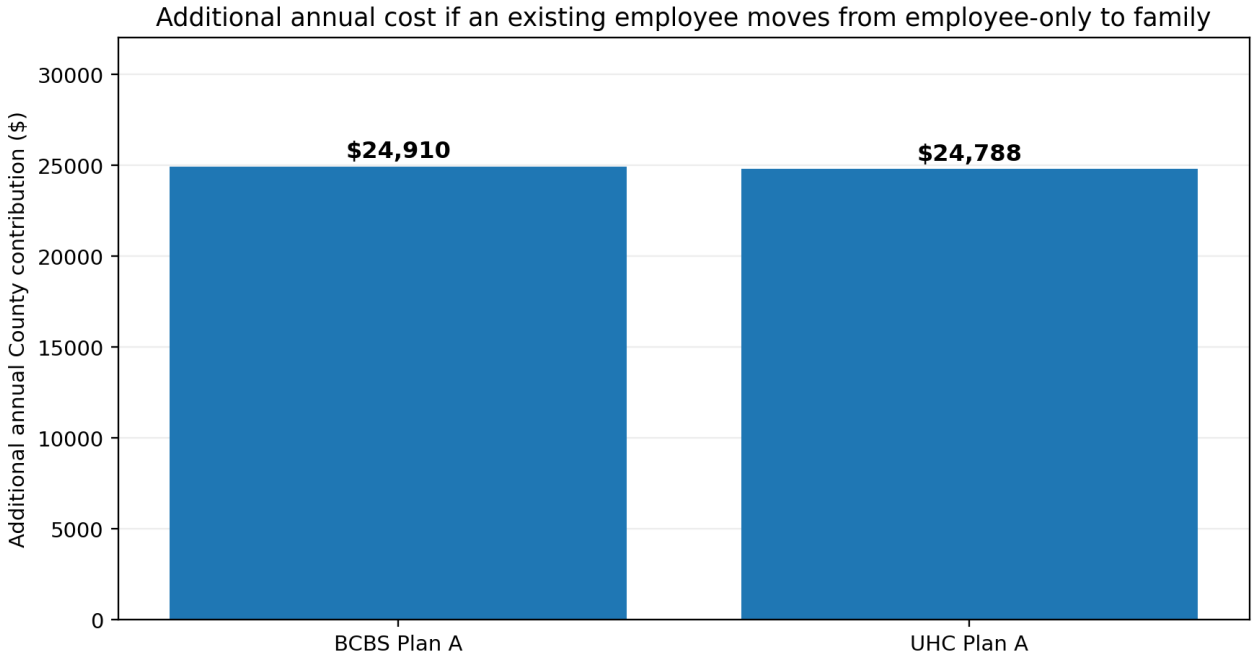
How much more is family coverage than employee-only?

Plan	County/month: employee only	County/month: family	Family amount is greater by
BCBS Plan A	$1,139.70	$3,215.51	$2,075.81 / month (182.1% more)
UHC Plan A	$1,123.24	$3,188.89	$2,065.65 / month (183.9% more)

The committee's proposed formula means the County's dollar contribution rises with the premium. For Plan A family coverage, the County contribution is more than $3,000 per month for one employee's policy.

2. The budget exposure when enrollment changes

A generous family contribution may be attractive to an employee whose spouse or dependents are currently insured through another employer or plan. If employees move family coverage onto the County plan, the County's cost can rise. The actual number of employees who might switch is unknown; the examples below show the financial exposure if that occurs.



IF ONE EXISTING EMPLOYEE MOVES FROM EMPLOYEE-ONLY TO FAMILY COVERAGE — BCBS

+$24,909.72 PER YEAR

This is the additional County cost compared with the employee-only County contribution.

IF ONE EXISTING EMPLOYEE MOVES FROM EMPLOYEE-ONLY TO FAMILY COVERAGE — UHC

+$24,787.80 PER YEAR

This is the additional County cost compared with the employee-only County contribution.

Important distinction: the full annual family contribution is about $38,000 per employee. If that employee was already enrolled in employee-only coverage, the incremental increase to the County is the family contribution minus the employee-only contribution—not the entire family contribution again.

3. What multiple family enrollments could cost

The following examples multiply the full annual County contribution for one family policy. They illustrate the cost of that many family policies; they are not a forecast of how many employees will enroll.

Number of family policies	BCBS Plan A annual County cost	UHC Plan A annual County cost
1	$38,586.12	$38,266.68
2	$77,172.24	$76,533.36
3	$115,758.36	$114,800.04
5	$192,930.60	$191,333.40
7	$270,102.84	$267,866.76

For example, seven family policies—the number shown in the committee's enrollment assumptions—would represent $270,102.84 annually under BCBS Plan A or $267,866.76 under UHC Plan A in County contributions for those seven policies alone.

Why a defined contribution matters

The presenter reports that the County's insurance broker recommends a defined contribution and advised that the County can project its base contribution. A defined dollar amount gives the County a known starting cost per participating employee. A percentage-of-premium approach makes the County's contribution rise when a more expensive coverage tier is selected or premiums increase.

The broker's recommendation is included here as guidance relayed by the presenter; the broker's written recommendation was not part of the committee proposal document reviewed for these calculations. The commission should request the broker's written analysis and a projection using the same enrollment assumptions.

4. Comments and questions for the commission

A County contribution exceeding $3,000 per month for one family policy is a substantial ongoing public expense. Before adopting a percentage-based contribution, the commission should understand how enrollment could change when employees compare the County's offer with coverage available through a spouse's employer or another plan. It is reasonable to test whether the proposed contribution could encourage enrollment shifts and how those shifts would affect the budget.

- What is the projected County cost if one, three, five or ten additional employees select family coverage?
- What happens to the annual budget if existing employees move from employee-only to family coverage?
- Does the committee's cost projection assume the current enrollment mix will remain unchanged?
- Has the broker modeled enrollment changes or adverse-selection risk under the proposed 85% family contribution?
- What is the maximum annual County liability under the percentage model if premiums rise or more employees select family coverage?
- Can the broker provide a written comparison showing a defined dollar contribution, with the County's base contribution projected in advance?

The policy question

Should the County's contribution be a predictable defined dollar amount, or should it automatically grow with the cost of the coverage an employee selects?

This is not an argument against employees covering their spouses or children. It is a request for a benefit structure that treats employees consistently, allows employees to choose their coverage, and gives taxpayers a predictable and transparent County obligation.

Source and calculation notes

Source for Plan A County contribution amounts: 2027 Health Benefits Proposed Contributions, page 1, provided for this discussion. Annual amounts equal the monthly County contribution multiplied by 12. Incremental cost of moving from employee-only to family equals (family County contribution − employee-only County contribution) × 12. The broker's defined-contribution recommendation and ability to project the base are reported by the presenter and should be confirmed with the broker in writing.

RESOLUTION 36-26

BOURBON COUNTY, KANSAS

A RESOLUTION OF OFFICIAL ELECTION RESULTS FOR THE

2026 GENERAL ELECTION HELD ON NOVEMBER 3, 2026

I, the undersigned County Clerk and Chief Election Officer of Bourbon County, Kansas, do hereby certify that the following are the true and correct results according to the abstract of votes cast at the 2026 General Election held on November 3, 2026, in Bourbon County, Kansas.

Total Ballots Cast 4,704

Total Registered Voters 12,848

Overall Turnout 36.61



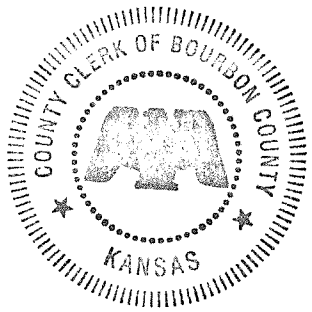
Ann Clarkson, County clerk

Official Vote Count for Bourbon County, 2026 General, Nov 03, 2026

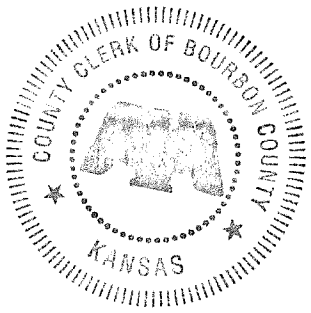
Total Votes cast in Bourbon County 4704

11/12/2026

11:54 a.m.

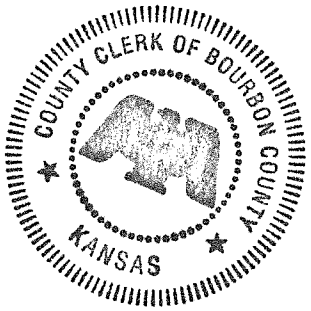


Choice	Votes
United States Senate (Vote for 1)	
David C. Graham	223
Adam Hamilton	1399
Roger Marshall	3017
Write-in	6
United States House of Representatives (Vote for 1)	
Don Coover	1314
John Hauer	145
Derek Schmidt	3179
Write-in	3
Governor/Lt. Governor (Vote for 1)	
Cindy Holscher/KC Ohaebosim	1339
Ty Masterson/Jeffrey Klemp	3307
Write-in	16
Secretary of State (Vote for 1)	
Jennifer Day	1262
Scott E Morgan	164
Pat Proctor	3174
Write-in	4
Attorney General (Vote for 1)	
Kris Kobach	3297
Chris Mann	1328
Write-in	8
State Treasurer (Vote for 1)	
Steven Johnson	3217
Juan C. Luengo	1152
Eric Lund	255
Write-in	4
Commissioner of Insurance (Vote for 1)	
Daniel Hawkins	3215
Ric Koehn	181
Dinah Sykes	1212
Write-in	3
State House 4th District (Vote for 1)	
Rick James	3157
Rob Hodgkinson	1371
Write-in	17
State Board of Education 9th District (Vote for 1)	
Heather Guernsey	948
Destry Brown	3654
Write-in	10



Drywood Township Clerk (Vote for 1)	
Laura Krom	112
Write-in	43
Franklin Township Clerk (Vote for 1)	
Jackie Peters	2
Marion Township Clerk (Vote for 1)	
Michael Ramsey	330
Write-in	8
Marmaton Township Clerk (Vote for 1)	
Debbie Duffey	5
Millcreek Township Clerk (Vote for 1)	
Crystal Hathaway	10
Osage Township Clerk (Vote for 1)	
Misty Adams	2
Pawnee Township Clerk (Vote for 1)	
Roger Stumfoll	2
Scott Township Clerk (Vote for 1)	
Donald Banwart	782
Write-in	13
Timberhill Township Clerk (Vote for 1)	
Jennifer Epting Williams	71
Write-in	2
Walnut Township Clerk (Vote for 1)	
Write-in	0
Constitutional Amendment (Vote for 1)	
Yes	3191
No	1047
USD 235 Question (Vote for 1)	
Yes	329
No	386
Eric S. Rosen - Supreme Court Justice (Vote for 1)	
Yes	2446
No	1814
Larkin E. Walsh - Supreme Court Justice (Vote for 1)	
Yes	2417
No	1826
Lesley Ann Isherwood - Court of Appeals Judge (Vote for 1)	
Yes	2493
No	1647
Amy Fellows Cline - Court of Appeals Judge (Vote for 1)	
Yes	2500
No	1644
Kim R. Schroeder - Court of Appeals Judge (Vote for 1)	
Yes	3009
No	1214
Lori Ann Bolton Fleming - Court of Appeals Judge (Vote for 1)	
Yes	2874

No	1346
Jacy Hurst - Court of Appeals Judge (Vote for 1)	
Yes	2492
No	1646
Amy L. Harth District Court Judge (Vote for 1)	
Yes	2719
No	1442
County Commissioner District 1 (Vote for 1)	
Clinton L. Walker	201
Mike Hueston	626
Write-in	9
County Commissioner District 3 (Vote for 1)	
Joe Allen	831
Write-in	38
County Commissioner District 4 (Vote for 1)	
Gregg Motley	819
Write-in	67



ATTEST: THE BOARD OF COMMISSIONERS OF BOURBON COUNTY, KANSAS

_____, COMMISSIONER

_____, COMMISSIONER

_____, COMMISSIONER

_____, COMMISSIONER

_____, COMMISSIONER

_____ _____

Ann Clarkson, County Clerk Date Approved

Current Plan Baseline

COUNTY EMPLOYEE HEALTH INSURANCE — 2027 RENEWAL

Monthly amounts are per plan; annual contributions reflect modeled enrollment. Employee impact columns show monthly change vs. current.

	BCBS CURRENT						
Coverage Tier	**Premium / Mo**	**County / Mo**	**Employee / Mo**	**Plans**	**County %**	**County Annual ($)**	**Employee Annual ($)**
Employee Only	1,066.33	925.00	141.33	61	86.75%	677,100.00	103,453.56
Employee + Spouse	2,278.14	1,700.00	578.14	5	74.62%	102,000.00	34,688.40
Employee + Child	2,147.80	1,700.00	447.80	12	79.15%	244,800.00	64,483.20
Family	3,359.61	1,700.00	1,659.61	-	50.60%	-	-
				78		**1,023,900.00**	**202,625.16**

Health Insurance Budget vs Estimate	**Total Budget ($/yr)**	**County Contribution ($/yr)**
Health Ins Budget 2026	**1,444,157.00**	**1,241,531.84**
Health Ins Year End Estimate 2026	**1,181,162.00**	**978,536.84**
Health Ins Budget 2027	**$1,417,395.00**	**$1,214,769.84**

BCBS RENEWAL (PPO 1000)

Premium / Mo	County / Mo	Employee / Mo	Plans	County %	County Annual ($)	Employee Annual ($)	Total Premium ($/yr)	Employee Change vs Current ($/mo)
1,222.97	925.00	297.97	61	75.64%	677,100.00	218,114.04	895,214.04	**156.64**
2,614.84	1,700.00	914.84	5	65.01%	102,000.00	54,890.40	156,890.40	**336.70**
2,465.12	1,700.00	765.12	12	68.96%	244,800.00	110,177.28	354,977.28	**317.32**
3,856.99	1,700.00	2,156.99	-	44.08%	-	-	-	**497.38**
					1,023,900.00	**383,181.72**	**1,407,081.72**	

BCBS RENEWAL | $1,200 FLAT CONTRIBUTION

Premium / Mo	County / Mo	Employee / Mo	Plans	County %	County Annual ($)	Employee Annual ($)	Total Premium ($/yr)	Employee Change vs Current ($/mo)
1,222.97	1,200.00	22.97	61	98.12%	878,400.00	16,814.04	895,214.04	**(118.36)**
2,614.84	1,200.00	1,414.84	5	45.89%	72,000.00	84,890.40	156,890.40	**836.70**
2,465.12	1,200.00	1,265.12	12	48.68%	172,800.00	182,177.28	354,977.28	**817.32**
3,856.99	1,200.00	2,656.99	-	31.11%	-	-	-	**997.38**
					1,123,200.00	**283,881.72**	**1,407,081.72**	

BCBS RENEWAL | 85% COUNTY SHARE

Premium / Mo	County / Mo	Employee / Mo	Plans	County %	County Annual ($)	Employee Annual ($)	Total Premium ($/yr)	Employee Change vs Current ($/mo)
1,222.97	1,039.52	183.45	61	85.00%	760,931.93	134,282.11	895,214.04	**42.12**
2,614.84	2,222.61	392.23	5	85.00%	133,356.84	23,533.56	156,890.40	**(185.91)**
2,465.12	2,095.35	369.77	12	85.00%	301,730.69	53,246.59	354,977.28	**(78.03)**
3,856.99	3,278.44	578.55	-	85.00%	-	-	-	**(1,081.06)**
					1,196,019.46	**211,062.26**	**1,407,081.72**	

BCBS RENEWAL | 80% COUNTY SHARE

Premium / Mo	County / Mo	Employee / Mo	Plans	County %	County Annual ($)	Employee Annual ($)	Total Premium ($/yr)	Employee Change vs Current ($/mo)
1,222.97	978.38	244.59	61	80.00%	716,171.23	179,042.81	895,214.04	**103.26**
2,614.84	2,091.87	522.97	5	80.00%	125,512.32	31,378.08	156,890.40	**(55.17)**
2,465.12	1,972.10	493.02	12	80.00%	283,981.82	70,995.46	354,977.28	**45.22**
3,856.99	3,085.59	771.40	-	80.00%	-	-	-	**(888.21)**
					1,125,665.38	**281,416.34**	**1,407,081.72**	

UHC EUBC PREMIER 1000

Premium / Mo	County / Mo	Employee / Mo	Plans	County %	County Annual ($)	Employee Annual ($)	Total Premium ($/yr)	Employee Change vs Current ($/mo)
1,182.36	925.00	257.36	61	78.23%	677,100.00	188,387.52	865,487.52	**116.03**
2,539.71	1,700.00	839.71	5	66.94%	102,000.00	50,382.60	152,382.60	**261.57**
2,394.28	1,700.00	694.28	12	71.00%	244,800.00	99,976.32	344,776.32	**246.48**
3,751.63	1,700.00	2,051.63	-	45.31%	-	-	-	**392.02**
					1,023,900.00	**338,746.44**	**1,362,646.44**	

UHC OPTION | $1,200 FLAT CONTRIBUTION

Premium / Mo	County / Mo	Employee / Mo	Plans	County %	County Annual ($)	Employee Annual ($)	Total Premium ($/yr)	Employee Change vs Current ($/mo)
1,182.36	1,200.00	(17.64)	61	101.49%	878,400.00	(12,912.48)	865,487.52	**(158.97)**
2,539.71	1,200.00	1,339.71	5	47.25%	72,000.00	80,382.60	152,382.60	**761.57**
2,394.28	1,200.00	1,194.28	12	50.12%	172,800.00	171,976.32	344,776.32	**746.48**
3,751.63	1,200.00	2,551.63	-	31.99%	-	-	-	**892.02**
					1,123,200.00	**239,446.44**	**1,362,646.44**	

UHC OPTION | 85% COUNTY SHARE

Premium / Mo	County / Mo	Employee / Mo	Plans	County %	County Annual ($)	Employee Annual ($)	Total Premium ($/yr)	Employee Change vs Current ($/mo)
1,182.36	1,005.01	177.35	61	85.00%	735,664.39	129,823.13	865,487.52	**36.02**
2,539.71	2,158.75	380.96	5	85.00%	129,525.21	22,857.39	152,382.60	**(197.18)**
2,394.28	2,035.14	359.14	12	85.00%	293,059.87	51,716.45	344,776.32	**(88.66)**
3,751.63	3,188.89	562.74	-	85.00%	-	-	-	**(1,096.87)**
					1,158,249.47	**204,396.97**	**1,362,646.44**	

UHC OPTION | 80% COUNTY SHARE

Premium / Mo	County / Mo	Employee / Mo	Plans	County %	County Annual ($)	Employee Annual ($)	Total Premium ($/yr)	Employee Change vs Current ($/mo)
1,182.36	945.89	236.47	61	80.00%	692,390.02	173,097.50	865,487.52	**95.14**
2,539.71	2,031.77	507.94	5	80.00%	121,906.08	30,476.52	152,382.60	**(70.20)**
2,394.28	1,915.42	478.86	12	80.00%	275,821.06	68,955.26	344,776.32	**31.06**
3,751.63	3,001.30	750.33	-	80.00%	-	-	-	**(909.28)**
					1,090,117.15	**272,529.29**	**1,362,646.44**	

2027 HEALTH INSURANCE RENEWAL | BOARD SCENARIO ANALYSIS

Annual budget impact and employee payroll contributions | 2027 coverage year | Analysis date: Nov. 20, 2026

2027 Total Health Insurance Budget	**$1,417,395**
County Contribution Allocation	**$1,214,770**
Enrolled Plans (modeled)	**78**

Current employee deductions / month:						*$141.33*	*$578.14*	*$447.80*	*$1,659.61*

SCENARIO COMPARISON

Scenario	County Cost / Yr	vs County Allocation	Total Premium / Yr	Total Budget Headroom	Employee Cost / Yr	EE Only / Mo	EE + Spouse / Mo	EE + Child / Mo	Family / Mo
BCBS Renewal — $1,200 flat	$1,123,200	($91,570)	$1,407,082	$10,313	$283,882	$22.97	$1,414.84	$1,265.12	$2,656.99
BCBS Renewal — $1,700 parity*	$1,242,014	$27,244	$1,407,082	$10,313	$165,068	-	$914.84	$765.12	$2,156.99
BCBS Renewal — 85% county	$1,196,019	($18,750)	$1,407,082	$10,313	$211,062	$183.45	$392.23	$369.77	$578.55
BCBS Renewal — 80% county	$1,125,665	($89,104)	$1,407,082	$10,313	$281,416	$244.59	$522.97	$493.02	$771.40
UHC — $1,200 flat	$1,110,288	($104,482)	$1,362,646	$54,749	$252,359	-	$1,339.71	$1,194.28	$2,551.63
UHC — $1,700 parity*	$1,212,288	($2,482)	$1,362,646	$54,749	$150,359	-	$839.71	$694.28	$2,051.63
UHC — 85% county	$1,158,249	($56,520)	$1,362,646	$54,749	$204,397	$177.35	$380.96	$359.14	$562.74
UHC — 80% county	$1,090,117	($124,653)	$1,362,646	$54,749	$272,529	$236.47	$507.94	$478.86	$750.33

Decision lens

Parity eliminates the employee-only deduction ($0.00/month). BCBS parity is over county allocation by $27,244; UHC parity is under by $2,482.

*Parity definition: $1,700 county contribution for each tier, capped at that tier's premium; employee-only receives the same employer amount as employee+ tiers (up to premium). Existing flat / 85% / 80% cases link to the source model.

Budget comparison: positive "vs County Allocation" = over the county contribution allocation; positive "Total Budget Headroom" = total premiums below 2027 total budget. Contributions are capped at tier premium to avoid negative employee deductions; fixed enrollment and full-year rates.

Source: County Health Insurance worksheet; 2027 budget, enrollment, plan premiums, and contribution scenarios.

BCBS RENEWAL — UP TO $1,200 COUNTY CONTRIBUTION

Plain-language view | 2027 full-year estimate | Current enrollment held constant

COUNTY BUDGET: WHO PAYS WHAT

Total yearly premium for all modeled plans	$1,407,082
County share of premiums (annual)	$1,123,200
County share vs. 2027 contribution budget	($91,570)
2027 total health insurance budget	$1,417,395
Budget left after paying total plan premiums	$10,313

EMPLOYEE PAYROLL COST: MONTHLY BY COVERAGE TIER

Coverage tier	Current per month	With this option	Change per month
Employee-only	$141.33	$22.97	**($118.36)**
Employee + spouse	$578.14	$1,414.84	**+$836.70**
Employee + child	$447.80	$1,265.12	**+$817.32**
Family	$1,659.61	$2,656.99	**+$997.38**

Largest monthly increase: Family — $997.38 more/month

Largest monthly reduction: Employee-only — $118.36 less/month

Positive change means employee pays more each month; negative means pays less. Total premium cost is driven by rates and enrollment—not the county/employee split. UHC flat contribution is capped at tier premium. Parity pays up to $1,700 per tier, capped at premium. Uses current enrollment for 12 months.

BCBS RENEWAL — $1,700 PARITY CONTRIBUTION

Plain-language view | 2027 full-year estimate | Current enrollment held constant

COUNTY BUDGET: WHO PAYS WHAT

Total yearly premium for all modeled plans	$1,407,082
County share of premiums (annual)	$1,242,014
County share vs. 2027 contribution budget	$27,244
2027 total health insurance budget	$1,417,395
Budget left after paying total plan premiums	$10,313

EMPLOYEE PAYROLL COST: MONTHLY BY COVERAGE TIER

Coverage tier	Current per month	With this option	Change per month
Employee-only	$141.33	-	**($141.33)**
Employee + spouse	$578.14	$914.84	**+$336.70**
Employee + child	$447.80	$765.12	**+$317.32**
Family	$1,659.61	$2,156.99	**+$497.38**

Largest monthly increase: Family — $497.38 more/month

Largest monthly reduction: Employee-only — $141.33 less/month

Positive change means employee pays more each month; negative means pays less. Total premium cost is driven by rates and enrollment—not the county/employee split. Parity pays up to $1,700 per tier, capped at premium. Uses current enrollment for 12 months.

BCBS RENEWAL — COUNTY PAYS 85% OF PREMIUM

Plain-language view | 2027 full-year estimate | Current enrollment held constant

COUNTY BUDGET: WHO PAYS WHAT

Total yearly premium for all modeled plans	$1,407,082
County share of premiums (annual)	$1,196,019
County share vs. 2027 contribution budget	($18,750)
2027 total health insurance budget	$1,417,395
Budget left after paying total plan premiums	$10,313

EMPLOYEE PAYROLL COST: MONTHLY BY COVERAGE TIER

Coverage tier	Current per month	With this option	Change per month
Employee-only	$141.33	$183.45	**+$42.12**
Employee + spouse	$578.14	$392.23	**($185.91)**
Employee + child	$447.80	$369.77	**($78.03)**
Family	$1,659.61	$578.55	**($1,081.06)**

Largest monthly increase: Employee-only — $42.12 more/month

Largest monthly reduction: Family — $1,081.06 less/month

Positive change means employee pays more each month; negative means pays less. Total premium cost is driven by rates and enrollment—not the county/employee split. County pays 85% of premium; employees pay the rest. Uses current enrollment for 12 months.

BCBS RENEWAL — COUNTY PAYS 80% OF PREMIUM

Plain-language view | 2027 full-year estimate | Current enrollment held constant

COUNTY BUDGET: WHO PAYS WHAT

Total yearly premium for all modeled plans	$1,407,082
County share of premiums (annual)	$1,125,665
County share vs. 2027 contribution budget	($89,104)
2027 total health insurance budget	$1,417,395
Budget left after paying total plan premiums	$10,313

EMPLOYEE PAYROLL COST: MONTHLY BY COVERAGE TIER

Coverage tier	Current per month	With this option	Change per month
Employee-only	$141.33	$244.59	**+$103.26**
Employee + spouse	$578.14	$522.97	**($55.17)**
Employee + child	$447.80	$493.02	**+$45.22**
Family	$1,659.61	$771.40	**($888.21)**

Largest monthly increase: Employee-only — $103.26 more/month

Largest monthly reduction: Family — $888.21 less/month

Positive change means employee pays more each month; negative means pays less. Total premium cost is driven by rates and enrollment—not the county/employee split. County pays 80% of premium; employees pay the rest. Uses current enrollment for 12 months.

UHC OPTION — UP TO $1,200 COUNTY CONTRIBUTION

Plain-language view | 2027 full-year estimate | Current enrollment held constant

Annual budget figures below; employee costs are monthly by coverage tier.

COUNTY BUDGET: WHO PAYS WHAT

Total yearly premium for all modeled plans	$1,362,646
County share of premiums (annual)	$1,110,288
County share vs. 2027 contribution budget	($104,482)
2027 total health insurance budget	$1,417,395
Budget left after paying total plan premiums	$54,749

EMPLOYEE PAYROLL COST: MONTHLY BY COVERAGE TIER

Coverage tier	Current per month	With this option	Change per month
Employee-only	$141.33	-	**($141.33)**
Employee + spouse	$578.14	$1,339.71	**+$761.57**
Employee + child	$447.80	$1,194.28	**+$746.48**
Family	$1,659.61	$2,551.63	**+$892.02**

Largest monthly increase: Family — $892.02 more/month

Largest monthly reduction: Employee-only — $141.33 less/month

Positive change means employee pays more each month; negative means pays less. Total premium cost is driven by rates and enrollment—not the county/employee split. UHC $1,200 contribution is capped at the plan premium to avoid a negative employee deduction. Uses current enrollment for 12 months.

UHC OPTION — $1,700 PARITY CONTRIBUTION

Plain-language view | 2027 full-year estimate | Current enrollment held constant

COUNTY BUDGET: WHO PAYS WHAT

Total yearly premium for all modeled plans	$1,362,646
County share of premiums (annual)	$1,212,288
County share vs. 2027 contribution budget	($2,482)
2027 total health insurance budget	$1,417,395
Budget left after paying total plan premiums	$54,749

EMPLOYEE PAYROLL COST: MONTHLY BY COVERAGE TIER

Coverage tier	Current per month	With this option	Change per month
Employee-only	$141.33	-	**($141.33)**
Employee + spouse	$578.14	$839.71	**+$261.57**
Employee + child	$447.80	$694.28	**+$246.48**
Family	$1,659.61	$2,051.63	**+$392.02**

Largest monthly increase: Family — $392.02 more/month

Largest monthly reduction: Employee-only — $141.33 less/month

Positive change means employee pays more each month; negative means pays less. Total premium cost is driven by rates and enrollment—not the county/employee split. Parity pays up to $1,700 per tier, capped at premium. Uses current enrollment for 12 months.

UHC OPTION — COUNTY PAYS 85% OF PREMIUM

Plain-language view | 2027 full-year estimate | Current enrollment held constant

COUNTY BUDGET: WHO PAYS WHAT

Total yearly premium for all modeled plans	$1,362,646
County share of premiums (annual)	$1,158,249
County share vs. 2027 contribution budget	($56,520)
2027 total health insurance budget	$1,417,395
Budget left after paying total plan premiums	$54,749

EMPLOYEE PAYROLL COST: MONTHLY BY COVERAGE TIER

Coverage tier	Current per month	With this option	Change per month
Employee-only	$141.33	$177.35	+$36.02
Employee + spouse	$578.14	$380.96	($197.18)
Employee + child	$447.80	$359.14	($88.66)
Family	$1,659.61	$562.74	($1,096.87)

Largest increase: Employee-only — $36.02 more/month

Largest reduction: Family — $1,096.87 less/month

Positive change means employee pays more each month; negative means pays less. Total premium cost is driven by rates and enrollment—not the county/employee split. County pays 85% of premium; employees pay the rest. Uses current enrollment for 12 months.

UHC OPTION — COUNTY PAYS 80% OF PREMIUM

Plain-language view | 2027 full-year estimate | Current enrollment held constant

COUNTY BUDGET: WHO PAYS WHAT

Total yearly premium for all modeled plans	$1,362,646
County share of premiums (annual)	$1,090,117
County share vs. 2027 contribution budget	($124,653)
2027 total health insurance budget	$1,417,395
Budget left after paying total plan premiums	$54,749

EMPLOYEE PAYROLL COST: MONTHLY BY COVERAGE TIER

Coverage tier	Current per month	With this option	Change per month
Employee-only	$141.33	$236.47	+$95.14
Employee + spouse	$578.14	$507.94	($70.20)
Employee + child	$447.80	$478.86	+$31.06
Family	$1,659.61	$750.33	($909.28)

Largest increase: Employee-only — $95.14 more/month

Largest reduction: Family — $909.28 less/month

Positive change means employee pays more each month; negative means pays less. Total premium cost is driven by rates and enrollment—not the county/employee split. County pays 80% of premium; employees pay the rest. Uses current enrollment for 12 months.

2027 HEALTH INSURANCE CONTRIBUTION Discussion

A simpler, budget-conscious alternative for Commission consideration

Informational Purposes

When considering insurance in my opinion we should adequately respect the County's available contribution budget and the long-term financial exposure created by tying the County's payment to a percentage of each employee's selected coverage. I am proposing two alternatives for the Commission to compare.

My goal is to recognize that renewal premiums have increased, and maintain a predictable County obligation. I do not believe the County should commit to an open-ended increase that automatically grows when an employee selects a more expensive coverage tier.

The budget we created to work within

Matt Lawn / Baker Tilly 2027 analysis	Annual amount
Total 2027 health-insurance budget	$1,417,395.00
County contribution allocation	$1,214,769.84
Current modeled County contribution	$1,023,900.00
Difference between current modeled contribution and County allocation	$190,869.84

Matt's analysis also notes a $688,000 cash reserve that may be available for overages, but recommends using no more than $200,000 of that cushion because doing so affects the ending fund balance. A reserve is not a recurring funding source and should not be treated as permission to establish a permanently higher benefit obligation.

The figures below compare the proposed County contributions with Matt's stated $1,214,769.84 County contribution allocation. They are based on the enrollment assumptions and BCBS renewal figures in his analysis.

The new renewal figures

The following figures are from the Leavitt handout, page 1, BCBS Renewal A, effective January 1, 2027.

Coverage	Current premium	Renewal A	Increase
Employee only	$1,066.33	$1,199.66	12.50%
Employee + spouse	$2,278.14	$2,564.72	12.58%
Employee + child	$2,147.80	$2,417.88	12.57%
Employee + family	$3,359.61	$3,782.95	12.60%

Revised Proposal

keeping only two County contribution levels if we cannot land on one: one for employee-only coverage and one for employee-plus coverage. A defined dollar contribution makes the County's obligation more predictable than paying a percentage of whatever plan or coverage tier an employee selects.

Scenario 1 — Share the renewal increase 50/50

Keep the current $925 employee-only and $1,700 employee-plus contributions, then have the County absorb half of the renewal increase. Employees absorb the other half. The spouse and child calculations are averaged together using the current enrollment (5 spouse and 12 child plans) to maintain one employee-plus contribution. Family coverage is excluded from that average Then rounding up.

Defined contribution	Current County amount	Proposed County amount
Employee only	$925.00	$991.67 round up 1000.00
Employee-plus (spouse/child weighted average)	$1,700.00	$1,837.47 round up 1850.00

Scenario 1 budget result	Annual amount
Current total county contribution	1,023,900.00
Total annual County contribution with county absorbing half of increase	$1,109,400.00
Increase over current modeled contribution	$85,500.00

Scenario 2 — Increase to $1,100 / $2,000

Set the County contribution at $1,100 for employee-only and $2,000 for employee-plus coverage.

Scenario 2 budget result	Annual amount
Total annual County contribution	$1,213,200.00
Increase over current modeled contribution	$189,300.00
Remaining below 2027 County allocation	$1,569.84

This option uses virtually the entire County contribution allocation and leaves almost no room for unexpected enrollment changes or additional costs.

Something to consider

Family coverage is significantly more expensive than employee-only, spouse, or child coverage.

Under an 85% County-paid model using the new $3,782.95 family premium, the County would contribute about $3,215.51 per month, or $38,586.09 per year, for one family policy. If an existing employee moved from employee-only to family coverage, the added County cost would be about $26,349.56 per year.

Number of family policies	BCBS Plan A annual County cost	
1	$38,586.12	
2	$77,172.24	
3	$115,758.36	
5	$192,930.60	
7	$270,102.84	

That is a potential enrollment and budget risk—not a certainty—but it should be considered before adopting a percentage-based contribution.

With a defined contribution, the County's dollar amount is capped at the established contribution level. Under the proposed two-level structure, employees would pay premiums beyond defined in their category.

About the above proposed calculations

Scenario 1. It shares the renewal increase between the County and employees, maintains two defined contribution levels, and comes in below the County's 2027 contribution allocation giving us room for unexpected changes. Scenario 2 raises the County contribution by about $189,300 and leaves only about $1,570 in the allocation.

The decision is whether to make a manageable, predictable adjustment now or commit the County to a much larger recurring expense with very little budget flexibility.

Basis for the calculations

Renewal premiums are from the Leavitt Strategic Benefits handout, page 1, BCBS Renewal A. Enrollment assumptions from the Baker Tilly analysis: 61 employee-only, 5 employee-plus-spouse, and 12 employee-plus-child plans; no family plans in the modeled enrollment. Current County contributions: $925 employee-only and $1,700 employee-plus. Scenario 1 uses half of each tier's premium increase and a spouse/child enrollment-weighted average for the single employee-plus contribution. Family cost examples use 85% of the Renewal A premium solely to illustrate the exposure of a percentage-based model. Figures should be confirmed by Finance and the broker before adoption.

to address your questions. First you are correct that the figures shown are based on current enrollment by plan on the medical only. So any changes to enrollment (if more employees elect family or change plan choices) it would change the county's costs, especially on the plans that are based on a percentage. So it is worth considering if the dependent contribution increase significantly it would encourage families to come back on the plan, but could create more cost to the county. I've copied below the enrollment counts that the renewal spread and our contribution figures are based off of. Those counts were as of early November when we updated them.

I had previously sent the dental and vision renewal information but have attached that again for everyone to consider. The dental has a 3% increase and the vision plans are a 20% increase ($5.30 current on single to a new rate of $6.36). UHC said they were going to send us dental and vision rates to consider if you decide to go with them, but I have not yet received them.

Leavitt Group | Leavitt Strategic Benefits

Bourbon County
Effective Date: 1/1/2027

RENEWAL PLAN SUMMARY AND COST ESTIMATES*

Dental		CURRENT	RENEWAL
Carrier		BCBS	BCBS
Network		*Blue Choice Network*	*Blue Choice Network*
Calendar Year Deductible		Participant Pays	Participant Pays
Individual		$25	$25
Family		$75	$75
		Plan Pays	Plan Pays
		Perio / Endo : Type C	Perio / Endo : Type C
A. Diagnostic & Preventive Services		100%	100%
B. Basic Services		80%	80%
C. Major Services		50%	50%
D. Orthodontic Services		50%	50%
Calendar Year Benefit Maximum (A, B, C)		$1,500	$1,500
Orthodontic Lifetime Maximum (D)		Max Ortho Rider $1,500	Max Ortho Rider $1,500
EMPLOYEE COUNT	Enrollment		
Employee Only	54	$34.40	$35.49
Employee + Spouse	11	$73.80	$76.15
Employee + Child(ren)	11	$74.26	$76.18
Employee + Family	7	$113.27	$116.49
TOTAL MONTHLY PREMIUM		$4,279.15	$4,407.52
TOTAL ANNUAL PREMIUM		$51,349.80	$52,890.24
Increase/Decrease Over Current			3.00%
Additional Information			
Rate Guarantee Period		1 Year	1 Year
Dependent Age Limits		26	26
Waiting Periods		None	None
Participation Requirement		N/A	N/A

*If a discrepancy exists in the benefits shown, the carrier certificate will prevail. These rates may change based on effective date and actual enrollment.

Leavitt Group | Leavitt Strategic Benefits

Bourbon County
Effective Date: 1/1/2027

RENEWAL PLAN SUMMARY AND COST ESTIMATES*

VISION		CURRENT/RENEWAL		CURRENT/RENEWAL	
Carrier		Equitable High		Equitable Low	
Network		*VSP Network*		*VSP Network*	
COPAYS		Plan Pays		Plan Pays	
Exam Copay		$10.00		$10.00	
Material Copay		$25.00		$25.00	
LENSES COPAYS		$25.00		$25.00	
Single / Bifocal / Trifocal		$25.00		$25.00	
FRAMES ALLOWANCES		$150 Allowance		$130 Allowance	
FREQUENCY		12/12/12		12/12/12	
Exam		Every 12 months		Every 12 months	
Lenses		Every 12 months		Every 12 months	
Frames		Every 12 months		Every 12 months	
CONTACTS		$150 Allowance		$130 Allowance	
Evaluation and Fitting		Up to $60 (discounted benefit)		Up to $60 (discounted benefit)	
Medically Necessary / Elective		Covered in Full $25		Covered in Full $25	
EMPLOYEE COUNT	Count	CURRENT	RENEWAL	CURRENT	RENEWAL
Employee Only	57	$5.30	$6.36	$5.01	$6.01
Employee Plus Spouse	10	$10.58	$12.70	$10.01	$12.01
Employee Plus Child(ren)	12	$11.33	$13.60	$10.71	$12.85
Employee Plus Family	6	$18.10	$21.72	$17.12	$20.54
TOTAL MONTHLY PREMIUM		$652.46	$783.04	$616.91	$740.11
TOTAL ANNUAL PREMIUM		$7,829.52	$9,396.48	$7,402.92	$8,881.32
Increase/Decrease Over Current		20.01%		19.97%	
Additional Information					
Rate Guarantee Period		2 Years		2 Years	
Dependent Age Limits		26		26	
Waiting Periods		None		None	
Participation Requirement		N/A		N/A	

*If a discrepancy exists in the benefits shown, the carrier certificate will prevail. These rates may change based on effective date and actual enrollment.

BOURBON COUNTY REAL ESTATE
SALES VERIFICATION QUESTIONNAIRE

Our office has received a copy of a deed indicating that you have been involved in a recent property transfer in Bourbon County. To verify our information, we request that you complete the following form and return it in the enclosed pre-stamped envelope within five (5) days. Your cooperation in furnishing the needed information is greatly appreciated.

November 4, 2026

Board of Bourbon County Commissions
210 S National Ave
Fort Scott, KS 66701

127-36-0-40-04-050.00-0
108 W. 2nd, Fort Scott, KS 66701
SVQ: 021467

Board of Bourbon County Commissions to The Alta Davis Educational Revocable Living Trust

SELLER PORTION

What was the total purchase price of this property? _____

Did the purchase price involve any of the following? (Recent remodeling-kitchen cabinets, upgrading wiring, plumbing fixtures, etc or exchange of property?) If so, please explain:
_____
_____

Was the property advertised or marketed to others? Yes _____ No _____

How was it known that the property was for sale? Realtor _____ Newspaper _____
Word of Mouth _____ Other _____

Was there any relationship between the parties of the sale? Yes ____ No _____
If yes, do you feel that relationship influenced the final sales price? Yes _____ No _____
If yes, Please mark one of the following:
_____ Family Member – Please explain relation _____
_____ Landlord/Tenant
_____ Related Corporations
_____ Employer/Employee
_____ Other-Please explain _____

This information is used to study local interest rates and can be used in our cost approach to value

How was the sale financed? Cash only _____ Conventional Loan _____
Financed/Contract _____ FHA/VA, etc_____ Other/Combination of Above _____
Closing Cost Included _____

If the seller financed, did terms affect the sale price? Yes ____ No _____
(Ex: longer finance period or lower interest rates than financial institution would offer)

Was there any personal property, business equipment, or business interest included in the purchase price? (Current crop value taken into consideration or Mineral Interest severed or nonsevered value separated out of land value?) Yes _____ No _____ If yes, please estimate value and describe _____

_____

Do you believe that this purchase price is representative of the true market value of this property? Yes _____ No _____ If no, please explain _____

_____

What was the condition of the property at the time of the sale? _____

_____

Have any physical changes occurred in this property since January 1st? Yes _____ No _____
If yes, please describe and note the completion date (Ex: new construction or demolition)_____

_____

_____

If agricultural land, was the property rented at the time of the sale? By buyer _____ Other ___
If other, when will possession for the buyer take place? _____

Please feel free to list any other additional comments that you may have. _____

_____

_____

_____

Signature _____ Date _____

Phone #_____

Please return to:
Bourbon County Appraiser
210 S. National Ave
Fort Scott, KS 66701
(620) 223-3800

BOURBON COUNTY REAL ESTATE
SALES VERIFICATION QUESTIONNAIRE

Our office has received a copy of a deed indicating that you have been involved in a recent property transfer in Bourbon County. To verify our information, we request that you complete the following form and return it in the enclosed pre-stamped envelope within five (5) days. Your cooperation in furnishing the needed information is greatly appreciated.

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210 S National Ave
Fort Scott, KS 66701

127-36-0-40-04-050.00-0
108 W. 2nd, Fort Scott, KS 66701
SVQ: 021467

Board of Bourbon County Commissions to The Alta Davis Educational Revocable Living Trust

SELLER PORTION

What was the total purchase price of this property? 125,000.00

Did the purchase price involve any of the following? (Recent remodeling-kitchen cabinets, upgrading wiring, plumbing fixtures, etc or exchange of property?) If so, please explain:

None

Was the property advertised or marketed to others? Yes ✓ No _____

How was it known that the property was for sale? Realtor ✓ Newspaper _____
Word of Mouth _____ Other _____

Was there any relationship between the parties of the sale? Yes ____ No ✓
If yes, do you feel that relationship influenced the final sales price? Yes _____ No _____ N/A
If yes, Please mark one of the following:
_____ Family Member – Please explain relation _____
_____ Landlord/Tenant
_____ Related Corporations
_____ Employer/Employee
_____ Other-Please explain _____

This information is used to study local interest rates and can be used in our cost approach to value

How was the sale financed? Cash only ✓ Conventional Loan _____
Financed/Contract _____ FHA/VA, etc_____ Other/Combination of Above _____
Closing Cost Included _____

If the seller financed, did terms affect the sale price? Yes ____ No _____ N/A
(Ex: longer finance period or lower interest rates than financial institution would offer)

Was there any personal property, business equipment, or business interest included in the purchase price? (Current crop value taken into consideration or Mineral Interest severed or nonsevered value separated out of land value?) Yes _____ No ✓ If yes, please estimate value and describe _____

Do you believe that this purchase price is representative of the true market value of this property? Yes ✓ No _____ If no, please explain _____

What was the condition of the property at the time of the sale? NEEDED A NEW ROOF. INTERIOR IN BELOW AVERAGE CONDITION.

Have any physical changes occurred in this property since January 1st? Yes _____ No ✓
If yes, please describe and note the completion date (Ex: new construction or demolition)_____

If agricultural land, was the property rented at the time of the sale? By buyer _____ Other ___ N/A
If other, when will possession for the buyer take place? _____

Please feel free to list any other additional comments that you may have. _____

Signature _____ Date 11/13/2026
GREGG MOTLEY, CHAIRMAN
Phone # 620-215-7125

Please return to:
~~Bourbon County Appraiser~~
210 S. National Ave
Fort Scott, KS 66701
(620) 223-3800

BOURBON COUNTY
KANSAS

210 S. National Avenue • Fort Scott, Kansas 66701

October 16, 2026

CTD #10
Southeast Kansas Area Transit
Attn: Adriaen Gillespie
Vice Chair Coordinated Transit District #10
1200 Merle Evans Dr.
Columbus, KS 66725
adriaen.gillespie@classltd.org

Dear CTD #10:
The Bourbon County Commissioners support transportation providers of the Coordinated Transit District #10, in the application to the Kansas Department of Transportation for capital assistance and/or continued operating assistance.

This service is necessary to meet the special transportation needs in our area

Sincerely,

Gregg Motley,
Commissioner Chairman

BOURBON COUNTY
KANSAS

210 S. National Avenue • Fort Scott, Kansas 66701

October 16, 2026

CTD #10
Southeast Kansas Area Transit
Attn: Adriaen Gillespie
Vice Chair Coordinated Transit District #10
1200 Merle Evans Dr.
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Sincerely,

Gregg Motley,
Commissioner Chairman

BOARD OF COUNTY COMMISSIONERS

BOURBON COUNTY, KANSAS

AGENDA ITEM SUMMARY / STAFF REPORT

Agenda Item: Amendment to Resolution No. 22-26 - Vacation Leave Transition and Liability Management

Meeting Date: November 23, 2026

Department: Administration / County Clerk

Requested Action: Consider adoption of a resolution amending Resolution No. 22-26 regarding administration of accumulated vacation leave balances and establishment of a Vacation Liability Reserve Program.

Background

On June 15, 2026, the Board adopted Resolution No. 22-26 to address employee leave benefits, restore employee years of service, and establish revised vacation and sick leave policies.

Following implementation of Resolution No. 22-26, questions have arisen regarding Section 3.5 and whether all accumulated vacation balances are subject to mandatory annual payout at year-end. The resolution contains language protecting vested employee benefits while also providing for annual vacation payouts, creating uncertainty regarding treatment of significant vacation balances accumulated under prior policies.

A review of County leave records indicates employees currently maintain approximately **4,616.6 hours of accumulated vacation leave**. Based upon current staffing and payroll costs, payment of all accumulated balances within a single fiscal year could result in a County obligation approaching **$100,000**, exclusive of associated payroll taxes and related employment costs.

Many of these balances were earned under prior County policies and have been recognized as vested benefits under Resolution No. 22-26.

Purpose of Amendment

The proposed amendment is intended to accomplish the following objectives:

Protect Employee Benefits

The amendment expressly preserves all vacation leave previously earned by County employees and confirms that such balances remain vested benefits.

Eliminate Ambiguity

The amendment clarifies that vacation balances accumulated before January 1, 2027, are not subject to mandatory year-end payout.

Reduce Financial Risk

The amendment prevents a substantial one-time expenditure that could place unplanned pressure on County finances.

Establish Responsible Fiscal Planning

The amendment authorizes creation of a Vacation Liability Reserve and annual reporting so the County can gradually fund and manage future vacation obligations.

Support Future Consistency

Beginning January 1, 2027, newly earned vacation leave would continue to be subject to the annual payout provisions established by Resolution No. 22-26 while preserving previously accumulated balances.

Fiscal Impact

Existing Vacation Liability

- Total accumulated vacation leave reflected in County payroll records: **4,616.6 hours**.
- Estimated County exposure for immediate payout: **approaching $100,000**, exclusive of payroll taxes, benefits impacts, and administrative costs.

Fiscal Effect of Proposed Amendment

The amendment does **not** eliminate the County's obligation for earned vacation leave.

Instead, the amendment:

- Preserves the liability as a vested employee benefit.
- Allows payment to occur through retirements, separations, voluntary cash-outs, and future appropriations.
- Allows the County to budget and reserve funds over multiple years.
- Avoids a significant one-time financial obligation.

This amendment does **not reduce or remove any employee benefit**. It preserves all vested vacation leave already earned by employees while allowing the County to responsibly manage an accrued liability of 4,616.6 vacation hours through budgeting, reserve funding, retirements, separations, and voluntary cash-out programs rather than requiring a potential single-year payout approaching $100,000.

RESOLUTION NO. ____-26

A RESOLUTION AMENDING RESOLUTION NO. 22-26 REGARDING VACATION LEAVE ADMINISTRATION, GRANDFATHERED VACATION BALANCES, AND ESTABLISHMENT OF A VACATION LIABILITY MANAGEMENT PROGRAM

WHEREAS, the Board of County Commissioners adopted Resolution No. 22-26 on June 15, 2026, establishing leave policies for Bourbon County employees; and

WHEREAS, Resolution No. 22-26 restored employee years of service and recognized earned leave benefits accrued under prior policies; and

WHEREAS, the Board desires to preserve vested employee benefits while providing for responsible financial management of accrued leave obligations; and

WHEREAS, County payroll records reflect approximately 4,616.6 hours of accumulated vacation leave, representing a potential County payout obligation approaching $100,000 if paid in a single fiscal year; and

WHEREAS, the Board finds it to be in the best interests of Bourbon County and its employees to establish a long-term funding and management strategy for accumulated vacation leave obligations;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF BOURBON COUNTY, KANSAS:

SECTION 1. AMENDMENT OF SECTION 3.5

Section 3.5 of Resolution No. 22-26 is hereby repealed and replaced with the following:

Section 3.5 - Vacation Payout, Grandfathered Vacation Balances, and Liability Management

A. Future Vacation Earned After January 1, 2027

Vacation earned after January 1, 2027, shall not carry forward from year to year unless otherwise authorized by County policy. Unused vacation earned during a calendar year shall be paid to the employee on the final payroll of that fiscal year.

B. Grandfathered Vacation Balances

All vacation leave accrued, earned, restored, recognized, granted, or vested prior to January 1, 2027, shall be considered **Grandfathered Vacation Balances**.

Such balances are hereby declared vested employee benefits and shall not be forfeited, reduced, diminished, or otherwise eliminated.

C. Continued Availability

Employees shall retain the right to utilize Grandfathered Vacation Balances subject to operational needs and approval requirements otherwise applicable to vacation leave.

D. Payment of Grandfathered Vacation Balances

Grandfathered Vacation Balances may be paid:

1. Upon retirement;
2. Upon separation from employment;
3. Through voluntary cash-out programs authorized by the Board of County Commissioners;
4. Through future appropriations approved by the Board; or
5. Through other methods approved by the Board.

Nothing herein shall require payment of all Grandfathered Vacation Balances within a single fiscal year.

E. Vacation Liability Reserve

The Board may establish a Vacation Liability Reserve Fund for the purpose of funding future obligations related to accumulated vacation balances.

Funds appropriated to the reserve shall be used for:

- Vacation cash-outs;
- Retirement payouts;
- Separation payouts;
- Reduction of accrued vacation liabilities; and
- Other leave obligations authorized by the Board.

F. Annual Reporting

The County Clerk shall annually report to the Board:

1. Total accumulated vacation hours;
2. Estimated vacation leave liability;
3. Liability trends;
4. Recommended reserve funding levels; and
5. Projected retirement and separation obligations.

G. Legislative Intent

The intent of this section is to:

- Preserve vested employee benefits;
- Prevent forfeiture of earned leave;
- Protect long-term employees who accumulated leave under prior policies;
- Avoid significant one-time expenditures;
- Promote responsible budgeting practices; and
- Transition Bourbon County to a sustainable vacation leave program.

SECTION 2. CLARIFICATION OF GRANDFATHER CLAUSE

The Board hereby clarifies that Resolution No. 22-26 was intended to preserve vested employee benefits.

Nothing in Resolution No. 22-26 shall be interpreted to require forfeiture of earned vacation leave or mandatory liquidation of all previously accumulated vacation balances.

SECTION 3. RATIFICATION

Except as amended herein, all provisions of Resolution No. 22-26 shall remain in full force and effect.

SECTION 4. EFFECTIVE DATE

This Resolution shall take effect immediately upon adoption by the Board of County Commissioners of Bourbon County, Kansas.

ADOPTED this ____ day of _____, 2026.

BOARD OF COUNTY COMMISSIONERS
BOURBON COUNTY, KANSAS

Chairman

Commissioner

Commissioner

Commissioner

Commissioner

ATTEST:

County Clerk

A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF BOURBON COUNTY, KANSAS; REVISING FULL-TIME EMPLOYEE BENEFITS; PROVIDING FOR VACATION AND SICK LEAVE; AND SETTING ADMINISTRATIVE STANDARDS CONSISTENT WITH KANSAS AND FEDERAL LABOR LAWS

WHEREAS, the Board of County Commissioners of Bourbon County, Kansas ("County") adopted the 2026 Employee Human Resource Manual effective January 15, 2026; and

WHEREAS, the employee handbook provides that Bourbon County may change, suspend, or discontinue policies at any time when organizational needs, legislation, or economic conditions require such changes, with modifications requiring approval by the Board of County Commissioners; and

WHEREAS, only the County Commission may alter or modify handbook policies, and such changes must be in writing; and

WHEREAS, issues arose during implementation of a new payroll entry program, resulting in discrepancies in employee vacation and sick leave records that require amendment to ensure fairness and consistency; and

WHEREAS, Bourbon County seeks to establish employee benefit policies that support equitable treatment of employees, promote employee retention, and ensure compliance with the Kansas Wage Payment Act, the Fair Labor Standards Act, the Family and Medical Leave Act, and other applicable laws; and

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Bourbon County, Kansas, that the following full-time employee benefits and administrative standards are adopted.

SECTION 1. PURPOSE AND SCOPE

1.1 Purpose

The purpose of this Resolution is to restore employees' years of service for vacation and sick leave to their appropriate pre-2026 levels, correcting errors identified during a personnel audit. The Resolution further provides updated vacation and sick leave policies that strengthen workforce support, simplify administration, and ensure equitable treatment of all full-time eligible County employees.

1.2 Scope

This Resolution applies to all benefit-eligible full-time employees of Bourbon County unless a collective bargaining agreement or specific employment contract provides otherwise.

SECTION 2. COMPLIANCE

2.1 Compliance with Law

This Resolution shall be administered in conformity with all applicable federal and Kansas laws, including:

- Kansas Wage Payment Act (K.S.A. 44-313 et seq.)
- Fair Labor Standards Act (29 U.S.C. § 201 et seq.)
- Family and Medical Leave Act (29 U.S.C. § 2611 et seq.)
- USERRA, ADA, Title VII, and other nondiscrimination and reemployment rights laws.

2.2 Employment Status

Nothing in this Resolution creates a contract of employment or alters the at-will employment status of any County employee.

2.3 Consistency

The County shall apply this Resolution consistently and in a non-discriminatory manner. If any provision conflicts with governing law, the law shall control.

SECTION 3. VACATION LEAVE

3.1 Purpose

Vacation leave provides paid time off for rest, personal needs, and work-life balance. The County is not legally required to provide vacation but does so to support employee well-being and retention.

3.2 Vacation Benefit and Earning Schedule

Vacation hours are granted to eligible full-time employees on January 1 each year. Vacation hours are earned pro-rata throughout the year, at a rate of one-twelfth (1/12) of the employee's annual

allotment per month of active service. If employment ends during the fiscal year, the employee shall be paid only for vacation that has been earned up to the separation date. Un-earned vacation will not be paid.

3.3 Vacation Accrual by Years of Service

Annual eligible allotments are frontloaded 1/1 of each year:

- 2nd fiscal year – 9th fiscal year: 120 hours
- 10th fiscal year – 19th fiscal year: 160 hours
- 20th fiscal year to retirement: 200 hours

3.4 New Hire Vacation

New employees receive a prorated grant of vacation based on date of hire, but vacation is earned monthly as described in Section 3.2. Vacation will not accumulate until completion of the 90-day introductory period. Vacation will begin to accumulate on day 91 and will accrue at a rate of eight (8) hours per month for all full-time employees for the first two years of employment based on the employees' most recent anniversary hire date.

3.5 Carryover and Forfeiture

Vacation does not carry over year to year except during an employee's first two-year period of employment. Any time not used during their two-year period will be paid out by 12/31 at the end of their two-year period.

At the end of each fiscal year:

- Unused hours that have not yet been earned are forfeited.
- Vacation should be used by 12/31 of each fiscal year.
- Unused hours that have been earned shall be paid out automatically on the final payroll of the fiscal year by 12/31 to ensure compliance with the Kansas Wage Payment Act.

3.6 Scheduling and Use

Vacation time off requires supervisory approval. Operational needs may be considered when reviewing requests.

3.7 Vacation Payout at Separation

Upon separation, employees shall be paid for all earned but unused vacation at their base hourly rate.

Payout may be denied for misconduct only if the conduct meets definitions established in the County's written disciplinary policy and such policy was provided to employees prior to the conduct

SECTION 4. SICK LEAVE

4.1 Purpose

Sick leave provides paid time off for employee or family illness, medical appointments, or health-related needs.

4.2 Annual Allotment

Full-time eligible employees receive 12 days of front-loaded sick leave annually.

4.3 New Hire Sick Leave

Newly hired full-time employees receive prorated sick leave based on date of hire.

4.4 Carryover

Unlimited carryover is allowed.

4.5 Maximum Balance

No maximum sick leave balance.

4.6 Sick Leave Payout

Sick leave is paid out only upon KPERS-defined retirement

SECTION 5. YEARS OF SERVICE

5.1 Definition

A year of service is a 12-month period in which an employee works at least 1,000 hours.

5.2 Restored Service

All employee years of service and employment status shall be restored to values in effect on December 31, 2025. Any resulting adjustments to leave entitlements shall be credited as earned benefits consistent with the earning rules in Sections 3 and 4.

5.3 Disputes

Service discrepancies identified during or after the audit shall not penalize employees. Disputes will be reviewed in executive session under K.S.A. 75-4319(b)(1) with participation of the employee, their representative, Human Resources, and a majority of the Board. Resulting Board actions will be documented in the employee's personnel record

SECTION 6. GRANDFATHER CLAUSE

6.1 General Application

Employees hired before January 1, 2026, shall be grandfathered under this section.

6.2 Grandfathered Balances — Vested Status

Employees with PTO balances exceeding newly established limits shall retain those balances. Such balances are fully vested and will not be reduced or forfeited. Grandfathered sick leave will be paid upon KPERS retirement; grandfathered vacation will be paid according to Section 3.7.

6.3 Grandfathered Annual PTO Awards

Employees whose current annual PTO award exceeds the new scale shall retain their higher award until the new scale matches or exceeds it. This award level is vested during the grandfathering period.

6.4 Increases Under New Structure

Employees eligible for increased PTO under the new structure shall receive it beginning January 1, 2027.

EFFECTIVE DATE

All prior resolutions and policies inconsistent with this Resolution are hereby repealed and updated in the handbook. This Resolution shall take effect immediately upon adoption by the Board of County Commissioners of Bourbon County, Kansas.

ATTEST:

THE BOARD OF COMMISSIONERS
OF BOURBON COUNTY, KANSAS

_____, COMMISSIONER

_____, COMMISSIONER

_____, COMMISSIONER

_____, COMMISSIONER

_____, COMMISSIONER

_____

Susan E. Walker, County Clerk

Date Approved

RESOLUTION 25-25

BOURBON COUNTY, KANSAS
EMPLOYEE BENEFITS COMMITTEE
Repeals 19-25

WHEREAS, the Bourbon County Commission makes important decisions regarding employee benefits for Bourbon County.

WHEREAS, the Bourbon County Commission would like to form a benefits committee to review employee benefits and make recommendations to the Commission in regards to premium renewals and plan structure and will meet with Bourbon County's Insurance Broker quarterly.

WHEREAS, the formation of this committee will be comprised of voting members from the following categories: an employee who does not take part in the county insurance, an employee who takes part in single coverage through Bourbon County, an employee who takes part in employee/spouse coverage through Bourbon County, an employee who takes part in employee/children coverage, and an employee who takes part in family coverage.

WHEREAS, the committee will also be comprised of three non-voting members, an appointed commissioner, the County Clerk, and the payroll clerk.

WHEREAS, interested employees should send letters of interest with any background qualifications regarding benefits to the County Clerk for selection by the County Commission. This committee will be reviewed on an annual basis by the County Commission for its effectiveness and changes to the direction of the committee.

WHEREAS, attached to this resolution are the adopted by-laws of the Bourbon County Commission.
whereas repeals 19-25
NOW THEREFORE be it resolved by the Bourbon County Kansas Board of Commissioners:
To form a benefits committee to review employee benefits and make recommendations to the Commission regarding premium renewals and plan structure and will meet with Bourbon County's Insurance Broker quarterly.

BE IT RESOLVED this 7 day of July, 2025 by the BOURBON COUNTY COMMISSIONERS.

David Beerbower, Chairman

Mika Milburn-Kee, Commissioner

Sam Tran, Commissioner

Attest:

COUNTY CLERK OF BOURBON COUNTY KANSAS

Susan E. Walker, County Clerk



Bylaws of
The Bourbon County Commission
Employee Benefits Committee

PROPOSAL

Presented to:
The Board Of Bourbon County Commissioners

Prepared by:
Mika Milburn-Kee

Article II: Purpose

The purpose of the Employee Benefits Committee is to explore, evaluate, and recommend insurance options for the county's employee benefits plan. The committee's goal is to find a solution that provides comprehensive coverage while saving taxpayer dollars.

Article III: Membership

Composition: The committee shall be composed of five (5) members from the county workforce, each representing a different category of employee coverage:

- (1) employee enrolled in the employee only plan.
- (1) employee enrolled in the employee /Children plan.
- (1) employee enrolled in the employee/ spouse plan.
- (1) representative enrolled in the employee Family plan.
- (1) employee who does not currently utilize the county insurance plan.
- In addition to the 5 voting members the committee will include 3 non voting members an appointed County Commissioner, The County Clerk, and the Payroll Clerk

Eligibility:

Members must be current county employees eligible for benefits or involved in the benefit system and actively participate in the county's insurance offerings.

Term:

Each member shall serve a term of one year, which may be renewed if the committee is not dissolved by the acceptance of an insurance plan. No individual shall serve more than three consecutive terms.

Selection:

Members shall be appointed by the Commission, with approval from the ommission. Appointments will consider diversity of coverage and employee needs to ensure balanced representation.

Voting Rights:

Each member of the committee shall have one (1) vote. The employee representing the county's benefits administration will serve in an advisory capacity and will not have voting rights.

Vacancies:

hould a vacancy occur before the end of a member's term, a new member will be appointed by the Commission to serve the remainder of the term.

Article IV: Meetings

Frequency:

The committee shall meet as often as necessary, but at least quarterly with broker, to fulfill its function of evaluating insurance options.

Quorum:

A quorum for a meeting shall consist of at least three (3) voting members.

Attendance:

Members are expected to attend all meetings. In case of a missed meeting, the member should notify the chairperson in advance. Three consecutive unexcused absences may result in removal from the committee.

Article V: Committee Function and Responsibilities

Exploration of Insurance Options:

The committee will review various insurance options, consider cost-effectiveness, and impact on employees, and ultimately recommend the best plan(s) to the Commission.

Adherence to Budget:

All recommendations must be made with consideration for cost savings to the county keeping in mind sufficient benefits for employees.

Input from Benefits Department:

The employee representative from the county's benefits department will provide necessary data, answer questions, and present options to the committee. This employee will not have voting rights but will ensure that the committee's decision-making is informed by accurate and timely information.

Public and Employee Feedback:

The committee will seek feedback from the general employee base to ensure that employee needs are adequately represented in the review of insurance options.

Article VI: Decision-Making and Voting

Voting:

Decisions will be made by a majority vote of the five (5) voting members.

Recommendations to the Commission:

Once the committee has agreed on an insurance option(s), it shall present a written recommendation to the Commission for approval.

Article VII: Amendment of Bylaws

Amendments:

The commission has the authority to amend bylaws as needed by majority vote of the commission.

Article VIII: Miscellaneous Provisions

Confidentiality:

*Removed

Committee members are required to maintain confidentiality on matters that may involve proprietary or sensitive information

RESOLUTION NO. _____

A RESOLUTION ESTABLISHING THE BOURBON COUNTY COMPENSATION AND BENEFITS COMMITTEE (CBC) AS A SUBCOMMITTEE OF THE COUNTY LEADERSHIP COMMITTEE (CLC) TO REVIEW EMPLOYEE COMPENSATION, BENEFITS, AND RELATED HUMAN RESOURCE MATTERS AND TO PROVIDE RECOMMENDATIONS TO THE BOARD OF COUNTY COMMISSIONERS.

WHEREAS, the Board of County Commissioners of Bourbon County, Kansas ("BOCC"), recognizes the importance of maintaining competitive and fiscally responsible employee compensation and benefits programs in order to recruit, retain, and develop a qualified workforce; and

WHEREAS, employee compensation and benefits represent a significant portion of County expenditures and require periodic review to ensure alignment with the County's strategic objectives, labor market conditions, financial resources, and employee needs; and

WHEREAS, the County Leadership Committee ("CLC") provides a forum for collaboration among county department heads and elected officials concerning operational and administrative matters affecting Bourbon County government; and

WHEREAS, the BOCC desires to establish a Compensation and Benefits Committee ("CBC") as a subcommittee of the CLC to evaluate employee compensation and benefits and provide informed recommendations to the BOCC regarding wages, insurance, and other employee benefits;

WHEREAS, the Board of County Commissioners finds that the Compensation and Benefits Committee is intended to provide organized input and recommendations from County departments and elected offices regarding employee compensation and benefits and is not intended to supersede, impair, limit, delegate, or otherwise alter any authority granted by Kansas law to independently elected officials, department heads, or the Board of County Commissioners; and

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF BOURBON COUNTY, KANSAS:

SECTION 1. ESTABLISHMENT.

The Compensation and Benefits Committee ("CBC") is hereby established as a standing subcommittee of the County Leadership Committee ("CLC").

SECTION 2. PURPOSE.

The purpose of the CBC shall be to:

A. Review the County's compensation structure, wage scales, salary schedules, job classifications, and related compensation practices.

B. Review the County's employee benefits programs, including but not limited to health insurance, dental insurance, vision insurance, life insurance, retirement-related benefits, leave programs, wellness programs, and other employee benefit offerings.

C. Evaluate labor market conditions, compensation surveys, workforce trends, recruitment and retention concerns, employee turnover data, and budgetary impacts.

D. Develop recommendations for consideration by the BOCC regarding employee wages, benefits, and related personnel expenditures.

E. Serve as an advisory body to assist the BOCC in making informed decisions concerning employee compensation and benefits.

SECTION 3. COMPOSITION.

A. The CBC shall consist of members selected from among the department heads and elected officials serving on the County Leadership Committee.

B. Members shall be appointed by the Chairperson of the County Leadership Committee in consultation with the Human Resource Director.

C. The Human Resource Director shall serve as staff liaison to the CBC and shall coordinate meetings, provide administrative support, gather data, prepare reports, and assist the committee in carrying out its responsibilities.

D. The committee shall strive to include representation from a variety of County departments and constitutional offices.

E. The Chairperson of the County Leadership Committee may appoint or replace members as deemed necessary to maintain effective committee operations.

F. Participation on the Compensation and Benefits Committee shall be advisory in nature and shall not be construed as limiting the authority of any elected official over personnel, budgetary recommendations, or operational matters within their respective office as otherwise provided by law.

SECTION 4. DUTIES AND RESPONSIBILITIES.

The CBC shall:

A. Conduct an annual review of employee compensation prior to the County's budget preparation and adoption process.

B. Review salary market data, compensation studies, neighboring county wage information, workforce recruiting challenges, employee turnover trends, and other relevant information.

C. Review annual health insurance renewal information and alternative benefit options sufficiently in advance of employee open enrollment periods.

D. Evaluate the fiscal impacts of proposed wage adjustments, benefit modifications, plan design changes, or other personnel-related expenditures.

E. Consider employee recruitment and retention objectives while balancing the County's fiduciary responsibilities.

F. Submit written recommendations to the BOCC for consideration during budget deliberations and prior to employee benefits enrollment periods.

G. Perform such additional advisory functions as may be requested by the BOCC concerning compensation and benefits.

SECTION 5. REPORTING.

A. The CBC shall act solely in an advisory capacity.

B. Final authority regarding employee compensation, benefits, budgets, insurance renewals, and personnel appropriations remains exclusively vested in the BOCC.

C. Recommendations of the CBC shall be transmitted to the BOCC through written reports, presentations, or meeting minutes.

SECTION 6. KANSAS OPEN MEETINGS ACT COMPLIANCE.

A. The Compensation and Benefits Committee shall comply with the Kansas Open Meetings Act ("KOMA"), K.S.A. 75-4317 et seq., whenever applicable.

B. Meetings involving a majority of the CBC membership for the purpose of discussing committee business or formulating recommendations shall be conducted in a manner consistent with KOMA requirements.

C. Notice of meetings shall be provided in accordance with County policies and KOMA requirements.

D. Agendas and meeting materials shall be made available to the public when practicable.

E. Minutes shall be maintained documenting attendance, matters discussed, recommendations made, and actions taken.

F. Members shall avoid serial communications, electronic communications, or other interactions that could constitute a meeting under KOMA outside of properly noticed public meetings.

G. Nothing herein shall be interpreted to limit the authority of the County Counselor or other legal counsel to advise the committee regarding KOMA compliance.

SECTION 7. STAFF SUPPORT.

The Human Resource Director is authorized to gather information, engage consultants or insurance representatives as approved by the BOCC, coordinate compensation studies, and provide administrative support necessary for the committee to fulfill its advisory responsibilities.

SECTION 8. EFFECTIVE DATE.

This Resolution shall take effect immediately upon its adoption by the Board of County Commissioners of Bourbon County, Kansas.

ADOPTED this _____ day of _____, 2026.

BOARD OF COUNTY COMMISSIONERS BOURBON COUNTY, KANSAS

Chairman

Commissioner

Commissioner

ATTEST:

County Clerk

RESOLUTION NO. _____-2026

A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF BOURBON COUNTY, KANSAS, ESTABLISHING THE COUNTY LEADERSHIP COMMITTEE AS AN ADVISORY SUBCOMMITTEE OF THE BOARD OF COUNTY COMMISSIONERS FOR THE PURPOSE OF ENHANCING INTERDEPARTMENTAL COMMUNICATION, REVIEWING OPERATIONAL POLICIES AND PROCEDURES, AND PROVIDING RECOMMENDATIONS TO THE BOARD.

WHEREAS, the Board of County Commissioners of Bourbon County, Kansas ("Board"), is responsible for the administration of county government and the establishment of county policies affecting county operations; and

WHEREAS, effective communication and coordination among county departments and elected offices are essential to efficient governmental operations and the delivery of services to the citizens of Bourbon County; and

WHEREAS, it is in the best interests of Bourbon County to establish a formal advisory forum for the discussion of operational matters, administrative concerns, policy development, and interdepartmental collaboration; and

WHEREAS, the Board desires to create a standing advisory subcommittee to facilitate communication among county leaders and provide recommendations regarding county-wide policies and procedures.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF BOURBON COUNTY, KANSAS:

SECTION 1. ESTABLISHMENT.

The Board hereby establishes the County Leadership Committee ("Committee") as a standing advisory subcommittee of the Bourbon County Board of County Commissioners.

The Committee shall serve solely in an advisory capacity and shall make recommendations to the Board regarding county administration, operational practices, policies, and procedures.

SECTION 2. PURPOSE.

The Committee is established to:

A. Promote regular communication and collaboration among county departments and elected offices;

B. Discuss county-wide operational issues and identify opportunities for improved coordination and efficiency;

C. Review existing county policies, procedures, administrative practices, and operational standards;

D. Develop recommendations for the adoption of new policies or the amendment of existing policies;

E. Evaluate the administrative and fiscal impacts of proposed policy changes;

F. Encourage consistency in county operations where appropriate and lawful; and

G. Provide a forum for discussing matters affecting multiple departments or county offices.

SECTION 3. MEMBERSHIP.

The Committee shall consist of:

1. All appointed County Department Heads;
2. All elected County Officials, or their designated representative;
3. The Chairperson of the Board of County Commissioners; and
4. One additional County Commissioner appointed by the Chairperson on a rotating basis from among the remaining members of the Board.

The Chairperson shall establish the rotation schedule for the additional Commissioner member and may modify such schedule as necessary to ensure broad participation.

SECTION 4. OFFICERS.

The Chairperson of the Board of County Commissioners shall serve as Chair of the Committee.

The Chair shall:

A. Preside at Committee meetings;

B. Establish meeting schedules and agendas;

C. Coordinate the preparation and distribution of meeting materials; and

D. Present Committee recommendations to the Board.

In the absence of the Chair, the rotating Commissioner member may serve as Acting Chair.

SECTION 5. KANSAS OPEN MEETINGS ACT COMPLIANCE.

The Committee is established by official action of the Board and is intended to function as an advisory body subject to the Kansas Open Meetings Act (K.S.A. 75-4317 et seq.), as amended.

All meetings of the Committee shall be conducted in compliance with applicable provisions of the Kansas Open Meetings Act and any notice requirements established by county policy.

Nothing in this Resolution shall be construed to authorize serial communications, polling, or any other action inconsistent with the Kansas Open Meetings Act.

SECTION 6. ADVISORY STATUS AND LIMITATIONS.

The Committee shall possess no independent authority to:

A. Establish or adopt county policy;

B. Commit or expend county funds;

C. Direct county personnel outside established supervisory authority;

D. Execute contracts or agreements on behalf of Bourbon County; or

E. Exercise powers reserved by statute to the Board of County Commissioners or independently elected County Officials.

All recommendations forwarded by the Committee shall be non-binding and shall require consideration and approval by the Board before implementation.

SECTION 7. POLICY REVIEW PROCESS.

The Committee may review any county-wide policy, administrative regulation, operational procedure, handbook provision, personnel policy, technology standard, financial control, purchasing practice, safety procedure, or other administrative guideline referred to it by:

A. The Board of County Commissioners;

B. An elected official;

C. A department head; or

D. The Committee itself.

The Committee may recommend approval, modification, deferment, or rejection of proposed policies and procedures.

SECTION 8. FISCAL IMPACT REVIEW REQUIRED.

Prior to forwarding any recommendation involving a new policy, amendment of an existing policy, creation of a program, modification of staffing, acquisition of equipment, expenditure of county funds, or any action reasonably expected to affect county finances, the Committee shall complete a Fiscal Impact Review.

The Fiscal Impact Review shall include, to the extent reasonably known:

A. Estimated implementation costs;

B. Estimated ongoing annual costs;

C. Funding source or budget impact;

D. Personnel impacts, including staffing requirements;

E. Technology, equipment, or facility requirements;

F. Legal or regulatory considerations;

G. Operational efficiencies or anticipated savings; and

H. Potential risks associated with implementation.

Any recommendation submitted to the Board without a completed Fiscal Impact Review may be returned to the Committee for further analysis.

SECTION 9. RECOMMENDATIONS TO THE BOARD.

Committee recommendations shall be submitted in writing on the County Policy Recommendation Form attached hereto as Exhibit A.

The Board may accept, reject, modify, table, or refer any recommendation for further study.

SECTION 10. MEETINGS.

The Committee shall meet at least quarterly and may meet more frequently as called by the Chair.

Meeting minutes shall be maintained and preserved as public records in accordance with applicable Kansas law and county policy.

SECTION 11. SEVERABILITY.

Should any provision of this Resolution be found invalid by a court of competent jurisdiction, such finding shall not affect the validity of the remaining provisions.

SECTION 12. EFFECTIVE DATE.

This Resolution shall take effect immediately upon adoption.

ADOPTED this _____ day of _____, 2026.

BOARD OF COUNTY COMMISSIONERS BOURBON COUNTY, KANSAS

Chairperson

Commissioner

Commissioner

ATTEST:

County Clerk

RESOLUTION NO. _____

A RESOLUTION ESTABLISHING THE PROCESS FOR CREATION, OPERATION, MEMBERSHIP, AND DISSOLUTION OF SUBCOMMITTEES OF THE BOURBON COUNTY BOARD OF COUNTY COMMISSIONERS

WHEREAS, the Board of County Commissioners of Bourbon County, Kansas ("Board"), has authority to establish advisory committees, task forces, work groups, and subcommittees to assist the Board in studying issues, gathering information, conducting public engagement, and making recommendations regarding county business; and

WHEREAS, the Board finds it beneficial to establish a uniform process governing the creation, appointment, operation, replacement of members, and dissolution of such committees; and

WHEREAS, the Board intends that all committees created pursuant to this Resolution operate in a transparent manner and comply with all applicable provisions of Kansas law, including the Kansas Open Meetings Act and the Kansas Open Records Act;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF BOURBON COUNTY, KANSAS:

Section 1. Purpose

The purpose of this Resolution is to establish a consistent framework for Board-created advisory committees, task forces, work groups, and subcommittees formed to examine specific matters and provide recommendations to the Board.

No committee established under this Resolution shall possess independent authority to expend county funds, enter contracts, direct county employees, establish county policy, or otherwise bind Bourbon County unless expressly authorized by law or subsequent action of the Board.

Section 2. Creation of Committees

A committee may be established by majority vote of the Board at a regular or special meeting.

The motion or resolution creating a committee shall identify:

1. The name of the committee.

2. The purpose and scope of its work.
3. The number of committee members.
4. Whether county employees, elected officials, and members of the public are eligible to serve.
5. Reporting requirements.
6. Any sunset date or duration of the committee.

The Board may amend the purpose, scope, membership structure, or reporting requirements of any committee by majority vote.

Section 3. Committee Composition and Appointments

Committee membership may include:

- County residents;
- Subject matter experts;
- County employees;
- Elected officials; and
- Representatives of stakeholder organizations.

Appointments shall be made by majority vote of the Board in an open meeting.

Unless otherwise specified by the Board, committees should consist of an odd number of members whenever practical.

The Board may designate a Chairperson and Vice-Chairperson.

Committee members shall serve at the pleasure of the Board.

Section 3A. Commissioner Participation and Quorum Restrictions

To promote transparency and reduce the likelihood of creating a committee that constitutes a quorum of the governing body, no committee, task force, advisory board, work group, or subcommittee established under this Resolution shall include a quorum of the Board of County Commissioners.

For purposes of this Resolution, a quorum shall mean a majority of the commissioners currently serving on the Board.

With a five-member Board, no more than two (2) commissioners may serve as voting members of any committee established pursuant to this Resolution unless specifically authorized by resolution of the Board.

Nothing in this section shall prohibit commissioners from attending committee meetings as observers, receiving reports from committees, or participating in public Commission discussions regarding committee recommendations.

If changes in Board membership, vacancies, or appointments result in a committee containing a quorum of the Board, the Board shall promptly adjust committee membership to restore compliance with this section.

Section 4. Application and Selection Process

When the Board determines public participation is appropriate, notice of committee vacancies shall be published through county communication channels.

Applicants may be asked to submit:

- A committee application;
- A statement of qualifications;
- Relevant experience; and
- A statement of interest.

In making appointments, the Board may consider:

- Relevant knowledge and expertise;
- Geographic representation;
- Stakeholder diversity;
- Ability to regularly participate; and
- Potential conflicts of interest.

Nothing in this Resolution shall require the Board to utilize a formal application process when specialized expertise or unique circumstances justify direct appointment.

Section 5. Terms of Service

Unless otherwise established by the Board:

- Members shall serve one-year terms.
- Members may be reappointed without limitation.
- Service shall be voluntary and without compensation unless otherwise authorized by the Board.

Members shall disclose any conflict of interest relating to matters under consideration by the committee.

Section 6. Vacancies and Replacement of Members

A vacancy shall occur upon:

1. Resignation;
2. Death;

3. Removal by the Board;
4. Loss of eligibility established by the Board; or
5. Excessive absenteeism.

Excessive absenteeism shall mean absence from three (3) consecutive regularly scheduled meetings without prior notice or good cause.

The Board may remove a member at any public meeting by majority vote.

Any vacancy shall be filled by majority vote of the Board for the remainder of the unexpired term.

The Board may elect not to fill a vacancy if it determines the committee can continue functioning effectively.

Section 7. Meetings and Compliance with Kansas Law

Committees established under this Resolution shall comply with the Kansas Open Meetings Act (K.S.A. 75-4317 et seq.) whenever the Act is applicable to the committee under Kansas law.

Committee chairpersons and assigned staff shall make reasonable efforts to provide public notice of meetings, maintain agendas when appropriate, and preserve committee records.

Meeting minutes shall include:

- Date, time, and location;
- Members present and absent;
- Principal topics discussed; and
- Recommendations made to the Board.

All committee records shall be maintained in accordance with applicable records retention requirements and shall be subject to the Kansas Open Records Act except where exempted by law.

Committee members shall not use a series of private communications, electronic communications, intermediaries, or informal gatherings for the purpose of circumventing the requirements of the Kansas Open Meetings Act.

Section 8. Reports to the Board

Committees shall serve solely in an advisory capacity.

All recommendations shall be presented to the Board during an open meeting.

The Board retains sole authority to approve, reject, modify, or take no action on any recommendation.

Section 9. Staff Support

The Board may assign county personnel to provide administrative, technical, legal, or clerical support to a committee.

Committee members shall not supervise county employees or direct county operations unless specifically authorized by the Board.

Section 10. Dissolution and Sunset

Unless otherwise provided upon creation, every committee established pursuant to this Resolution shall automatically expire two (2) years from the date of creation unless renewed by majority vote of the Board.

A committee shall also terminate upon:

1. Completion of its assigned purpose;
2. Expiration of an established sunset date; or
3. Adoption of a motion or resolution dissolving the committee.

The Board may dissolve a committee at any time by majority vote upon finding that:

- The committee has completed its work;
- The committee is no longer necessary;
- The committee has become inactive; or
- Its purpose can be accomplished through other means.

Upon dissolution, all committee records shall be transferred to the County Clerk for retention in accordance with applicable law.

Section 11. Severability

If any provision of this Resolution is found to be invalid or unenforceable, the remaining provisions shall remain in full force and effect.

Section 12. Effective Date

This Resolution shall take effect immediately upon adoption by the Board of County Commissioners of Bourbon County, Kansas.

ADOPTED this _____ day of _____, **20**.

BOARD OF COUNTY COMMISSIONERS

BOURBON COUNTY, KANSAS

Chairman

Commissioner

Commissioner

Commissioner

Commissioner

ATTEST:

County Clerk

COUNTY LEADERSHIP COMMITTEE

POLICY RECOMMENDATION FORM

BOURBON COUNTY KANSAS

Date Submitted: _____

Submitted By:

□ Committee

□ Department Head

□ Elected Official

□ Board Referral

Name: _____

Department/Office: _____

POLICY TITLE: _____

TYPE OF REQUEST:

□ New Policy

□ Revision of Existing Policy

□ Rescission of Existing Policy

□ Administrative Procedure

□ Operational Change

POLICY OR PROCEDURE AFFECTED: _____

BACKGROUND AND PURPOSE

Describe the issue, concern, deficiency, or opportunity necessitating this recommendation:

_____

_____

PROPOSED ACTION

Describe the proposed policy, procedure, or administrative change:

_____

_____

_____

COUNTY-WIDE IMPACT

Departments affected:

□ All Departments

□ Specific Departments: _____

Operational impacts: _____

FISCAL IMPACT REVIEW

One-Time Implementation Costs: $ _____

Annual Recurring Costs: $ _____

Potential Cost Savings: $ _____

Funding Source: _____

Additional Personnel Required:

□ Yes

□ No

If yes, explain:

_____

Technology or Equipment Required:

□ Yes

□ No

If yes, explain:

_____

LEGAL OR REGULATORY CONSIDERATIONS

_____

_____

COMMITTEE ACTION

Date Reviewed:

_____

Recommendation:

□ Recommend Approval

□ Recommend Approval with Modifications

□ Recommend Further Review

□ Recommend Rejection

Vote:

_____ For

_____ Against

_____ Abstaining

Comments:

_____

_____

Chair Signature: _____

Date Forwarded to Commission: _____

BOARD ACTION

□ Approved

□ Approved as Amended

□ Tabled

□ Referred Back to Committee

□ Denied

Date: _____

Resolution/Motion Number: _____