

THE BOARD OF ATHENS COUNTY COMMISSIONERS, met in regular session, with Lenny Eliason presiding, Chris Chmiel and Charlie Adkins in attendance.

**Agenda**

A motion was made by Mr. Adkins and seconded by Mr. Chmiel to approve the following agenda:  
Athens County Board of County Commissioners

Meeting Agenda for Tuesday, March 17, 2026 Convenes at 9:30 a.m.

Approve Agenda

Approve Minutes March 3, 2026

Approve Appropriations, Transfers, New Line Items Requests/Changes, Then & Nows, & Bills  
Fund to Fund: Health Dept \$31,084.63 from 662.2662.580100 Transfers Out to 021.2021.422101 Transfers In  
Fund to Fund: Comm \$229,000.00 from 001.1236.589000 Transfers Out to 572.2572.422101 CSEA Transfers In

- 9:45 DJFS Dir Jean Demosky - weekly updates - Local Match Transfer
- 10:00 Broadband Update
- 10:30 W&S Supt Oscar Carson - weekly updates
- 11:15 NFP
- 11:30 LUNCH

**Agenda Items**

- Late Fee Waiver
- Sunday Creek change order #3
- Surplus - Sheriff
- Auditor - Moral Obligation Resolution (Rescinded from March 10, 2026)
- EMS Glouster Station Driveway Use & Maintenance Agreement
- Giraffe Service Agreement - Ratify Signatures
- Real Estate Purchase Agreement - 510 W Union

**-TRAVEL**

- Comm: Lenny Eliason, JoAnn Rockhold, & Alison Pierson; CEBCO Annual Meeting, Columbus OH; 04/10/26
- add- Engineer: Jeff Maiden, 2026 CEO Monthly Board Meetings, Renaissance Columbus Westerville-Polaris Hotel; 01/30, 03/05, 04/02, 05/07, 08/06, 09/03, 10/01, & 11/05/26
- add- Engineer: Jeff Maiden, CEO Stormwater Conference, Renaissance Columbus Westerville-Polaris Hotel; 03/19 - 03/20/26

**ADJOURNMENT**

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**Minutes**

A motion was made by Mr. Adkins and seconded by Mr. Chmiel to approve the minutes of March 3, 2026.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**Appropriations, Transfers, New Line Items Requests/Changes, Then & Nows, & Bills**

A motion was made by Commissioner Chmiel and seconded by Commissioner Adkins approving the Appropriations, Transfers, New Line Items Requests/Changes, including Fund to Fund: Health Dept \$31,084.63 from 662.2662.580100 Transfers Out to 021.2021.422101 Transfers In, Fund to Fund: Comm \$229,000.00 from 001.1236.589000 Transfers Out to 572.2572.422101 CSEA Transfers In and approving the payment of the required County Bills, which are included in the Auditor's Office INVOICE TRACKING REPORT - From: 03/03/2026 To: 03/05/2026, INVOICE TRACKING REPORT - From: 03/05/2026 To: 03/12/2026 and the bills are hereby the same and authorize the County Auditor to issue warrants on the County Treasurer for payment in the same. Complete list of bills maintained in the Auditor's office.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**DJFS Dir Jean Demosky - Weekly Updates**

Dir Demosky provided the following DJFS Weekly Updates:

1. Repayment discussion (report request / payment timing)

- \* Discussion regarding the repayment amount (referenced as \$2.5 million) and repayment requirements:
  - \* It was stated that federal funds cannot be used to repay federal funds; repayment must be made with local money.
  - \* Dir. Demosky stated she will follow-up needed with Scott on repayment/funding details.
  - \* Sabrina suggested requesting the first payment in January instead of September, which could be beneficial.
  - \* Commissioner Eliason requested a written report supporting the \$2.5 million figure (a document showing how the amount was calculated). Commissioner Eliason stated they do not want to take action until something in writing is received.
  - \* Dir Demosky noted Sabrina had re-sent prior information, but it was "not really a report."
  - \* Commissioner Eliason indicated he would follow up and request the report directly, to remove others from the issue as needed.

2. 510 West Union update (sale / move-out / cameras)

- \* Update that the 510 West Union sale is moving forward, and a contract was available.
- \* Discussion noted:
  - \* Closing must occur first, and then the County will have 30 days to move out.
  - \* Cameras need to be removed/relocated, but scheduling is difficult; coordination needed with Freedomlinx (Jason) and Supt. Biggins.
  - \* Staff emphasized not removing equipment prematurely "just in case" until closing is finalized.

**DJFS Contract - Arise Careers, Inc Amendment # 1**

A motion was made by Mr. Adkins and seconded by Mr. Chmiel to approve the DJFS Amendment #1 Contract with Arise Careers, Inc

Name of Organization	Arise Careers, Inc
Total \$ Value	\$4,250.00 (additional \$750.00)
Contract Period	04/01/2025 - 03/31/2027 (additional year)
Program Accts & Codes to be charged	Resume Builder FWZ/510050
Billing Procedure	Payment made within 45 days of receipt of invoice

Full Contract on file in the Commissioners Office.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**DJFS Personnel Transfer**

Commissioner Chmiel questioned the transfer and Dir Demosky stated the transfer is not lateral; it is to a lower classification, it was requested by the employee (preferred to be a driver). Employee applied and was awarded the position.

A motion was made by Mr. Adkins and seconded by Mr. Chmiel to approve the following ERS position transfer to Social Service Aide 2 (Transportation) to:

Julie Sullivan with a pay rate of \$22.89/hr. and a recommended start date of March 23, 2026.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**JFS fiscal department reorganization + non-bargaining unit hours/raise**

- \* Follow-up discussion on previously proposed fiscal department reorganization and restoring non-bargaining unit staff to 40 hours with a 3% increase.
- \* Reorganization details discussed:
  - \* Angie Hayes to be elevated from Fiscal Officer to Fiscal Manager.
  - \* Lauren Crumb moving from HR Officer (previously Fiscal Specialist) to Fiscal Officer.
  - \* Tracy McKibben remains Accountant; also handling purchasing agent duties.
- \* Explanation: fiscal specialist position is vacant (employee left); fiscal officer provides needed backup/redundancy.
- \* Discussion of projected savings: current savings referenced at \$48,000-\$49,000, with changes resulting in continued savings of \$25,800 (figures discussed as monthly/overall savings; commissioners requested copies/scans of projections report example).
- \* Discussion of projections complexity due to prior-year corrections; concern that some lines include reimbursements (example:

66% reimbursement not yet backed off), requiring interpretation. (See Child Support Enforcement Projections on back of page 95)

\* Responsibility discussion:

\* Commissioner Chmiel emphasized that the JFS Director is ultimately responsible for understanding fiscal operations and federal funding mechanics (Dir Demosky confirmed "Yes" when asked directly).

#### **DJFS Fiscal Department Reorganization**

A motion was made by Mr. Adkins and seconded by Mr. Chmiel to approve the DJFS Fiscal Department Reorganization as requested by Dir. Demosky:

Angela Hayes - Fiscal Manager

Lauren Crum - Fiscal Officer

Georgi Wolfe - PR Specialist/HRO

Tracy McKibben - Accountant 2 plus purchasing duties

Tracy M & Lauren will report to Angie and Georgi will continue to report to Nina.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

#### **DJFS Non-bargaining unit 40 hours/3%**

Commissioner Chmiel raised some concerns about affordability and impact on repayment obligations; response stated:

\* Dir Demosky stated the agency can afford it assuming staffing reductions continue (noted 20 positions down, estimated \$1M/year benefit from reduction).

Commissioner Chmiel requested documentation that fiscal leadership agrees; Dir Demosky's response indicated it exists and would be provided again.

#### **Service delivery / KPI monitoring request**

\* Commissioner Chmiel raised concern about monitoring service delivery impacts amid fiscal changes and repayment obligations; noted lack of recent updates on key performance indicators.

\* CCMEP example discussed (previously supported via HAPCAP; current needs include transportation and a CCMEP staff resource; inquiry whether quarterly CCMEP reports are being provided).

\* Commissioner Chmiel stated by next week, JFS is to provide a list of measures/indicators to monitor timely service delivery and customer satisfaction in Athens County.

A motion made by Mr. Adkins and seconded by Mr. Eliason to approve restoring DJFS Non-bargaining unit employees to 40 hours with a 3% increase as requested by Dir. Demosky.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, no; Mr. Adkins, yea.

#### **Broadband Update**

Tom Reid provided the Broadband update focused on two Frontier grant-funded fiber projects and a wider discussion of broadband gaps countywide. Frontier reported two projects: Amesville (about \$1.1M, 130 locations) and Hocking/South (about \$5M, 600 locations). Both projects are on track, with engineering underway (pole-by-pole inspections, clearance/attachment applications, and a full bill of materials). Frontier expects engineering completion in Q2, with construction beginning in Q3; service will be activated as construction passes homes, not only at the end. Commissioners noted Amesville likely won't take as long as the larger south project.

Staff then reviewed a county broadband map created with Buckeye Hills/OVRDC (USDA-funded work) showing areas still lacking even 10/1 Mbps (dark red) and areas with poor upload (yellow, often cable systems). Encouragingly, the Glouster area shows strong service (dark green), attributed to Spectrum/ Brightspeed improvements. A second map summarized awards: ARC-funded areas (black dots), RDOF fiber (blue dots), and tentative BEAD outcomes. The BEAD process was described as disrupted by rule changes favoring the lowest bidder and "technology-neutral" awards, resulting in many Ohio locations assigned to Starlink (red dots). Staff reported a foliage analysis indicating roughly 70% of Starlink-awarded locations in the county would not work without major tree removal because Starlink requires a 110-degree unobstructed sky view; terrain impacts are still being analyzed. They criticized the assumption that homeowners could solve this by building 50–150 ft towers (estimated around \$30,000 for a 100-ft tower). Fiber awards in the county went to Aristotle Communications, raising concern because the company lacks an Ohio footprint and has mainly been a fixed wireless provider. "Orphan" locations (yellow) appeared where no bids were received. The state/NTIA process remains stalled, with new federal terms (including a 90-day permitting guarantee) viewed as unrealistic.

El Mayor - LAOS - Adams County Public Assistance  
Quarter Ending: March 2020 To December 2020

LAOS - Adams County Public Assistance

Budget Job	Fund	Line Item	Line Description	Budget	Available to Budget	Projections by Funded Type				Total	Change
						Adopted	Discretionary	Adjustments	Net		
Adopted	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000	0000
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Print Date: 01/20/20 09:11:00 AM

Report #: 00001

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They also discussed pricing: Frontier fiber could be around \$30–\$40/month with autopay for 200/200 Mbps; Charter/Spectrum starts around \$50+; Starlink is around \$80 (with possible lower-tier options but speed/cap limits). A question was raised about low-hanging lines (13 ft clearance); the recommended first point of contact was the power company/pole owner (often AEP).

See back of page 96 for the broadband maps.

#### **W&S Supt Oscar Carson - Weekly Updates**

Supt. Oscar Carson provided an update on issues at the wastewater plant. Staff recently noticed a strong smell of oil/grease and an oily film on Clarifier #2 (one of the original clarifiers). Investigation found the seal on the sludge drive failed, allowing oil to enter the clarifier, which disrupted the tank's performance and caused the effluent to look poor. Oscar contacted CISCO, but was advised the equipment is obsolete and parts are no longer available. Oscar also spoke with Clark Roberts and emailed DLZ Gary Silcott, who plans to come on-site to evaluate options. The expectation is that while the concrete clarifier tanks remain usable, they may be retrofitted with new sludge drives, diffusers, and related components.

Oscar recommended delaying the planned sludge press/building work and instead prioritizing repairs to the clarifiers to restore proper plant operations. He noted the oil issue will make it difficult to achieve strong effluent quality and E. coli sample results, because oily film can coat the UV disinfection bulbs, reducing effectiveness. Commissioner Eliason agreed this should be the priority.

Commissioner Chmiel regarding the prior issue involving Marco, Oscar confirmed the related letter had been received/sent, but he has not yet spoken directly with Marco after unsuccessful contact attempts. Oscar stated he will call Marco again that day to update him on the clarifier situation and request any input.

Staffing was also discussed. Oscar said the department previously agreed to hire one additional employee, but he asked to wait until the ongoing water leak problems are under control due to recent high water costs (approximately \$94,000 paid to Athens). Oscar reported a major leak repair completed the prior Thursday: a copper service line under the road with holes through it. The customer had experienced low pressure for about three months but had not reported it. After the repair, system usage dropped significantly—Oscar noted usage was down to about \$210,000, reflecting an approximate \$110,000 reduction.

Commissioners discussed the importance of succession planning and staffing levels, noting only Oscar and Travis currently hold the necessary licenses. Owen has started coursework toward a Class 1 license (in his third week). Oscar explained it typically takes several years (about three) to accumulate the required time and credentials to reach higher licensing levels; even if Owen passes the Class 1 test, he may not receive the license until the following year. Commissioner Adkins expressed concern about not falling behind on certified staffing and retaining trained personnel.

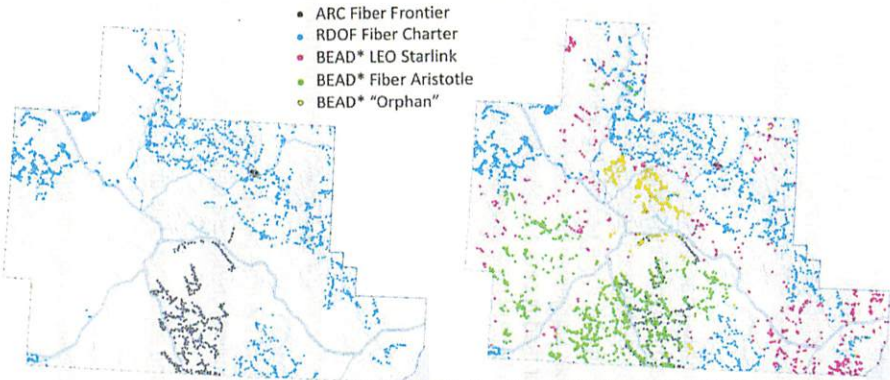
Oscar stated the current approach—hiring staff without licenses and training them internally—has worked well, and that in the past outside applicants often came from nearby systems (Athens/Nelsonville). Oscar said if something happened to him, Travis has his Class 3, and Owen is progressing toward licensure. Oscar was not aware of any formal state staffing recommendation tied to system size, but noted other plants are often surprised the system is operated with only three people. He added that while three staff can be sufficient at times, it is often not enough during summer months. Oscar suggested one additional hire would be especially helpful as New Marshfield comes online, and more staff may be needed later if additional areas/systems are added. Oscar plans to coordinate with Administrator Rockhold to begin the hiring process for a fourth employee and will keep the board updated on both the plant repairs and staffing progress.

#### **Late Fee Waiver**

Credit Card Account Update (Huntington Bank)

- \* Administrator Rockhold reported the county credit card account is adjusted and paid after reviewing transactions and creating a spreadsheet.
- \* Issue traced to two credits/refunds initiated by two departments that were still pending at the time payment was due.
- \* Huntington Bank confirmed statements must be paid in full, even when credits are pending; credits are applied later on a future statement.
- \* The bank can only process one adjustment per month. Total in question was \$400; one adjustment has already been applied, with remaining adjustments expected over the next few months.
- \* Board clarified this was an update only—no action/motion was required or taken.
- \* Direction was given to send a countywide email emphasizing: pay the bill in full and credits will appear later; no debating the process.

## Existing and Pending Broadband Awards

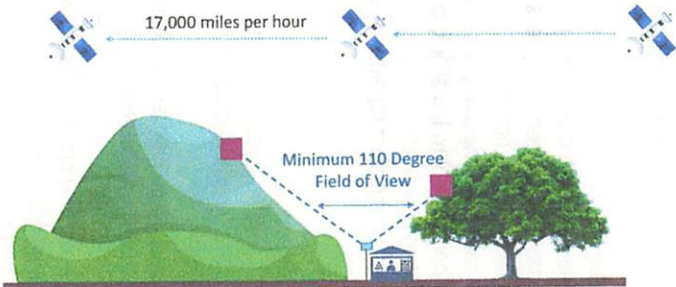


BEAD\* awards depict the tentative plan submitted to NTIA by BroadbandOhio. Changes may occur, most likely resulting in more LEO awards.

17 March 2026



## Starlink Reception Minimums

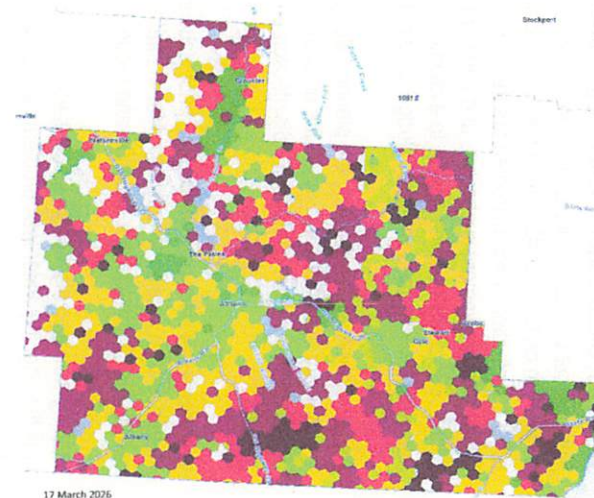


- Starlink blocked by terrain on one side and foliage on the other.
- Frequent service interruptions certain, if it works at all.
- ~70% of locations in Ohio will face foliage obstructions. Terrain impact TBD.

17 March 2026



## On-the-Ground Reality



17 March 2026

Speed Tiers	
1	Below 10/1
2	Above 10/1, Below 25/3
3	Above 25/3, Below 50/10
4	Above 50/10, Below 100/20
5	Above 100/20, Below 200/50
6	Above 200/50

Full broadband situation analysis will be completed ~April 2026 based on contract with OVRDC and BHRC, paid for by USDA.



## ATHENS COUNTY UPDATE

A review of the projects:

Amesville		Athens South	
Total Project Cost	\$ 1,069,845	Total Project Cost	\$ 4,938,213
County Grant Award	\$ 916,359	County Grant Award	\$ 3,444,000
Frontier Cash Contribution	\$ 79,125	Frontier Cash Contribution	\$ 1,128,953
Frontier In-Kind Contribution	\$ 74,361	Frontier In-Kind Contribution	\$ 365,260
Total Grant Cts	130	Total Grant Cts	595

Status: On Track

Both the Amesville and Athens South Projects are currently on track. Frontier is currently undertaking the detailed planning and engineering project activities, which Frontier anticipates completing in Q2 2026. Following completion of the detailed planning and engineering phase, the Projects will move to the construction phase, which is projected to take approximately 180—635 days. At this stage of the Projects, Frontier does not yet have definitive/projected construction windows to share. The Projects remain on track for completion by the 04/29/2028 date specified in the executed agreement.

Please note, on January 20, 2026, Verizon Communications Inc. ("Verizon") completed the transaction to acquire 100 percent of Frontier Communications Parent, Inc. ("Frontier"), resulting in Frontier and its subsidiaries becoming wholly-owned subsidiaries of Verizon. The close of this transaction does not affect Frontier's performance of the executed agreement.

**Sunday Creek Change Order #3**

A motion was made by Mr. Adkins and seconded by Mr. Chmiel to approve the Sunday Creek Change Order #3.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**Surplus - Sheriff**

A motion was made by Mr. Adkins and seconded by Mr. Chmiel to approve to declare items Sheriff's surplus to destroy. Copy of Sheriff Surplus on back of page 97.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**Auditor - Moral Obligation Resolution (Rescinded March 10, 2026, Journal 123, page 91)**

A motion was made by Mr. Adkins and seconded by Mr. Chmiel to approve to rescind and re-adopt with the corrected \$30,000.00 amount to the Auditor's Moral Obligation Resolution. See back of page 97 for the Moral Obligation Resolution.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**EMS Glouster Station Driveway Use & Maintenance Agreement**

Commissioner Adkins addressed the Driveway use agreement for EMS discussed; language in item #8 revised to confirm that regardless of any changes to the agreement, the county retains ingress/egress rights to the facility.

Agreement specifies maintenance responsibility for the driveway from SR 78 to the county property line.

A motion was made by Mr. Adkins and seconded by Mr. Chmiel to approve the EMS Glouster Station Driveway Use Agreement. See the agreement on back of page 98.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**Giraffe Service Agreement (Ratify Commissioner Chmiel's Signature)**

A motion was made by Mr. Adkins and seconded by Mr. Chmiel to ratify Commissioner Chmiel's Signature on the Giraffe Service Agreement for the direct pay/tax refund for the 911 Solar Project through Appalachian Solar Finance Fund.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**Real Estate Purchase Agreement - 510 W. Union Street Building**

A motion was made by Mr. Adkins and seconded by Mr. Chmiel to authorize Commissioner Eliason to sign the purchase agreement and any related documents for the sale/transfer of 510 W. Union.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**Eagon & Associates - Proposed Scope of Service**

A motion was made by Mr. Adkins and seconded by Mr. Chmiel to authorize Commissioner Eliason to sign the Eagon & Associates Proposed Scope of Service in the amount of \$69,555.00. See Eagon & Associates Proposed Scope of Service on back of page 99.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**Quadient Agreement - Clerk of Courts**

A motion was made by Mr. Adkins and seconded by Mr. Chmiel to approve the Quadient Agreement for the Clerk of Courts and authorize the required signatures.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**Courthouse Signage**

The commissioners briefly discussed a letter from Eliot Kalman regarding certain signs (Authorized Person Only) that had been installed previously. They confirmed the county still has the signs and clarified they are not being scrapped or declared surplus. Supt. Biggins indicated the signs are still in use. The board agreed they should reply to Mr. Kalman explaining that the signs will be kept in the county's inventory and are not available for disposition.



**Fund to Fund Transfer/Mandated Share**

- \* Discussion of mandated share transfer to Job & Family Services:
- \* Mandated share transfer amount discussed as \$229,000 (previously requested).
- \* Administrator Rockhold noted they are holding back funds pending clarity on repayment timing (quarter vs. January).
- \* Noted a separate amount of \$69,000 referenced as potentially related to a state payment obligation if required in September.

A motion was made by Mr. Adkins and seconded by Mr. Chmiel to approve the mandated share transfer in the amount of \$229,000.00.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**Travel**

A motion was made by Mr. Adkins and seconded by Mr. Chmiel to approve the following travel:

Comm: Lenny Eliason, JoAnn Rockhold, & Alison Pierson; CEBCO Annual Meeting, Columbus OH; 04/10/26  
Engineer: Jeff Maiden, 2026 CEAO Monthly Board Meetings, Renaissance Columbus Westerville-Polaris Hotel; 01/30, 03/05, 04/02, 05/07, 08/06, 09/03, 10/01, & 11/05/26  
Engineer: Jeff Maiden, CEAO Stormwater Conference, Renaissance Columbus Westerville-Polaris Hotel; 03/19 - 03/20/26

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**Ferndale Park**

Ferndale Park reported that a section of fencing is down. The matter was to be forwarded to Planner LaVelle, and it was noted that Maintenance Supt. Biggins was already aware of it. Two repair/replace bids were mentioned—approximately \$6,000 and \$8,000—and there was discussion about whether those bids were for replacing the entire fence. While Supt Biggins had indicated they might try to fix it, the group suggested Planner LaVelle should look into a grant to help cover the cost, noting grants had been obtained for this type of work in the past.

**Bikepath Signage**

The commissioners revisited the ongoing issue of long-term parking along the bike path, with reports of people living out of vehicles. Planner LaVelle stated he has budgeted funds to install signage addressing long-term parking, and the board agreed to proceed.

A motion was made by Mr. Chmiel and seconded by Mr. Adkins to allow the expenditure for signage (no long-term parking) to address people living in vehicles along the bikepath.

The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

**NFP**

NFP introduction and team

- \* NFP thanked the Board for selecting them and stated they "hit the ground running" after being chosen.
- \* NFP introduced their account team: Dave (senior/strategic oversight), June (project/implementation lead), and Shawn Armstrong (Senior Account Manager; day-to-day contact). Shawn noted 23 years of experience and prior work with counties/municipalities, and committed to being responsive and supporting the County's preferred process.

Health Care Committee

- \* NFP recommended forming a Health Care Committee to improve transparency, trust, communication, education, and year-round proactive cost management (not just at renewal).
- \* The County confirmed it is moving forward with the committee; the first meeting is scheduled for April 9.
- \* Chris reported he invited all elected officials (including offices with union contracts such as the sheriff and engineer). The initial invite list is large (estimated ~65), but the intent is to narrow to one representative per elected office, plus representation for entities such as Children Services and the 9-1-1/317 board—estimated ~15 members long-term.
- \* The April 9 meeting will function as an introductory/informational meeting to explain the process, determine each office's representative, and collect names via forms.

Discussion included:

- \* Committee will not vote on benefit decisions; it will provide input and recommendations, with final decisions remaining with the Commissioners.
- \* A roll call/attendance tracking process was recommended to document participation and avoid later claims of "we didn't know."

Committee goals and topics



\* NFP emphasized committee benefits: improved transparency and trust, better planning for renewal/rate increases, stronger employee education (deadlines and qualifying events), reduced fiduciary/compliance risk, improved vendor accountability, continuity/institutional knowledge, and support for workforce wellness/productivity.

\* NFP noted they can be involved as much or as little as the County prefers and will tailor the committee structure and agenda accordingly.

\* NFP suggested simplifying or "high-leveling" the quarterly CEBCO reporting so the committee is not overwhelmed with lengthy reports while still retaining full detail when needed.

Wellness and participation

\* NFP acknowledged the County has a wellness committee and offered to participate and help evaluate wellness program participation and possible updates to improve engagement.

Dental/Vision and coordination with CEBCO

\* The Board asked about dental/vision involvement; discussion noted prior voting and that the County is still working to obtain needed information/paperwork from CEBCO to decide timing (January 1 vs. mid-year changes).

\* NFP stated they have already coordinated with Justin/CEBCO and will assist further as needed.

Landing page and benefits administration

\* NFP provided an update on a benefits "landing page"/portal (an electronic benefits summary) and indicated it should be ready for County review by the end of the week. They discussed demoing it at the April meeting (internet access permitting).

\* The landing page is informational (links, documents, plan summaries). A separate benefits administration system would be needed for open enrollment elections.

\* Discussion included potential use of Employee Navigator (noted as a starting/free option) for enrollment and life-event changes, and the possibility of either manually producing enrollment files for vendors or paying for automated file feeds.

Employee survey idea

\* The Board discussed conducting a brief employee survey to identify top concerns (billing issues, Rx costs) and help set priorities for a strategic benefits plan.

\* NFP supported using a survey, with the recommendation to keep it short and focused.

\* The Board preferred distributing the survey through elected officials/department leadership and potentially via the landing page to encourage participation and accountability.

Self-insurance vs. staying with CEBCO

\* The Board asked if NFP will continue reviewing the long-term trend of self-insured vs. remaining with CEBCO, citing concerns seen in other jurisdictions.


\* NFP stated they can track claims paid vs. premiums paid over the year and compare performance to what self-insurance might look like, which will also inform renewal discussions.

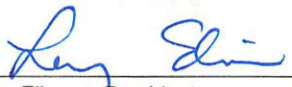
Adjourn

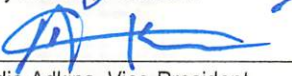
A motion was made by Mr. Adkins and seconded by Mr. Chmiel to adjourn the above meeting.


The roll being called upon for adoption, the vote resulted as follows: Mr. Eliason, yea; Mr. Chmiel, yea; Mr. Adkins, yea.

  
\_\_\_\_\_  
JoAnn Rockhold, Administrator

  
\_\_\_\_\_  
Alison Pierson, Clerk

  
\_\_\_\_\_  
Lenny Eliason, President

  
\_\_\_\_\_  
Charlie Adkins, Vice-President

  
\_\_\_\_\_  
Chris Chmiel

