

WASHINGTON COUNTY BOARD

101 E. St. Louis, Nashville, IL. 62263

COUNTY BOARD MEETING:

7:00 P.M January 9, 2024

AGENDA

1. Prayer and Pledge
2. Call to Order
3. Roll Call
4. Acknowledgment of Guests
5. Approval of the December 12, 2023 County Board Minutes & December 22, 2023 Special Board Meeting Minutes
6. Mark Styninger – Washington County Coroner
7. "Circuit Judge Emge - BJA Grant Award – requesting authority to enter grant agreement and related documents"
8. Highway Department:
9. Claims against the County
10. Approve County Board Expenses
11. State's Attorney's Monthly Report
12. County Clerk and Recorder's Monthly Report
13. (5) Resolutions Authorizing the County Chairman of the Board to execute a deed of conveyance of the County's Interest in Parcel numbers; 02-13-14-312-004, 02-13-14-312-007, 07-04-25-230-015, 07-04-25-230-018 & 09-15-31-353-019
14. Sheriff's Monthly Report
15. Emergency Ambulance & Rescue Service Monthly Report
16. Treasurer's Monthly Cash Flow & Budgetary Status Report
17. ARPA Fund monthly recap (Informational Only)
18. Zoning: None
19. Approval of Voluntary Resignation of Angela Huff
20. ARPA
 1. Upgrade Washington County Communications Equipment
 2. Washington County Fire Districts
 3. Washington County Ambulance Facility
21. Committee Reports:
Personnel, Policy & Appointments
Chad Rhine to replace Dick Shew's unexpired term on Nashville Fire District Board
Amend the Employee Handbook
22. Approve Monthly Utility Expenses, and Payroll Expenses
23. Opportunity for the General Public to address the County Board
24. Adjournment

Agenda items may be re-arranged during the meeting at the Board's discretion.

Old and New Business may be discussed within each agenda item.

General Comments on non-agenda items may be made without action being taken.

District 1:	District 2:	District 3:
Eugene "Gene" Lamczyk Jr.	Dan Bronke	Douglas Bening
Kathy Muentner	Alan Hohlt	Eric Brammeier
Rodney Small	Dave Ibendahl	David Meyer - Chairman
Gary Suedmeyer – Vice-Chairman	Brian Klingenberg	Paul Todd
Larry Unverfehrt	Dennis Shemonie	David Karg

OFFICIAL MEETINGS
WASHINGTON COUNTY BOARD MEETING

January 9, 2024

The reconvened and adjourned meeting of the County Board of Washington County, Illinois was held at the Washington County Courthouse Nashville, Illinois on Tuesday, January 9, 2024 for the purpose of transacting county business that might come before the Board.

Present and presiding were Chairman David Meyer and Shari Hempen, County Clerk and Clerk of the Board.

Others present were Dan Janowski-State's Attorney, Sheriff Ross Schultze, John Felchli-Ambulance Administrator, Kiefer Heiman-Highway Superintendent, Deputy Andrew Howard, Coroner Mark Styninger, Residence Circuit Judge Emge, Jeff Twardarski 24th Judicial Circuit, Sheriff's Department Administrative Assistant, Todd Marver-Nashville News, Joe & Nancy Goodrich

Following the Lord's Prayer and the Pledge of Allegiance, Chairman Meyer called the meeting of the Washington County Board to order at 7:05 p.m.

Roll Call was taken by County Clerk Hempen with 14 members present Klingenberg was absent. Those present were, Brammeier, Hohlt, Shemonic, Suedmeyer, Unverfehrt, Bronke, Karg, Small, Ibendahl, Meyer, Bening, Todd, Muentner and Lamczyk

Chairman Meyer asked if there were any additions or corrections to the minutes of the County Board Meeting held on December 12, 2023. With no additions or corrections, a motion was made by Karg seconded by Hohlt to approve the minutes as presented. Motion carried. Chairman Meyer asked if there were any additions or corrections to the December 27, 2023 Special Board meeting. With no additions or corrections, a motion was made by Shemonic and seconded by Small to approve the minutes as presented. Motion carried.

Washington County Coroner, Mark Styninger appeared before the board and gave the board his 2023 Annual Report (**See Exhibit A**). He informed the board that autopsies are a challenge to get one done. There is a shortage of pathologists. He thanked the board for all of their support.

Circuit Judge Emge came before the board requesting authority to enter grant agreement and related documents. In October or early November, the Circuit court applied for a federal grant. Washington/Perry was one of 5 Illinois Counties awarded part of a \$2.5 million dollar grant. It has to be used over the next 4 years. A motion was made by Suedmeyer seconded by Muentner to grant authority to Chairman Meyer to sign agreement to start the grant process. Motion carried.

Kiefer Heiman – County Highway Engineer had no resolutions for the board for January. He told the board that highway department are doing maintenance work on equipment and will be ready for any bad weather that happens.

The Claims against the County Report was presented to the Board for approval by Ibendahl. **TO THE CHAIRMAN AND MEMBERS OF THE BOARD: YOUR COMMITTEE ON January 9, 2024 EXAMINED ALL CLAIMS PRESENTED AND RECOMMENDS PAYMENT TO THE FOLLOWING AND THE CLERK BE DIRECTED TO ISSUE ORDER ON THE COUNTY TREASURER TO THE CLAIMANTS FOR THE AMOUNTS ALLOWED. (See Exhibit B).** Ibendahl made a motion to accept the report as presented Todd seconded the motion. Roll call vote was taken with 14 ayes and 1 absent. Motion carried. A motion was made by Ibendahl seconded by Small to make restitution to the County Board's Per Diems. Motion carried.

The State's May Monthly Report Janowski appeared before the Board to present his monthly report for approval. (See Exhibit C) A motion was made by Bening seconded by Brammeier to accept the report as presented. Motion carried.

The County Clerk and Recorder's Monthly Report Clerk Hempen presented her report to the Board for approval. (See Exhibit D) A motion was made by Suedmeyer and seconded by Muentert to approve the report as presented. Motion carried.

Presented to the board are Five (5) Resolutions authorizing the County Chairman of the board to execute a deed of conveyance of the County's Interest. (See Exhibit E, F, G, H and I) a motion was made by Brammeier seconded by Shemonick to authorize the Chairman of the Board to sign the resolutions. Roll Call vote was taken with 14 ayes and 1 absent.

The Sheriff's Monthly Report Sheriff Schultze appeared before the board to present his report for approval (See Exhibit J). A motion was made by Muentert seconded by Bronke to approve the report as presented. Motion carried.

The Ambulance Monthly Report Felchli appeared before the board to present his monthly report for approval (See Exhibit K) a motion was made by Small seconded by Lamczyk to approve the report as presented. Motion carried. Felchli told the board that the ambulance department continues to surpass call outs from previous months. He also told the board if the weather gets bad, he will put 3 rigs on call one stationed in Ashley, Nashville and Okawville to keep response times down.

The Treasurer's Monthly Cash Flow Statement and Budgetary status Reports for Period ending 11/30/2023 (See Exhibits L) & Period ending 12/31/23 (See Exhibit M & N). A motion was made by Shemonick seconded by Hohlt to accept the report as presented subject to audit review. Motion carried. Also included was the ARPA Fund recap (Informational Only) (See Exhibit O).

No Zoning to report for January

Approval of the voluntary resignation of Angela Huff. A motion was made by Small to accept the resignation. Hohlt made a motion to go into executive session under 2C1. Muentert seconded the motion, but to wait until the end of the meeting. Small rescinded his motion to accept the resignation.

Suedmeyer presented the proposed spending of the remaining ARPA funds. These are estimates since we do not know the exact costs. (See Exhibit P) Suedmeyer asked to have a separate vote and roll call vote for each item. Suedmeyer made a motion to allocate \$800,000 to upgrade the Washington County Communications Equipment seconded by Hohlt. Roll call vote was taken with 13 ayes 0 nays. Suedmeyer made a motion to allocate \$10,000 to each Washington County Fire District and \$5,000 to the Fire Districts that are not in Washington County but cover parts of Washington County seconded by Brammeier. Motion Carried. Roll Call vote was taken with 13 ayes 0 nays Hohlt abstained. Suedmeyer made a motion to allocate \$880,000 to the new Ambulance facility seconded by Unverfehrt. Motion carried. Roll call vote was taken with 14 ayes 0 nays. These are estimates exact costs are not known at this time.

At this time, Chairman Meyer called for committee reports.

Ambulance- 1 meeting

Animal Control- No meeting

Cemetery- No meeting

Claims against the County- 1 meeting

Sheriff's/Communications/Drug Task- 2 meetings

County Building meeting

County Health Department- No meeting

Education- No meeting

Enterprise Zone (Centralia) - No meeting

Enterprise Zone (Nashville) - No meeting

Environmental, EMA & Zoning- 1 meeting

Finance, Claims & Economic Development- 1 meeting

Insurance- No meeting

Legislative- No meeting

Personnel, Policy & Appointments- 2 meetings

Ibendahl made a motion to appoint Chad Rhine to fill Dick Shew's unexpired term on the Nashville Fire District Board seconded by Todd. Motion carried. Hohlt abstained.

An amendment was made to the Employee Handbook pertaining to the carryover and use of vacation. (See exhibit Q)

Planning Commission- No meeting

Road & Bridge-1 meeting

Safety- No meeting

Solid Waste- No meeting.

South Central IL. Growth Alliance- No meeting.

911- No meeting

911/Communications- 2 meeting

Contract Negotiations -- FOP no meeting

Contract Negotiations -- IBEW no meeting

Chairman Meyer asked for any comments from the public. There were no comments.

Hohlt requested to go into executive session under 2C1 he requested the State's Attorney to stay. Roll call vote was taken with 14 ayes no nays. Entered executive session at 7:50 p.m.

Resumed regular session at 8:17 p.m.

Small made a motion to accept the voluntary resignation of Angela Huff, Shemonic seconded the motion. Motion carried. The committee would like to move forward with filling the position.

A motion was made by Suedmeyer seconded by Muentner to approve payment of monthly utility expenses and payroll expenses. Motion carried.

The next regularly scheduled meeting will be February 13, 2024 at 7:00 p.m.

A motion was made by Small and seconded by Bronke to adjourn the meeting. Motion carried. The meeting of the Washington County Board adjourned at 8:24 p.m.

Shari Hempen, Washington County Clerk and Clerk of the Board

WASHINGTON COUNTY CORONER'S OFFICE

NASHVILLE, ILLINOIS 62263

Mark S. Styninger, Coroner (618) 314-5229

2023 ANNUAL REPORT

Total Calls Received: 82

Scene Responses by Coroner or Deputy Coroner: 38

Natural Deaths 70

Accidental Deaths 5

(Motor Vehicle 2, Overdose 2, Drowning 0, Fire 0, Fall 0, Aviation 1)

Suicide Deaths 4

Homicide Deaths 2

Undetermined Manner of Death 0

Death Notification for Outside Agency 0

Pronounced Person Alive After Arriving 2

Autopsies Performed 4

Toxicology Tests Performed 11

Inquests Held 0

Cremation Permits Issued 44

*The number of deaths reported do not reflect individuals who were injured in Washington County but died after being transported to a hospital in another county or state.

Report of Committee

STATE OF ILLINOIS)
)
WASHINGTON COUNTY)

Nashville, Illinois

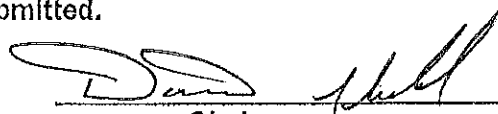
January 3, 2024

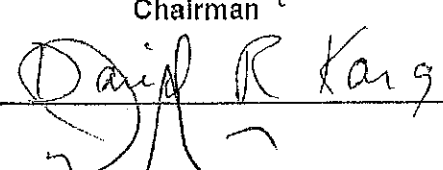
Mr Chairman, Ladies and Gentlemen of the County Board:

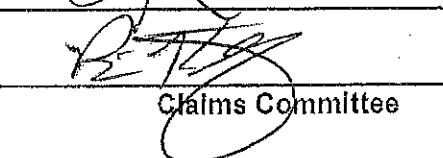
Your committee to who was referred the claims against the County Highway Department for the month of December 2023 would beg leave to submit the following report on the matter before them. That claims as shown on the attached sheets in the following total amount be approve for payment.

County Highway Fund	\$67,473.18
County Bridge Fund	\$498.42
County Matching Fund	\$0.00
County MFT Fund	\$2,838.96
Road District Fund	\$6,635.47
Township Bridge Fund	<u>\$0.00</u>
Total	\$77,446.03

All of which is respectfully submitted.


Chairman


David R. Kang


Claims Committee

INVOICE EDIT REPORT

Vendor Number	Vendor Name	Inv/PO Number	Claim Number	Invoice Date	Due Date	G/L Date	Liq. ?	Comm. Bank System	Operator
3100	ADAMS, CARL	12/2023		12/11/23	01/09/24	01/09/24	N		
		007 00-501.39	TRAINING & MGMT						
			AMBUANCE DEPT - REIMBURSE PEEP SEMINAR						
			Gross Invoice Amount						39.91
			Net Invoice Amount						39.91
3100	ADAMS, CARL	12/2023/NEAL		12/09/23	01/09/24	01/09/24	N		
		007 00-501.65	REIMBURSED EXPENSE						
			AMBUANCE DEPT - REIMBURSE MEAL 12/9/23						
			Gross Invoice Amount						15.00
			Net Invoice Amount						15.00
2773	ADVANCED CORRECTIONAL HEALTHCA	137137		01/01/24	01/09/24	01/09/24	N		
		001 05-505.43	INMATE MEDICAL NEEDS						
			WASHINGTON CO SHERIFF - ON-SITE MEDICAL SERVICES						
			Gross Invoice Amount						3,854.09
			Net Invoice Amount						3,854.09
3701	AETNA SENIOR SUPPLEMENTAL INSU	23-1784733		01/01/24	01/09/24	01/09/24	N		
		007 00-501.66	WASHINGTON CO AMBUANCE, TRIP #23-1784733, MEMBER ID: AC12006513 - REFUND DUE TO MEDICARE ADJUSTMENT						
			REIMBURSED EXPENSE-OVER PAYMENT						
			Gross Invoice Amount						113.06
			Net Invoice Amount						113.06
3500	AMAZON CAPITAL SERVICES	14YJ-6TNY-FNG9		12/12/23	01/09/24	01/09/24	N		
		001 13-513.60	JAIL MAINTENANCE						
			ACCT #A1QEC9EMW9266H, SHERIFF DEPT - METAL HALIDE BALLAST						
			Gross Invoice Amount						68.00
			Net Invoice Amount						68.00
3500	AMAZON CAPITAL SERVICES	1GGL-V96G-9UTX		12/08/23	01/09/24	01/09/24	N		
		001 13-513.60	JAIL MAINTENANCE						
			ACCT #A1QEC9EMW9266H, SHERIFF DEPT - WINDOW FILM						
			Gross Invoice Amount						100.84
			Net Invoice Amount						100.84
3500	AMAZON CAPITAL SERVICES	11L6-HVQT-3JCT		12/20/23	01/09/24	01/09/24	N		
		001 13-513.60	JAIL MAINTENANCE						
			ACCT #A1QEC9EMW9266H, SHERIFF DEPT - FURNACE FILTERS						
			Gross Invoice Amount						124.76
			Net Invoice Amount						124.76
3500	AMAZON CAPITAL SERVICES	1GCP-3TXG-ML1M		12/20/23	01/09/24	01/09/24	N		
		001 13-513.60	JAIL MAINTENANCE						
			ACCT #A1QEC9EMW9266H, SHERIFF DEPT - METAL HALIDE BALLAST						
			Gross Invoice Amount						80.00
			Net Invoice Amount						80.00
3500	AMAZON CAPITAL SERVICES	1G6N-QRXF-6C4P		12/27/23	01/09/24	01/09/24	N		
		001 13-513.60	JAIL MAINTENANCE						
			ACCT #A1QEC9EMW9266H, SHERIFF DEPT - 100 WATT METAL HALIDE						
			Gross Invoice Amount						112.99
			Net Invoice Amount						112.99

STATE'S ATTORNEYS REPORT

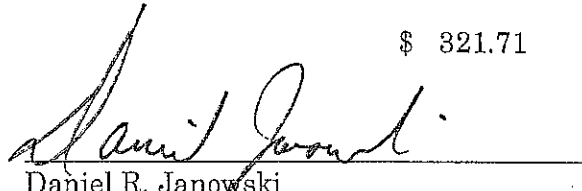
To: Circuit Court and Washington County Board, Washington County, Illinois.

The State's Attorney of Washington County, Illinois, respectfully submits the following report of fees paid to him from December 1, 2023, to December 31, 2023.

I further report that the foregoing fees were paid by me to Natalie Lynch, Washington County Treasurer

REPORT OF FEES COLLECTED AND PAID

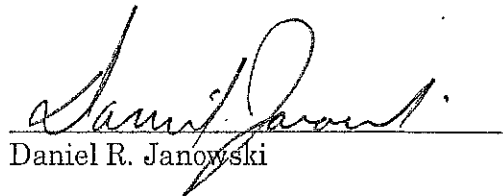
December 2023 -- State's Attorney General Fund:	\$ 276.69
December 2023 -- State's Attorney Drug Prevention Fund:	\$ 174.25
December 2023 -- State's Attorney Automation Fund:	\$ 46.00
December 2023 -- Restitution Received:	\$ 321.71



Daniel R. Janowski
Washington County State's Attorney
Washington County Judicial Center
125 E. Elm St., Nashville, IL 62263
(618) 327-4800 ext. 320

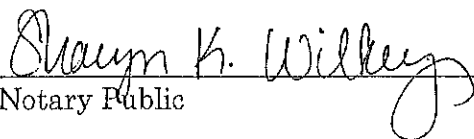
State of Illinois)
) ss.
County of Washington)

I, Daniel R. Janowski, State's Attorney for Washington County being first duly sworn on oath, depose and say that the foregoing report of receipts and disbursements of the Office of the State's Attorney from December 1, 2023, to December 31, 2023, is correct to the best of my knowledge and belief.



Daniel R. Janowski

Subscribed and sworn to before me this 8 day of January, 2024.


Notary Public



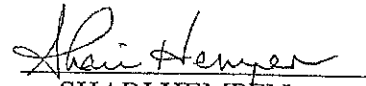
WASHINGTON COUNTY CLERK & RECORDER
REPORT OF COLLECTIONS
COLLECTION FOR THE PERIOD 12/1/2023-12/31/2023

DECEMBER 2023:

Beginning Balances: \$ 2,087.34
Fees Collected: 29,230.46
Total \$ 31,317.80

DISBURSEMENTS:

Tax Redemptions \$ 5,542.04
Tax Redemptions Interest 1,259.00
Revenue Stamps 3,850.00
Laredo Usage Fee 907.00
Take Notice/Petition Fees 16.00
Miscellaneous (Overpayment Back Taxes) 724.42
Disbursements \$ 12,298.46
Balance: \$19,019.34


SHARI HEMPEN
CLERK/RECORDER
WASHINGTON COUNTY

DECEMBER 31, 2023

WASHINGTON COUNTY TREASURER:

(G.I.S. ASSESSOR FUND) \$ 3,260.00
(G. I.S. RECORDER FUND) 163.00

ILLINOIS DEPT OF REVENUE:

(R.H.S.P. - \$18.00 PER 159 DOC) 2862.00

IL DEPT. OF PUBLIC HEALTH

(\$4.00 SURCHARGE DEATH CERT) 28.00

STATE TREASURER, IL DOMESTIC VIOLENCE

(MARRIAGE LICENSE SURCHARGE) 10.00

NATALIE LYNCH, WASHINGTON COUNTY TREASURER:

(RECORDER AUTO FUND) 1,310.00

NATALIE LYNCH, WASHINGTON CO TREASURER:

(DOCUMENT STORAGE FEES) 489.00

(FEE'S COLLECTED) 8,810.00

TOTAL \$16,932.00

TOTAL DISBURSEMENT \$29,230.46

Remaining Balance Tax Redemption #130068: \$458.16

Tax Redemption #130041: \$207.91

Tax Redemption #140063: \$275.41

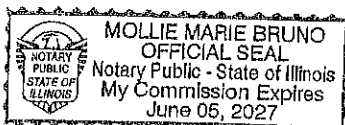
Tax Redemption#2014-000054: \$927.26

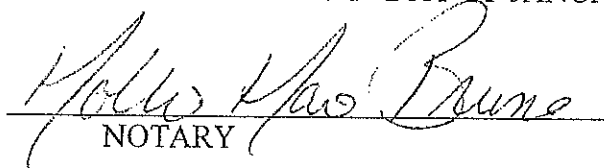
Tax Redemption#2014-000058: \$218.60

Total remaining balance \$2,087.34

TOTAL DISBURSEMENTS FOR THE MONTH OF DECEMBER, 2023.

SUBSCRIBED AND SWORN TO BEFORE ME THIS 1st DAY OF JANUARY 2024.




NOTARY



2024-45

WHEREAS, The County of Washington, as Trustee for the Taxing Districts therein, has undertaken a program to collect delinquent taxes and to perfect titles to real property in cases in which the taxes on such real property have not been paid, pursuant to 35ILCS 200/21-90, and

WHEREAS, Pursuant to this program, the County of Washington, as Trustee for the Taxing Districts therein, has acquired an interest in the following described real estate:

BEAUCOUP TOWNSHIP

PERMANENT PARCEL NUMBER: 02-13-14-312-004

As described in certificates(s) : 2019-00016 sold January 2021

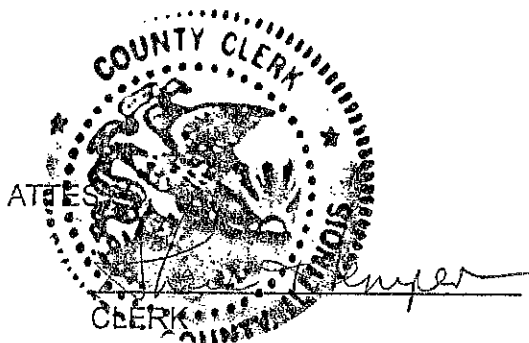
and it appearing to the that it is in the best interest of the County to dispose of its interest in said property.

WHEREAS, MARTIN MUSE, has bid \$1,900.00 for the County's interest, such bid having been presented to the at the same time it having been determined by the and the Agent for the County, that the County shall receive from such bid \$1,366.50 as a return for its certificate(s) of purchase. The County Clerk shall receive \$0.00 for cancellation of Certificate(s) and to reimburse the revolving account the charges advanced from this account, the auctioneer shall receive \$0.00 for his services and the Recorder of Deeds shall receive \$78.00 for recording. The remainder is the amount due the Agent under his contract for services. The total paid by purchaser is \$1,900.00.

WHEREAS, your recommends the adoption of the following resolution:

BE IT RESOLVED BY THE COUNTY BOARD OF WASHINGTON COUNTY, ILLINOIS, that the Chairman of the Board of Washington County, Illinois, be hereby authorized to execute a deed of conveyance of the County's interest on the above described real estate for the sum of \$1,366.50 to be paid to the Treasurer of Washington County Illinois, to be disbursed according to law. This resolution to be effective for sixty (60) days from this date and any transaction between the above parties not occurring within this period shall be null and void.

ADOPTED this 9th day of January, 2024



David S. Meyer
COUNTY BOARD CHAIRMAN



2024-46

WHEREAS, The County of Washington, as Trustee for the Taxing Districts therein, has undertaken a program to collect delinquent taxes and to perfect titles to real property in cases in which the taxes on such real property have not been paid, pursuant to 35ILCS 200/21-90, and

WHEREAS, Pursuant to this program, the County of Washington, as Trustee for the Taxing Districts therein, has acquired an interest in the following described real estate:

BEAUCOUP TOWNSHIP

PERMANENT PARCEL NUMBER: 02-13-14-312-007

As described in certificate(s) : 2019-00018 sold January 2021

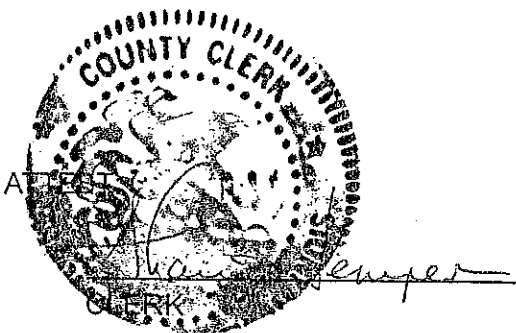
and it appearing to the that it is in the best interest of the County to dispose of its interest in said property.

WHEREAS, BRYAN RENNEGARBE, has bid \$829.00 for the County's interest, such bid having been presented to the at the same time it having been determined by the and the Agent for the County, that the County shall receive from such bid \$301.00 as a return for its certificate(s) of purchase. The County Clerk shall receive \$0.00 for cancellation of Certificate(s) and to reimburse the revolving account the charges advanced from this account, the auctioneer shall receive \$0.00 for his services and the Recorder of Deeds shall receive \$78.00 for recording. The remainder is the amount due the Agent under his contract for services. The total paid by purchaser is \$829.00.

WHEREAS, your recommends the adoption of the following resolution:

BE IT RESOLVED BY THE COUNTY BOARD OF WASHINGTON COUNTY, ILLINOIS, that the Chairman of the Board of Washington County, Illinois, be hereby authorized to execute a deed of conveyance of the County's interest on the above described real estate for the sum of \$301.00 to be paid to the Treasurer of Washington County Illinois, to be disbursed according to law. This resolution to be effective for sixty (60) days from this date and any transaction between the above parties not occurring within this period shall be null and void.

ADOPTED this 9th day of January, 2024



David H. Meyer
COUNTY BOARD CHAIRMAN



2024-47

WHEREAS, The County of Washington, as Trustee for the Taxing Districts therein, has undertaken a program to collect delinquent taxes and to perfect titles to real property in cases in which the taxes on such real property have not been paid, pursuant to 35ILCS 200/21-90, and

WHEREAS, Pursuant to this program, the County of Washington, as Trustee for the Taxing Districts therein, has acquired an interest in the following described real estate:

IRVINGTON TOWNSHIP

PERMANENT PARCEL NUMBER: 07-04-25-230-015

As described in certificates(s) : 2019-00036 sold January 2021

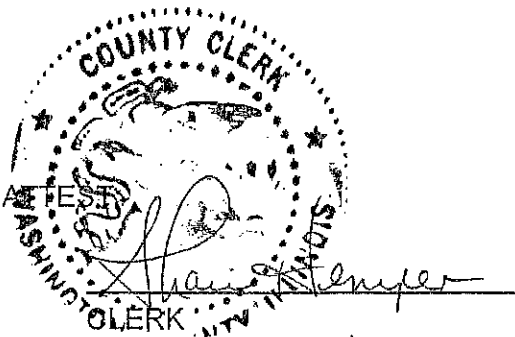
and it appearing to the that it is in the best interest of the County to dispose of its interest in said property.

WHEREAS, ALEXANDER PUJALS, has bid \$1,600.00 for the County's interest, such bid having been presented to the at the same time it having been determined by the and the Agent for the County, that the County shall receive from such bid \$1,072.00 as a return for its certificate(s) of purchase. The County Clerk shall receive \$0.00 for cancellation of Certificate(s) and to reimburse the revolving account the charges advanced from this account, the auctioneer shall receive \$0.00 for his services and the Recorder of Deeds shall receive \$78.00 for recording. The remainder is the amount due the Agent under his contract for services. The total paid by purchaser is \$1,600.00.

WHEREAS, your recommends the adoption of the following resolution:

BE IT RESOLVED BY THE COUNTY BOARD OF WASHINGTON COUNTY, ILLINOIS, that the Chairman of the Board of Washington County, Illinois, be hereby authorized to execute a deed of conveyance of the County's interest on the above described real estate for the sum of \$1,072.00 to be paid to the Treasurer of Washington County Illinois, to be disbursed according to law. This resolution to be effective for sixty (60) days from this date and any transaction between the above parties not occurring within this period shall be null and void.

ADOPTED this 9th day of January, 2024



David L. Meyer
COUNTY BOARD CHAIRMAN



2024-48

WHEREAS, The County of Washington, as Trustee for the Taxing Districts therein, has undertaken a program to collect delinquent taxes and to perfect titles to real property in cases in which the taxes on such real property have not been paid, pursuant to 35ILCS 200/21-90, and

WHEREAS, Pursuant to this program, the County of Washington, as Trustee for the Taxing Districts therein, has acquired an interest in the following described real estate:

IRVINGTON TOWNSHIP

PERMANENT PARCEL NUMBER: 07-04-25-230-018

As described in certificate(s) : 2018-00048 sold January 2020

and it appearing to the that it is in the best interest of the County to dispose of its interest in said property.

WHEREAS, Randall Wolff, has bid \$830.00 for the County's interest, such bid having been presented to the at the same time it having been determined by the and the Agent for the County, that the County shall receive from such bid \$302.00 as a return for its certificate(s) of purchase. The County Clerk shall receive \$0.00 for cancellation of Certificate(s) and to reimburse the revolving account the charges advanced from this account, the auctioneer shall receive \$0.00 for his services and the Recorder of Deeds shall receive \$78.00 for recording. The remainder is the amount due the Agent under his contract for services. The total paid by purchaser is \$830.00.

WHEREAS, your recommends the adoption of the following resolution:

BE IT RESOLVED BY THE COUNTY BOARD OF WASHINGTON COUNTY, ILLINOIS, that the Chairman of the Board of Washington County, Illinois, be hereby authorized to execute a deed of conveyance of the County's interest on the above described real estate for the sum of \$302.00 to be paid to the Treasurer of Washington County Illinois, to be disbursed according to law. This resolution to be effective for sixty (60) days from this date and any transaction between the above parties not occurring within this period shall be null and void.

ADOPTED this 9th day of January, 2024



CLERK

David G. Meyer
COUNTY BOARD CHAIRMAN



2024-49

WHEREAS, The County of Washington, as Trustee for the Taxing Districts therein, has undertaken a program to collect delinquent taxes and to perfect titles to real property in cases in which the taxes on such real property have not been paid, pursuant to 35ILCS 200/21-90, and

WHEREAS, Pursuant to this program, the County of Washington, as Trustee for the Taxing Districts therein, has acquired an interest in the following described real estate:

LIVELY GROVE TOWNSHIP

PERMANENT PARCEL NUMBER: 09-15-31-353-019

As described in certificate(s) : 2019-00050 sold January 2021

and it appearing to the that it is in the best interest of the County to dispose of its interest in said property.

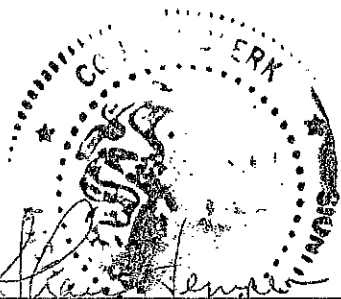
WHEREAS, Victoria Pflasterer, has bid \$2,500.00 for the County's interest, such bid having been presented to the at the same time it having been determined by the and the Agent for the County, that the County shall receive from such bid \$1,816.50 as a return for its certificate(s) of purchase. The County Clerk shall receive \$0.00 for cancellation of Certificate(s) and to reimburse the revolving account the charges advanced from this account, the auctioneer shall receive \$0.00 for his services and the Recorder of Deeds shall receive \$78.00 for recording. The remainder is the amount due the Agent under his contract for services. The total paid by purchaser is \$2,500.00.

WHEREAS, your recommends the adoption of the following resolution:

BE IT RESOLVED BY THE COUNTY BOARD OF WASHINGTON COUNTY, ILLINOIS, that the Chairman of the Board of Washington County, Illinois, be hereby authorized to execute a deed of conveyance of the County's interest on the above described real estate for the sum of \$1,816.50 to be paid to the Treasurer of Washington County Illinois, to be disbursed according to law. This resolution to be effective for sixty (60) days from this date and any transaction between the above parties not occurring within this period shall be null and void.

ADOPTED this 9th day of January, 2024

ATTEST:


[Signature]
CLERK

[Signature]
COUNTY BOARD CHAIRMAN

I, SHERIFF SCHULTZE, SHERIFF OF WASHINGTON COUNTY STATES THAT THE FOLLOWING IS A TRUE AND COMPLETE EARNINGS OF THE SHERIFF'S OFFICE FOR THE MONTH OF DECEMBER 2023.

FEES EARNED	\$ 106
FEES COLLECTED AND PAID TO THE COUNTY TREASURER	\$ 4912.46
DIETING PRISONERS	\$ 126.03
SERVICE CALLS/PATROL MILEAGE	\$6529.20

COUNTY INMATES..... 8

FEDERAL INMATES..... 0

CRIMINAL ARRESTS 6

TRAFFIC ARRESTS..... 25

WARNINGS..... 105

Ross Schultze
SHERIFF ROSS SCHULTZE

I, Brittany Bateman ATTEST THAT THE ABOVE SIGNATURE IS THAT
OF ROSS SCHULTZE, SHERIFF OF WASHINGTON COUNTY AND WAS SIGNED IN MY
PRESENCE THIS 9TH DAY OF January.

Brittany Bateman
NOTARY





Washington County
Emergency Ambulance and Rescue Service
160 N West Court Nashville, IL

Phone: (618) 327-3075

Fax: (618) 327-7281

Monthly Report

Receipts/Billing

December Service Fees \$ 131,876.00 – **5yr Average** = \$ 112493.30
December Income from Fees \$ 88,850.33 – **5yr Average** = \$ 62,544.09

Total Expenses

December Bills \$ 10,862.40
December Salaries \$ 76,793.47

Total Calls for FY 2024 5yr Average

December 2023:	196	-	149
January 2024:		-	
February 2024:		-	
March 2024:		-	
April 2024:		-	
May 2024:		-	
June 2024:		-	
July 2024:		-	
August 2024:		-	
September 2024:		-	
October 2024:		-	
November 2024:		-	

2024 Totals: 196

12 MONTH DATE OF SERVICE ANALYSIS

Primary Payer Mix

6-12 Month Mature Average

Primary Payer	% of Trips
Medicare	42%
Medicare Advantage	12%
Insurance	16%
Medicaid	17%
Medicaid MCO	1%
Patient	9%
Facility	2%
Other Govt. Payers	1%
TPL	2%

Net Collection Percentages

6-12 Month Mature Average

Primary Payer	Coll %
Medicare	98%
Medicare Advantage	90%
Insurance	84%
Medicaid	98%
Medicaid MCO	68%
Patient	9%
Facility	88%
Other Govt. Payers	100%
TPL	92%

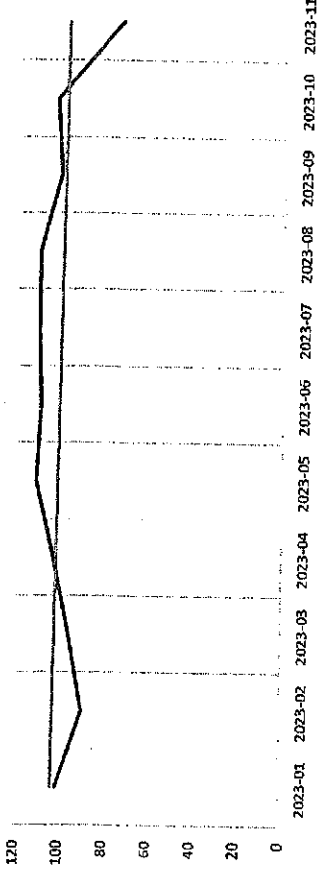
Cash Per Trip

6-12 Month Mature Average

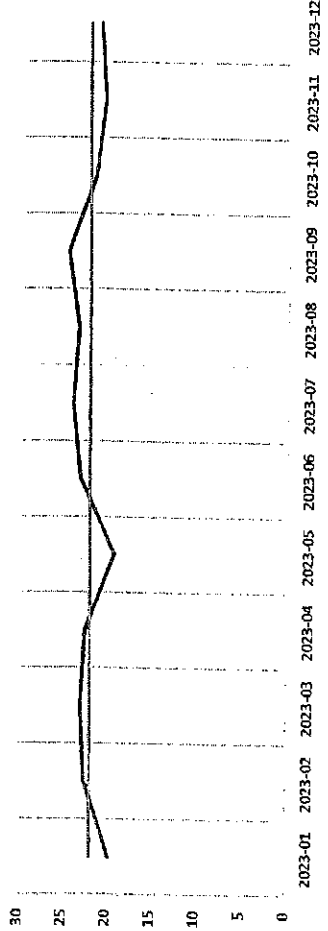
Primary Payer	CPI
Medicare	\$ 713.46
Medicare Advantage	\$ 623.83
Insurance	\$ 994.00
Medicaid	\$ 450.83
Medicaid MCO	\$ 446.47
Patient	\$ 101.68
Facility	\$ 851.45
Other Govt. Payers	\$ 1,166.28
TPL	\$ 761.31

DOS	Trip Count	Gross Charges	Contr Allow	Net Charges	Rev Adj	Payments	Write Offs	Refunds	Balance Due	Gross Chg/Trip	Net Chg/Trip	Cash/Trip	Net Coll %
2023-01	101	113,669.00	37,259.99	76,409.01	57.10	58,521.65	15,669.21	446.09	2,607.14	1,125.44	756.52	575.01	76.0%
2023-02	90	107,036.40	39,089.04	67,947.36	678.60	62,068.49	5,004.11	183.84	380.00	1,189.29	754.97	687.61	91.1%
2023-03	96	120,055.00	39,169.97	80,885.03	738.20	70,330.81	10,647.02	-	(831.00)	1,250.57	842.55	732.61	87.0%
2023-04	103	123,842.00	41,165.98	82,676.02	304.27	68,500.16	11,653.41	-	2,218.18	1,202.35	802.68	685.05	82.9%
2023-05	111	124,849.09	38,147.68	86,701.41	-	61,198.03	16,061.22	-	9,442.16	1,124.77	781.09	561.33	70.6%
2023-06	109	131,815.00	41,352.16	90,462.84	116.37	78,846.81	9,967.02	-	1,532.64	1,209.31	829.93	723.37	87.2%
2023-07	110	130,794.00	41,794.99	88,999.01	-	73,049.04	6,650.73	-	9,299.24	1,189.04	809.05	664.08	82.1%
2023-08	110	129,674.00	46,385.43	83,288.57	0.21	66,589.57	9,670.54	-	7,028.25	1,178.85	757.17	605.36	80.0%
2023-09	101	125,322.00	37,854.43	87,467.57	-	61,519.17	2,407.00	-	23,541.40	1,240.81	866.02	609.10	70.3%
2023-10	103	124,246.00	32,544.36	91,701.64	-	54,707.86	-	-	36,993.78	1,206.27	890.31	531.14	59.7%
2023-11	74	85,328.00	19,952.05	65,375.95	-	24,383.40	-	-	40,992.55	1,153.08	863.46	329.51	37.3%
2023-12	133	155,195.00	5,511.02	149,683.98	-	8,210.77	-	-	141,473.21	1,166.88	1,125.44	61.74	5.5%
Totals	1,241	1,471,625.49	420,227.10	1,051,398.39	1,894.75	687,925.76	87,730.26	629.93	274,677.55	1,186.00	847.38	553.82	65.4%

Trip Count Trend - Excluding Current Month



Average Loaded Miles



WASHINGTON COUNTY BUDGETARY STATUS

Fund: 001 COUNTY GENERAL FUND
Department

WASHINGTON COUNTY
Period Ending Date: November 30, 2023

Account Number count Name	Previous Actual	Original Budget	Adjustments to Budget	Current Total Budget	Month-to-date Actual	Current Year-to-date Actual	Current Budget Balance	Percentage Spent/Received
FUND 001 COUNTY GENERAL FUND								
Fiscal Year 2023								
Department 00								
Revenues								
00-401.00 COUNTY PROPERTY TAXES	1,326,088.78	2,198,319.00	0.00	2,198,319.00	614,748.63	2,878,916.88	-680,597.88	130.96%
00-402.00 COUNTY PROPERTY TAXES PRIOR	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
00-402.01 INT ON PROPERTY TAX -PRIOR YRS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
00-403.00 INTEREST ON PROPERTY TAXES	75,623.08	0.00	0.00	0.00	0.00	43,348.80	-43,348.80	100.00%
00-404.00 MOBILE HOME TAX	786.27	0.00	0.00	0.00	0.00	693.17	-693.17	100.00%
00-404.01 INTEREST ON MOBILE HOME TAX	3,737.41	0.00	0.00	0.00	0.00	1,284.28	-1,284.28	100.00%
00-405.00 LES TAX/USE TAX	1,002,418.92	1,004,000.00	0.00	1,004,000.00	\$2,907.45	1,021,206.86	-17,206.86	101.71%
00-412.00 STATE INCOME TAX	1,009,131.31	1,031,000.00	0.00	1,031,000.00	72,966.62	998,367.91	32,632.09	96.83%
00-413.00 REPLACEMENT TAX	682,988.25	651,054.00	0.00	651,054.00	0.00	618,216.35	32,837.65	94.96%
00-413.01 CORONER GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
00-413.02 ENERGY GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
00-413.99 HAZARD MITIGATION GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
00-414.00 GRANT INCOME: COVID RELIEF	1,053.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
00-415.00 PLAT BOOK SALES	3,160.00	0.00	0.00	0.00	270.00	1,058.00	-1,058.00	100.00%
00-416.01 ASSESSORS SALARY REIMBURSE	29,787.50	30,725.00	0.00	30,725.00	2,560.42	30,652.12	72.88	99.76%
00-416.02 UNIT BOARD REIMBURSEMENT:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
00-416.03 STATES ATTY REIMBURSEMENTS	127,943.56	116,951.00	0.00	116,951.00	11,451.24	132,371.37	-15,420.37	113.19%
00-416.04 STATES ATTY GRANT ADVOCATE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%
00-416.05 STATES ATTORNEY DUI PROSECUT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00%

Cash Flow Statement
For period ending 12/31/23

CASH BALANCES AS OF DEC. 31, 2023

Page: 1
Date: 01/09/24
Time: 13:21:50

Account Number	Description	Reg Balance	Receipts	Disbursements	End Balance
	GENERAL FUND CHECKING	1,641,508.28	786,308.40	1,034,438.41	1,393,378.27
	TOTAL FUNDS: GENERAL FUND	1,641,508.28	786,308.40	1,034,438.41	1,393,378.27
	GENERAL FUND INVESTMENTS	96,961.44	0.00	0.00	96,961.44
	VETERANS ASSISTANCE BALANCE	20,862.31	0.00	0.00	20,862.31
	DRUG ENF TASK FORCE BALANCE	401.43	0.00	0.00	401.43
	HEALTH DEPARTMENT BALANCE	524,991.32	26,274.23	41,074.31	510,191.24
	WASH CO. EMERG SERVICE BALAN	1,423,546.71	141,430.37	191,251.08	1,079,726.00
	IMRE & SOCIAL SECURITY BALAN	2,782,904.04	122,097.07	186,142.48	2,718,858.63
	RECORDER'S AUTOMATION BALAN	15,559.07	0.00	0.00	15,559.07
	COUNTY COURT FUND BALANCE	176,567.15	0.00	0.00	176,567.15
	AUTOMATION BALANCE	135,238.24	0.00	0.00	135,238.24
	LAW LIBRARY BALANCE	4,604.88	0.00	0.00	4,604.88
	CHILD SUPPORT BALANCE	139,361.85	0.00	0.00	139,361.85
	PROBATION BALANCE	223,307.08	0.00	0.00	223,307.08
	L. DUECKER BALANCE	2,003.81	0.00	0.00	2,003.81
	DUI EQUIPMENT BALANCE	14,912.06	0.00	0.00	14,912.06
	EMINENT DOMAIN BALANCE	0.00	0.00	0.00	0.00
	SHERIFF'S DRUG BALANCE	88,829.81	765.02	0.00	89,594.83
	TAX SALE AUTOMATION BALANCE	36,373.13	0.00	0.00	36,373.13
	INDEMNITY BALANCE	94,954.10	0.00	0.00	94,954.10
	INHERITANCE BALANCE	0.00	0.00	0.00	0.00
	UNKNOWN HEIRS BALANCE	0.00	0.00	0.00	0.00
	COUNTY HIGHWAY BALANCE	1,898,972.94	473,457.68	517,982.62	1,854,448.00
	COUNTY BRIDGE BALANCE	1,182,669.71	349.32	0.00	1,183,019.03
	MATCHING FUNDS BALANCE	1,224,880.67	16,451.42	0.00	1,241,332.09
	COUNTY MOTOR FUEL TAX BALANCE	2,496,510.27	48,092.79	0.00	2,544,603.06
	ROAD DIST MOTOR FUEL BALANCE	3,217,973.46	137,436.90	0.00	3,355,410.36
	TOWNSHIP BRIDGE BALANCE	33,981.96	0.00	0.00	33,981.96
	WASH. COUNTY TORT LIABILITY	1,437,060.74	0.00	288,338.00	1,148,722.74
	SOLID WASTE PROGRAM	1,634.73	0.00	0.00	1,634.73
	STATES ATTORNEY DRUG PREVENT	4,652.00	0.00	0.00	4,652.00
	SECURITY FEES FUND	2,489.62	0.00	0.00	2,489.62
	SALE IN ERROR FUND	124,020.53	0.00	0.00	124,020.53
	DOCUMENT STORAGE FUND	325,463.50	0.00	0.00	325,463.50
	RECORDERS SPECIAL FUND	16,604.98	0.00	0.00	16,604.98
	G.I.S. MAPPING FUND	111,322.92	0.00	0.00	111,322.92
	CLERK OPERATIONS ADD-ONS	65,961.36	0.00	0.00	65,961.36
	POLICE VEHICLE FUND	6,799.84	0.00	0.00	6,799.84
	WASH CO PET POPULATION	-777.97	80.00	0.00	-697.97
	CONTROL FUND				
	PRAIRIE STATE REVENUE FUND	7,370,966.66	73,986.79	0.00	7,444,953.45
	DOG AND CAT WELFARE FUND	31,456.76	1,175.00	75.00	32,556.76
	CORONERS FUND	13,312.94	200.00	0.00	13,512.94
	GENERAL OBLIGATIONS BONDS 2010	0.00	0.00	0.00	0.00
	ELECTRONIC CITATION FUND	8,606.39	0.00	0.00	8,606.39
	DEBT SERVICE FUND	28,517.57	10,500.00	0.00	39,017.57
	STATE'S ATTORNEY AUTOMATION	20,424.70	0.00	0.00	20,424.70
	CO CLERK DOCUMENT STORAGE	29,369.00	0.00	0.00	29,369.00

PROPOSED ARPA EXPENDITURES

CURRENT BALANCE

10/31/2023 = \$2,067,611.71

PENDING APPROVED EXPENSES = \$94,800.00

PROPOSED DECEMBER 2023 EXPENDITURES

SHERIFF DEPARTMENT. BODY CAMERAS,TAZERS. AND CAR CAMERAS FOR 2024 AND 2025
= \$200,000.00

PROPOSED 2024 ITEMS

WASHINGTON COUNTY COMMUNICATIONS EQUIPMENT = \$800,000.00

WASHINGTON COUNTY FIRE DISTRICTS = \$95,000.00 *6x10 5x5 = 85,000*

WASHINGTON COUNTY AMBULANCE FACILITY = \$878,000.00 or any remaining ARPA
FUNDS

EXPENSES ARE ESTIMATED, SO ACTUAL COSTS MAY VARY.

COMMITTEE APPOINTMENTS

Appoint.

NAME: Chad Rhine (replaces Dick Shew)
unexpired term

ADDRESS: 191 N. West Ct.

CITY & STATE: Nashville, IL 62263

COMMITTEE: Nashville Fire District Board

DATE APPOINTED: 1/9/2024

TERM EXPIRES: 4/30/2025

COMMITTEE APPOINTMENTS

NAME: _____

ADDRESS: _____

CITY & STATE: _____

COMMITTEE: _____

DATE APPOINTED: _____

TERM EXPIRES: _____

Washington County Employee Policy Manual

Rev: January, 2024

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1.1 Welcome Statement

Welcome to employment with the County of Washington. Washington County relies upon its dedicated employees to provide the highest level of service to the citizens of Washington County.

This employee handbook contains many of Washington County's policies. It is impossible to address every issue that may occur at work in this manual. If an issue is not addressed in this employee handbook, please bring this issue to the attention of the Personnel Committee of the Washington County Board. We will do our best to resolve any questions or concerns.

To the extent that any policies contained within this handbook conflict with an applicable collective bargaining agreement or applicable state or federal law, the policies in the collective bargaining agreement or applicable law will control. Any individual department policy may be more restrictive than any policy contained herein.

Washington County has previously enacted various policies on matters that are addressed in this handbook. It is the intent of Washington County that any previously enacted policy that covers the same topic as any policy in this handbook is hereby replaced by the policy contained herein. To the extent that this handbook conflicts with any previously existing policy, other than collective bargaining agreements and applicable law as referenced in the preceding paragraph, this handbook shall control.

1.2 At-Will Employment

This employee handbook and the individual policies contained herein do not create any contractual rights. Unless your employment is governed by a separate collective bargaining agreement, duly executed contract, or state law providing otherwise, you are an at-will employee. That means that the employment relationship is for no definite or determinable period of time, and regardless of salary, position or rate of pay may be terminated by either Washington County or by the employee at any time with or without cause or notice. Nothing in this employee handbook is meant to alter that relationship in any manner.

Furthermore, no manager, supervisor, or representative of Washington County has the authority to enter into any agreement or contract for employment for any specified duration or to make any agreement, promise, guarantee or commitment that contradicts the above.

For purposes of this policy, "personal care" means activities to ensure that a covered family member's basic medical, hygiene, nutritional, or safety needs are met, or to provide transportation to medical appointments, for a covered family member who is unable to meet those needs himself or herself. Personal care also means being physically present to provide emotional support to a covered family member with a serious health condition who is receiving inpatient or home care.

Retaliation Prohibited

Washington County strictly prohibits retaliation against an employee for exercising his or her right to use personal sick leave benefits in accordance with this policy.

Short-Term Disability

An employee who is injured or ill may qualify for short term disability. Please see your supervisor or the County's IMRF Authorized Agent for questions regarding eligibility.

Medical Certification

Washington County may require a signed, written statement from a healthcare provider to verify the reason for the employee's absence over (3) working days.

3.2 Vacation

Washington County provides no paid vacation but instead has implemented a generous Paid Leave for All Workers Act Policy.

3.3 Personal Time Off

Washington County provides paid personal time off to eligible employees in accordance with the following policy:

Eligible Employees

Personal time off is available to the following employees:

Full-time employees

The following employees are not eligible to take personal time off:

Part-time employees

3.15 Nursing Mother Policy

Washington County will provide reasonable paid break time each work day to an employee who needs to express breast milk for her nursing infant child each time the employee has a need to express milk for up to one year after the child's birth unless doing so would result in an undue hardship. Break time may run concurrently with any break time already provided to the employee. A private room (other than a restroom) will be made available to the employee to use for this purpose.

3.16 Paid Leave for All Workers Act Policy

As used in this policy, "Employer" shall mean Washington County, Illinois.

This policy is designed to comply with Employer's obligations under the Paid Leave for All Workers Act (hereinafter "PLAWA") (820 ILCS 192/1 et seq.) In the event of any conflict between this policy and the law, the provisions of the law will govern.

In accordance with PLAWA, full-time employees are awarded forty (40) hours of PLAWA leave (hereinafter PL) at the start of the 12-month period. Part-time employees will be awarded a pro-rata amount of PL at the start of the 12-month period based on the number of hours they typically work in a workweek.

Full and part-time employees hired after the beginning of the 12-month period will be awarded a pro-rata amount of the PL calculated in the preceding paragraph based on the date of hire.

The 12-month period for purposes of calculating PL shall be the calendar year. Employees shall be permitted to use accrued PL beginning on March 30, 2024, or ninety (90) days after the commencement of their employment, whichever is later.

Employer requires employees to provide seven (7) calendar days' notice of the employee's intent to take PL. If, however, the employee's need to take PL is not foreseeable, the employee must provide notice as soon as is practicable after the employee is aware of the necessity of taking PL.

Employer may deny an employee's request to use PL if granting leave would significantly impact business operations. The following is an illustrative (not exhaustive) list of reasons why requests to use PL may be denied:

- 1) Staffing would fall below minimum levels necessary to provide effective public service;

- 2) Emergency circumstances exist requiring employee attendance;
- 3) Employee absence would hamper Employer's ability to meet critical workflow obligations or deadlines.

An employee is not required to search for or find a replacement worker to cover the hours during which the employee will be on PL. Employees may take PL in increments as small as two (2) hours unless the employee's scheduled work day is less than two (2) hours, in which case, the employee's scheduled work day shall be used to determine the amount of PL taken.

An employee may take PL for any reason of the employee's choosing. An employee is not required to provide Employer with a reason for taking PL. Employer will not require the employee to provide documentation or certification of the reason that PL was taken. An employee may choose whether to use PL under this policy prior to using any other leave provided by Employer or State law.

Employees shall be paid their regular hourly rate of pay for PL.

At the end of a 12-month period, an employee may carry over accrued, unused PL into the next 12-month period. Employees may not carry over more than 80 hours of unused PL. An employee, however, may not use more than 80 hours of accrued PL in a 12-month period.

~~Employer does not credit PL under this policy to any other employee vacation bank or paid time off (PTO) bank. As a result, in accordance with PLAWA, Employer does NOT compensate employees for accrued unused PL upon termination or separation from employment.~~

At the time of termination of employment, Employer will pay the employee for accrued but unused PL.

Employer shall maintain coverage for the employee and the employee's covered family members under any group health plan for the duration of PL at no less than the level and conditions of coverage that would have been provided if the employee had not taken PL.

Nothing in this policy shall be deemed to interfere with, impede, or in any way diminish the right of employees to bargain collectively with Employer through representatives of their own choosing in order to establish wages or other conditions of work in excess of the applicable minimum standards established under this policy.

For employees whose paid leave benefits are set forth in an existing collective bargaining agreement in effect prior to January 1, 2024, the leave provisions of the collective bargaining agreement shall control over conflicting provisions in this policy.

For any collective bargaining agreement entered into on or after January 1, 2024, if the collective bargaining agreement explicitly waives the requirements of PLAWA in clear and unambiguous terms, then the provisions of this policy will not apply to employees subject to such collective bargaining agreement.

If an employee is transferred to a separate division, entity, or location, but remains employed by Employer, the employee is entitled to all PL accrued at the prior division, entity, or location and is entitled to use all PL in accordance with this policy.

If an employee is separated from employment with Employer, and is rehired within twelve (12) months of separation from Employer, previously accrued PL that had not been used by the employee shall be reinstated, and the employee shall be entitled to use it at the commencement of reemployment.

In accordance with PLAWA, Employer has posted the Department of Labor notice regarding PLAWA.

Employer will not retaliate against any employee because the employee (1) exercises rights or attempts to exercise rights under PLAWA, (2) opposes practices which the employee believes to be in violation of PLAWA, or (3) supports the exercise of rights of another person under PLAWA.

Employer will not consider the use of PL by an employee as a negative factor in any employment action that involves evaluating, promoting, disciplining, or counting paid leave under a no-fault attendance policy.

Employees may earn additional PL based on the length of service to the Employer in the following total amount available to the employee on January 1 of the same year the below years of service are complete:

<u>Years of Employment</u>	<u>Earned PL per year</u>
Up to 3 full years	40 hours
3 full years	80 hours
8 full years	120 hours
20 years	160 hours

This policy becomes effective January 1, 2024, and supersedes any conflicting language contained in the Washington County Employee Policy Manual last revised September 2022. The Employer will work to update the Washington County Employee Policy Manual to reflect the changes in this policy.

4.1 Work Hours

Your supervisor will advise you of your work schedule upon hiring. Work schedules are subject to change based on Washington County needs.

Requests to alter your work schedule must be made to your supervisor in writing. Washington County retains sole discretion to determine work hours and schedules.

4.2 Attendance

Regular and consistent attendance by all employees is critical to the operation of Washington County. Attendance during scheduled work hours is an essential aspect of every position at Washington County. Employees are expected to be present and ready to begin work at their work station at the scheduled start of their shift and are expected to diligently perform their work duties through the end of their shift, except during scheduled breaks or lunch periods. An employee who exhibits unsatisfactory attendance or repeated tardiness may be subject to discipline up to and including termination. Employees are expected to call their supervisors at least one (1) hour prior to the start of their shift (or as soon as possible in case of emergency) if they will be absent or late for work, advising the supervisor of the reason for the absence or late arrival, and (in the case of a late arrival) advising when the employee expects to arrive at work. Failure to properly report an absence or late arrival in accordance with this policy may result in disciplinary action up to and including termination.

4.3 Overtime

For most non-exempt employees, *overtime* is any time worked over 40 hours a workweek. For all overtime worked, eligible employees will be paid one and one-half (1.5) times their regular pay rate or may be credited with compensatory time off at the rate of one and one-half (1.5) hours of time off for each hour of overtime worked. Law enforcement and Dispatchers will be paid overtime on a "work period" basis in accordance with the Fair Labor Standards Act.

Exempt employees are not eligible for overtime pay.