

**KENTON COUNTY FISCAL COURT**  
**Kenton County Government Center**  
**Second Floor Chambers**  
**1840 Simon Kenton Way**  
**Covington, KY 41011**

**Meeting Minutes**  
**February 28 , 2023**  
**5:30 P.M.**

**Call to Order**

Judge Knochelmann called to order the February 28, 2023 meeting of the Kenton County Fiscal Court. Judge Knochelmann led the invocation and the Pledge of Allegiance.

Present:                    Judge/Executive Kris Knochelmann  
                                 Commissioner Beth Sewell, District 1  
                                 Commissioner Jon Draud, District 2  
                                 Commissioner Nienaber, District 3  
                                 County Attorney, Stacy Tapke

Staff:                        Joe Shriver, County Administrator/Deputy Judge  
                                 Scott Gunning, Assistant County Administrator  
                                 Sue Kaiser, Fiscal Court Clerk  
                                 Roy Cox, Treasurer

**Approval of Minutes**

**A. Approval of the Minutes from the meeting of February 14 , 2023.**

Commissioner Sewell made the motion for approval; seconded by Commissioner Nienaber. Judge Executive Knochelmann called for a voice vote, and the motion passed unanimously 4-0.

**Citizens Address**

No citizens came before the Fiscal Court at this time.

**General Business**

**A. Update on the compensation study for the Kenton County Fiscal Court.**

County Administrator Joe Shriver stated that good things are always worth waiting for, and he first wanted to thank all those who patiently and professionally waited for this work to be properly completed. This process began last budgeting cycle when he asked the Court to bring in a firm for a top to bottom review of where the county stood in terms of compensation. Investing in resources for basic services is nothing new to this Fiscal Court. Whether it's a new emergency radio system, a new or renovated facility for the public to conduct their business, new evidence building or a vehicle replacement program this Court recognized that resources were needed to service the public properly and has always provided that to staff.

Mr. Shriver then stated that the Court saw a need to re-invest in its most precious resource, that being its employees. While this Court had taken action to address individual departments like

police, dispatch, public works and the detention center over recent years, the extraordinary times after COVID with record inflation rates and the ongoing impact of the prior pension changes, the Fiscal Court wanted to comprehensively re-collaborate and set a benchmark for wage scales to effectively retain and attract talent to its departments. The substantial action considered today joins a long line of decisions by this court to supply its departments with the tools they need to service Kenton County in the most effective and efficient way possible. I was encouraged to see some of the Court's past actions reflective in the results of the study but equally important was the areas identified as needing our attention. That having been said, he introduced Blair Johanson of JER HR Group who will explain all the particulars that went into this compensation study.

Blair Johanson gave an overview of the process they went through for the compensation study, and how they came up with the numbers that they did.

Judge Knochelmann stated that one thing he thinks is an interesting take away is this is the first time this has been done in the county. It is amazing to get our logic set up for the future. He asked what the difference between wage inflation and market inflation is?

Mr. Johanson answered that when you talk about a 4.2% wage inflation, what that represents is what are employers planning to give pay increases for the next period of time. So, for wage inflation that is where you are looking at what is the average increase that employers are planning to give. The market is a combination of both wage and cost, where you are looking at the Consumer Price Index and are trying to take those two and evaluate whether or not you are going to move higher than a wage inflation rate. They typically like to make sure that the organizations are paying attention to the wage inflation rate, because that is really what people are paying. Whereas, the Consumer Price Index can go up and will probably come back down.

Judge Knochelmann stated that this is a huge takeaway, because we hear inflation and think immediately that should be your annual adjustments if you can afford it.

Mr. Johanson stated that the Consumer Price Index does have an impact, because for a period of time we saw a wage inflation of about 3-3.5% before the pandemic. Now, we are seeing increases in wage inflation of 4-5%, but that is being influenced by the CPI.

Commissioner Draud asked if they have completed other studies for County government?

Mr. Johanson answered that yes they have. They have done it for Franklin County in Frankfort.

Commissioner Draud asked what kind of public entities they compared us to?

Mr. Johanson answered that they used some of the immediate counties and cities surrounding Kenton County.

Commissioner Nienaber stated that he doesn't think that cities, counties and public employers review this information enough, and his recommendation is that this study be repeated every four to five years. He asked if this is excessive or not enough?

Mr. Johanson answered that typically they say every two to three years, because the market can move enough in two to three years. What is nice about that is that a lot of the work everyone did to evaluate the jobs has been paid for, so the next time it is more doing the market study and less on the jobs.

Commissioner Nienaber stated that we set these ranges, but potentially by doing it every two to three years you don't have to worry as much about having a specific number that you inflate the

wage ranges. He doesn't believe anyone would outpace the wage study. He wants to make sure we have current wages.

Mr. Johanson stated that there are municipalities that will move their structure by COLA each year. When they do that, they create pay compression, because your structure is moving at about the same pace as pay. So, new people are butting up against existing employees. You have to strike that balance every two to three years by moving the structure enough to not top out employees.

Commissioner Nienaber stated that by doing that, you are reflecting what the actual market reflects. If we did that, he would think that in inflationary times that no matter what your job is you could hyperinflate the value of the job. Instead of people moving from pay grade to pay grade, the jobs become artificially inflated over time.

Commissioner Sewell asked if during this inflationary period, did they find any municipalities that are overpaying their employees?

Mr. Johanson answered that they have had some overreact, because of the inflation rate that they were trying to match. That is going to be hard on the organization.

Judge Knochelmann stated that this leads to another question, but why not go ahead and say give a larger percent?

Mr. Johanson answered that two things are happening. One, they want to make sure you have a competitive pay structure, and so they are using the market information as a guide. That doesn't say that the employees are behind that amount. They are setting a competitive pay structure, and then within that structure new employees coming in are going to get the benefit of being paid at the minimum range structure. If you said you were going to move the structure 7%, and increase employee's pay by 7% you have two bumps. One, coming into the new structure costs money, and paying the employees an additional 7% would start to leave the market and leave it behind.

Commissioner Draud stated that probably Boone and Campbell County are the biggest competitors for employees. He asked how we rank with these recommendations?

Mr. Johanson answered that they are in the study, and they are probably pretty close to the overall average. They have had some, when comparing to Hamilton and Cincinnati you can expect that they will be on the high side based on the metro environment. What is nice is that they are using a combination of larger cities, counties and smaller counties to get a regional average.

Commissioner Draud stated that if you are an employee looking for a job, salary wouldn't be the factor for the three counties.

Mr. Johanson stated that he believes this will make Kenton County very competitive.

Commissioner Draud stated that you would look for other reasons to take a job then like a good environment and great people instead of salary.

Mr. Johanson stated that it will be competitive pay with the culture as well.

Judge Knochelmann stated that there are three or four big items that we are instilling into our HR model for the future. The one that wasn't talked about was with the range changes, it allows for departmental changes based upon evaluation to get people in the right spot. That is work that still has to be done.

Mr. Johanson stated that further analysis of each individual and where they are in the pay structure over the next two to three years needs to be done.

Judge Knochelmann stated that Kelly Baker and Scott Gunning have worked very hard on this study, and they are greatly appreciated. He thanked Joe Shriver as well. All the department heads have said that Mr. Johanson has been very educational, challenging and informative. He then pointed out that none of this happens without the Fiscal Court members listening to department heads and team. Our people are our most important resource.

**A. Resolution No. 23-08**

**A Resolution approving and adopting the Master Wage Scale and Sub-scales (Police, Dispatch and Public Services)**

Commissioner Nienaber made the motion for approval; seconded by Commissioner Sewell. Judge Executive Knochelmann called for a voice vote, and the motion passed unanimously 4-0.

**B. Executive Order 23-36**

**An Executive Order accepting the compensation study salary adjustments for employees of the Kenton County Fiscal Court.**

County Administrator Joe Shriver stated that they took everything that Mr. Johanson presented, and found that 69 individuals would have been below the ranges proposed. They had to get those folks in those ranges, but they also had 4.2% included in the ranges. They wanted to take what was normally done in July and move that up to this time and make it so the 69 are moved, but also moved everyone else no less than 4.5% on the ranges. They wanted to do that now, and go ahead and recognize the action that we are taking rather than waiting until July. Once we saw that 69 people were behind, we wanted to take action for everyone's sake. We feel like this is the best path forward. The Executive Order is a comprehensive list of everyone and the adjustments they would receive on an annual basis.

Judge Knochelmann stated that we are dating that effective February 1<sup>st</sup>. It is a big step, and he is glad that the Commissioners support doing that.

Commissioner Nienaber made the motion for approval; seconded by Commissioner Sewell. Judge Executive Knochelmann called for a voice vote, and the motion passed unanimously 4-0.

**C. Claims List - Dated February 24, 2023**

There were no questions on the Claims List.

**Resolutions**

**A. Resolution No. 23-01D**

**A Resolution for the Kenton County Fiscal Court concerning Fiscal Year Budget Adjustments.**

Treasurer Roy Cox stated that the budget adjustments are for the following: \$10,000 to cover pass-thru payments to responding agencies assisting in Haz-Mat cleanups, \$25,000 to cover pharmaceuticals at the Animal Shelter through the fiscal year and \$26,000 for unused sick time payout for a retirement at the Detention Center.

Commissioner Sewell asked what is driving the pharmaceutical costs?

Mr. Cox answered that the price has increased due to inflation. Since so many employees at the Animal Shelter are new, they are taking it out of the retirement line item. There is nothing coming out of reserves for this.

Commissioner Sewell made the motion for approval; seconded by Commissioner Nienaber. Judge Executive Knochelmann called for a voice vote, and the motion passed unanimously 4-0.

### Ordinances

- A. Ordinance No. 121.45 - Second Reading  
An Ordinance enacting and adopting a supplement to the Code of Ordinances of the County of Kenton, Kentucky.**

County Administrator Joe Shriver stated that this is the normal annual codification of Ordinances.

Commissioner Sewell made the motion for approval; seconded by Commissioner Nienaber. Judge Executive Knochelmann called for a voice vote, and the motion passed unanimously 4-0.

- B. Ordinance No. 971.22- Second Reading  
An Ordinance of the Kenton County, Kentucky, Fiscal Court approving a second amendment to the Local Participation Agreement related to the Buttermilk Pike/Royal Drive Development Area amending the date of the Local Participation Agreement and the activation date for the development area, and designating a new entity as the agency for the development area.**

Judge Knochelmann stated that this is the TIF agreement.

Commissioner Draud made the motion for approval; seconded by Commissioner Nienaber. Judge Executive Knochelmann called for a voice vote, and the motion passed unanimously 4-0.

- C. Ordinance 226.11 - First Reading  
An Ordinance of the Kenton County Fiscal Court, Kentucky, amending Ordinance No. 226.08 providing for a credit of its occupational license fee for new employees  
as part of an economic development project by White Horse Freight, LLC under the Kentucky Business Investment Program (KRS 154.32-010 -KRS 154.32-100).**

County Administrator stated that this is the first of a few that are going to need to be amended because of our new payroll rate. The State is currently entertaining this, so that is why they were in a hurry to get us to amend the Ordinance. Our obligation will remain the same in terms of percentage, but the rate will be different. The State was very happy that we were willing to make the changes.

### Consent Agenda

- A. Exhibit No. 23-23  
Request approval of the lease agreement with Holy Cross High School for the facility management at the Bowman Field baseball area.**
- B. Exhibit No. 23-24  
Request approval of the lease agreement with Independence Soccer Club for the facility management of the Middleton-Mills Park soccer fields.**
- C. Exhibit No. 23-25  
Request approval of the lease agreement with Northern Kentucky Youth Football**

League for the facility management at the Middleton-Mills Park football complex.

- D. **Exhibit No. 23-26**  
Request approval of the lease agreement with Independence Soccer Club for the facility management of the Doe Run Lake Park soccer fields.
- E. **Exhibit No. 23-27**  
Request approval to purchase a Sector 750 Crew Destroyer (Gator) for the Kenton County Parks Department.
- F. **Exhibit No. 23-28**  
Request approval of the lease agreement with Independence Soccer Club and Fusion FC NKY jointly for the facility management at the Pioneer Park Soccer Fields.
- G. **Exhibit No. 23-29**  
Request approval of the lease agreement with Independence Soccer Club for the facility management at the Lincoln Ridge Park soccer fields.
- H. **Exhibit No. 23-30**  
Request approval of the lease agreement with Northern Kentucky Baseball Association for the facility management of the Middleton-Mills Park baseball complex.
- I. **Exhibit No. 23-31**  
Request approval of the lease agreement with Northern Kentucky Youth Association for the facility management at the Richardson Road Park baseball complex.
- J. **Exhibit No. 23-32**  
Request approval to ratify the third Purchase and Sale agreement for the Sims Building.
- K. **Exhibit No. 23-33**  
Request approval of the addition of a camera for the Kenton County Police/Dispatch buildings.
- L. **Exhibit No. 23-34**  
Request approval to surplus various items for the Kenton County Technology Services Department.
- M. **Exhibit No. 23-35**  
Request approval of a change order for an additional card reader for the Kenton County Police Evidence Building.
- N. **Exhibit No. 23-36**  
Request approval to replace the water heater at the Kenton County Justice Center.
- O. **Exhibit No. 23-37**  
Request approval of Change Order #1 for the renovations at the Historic Kenton County Courthouse.
- P. **Exhibit No. 23-38**

**Request approval to award the Landscaping Services bid to Szabo Project Services Inc., for the Kenton County Parks and Recreation Department and the Kenton County Fiscal Court.**

All items on the Consent Agenda were voted on together.

Commissioner Nienaber made the motion for approval; seconded by Commissioner Sewell. Judge Executive Knochelmann called for a voice vote, and the motion passed unanimously 4-0.

**Executive Orders**

**A. Executive Order 23-33  
An Executive Order re-appointing Garren Colvin to the Tri-County Economic Development (Tri-Ed) Board.**

Commissioner Draud made the motion for approval; seconded by Commissioner Sewell. Judge Executive Knochelmann called for a voice vote, and the motion passed unanimously 4-0.

**B. Executive Order 23-34  
An Executive Order accepting the resignation of Tanner Donaldson as a Seasonal Laborer for the Kenton County Parks Department.**

Commissioner Nienaber made the motion for approval; seconded by Commissioner Draud Judge Executive Knochelmann called for a voice vote, and the motion passed unanimously 4-0.

**C. Executive Order 23-35  
An Executive Order accepting the resignation of Jason Bannister as a Public Services Technician I for the Kenton County Public Services Technician.**

Commissioner Nienaber made the motion for approval; seconded by Commissioner Sewell. Judge Executive Knochelmann called for a voice vote, and the motion passed unanimously 4-0.

**Administrative Reporting**

**Police Department**

Chief Jones stated that he has handed out the Annual Report to the Court. He then stated that on February 28th following the chase of a suspect, Officer Allgeier was exposed to a controlled substance and subsequently overdosed due to the exposure. He was able to call for assistance and NARCAN was administered by one of our officers. He thanked the Independence Officers who responded to assist in getting Mike taken care of, Officers, Bridges, Hune and Salyers. He also thanked the Fiscal Court for helping get NARCAN for all of the cruisers.

Chief Jones then stated that this morning in Frankfort, Kentucky our own Sergeant Charles Duncan was recognized by State Representative Stephanie Deitz during the House Committee on Veteran's Affairs meeting. Charles comes from a long line of veterans, having 11 in his family. We are all very proud of Sergeant Duncan, and are pleased to have him as a member of the KCPD Team.

Lastly, Chief Jones stated that he wants to express a quick word of thanks from Police Administration for the courts actions tonight regarding the Master Wage Scale and Compensation Study Salary Adjustments. While we hear nationally of some local government's attempts to defund policing, the Fiscal Court has stood firmly by our side and funded us in a manner to ensure our success well into the future. Thank you for your thoughtful and strategic approach to this endeavor. Most of all thank you for supporting our Police Officers.

## **Emergency Communications**

Ashley Hawks stated that she wanted to talk about multi-line telephone systems. A multi-line telephone system is something that a lot of organizations, businesses and hospitals have in their facilities. It would be one line that comes in and there are several branches that come off that go to different desks or offices within their facility or buildings. There are three different types of multi-line phone systems. There is one that is within one building, some are in a facility that are located near one another and then there are remote post systems where you could be in Georgia and be part of an organization that has an office in Kentucky. Back in 2013 a young lady named Carrie Hunt was doing a child custodial exchange with her children and her estranged husband at a hotel in Texas. While she was there, he took her in the bathroom and locked the door where he proceeded to stab her 29 times. Their three children were there, and she tried to dial 911 four times and was unable to get an outside line. So, Carrie's father and another 911 professional from New Jersey worked with legislators to come up with what is now Carrie's Law. It was written into effect in 2018 with the regulations surrounding that being effective in February of 2020. Carrie's Law gives you three things, and it is immediate access to 911. So, from one of these telephone systems you can't have to dial a 9 to get out, it has to go directly to a 911 center instead of a front desk or security office and there has to be some sort of on-site notification to people who are working at that facility. So, you can't call 911 from a hotel room at the Radisson and no one there know that this has happened. They are continuing to encounter issues with these type of phone systems within our jurisdiction They are working to put together a tool kit for businesses to be proactive in giving them information on how to get their systems right. Unfortunately, that bit of legislation only covers phone systems that were manufactured and installed after that date. Anything before that was grandfathered in. As recent as last week they had a 911 call come into an Administrative Office in Erlanger, but the person calling 911 was in Georgia. While they know that is an issue, there is a process to report those things to Cincinnati Bell (they then report it to the FCC). They would like to go to business preemptively before they get those emergencies. They don't want to have to go thru receiving a call, having an emergency and something similar to what happened to Carrie Hunt happen here in Kenton County when they can just share information to different organizations. They are working on putting together that toolkit, and will be sharing it with all of the different groups that they partner with.

Judge Knochelmann asked if you can test your existing system?

Ms. Hawks stated that they encourage that, and you can just call in on the administrative line and say that you want to test your system.

## **Emergency Management**

Steve Hensley thanked the Judge and the Fiscal Court for the compensations study, and he pointed out the Joe Shriver, Scott Gunning and Kelly Baker worked very hard on it. He then stated that they had received calls from several of the cities with questions, pertaining to February 3, 2023, East Palestine train derailment, and their plans for such events. They were able to make contact with Mr. Derek Sublette, Executive Director of Government Relations for NS-Corporation, who agreed to attend the Mayor's Group meeting to provide an update. In addition, they have been working with Richard Harrison "ORSANCO" and Lindsey Rehtin, from the NKY Water District. They are providing us with continuous updates pertaining to the river conditions. The spill had dissipated prior to arriving to our area, however as a precaution our water intakes in the river were closed for a short time. ORSANCO is working with Federal, State, and local partners in response to the train derailment spill that occurred on February 3, 2023 in East Palestine, OH. Our staff is dedicated to tracking the spill in the Ohio River and our priority is providing our sampling results to the Ohio River drinking water utilities to ensure drinking water safety.



Mr. Hensley then stated that Hazard Mitigation meetings are continuing, and three are complete with one to go. In addition, they hosted the joint police and fire chiefs meeting, which was very well attended. County CPR/AED training continues, and public works is their next stop. Lastly, they have had several hazardous material responses on the interstate.

### **Detention Center**

Jailer Marc Fields stated that in January they booked in 648, however they released 663. Their average daily population was 603, with a max of 633 and a minimum of 578. He then shared an email they received from the State. Whenever they have inmates that are an issue for crimes such as murder, it is a security issue for us, and they have several of these people on a list waiting to go to the State. They received an email today. They have them on the list, but say they are in COVID lockdown. That is the response they keep getting from them. When they are back up and running, they are only taking seven inmates. This is an issue that they are going to continue to deal with as long as they are allowed to use that excuse. They have answered the complaint that has been filed, and they are now getting questions together for a deposition.

### **County Attorney 's Report**

County Attorney Stacy Tapke stated that Senate Bill 90 has selected us as a pilot County. It is a pilot to try to get people into treatment and get them housing in exchange for having charges dismissed. We were supposed to be piloting effective January 1<sup>st</sup>, but we are still in the process of doing that. Part of the challenge for Kenton County is because we already have such a great system in place, we are trying to figure out how we can make it work for Kenton County whereas a lot of the other pilots have nothing. They are looking to Kenton County and the jail to see how we are doing things. Part of the Opioid abatement funding is going towards Senate Bill 90.

### **Commissioners ' Reports**

#### **Commissioner Nienaber**

Commissioner Nienaber had nothing to report.

#### **Commissioner Jon Draud**

Commissioner Draud asked what happened with Rick Wurth, as he was supposed to be on the agenda for the Children's Home.?

Judge Knochelmann answered that he is going to ask the Court to go out for an RFP soon for applications for ARPA funds. It also ties into an effort to evaluate mental health for youth to make sure that we aren't focusing on one topic. We should get the applications back within 21 days. Rick Wurth already gave a presentation to the Fiscal Court.

Commissioner Draud then asked what the status of the sidewalk for the New Kenton County Park?

Assistant County Administrator Scott Gunning answered that the final design is complete, and we are scheduled to put out an RFP in the spring. Spencer Stork is leading that project.

#### **Commissioner Beth Sewell**

Commissioner Sewell had nothing to report.

### **Judge/Executive 's Report**

Judge Knochelmann stated that he handed out a memo showing the funding that is available with the ARPA funds. One ask is that the RFP go out for social services, but also to kind of vet the requests and needs for the community. Second is the economic development bucket. We are trying to segment the areas and opportunities. One that they will be bringing back to the Court will be to help further the work of the Builders Association to further their work in Latonia and Covington with the expansion of the training program. The City of Covington is helping, but there are pretty big gaps for the future. Kurt from Treasury has been focusing on this. The memo also refers to the SIMS building. The PDI grant did get declined, as the State money has been focusing on green development. He doesn't know if the State is understanding the opportunities that non-rural counties have to invest these dollars for a big return. The big one is health care and life sciences work. We are trying to make sure those dollars are coming to Northern Kentucky, and the Governor and Chris McDaniel are involved in that. Then, under infrastructure, we have designated some of the money for the 236 sewer project, but also realized that there is an opportunity with some things in Ft. Mitchell and some of our own water projects. They will bring back a recap of that total all-in investment soon. In the past three or four months, we reached out to every single homeowner in Kenton County who does not have water, and asked them if we were to do something would they be willing to make a commitment of an upfront investment to tie into the system. They will be meeting with the Water District Director soon.

Judge Knochelmann then stated that Transitions and detox needs the community. There has been a gap, even with the great work that the Fiscal Court has done. We have the beds, training and lives being saved every day, but there is a gap of hours of treatment between 4-8 p.m. The proposal that came out of the Office of Drug Control Policy is that we would potentially prime the pump to finance that detox capacity for a year to two years. There was a meeting with the other counties this morning, and the ask is that we cover that out of our opioid settlement money. This will be brought back at a future Fiscal Court meeting once the other two counties decide to support the project. Also, due to us having the NKYODCP, we have a proposal for almost \$3 million going to the State for funding from their settlement dollars, so every entity in NKY have come together to deploy a regional effort.

Judge Knochelmann then stated that there are some additional dates from Tri-Ed for re-branding and continuing to finish out that effort. Then he asked for permission to send out the RFP on social services for the ARPA money.

Commissioner Nienaber made the motion for approval; seconded by Commissioner Draud. Judge Executive Knochelmann called for a voice vote, and the motion passed unanimously 4-0.

Judge Knochelmann then stated that he believes they have come to an agreement with Turners to get them to allow us to use their parking lot during construction of our parking garage. He asked for approval for him to negotiate the final lease.

Commissioner Nienaber made the motion for approval; seconded by Commissioner Sewell. Judge Executive Knochelmann called for a voice vote, and the motion passed unanimously 4-0.

Commissioner Draud asked if the proposal from Amanda Peters is asking for our money or Federal money?

Judge Knochelmann stated that it would come out of the bucket of money we received through the opioid settlement that we received already.

Ms. Tapke stated that there is the money that comes in to the State, where we can apply for funds to draw down for a grant. The rest of the money is divided between all the cities and counties.

Judge Knochelmann stated that the money would come out of the money we got from the State. We had a meeting with all of the cities, and Amanda put together some proposals to ask the cities to come together for projects.

### **Adjournment**

Having completed all business before the Court, Commissioner Draud offered a motion to adjourn which was seconded by Commissioner Sewell. Judge Executive Knochelmann requested a voice vote whereupon all members present voted in the affirmative with a 4-0 vote.

Text for all proposed and recently passed ordinances may be acquired by accessing the Fiscal Court web page at <http://www.kentoncounty.org> or by contacting the administrative offices at 859.392.1400.

### **CLERK CERTIFICATION**

I, Sue J. Kaiser, having been appointed to the office of Fiscal Court Clerk, do hereby certify that this is a true and accurate record of the actions taken by the Kenton County Fiscal Court at the meeting of February 28, 2023.

A handwritten signature in blue ink that reads "Sue Kaiser".

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Sue J. Kaiser  
Fiscal Court Clerk