



Christian County Commission

100 West Church St, Room 100
Ozark, MO 65721

<http://ChristianCountyMO.iqm2.com>

January Term

~ Minutes ~

Thursday, February 19, 2015

2:30 PM

The Christian County Courthouse

I. Convene

The meeting was called to order at 2:30 PM by Presiding Commissioner Ray Weter

Attendee Name	Title	Status	Arrived
Ray Weter	Presiding Commissioner	Present	
Bill Barnett	Western Commissioner	Present	
Vacant Position	Eastern Commissioner	Excused	
Norma Ryan	Chief Deputy County Clerk	Present	
Cheryl Mitchell	Assistant	Present	
Julia Maples	Administrative Assisstant	Present	

II. Agenda

Motion/Vote - 2:30 PM Christian County Commission

Discussion - Approve Agenda

The meeting was attended by Commission Secretary Julia Maples, Steve Stewart, Don Stewart and Jim Billedo.

The Commission met to approve the agenda.

Commissioner Weter entertained a motion to approve the agenda for Thursday, February 19, 2015.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Bill Barnett, Western Commissioner
SECONDER:	Ray Weter, Presiding Commissioner
AYES:	Ray Weter, Bill Barnett

Motion/Vote - 2:35 PM Kay Brown-County Clerk

Minutes & Financials Approval - Approve Minutes & Financials

The meeting was attended by Commission Secretary Julia Maples, Steve Stewart, Don Stewart and Jim Billedo.

The Commission met to approve the minutes and or financials.

Commissioner Weter entertained a motion to approve the minutes for Monday, February 9th and Tuesday, February 17th, 2015.

There are no financials.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Bill Barnett, Western Commissioner
SECONDER:	Ray Weter, Presiding Commissioner
AYES:	Ray Weter, Bill Barnett

Motion/Vote - 2:49 PM Kay Brown-County Clerk

Appointment - Board of Equalization Appointments

The meeting was attended by Commission Secretary Julia Maples, Steve Stewart, Don Stewart, Hollis and Paulette Overall, Kelly Hall and Jim Billedo.

The Commission met with County Clerk Kay Brown to make Board of Equalization appointments. Commissioner Weter said Rsmo statutes point out a few changes particularly 138.08.51. It doesn't say anything regarding excluding officers of the county. The only qualification for the 3 members is they be taxpaying citizens, residents of the county for 5 years. They have talked to 3 individuals and they have agreed to serve. They have made some technical changes in that Danny Gray, Lacey Hart and Ray Weter were added to the roster.

County Clerk Kay Brown presented the Commission with the list of the Board of Equalization members. The following people will be on the Board of Equalization. Ray Weter, Bill Barnett, soon to be appointed Commissioner, Danny Gray, Loyd Todd, Rick Gardner, 1 year term, Brenda Hobbs, 3 yr. Term, Kyle Estes, 2 year term, and Lacey Hart. The Commission will send letters of appointment.

Commissioner Weter entertained a motion to approve the appointments of Brenda Hobbs, Kyle Estes, and Rick Gardner to the Board of Equalization.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Bill Barnett, Western Commissioner
SECONDER:	Ray Weter, Presiding Commissioner
AYES:	Ray Weter, Bill Barnett

Motion/Vote - 3:02 PM Lee Johnson-Recycle Supervisor

Discussion - Activity Report

The meeting was attended by Commission Secretary Julia Maples, Steve Stewart, Don Stewart, Hollis and Paulette Overall, Kelly Hall, Planning & Development Administrator Todd Wiesehan and Jim Billedo.

The Commission met with Lee Johnson, Recycle Supervisor for an activity report discussion. Commissioner Weter said this is something they have initiated to keep themselves aware of what is going on in the offices. Lee presented the Commission with Recycling work duties and they were discussed. Lee wanted to talk about the bathroom. He said he had a bid for a holding tank and alarm and water line and sewer run to the building and it was \$3500.00. They will need to have it pumped once a month. That doesn't include the toilet or fixtures. Ray said this is under the bid decision number so the commission will make the decision. Lee said they use a port a potty now and wash hands at a farm faucet. Ray said that may get them beyond the budget with the fixtures

and stuff so they will need to put it out to bid at the next meeting. Lee said last winter they burned 18 barrels of oil and this winter we burned 6. Last year they burned 2 tanks of propane and this year he hasn't used 1/2 tank. He has talked to Suzanne and he can bring some people over to do yard work that are his community service people. Bill said they need to have a copy of liability release for those community service people. Bill asked if they still need a baler. Lee said they could use one. The one they have now is old. Bill said he is going to try to get one on a grant through District O. Lee said the bathroom is the main need.

Motion/Vote - 3:32 PM Christian County Commission

Discussion - Elected Officials-Employee Compensation

The meeting was attended by Commission Secretary Julia Maples, Steve Stewart, Don Stewart, Hollis and Paulette Overall, Kelly Hall, Planning & Development Administrator Todd Wiesehan, County Clerk Kay Brown, Danny Gray, Karen Matthews, Lacey Hart, Brad Cole, Ken Davis, Loyd Todd, Nathan Weter, Lynn and Patrick Kempen, Rod Wells, Joey Kyle, Amelia Wigton, Judy Dollarhite, Cindi Carey, and Jim Billedo. Ted Nichols arrived late.

The Commission met with the elected officials and County Counselor John Housely regarding employee compensation. Commissioner Weter said the meeting is specific to employee compensation. On January 1 when the county switched to 1 st class the rules changed when it comes to pay raises. Used to in the past raises were granted at the discretion at the county commission. Now it appears as elected officials have the statutory authority to establish staff compensation within limits of their overall salary. It appears as though once they set a budget if there is an open position the elected official has the authority to not fill that and use the funds to use for employee raises. Rays fear is they may stay under the current years salary cap but they haven't eliminated that position. They can come back next year and say they want to fill it. Or say those wages they spread around, they need to raise the budget more than last year. Ray said he doesn't think you can go into this thinking the commission wants to get in the position where it is a defacto situation where every year we are looking at increase in salary request. Bill said they went to Jeff city and a lot of counties are dealing with the same situation. They asked the county counsel to come and explain it. Don Stewart asked to speak and said the salary commission gave themselves an increase they can decrease their salary and it seems they should take heed. Ray said the salary is not the county commission. Ray said this came up at CCAM and there were two that voted against it. Ray asked to get back to the agenda and asked John if he had any comments. Johns said we changed classification and that is why we are having this conversation. When we were second class the commission had the authority to set salary. 5330 statute shall be approved by governing body. When we became first class there are specific statutes that apply to each office. There are a couple of offices that don't have that. When we went first class they have the latitude to set and hire if it is in salary. Whether you like it or not that is the statute. At the end of the day there is the practical side. Each office has

the salary itemized, now they can set x dollars to spend as see fit. When you come before the commission you have to have some justification for what you are asking for. You need to have a base line. The commission will give you authority for all your salaries with some logical base. If you have someone retire what happens to the balance of the salary. You can do that legally. When you go back to the commission next year for the extra person then you will need to cut pay. Joey said they take that overtime and put into comp time to reimburse the extra hours. Joey asked what about making a bonus? Housely said you can't do bonuses. The other problem he sees is if we have job descriptions and you should be paid the same no matter which office you work in. The idea in the past is we pay based on the job and get raises based on the cost of living, with the statutory change the door is open unless the office holders get on the same page on how we will handle this situation. Ray said we do have a matrix. What he wants to avoid it getting to the point of saying those raises you past out in order to sustain those raises we will eliminate the extra position. It will cause a lot of conflict or if you tell him you don't want to eliminate the position he will say who will take the salary reduction. That is where this is taking us. Don Stewart asked wouldn't you say the sheriff office has to have more personel than any other office. Patrick Kempen said there are a lot of things that need to be done, if we can do temp agencies to hire and use the budget on those issues. Ray said every item is listed in the budget and they would have to have a decisional item. Patrick said hire a temp for office to replace the person that quit. Ray said we are going to need to make a change in the employee handbook as a first step. On page 9 the change of salary statement. By statute the commission doesn't have to be notified. Don't assume if you maneuver things this way that the increase will be approved next year. Karen asked what happens and you go over and will have to amend the budget, are you going to approve that. John Housely said it can't. It says within the limits set by the county commission. The issue is we were setting line by line. Now you set a gross amount. You can not exceed it. Ray asked about a comment, they budget by salary and position and that would be asking to amend the budget if you change that. John said I don't think you can do that. The office has the authority to hire and fire as long as they stay within the gross amount. Kelly asked how it is determined if the office has open positions or not. Ray said in his opinion every position should be an approved position. Kelly said there is no place for some of them to go unless you give across the board raises. Ray said you are arguing about historical events. Ray said avoid doing this to your budget this year and count on the commissioners approving the increase budget next year. Lacey asked if there is any legal reason why if a raise has been given can it be taken away next year. John said the assistance of the budget officer sits down with the elected official and said what do you need. That is then taken to the commission and decide we can or can't do that on a year by year basis. We are making an educated guess from year to year. All things being equal, now if you get x dollars for employees look at what they are making now and what they will make in the future. What he is saying is you will have to look at this on a year by year basis. It is part of the equation. Once you have the gross amount granted to you, you can do what you want. Karen said we have 180 employees and she has cut her budget every year but she has done what she has been asked and she has nowhere to go to get a raise. When you bring a new person in and pay them more than someone who has been here a long

time, what will that do to the morale of the employees. She has ill will feelings over giving raises with position change and no change happens. Julia said as an employee it would be disappointed if someone got a raise and she didn't but her question is what if there is an elected official who has an open position and eliminates that position and puts it into the general revenue and the sheriff or someone can use that position or money for raises. John said it is up to the commission to do what they want with that money. The worry is not that but distributing money when someone quits and then asking for that position next year. If you had a salary matrix and everyone hired makes the same money coming in. This statutory change may help you think about that. Ray said the only thing to vote on today is the proposed change in the handbook policy. When someone comes to the auditor and wants to make these changes she has to think what it will do to the budget for next year. Ted said you are talking about the matrix, there is a \$10,000 spread. Each office has different duties and he doesn't see how you can say that one office is the same as another because each does different duties. What is all boils down to is they have an amount of money for salaries. If we are able to give a raise this year they will have to live with the same budget next year. Three years down the road things change. There is a lot more workload for the different offices and you don't want to lose an employee because they can make more money going somewhere else. Bill said he thinks we are going to have to get Glenn Pace down here to work on the matrix. Judy asked about the experience of what one has opposed to the other. Ray said what they don't have is steps up the ladder for the experience. Judy said that can be part of the citizen task force. Ray said what we are going to do is make a change to the employee handbook page 9. The current procedure is change of salary. The portion they are going to change is the change of wage going to the auditor to sign for budget approval and a note to the commission. Ray would entertain a motion to make those changes.

Lacey said what is time consuming is asking her to determine if it is in the budget. She wants them to have the answers before they come in with the justification.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Bill Barnett, Western Commissioner
SECONDER:	Ray Weter, Presiding Commissioner
AYES:	Ray Weter, Bill Barnett

III. Adjournment

The meeting was closed at 4:32 PM

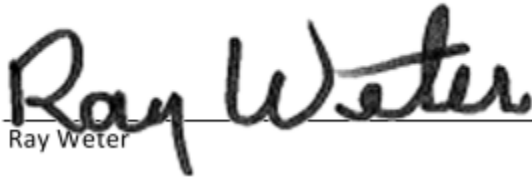
The Commission is adjourned until Monday, February 23, 2015.

Motion/Vote -

- Motion to adjourn

Commissioner Weter entertained a motion to adjourn until Monday, February 23, 2015.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Bill Barnett, Western Commissioner
SECONDER:	Ray Weter, Presiding Commissioner
AYES:	Ray Weter, Bill Barnett



Ray Weter

Presiding Commissioner, Ray Weter



Bill Barnett

Western Commissioner, Bill Barnett