



Christian County Commission

100 West Church St, Room 100
Ozark, MO 65721

January Term

<http://ChristianCountyMO.iqm2.com>

~ Minutes ~

Thursday, March 2, 2017

8:50 AM

The Christian County Courthouse

I. Convene

The meeting was called to order at 8:50 AM by Presiding Commissioner Ray Weter

Attendee Name	Title	Status	Arrived
Ray Weter	Presiding Commissioner	Present	8:45 AM
Ralph Phillips	Eastern Commissioner	Present	8:45 AM
Hosea Bilyeu	Western Commissioner	Present	8:45 AM
Krista Cronin	Deputy Clerk	Present	8:45 AM
Ashley Hannah	Secretary	Present	8:45 AM

II. Establish Quorum

III. Agenda

Motion/Vote - 8:50 AM Christian County Commission

Discussion - Approve Agenda

Presiding Commissioner Weter noted the presence of a quorum, and then entertained a motion to approve the agenda for today, March 2, 2017, as published, and then commented that the 9:30 a.m. item with CenturyLink is not actually a renewal, it's just a brief explanation of the contract.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Hosea Bilyeu, Western Commissioner
SECONDER:	Ralph Phillips, Eastern Commissioner
AYES:	Ray Weter, Ralph Phillips, Hosea Bilyeu

Motion/Vote - 8:57 AM Kay Brown-Christian County Clerk

Minutes & Financials Approval - Approve Minutes and Financials

There are no minutes or financials to discuss.

Motion/Vote - 9:00 AM Angie Snyder-District O

Discussion - District O Introduction to New County Commissioners

Attendees: Angie Snyder and Tim Smith with District O, Leo Snelling, Miranda Beadles, Todd Wiesehan

The Commissioners met with presenters Angie Snyder and Tim Smith with District O. Representative Tim Smith gave the history of the Solid Waste Management District O, and then detailed what kind of services they provide. Mr. Smith said that they have a grant call annually every autumn, which are due by the end of the year, and mentioned

that their districts help organizations with their capital expenses. Mr. Smith noted that it's important to their district that each county is represented at their monthly meetings, so they were pleased to have Western Commissioner Bilyeu with them on Tuesday. Presiding Commissioner Weter asked about the grant application filled out by Ms. Beadles for a bailer for the Recycling Center. Mr. Smith answered that the grant was approved. Ms. Snyder noted that after they approve something it has to be sent to DNR for their approval, so they are anticipating June 1, 2017 as the date in which Christian County can purchase the bailer, and then afterward receive reimbursement. Presiding Commissioner Weter thanked the presenters for all that they do, and said the solid waste management program has made a huge difference in our county.

Motion/Vote - 9:30 AM Christian County Commission

Bid - Bid Renewal-CenturyLink

Attendees: Leo Snelling, Malinda Young

The Commission met with presenter Malinda Young to discuss the contract with CenturyLink. Ms. Young said upon speaking with Ms. Maples she realized the contract with CenturyLink that they thought was up for renewal is in fact not due at this time. Ms. Young said that we have a service agreement with CenturyLink that is part of the agreement from the initial install. The first contract was for 36 months, and it came due in 2016. During that time we renewed with CenturyLink for another 36 months, so we won't need to renew until 2019. This service is for phone lines for all Christian County offices. Western Commissioner Bilyeu confirmed that this contract is only for maintenance of the equipment and the service lines. Presiding Commissioner Weter said there is no action required by the Commission.

Motion/Vote - 9:45 AM Kari Stewart-Highpoint People Company

Presentation - Human Resources Presentation

Attendees: Kari Stewart with Highpoint People Company, Amelia Wigton, Leo Snelling

Late Arrivals: Jeff Roussell, Doug Colvin

The Commissioners met with presenter Kari Stewart of Highpoint People Company to hear a human resources presentation. Presiding Commissioner Weter said we are seeking an agreement with a Human Resources professional to help us develop current personnel policies and we've also talked about evaluating the pay scale county wide. Ms. Stewart said in looking at the county and in discussions with the community, she thinks human resources updating is a good idea for Christian County. She said she thinks it will help change the culture. Ms. Stewart said the County's culture doesn't have consistent or contemporary people-practices and that's where her proposal is a little different than the traditional HR proposal. She'd like to help develop a culture that's ready for change and is service and people-focused. There was discussion about compensation changes. Presiding Commissioner Weter said elected officials have certain rights given to them by statute, and once we appropriate budget amounts for salaries how the office holders distribute that money is entirely up to them. Ms. Stewart said that we would want to look at compensation in a way that's fair and

equitable, and talked about structures of positions to allow for raises and promotions. Eastern Commissioner Phillips said we have no consistent policies, job descriptions, and annual appraisals, and we have no statutory authority over elected officials. He said the only thing we have is our employee policy manual, and that creates a problem when it comes to disciplining or rewarding individuals. Presiding Commissioner Weter said if someone were to start in this position tomorrow he'd like to see them gather information and create job descriptions. Ms. Stewart said job descriptions would be a great place to start, but she would first address regulatory problems in order address risk. There was discussion about at-will employment. Western Commissioner Bilyeu said that as he assesses the culture himself we have to look hard at how we can gain and use influence and not authority, and he's convinced we can change the culture over time by using influence which requires listening skills and creating mutual respect. Presiding Commissioner Weter said he thinks we need a conflict resolution mediator. Ms. Stewart said she's completing her conflict resolution certificate at the end of March. There was discussion about the retainer options, and Ms. Stewart said in order to assess which retainer option would be the most beneficial for the County they would need to consider the scope of the project. Eastern Commissioner Phillips asked Ms. Stewart if she has experience with a creative way of combining leave, sick, and vacation time in order to give employees the option of paid time off in one lump sum. Ms. Stewart said that she's had experience with PTO, and she liked that as an option. Presiding Commissioner Weter said that they will look at both proposals and evaluate them in terms of cost and product, and we will put a meeting on the agenda as appropriate for next week to discuss both options and hopefully move the decision-making process along. Ms. Stewart said she believes the community is ready to receive this benefit.

RESULT:	ADOPTED [UNANIMOUS]
AYES:	Ray Weter, Ralph Phillips, Hosea Bilyeu

Motion/Vote - 10:35 AM Miranda Beadles-Highway Engineer

Discussion - 2017 Road Sales Tax Distribution-Project Discussion

Attendees: Miranda Beadles - Highway Engineer, Jeff Roussell, Doug Colvin, Leo Snelling, Sparta Mayor Mike Younker, Highlandville Mayor Clint Ellingsworth, Joe Valade

Late Arrival: Debbie Bilyeu

The Commissioners met with presenter Miranda Beadles, Christian County Highway Engineer, to discuss the 2017 Road Sales Tax Distribution. Ms. Beadles said every year we request applications and backup information from each of the special road districts and cities within Christian County. Those projects are reviewed, evaluated, and ranked, and the funding is distributed among those agencies. Ms. Beadles said they distribute those funds quarterly, so some entities can start immediately, and some have to wait until they have all the funds. If there are leftover funds the entity is allowed to use that funding as long as it goes towards roads. Ms. Beadles said we have 18 project requests and we have a million dollars for 2017. The history of this program is that the projects are evaluated based on need, with projects where safety is an issue being given priority

over projects that are simply a maintenance issue. Ms. Beadles gave the project requests, total project costs, and percentages approved as follows:

Billings Special	December 2015 Flood Damage
Proposed 2017: \$96,000.00	Approved: 80%
Clever	Hart Street Overlay, Widening
Proposed 2017: \$60,268.00	Approved: 65%
Clever	Funding Request - MoDOT Sidewalk
Proposed 2017: \$0.00	Approved: 0%
Fremont Hills	Debt Service (2011 Resurfacing Project)
Proposed 2017: \$0.00	Approved: 0%
Fremont Hills	Street Resurfacing, Various
Proposed 2017: \$114,000.00	Approved: 60%
Garrison	Various Roads, Patching, Sealing
Proposed 2017: \$104,000.00	Approved: 65%
Highlandville	Resurfacing, Sawmill & Ellingsworth
Proposed 2017: \$48,947.50	Approved: 70%
Nixa	Truman Blvd Extension
Proposed 2017: \$0.00	Approved: 0%
Nixa	Northview Rd Extension
Proposed 2017: \$87,750.00	Approved: 65%
Ozark	S 11th Ave Reconstruction
Proposed 2017: \$54,658.80	Approved: 70%
Ozark	E Hartley Ave Reconstruction
Proposed 2017: \$34,527.50	Approved: 70%
Ozark Special	Longview Rd Widening and Striping
Proposed 2017: \$119,469.41	Approved: 70%
Selmore Special	Various Chip & Seal Roadways
Proposed 2017: \$68,171.25	Approved: 70%
Sparta	Vanilla Bean Rd Stormwater Improvements
Proposed 2017: \$86,732.80	Approved: 55%
South Sparta Special	S Oak St Culvert Replacement
Proposed 2017: \$24,800.00	Approved: 80%

Saddlebrooke	Various Sealing and Patching of Roads
Proposed 2017: \$33,075.00	Approved: 70%
Stoneshire Special	Various Sealing of Roads
Proposed 2017: \$24,029.85	Approved: 65%
Stoneshire Special	Various Road Repair & Maintenance
Proposed 2017: \$8,881.00	Approved: 100%
Reserve	TBD
Proposed 2017: \$34,500.00	Approved: 100%

Ms. Beadles said the Vanilla Bean Road storm water improvements is a high-need project. She said the engineer's estimate came out to \$77,00.00, so the request for \$157,696.00 was above and beyond what would be needed and that's why there's partial funding there. She also mentioned that in South Sparta Special on South Oak the road is collapsing over the box culvert, and it will require an IGA with the City of Sparta. Ms. Beadles said that last year we didn't put any money in the reserve account, and she's proposing \$34,500.00. She asked the Commission if they'd rather apply those funds to a project or put it into the reserve. She said the reserve fund can be used for emergency situations for any one of the agencies listed. Presiding Commissioner Weter said Billings Special's project is a safety issue. Ms. Beadles agreed and said they've used their own funding to reinforce those areas and had to put ditch markers up to keep people away from the road. She said if it's left as is it could be an issue. Mr. Colvin said he appreciates the way Ms. Beadles considers all of the projects, and Mayor Ellingsworth said he's pleased with what he received. Ms. Beadles emphasized that the annual contracts they have for cold mix, aggregate hot mix, chip and seal, and crack sealing are available to the cities and specials within Christian County because of the way they write their bid, and so she'd like to remind everyone that they can contact the vendors and reference our contract to get those prices. There was discussion about whether or not the entire \$34,500.00 should be contributed to the reserve fund, and Ms. Beadles said that depending on the type of emergency the \$300,000.00 that is in the fund currently may not even come close to covering it. Mr. Snelling said that he'd rather see the money go into the reserve fund. Presiding Commissioner Weter said that in case there's a weather-related event that's spread across several municipalities, his preference is to have those funds available. Western Commissioner Bilyeu moved to accept Ms. Beadles recommendations for the amounts to be distributed to the various entities.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Hosea Bilyeu, Western Commissioner
SECONDER:	Ralph Phillips, Eastern Commissioner
AYES:	Ray Weter, Ralph Phillips, Hosea Bilyeu

IV. Adjournment

The meeting was closed at 11:09 AM

11:09 AM

Statement

Presiding Commissioner Weter said seeing no further business we are adjourned.



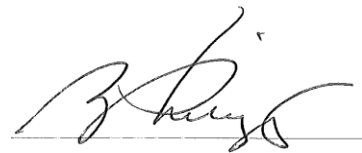
Ray Weter

Presiding Commissioner, Ray Weter



Hosea Bilyeu

Western Commissioner, Hosea Bilyeu



Ralph Phillips

Eastern Commissioner, Ralph Phillips