



**Christian County Commission**

Notice is hereby given that the Christian County Commission met in Regular Session at:  
 The Historic Christian County Courthouse  
 100 W. Church St. Room 100  
 Ozark, Missouri, 65721  
 on the **28<sup>th</sup>** day of **January 2025** at **9:00 a.m.**

**MEETING MINUTES**

Attendee Name	Title	Status	Arrived	Adjourned
Johnny Williams	Western Commissioner	Present	9:00 a.m.	11:18 a.m.
Bradley A. Jackson	Eastern Commissioner	Present	9:18 a.m.	11:18 a.m.
Lynn Morris	Presiding Commissioner	Present	9:00 a.m.	11:18 a.m.
Madi Raines	Minutes Secretary	Present	9:00 a.m.	11:18 a.m.

Attendees: Assessor Danny Gray, Auditor Amy Dent, Collector Ted Nichols, County Clerk Paula Brumfield, Prosecuting Attorney Kristen Tuohy, Public Administrator Susan Pathkiller, Sheriff Brad Cole, Treasurer Melissa Bilyeu, Employee Services Director Amber Bryant, Highway Administrator Miranda Beadles, Richard Teague, Jeremy Burns, Kelsee Embree

9:00 a.m. A quorum was established.

Items to be removed from the consent agenda:

Presiding Commissioner Morris entertained a motion to approve the consent agenda, which included Christian County Commission's agenda for today January 28, 2025, as amended moving Policy Update prior to closed session. There are no financials or minutes to address. Western Commissioner Williams so moved. Presiding Commissioner Morris seconded the motion.

Aye: Morris, Williams. Nay: None. Absent: Jackson. Abstain: None.

The Commission met with Employee Services Director Bryant to discuss policy updates. Policy updates to discuss are as follows: Emergency & Weather Closure Policy, Emergency Pay Hours Policy, Travel Reimbursement Policy, and PTO accrument with years of service.

The current emergency/weather closure policy states, "When it's decided the County will close offices/buildings for any reason or circumstance deemed appropriate, each affected employee will receive one (1) hour of "Office Closure" time for each hour County operations are suspended up to a maximum of eight (8) hours. Due to some safety sensitive positions (Deputies, Correctional Officers, Building Operations and Highway Crews etc.) these positions may need to work as scheduled or be called in as needed to provide County services." Employee Services Director Bryant noted that 4 options were given to the Commission, and they were narrowed down to two. Option 1 is leaving the policy as is, Option 2 would be to remove the office closure hours and hourly employees (salaried employees cannot have their pay reduced) tied to a building who are not called in would go unpaid.

Multiple elected officials including Assessor Danny Gray, Collector Ted Nichols, Treasurer Melissa Bilyeu and Public Administrator Susan Pathkiller commented that they did not like Option 2, that they do not want their employees going without pay, or driving in

hazardous conditions, adding that they need to support employees, that is how they are retained. Sheriff Brad Cole added that the current policy has worked well for quite a few years and did not feel as though employees should be penalized when the County decides to close. Presiding Commissioner Morris asked for a show of hands from the elected officials present if they preferred to keep the policy as is, all hands in the audience were raised in favor to pay employees during times the County is closed.

Eastern Commissioner Jackson stated that he preferred Option 2, adding that he prefers that the County not close at all. Public Administrator Pathkiller responded that for employees who do not live across the street and can't walk to work, it's an unfair scenario. Eastern Commissioner Jackson responded that he was being pointed out, and that currently he does live within walking distance of the Courthouses but in previous jobs he has not always lived in such proximity. Assessor-elect Jeremy Burns added that this policy change is potentially taking something away from employees that they are used to. Eastern Commissioner Jackson noted that points brought up are valid, but he hears a lot of scuttlebutt in the community, thinking the County should operate differently or that office closure is an unfair distribution of benefits. Public Administrator Pathkiller noted that employees currently don't get enough benefits, and they work hard. Director Bryant noted that there are a lot of hateful people in our community, and they will always find something to complain about. Treasurer Bilyeu added that it is a benefit to employees, a benefit they rely on. Western Commissioner Williams added that asking employees to utilize their PTO, their personal time, based on the County's decision, isn't necessarily fair to them. He feels employees should be taken care of. Collector Nichols stated that he doesn't see a need to change the current policy.

The current Emergency Pay Hours Policy states *"The administration of this policy is determined by each Office Holder for application to their respective employees and is subject to departmental policy. Definition of Emergency: Any unusual event requiring intervention by County employees to provide for the public safety interests of the general public or other special circumstances."* The suggested change is adding Department Heads, as they more directly know their employees' schedules and when a need to utilize special circumstance hours will arise. Director Bryant added that the policy could be edited or removed, its legal, its fair labor law, this current policy simply lets you do right by the employee in special circumstances. Sheriff Cole stated that his office is open 24/7, and occasionally they may go to emergency status for weather (ice covered roads), but he only goes into that status for one reason, when they are only responding to emergency calls, it doesn't change any of our jobs, we are doing what we signed up for. He added that he is not in favor of paying employees overtime for doing the job they are paid to do, if roads need cleared, that's their job, once they accrue over 40 hours they get overtime. When you open it up to special circumstances and let others decide what that definition is, you open it up to whatever that person thinks. Director Bryant added that maybe emergency/special circumstances need to be further defined.

The current travel policy was discussed, two options were presented. Both options simplify the policy and Option 1 removes the same day travel breakfast and dinner but increases the lunch allowance to \$15.00. A travel day per diem was suggested, discussion was held.

The final policy reviewed was Paid Time Off (PTO). Currently employees accrue PTO based on months of service with only 3 tiers, 0 through 84 months (7 years) of service (accruing 4.92 hrs.), 85 through 168 months (14 years) of service (accruing 6.46 hrs.), and 169 months and up of service (accruing 8 hrs.). Two options were presented.

Option 1 creates an additional tier of service for employees who have been employed over 240 months (20 years) (accruing 9.54 hrs.) and modifying the tiers to be 0 through 60 months (5 years), 61 through 132 months (11 years), and 133 through 228 months (19 years) of service.

Option 2 creates 5 tiers, 0 through 60 months (5 years) (accruing 4.93 hrs.), 61 through 120 months (10 years) (accruing 5.69 hrs.), 121 through 180 months (15 years) (accruing 7.23 hrs.), 181 through 228 months (20 years) (accruing 8.77 hrs.) and 229 months and up (accruing 10.31 hrs.). This option aligns with the recognition of service every 5 years but would decrease employees currently accruing 6.46 hrs. and be reduced to 5.69 hrs. Discussion was held to possibly grandfather employees to prevent a loss in PTO accrual or to re-work the 5 tiers.

10:32 a.m. The Commission sat in recess.

10:34 a.m.

Presiding Commissioner Morris entertained a motion to enter into closed session per RSMo 610.021.3 (Personnel) by means of roll call. Eastern Commissioner Jackson so moved. Western Commissioner Williams seconded the motion.

Roll Call Vote.

Aye: Jackson, Morris, Williams. Nay: None. Absent: None. Abstain: None.

11:18 a.m.

Presiding Commissioner Morris entertained a motion to exit closed session and resume regular session by means of roll call. Eastern Commissioner Jackson so moved. Western Commissioner Williams seconded the motion.

Roll Call Vote.

Aye: Jackson, Morris, Williams. Nay: None. Absent: None. Abstain: None.

The Commission met briefly for communications.

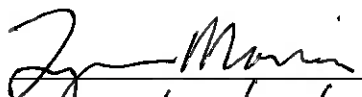
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The meeting was adjourned at 11:18 a.m.



Date: 1-30-25

Johnny Williams  
Western Commissioner



Date: ~~2/1~~ 1/30/25

Lynn Morris  
Presiding Commissioner



Date: 1-30-2025

Bradley A. Jackson  
Eastern Commissioner