

Osage County Commission Meeting Minutes

October 26, 2017

The meeting was called to order by Presiding Commissioner Dudenhoeffer at 8:30 AM.

Meeting opened with the Pledge of Allegiance.

District 1 Commissioner John Glavin present.

District 2 Commissioner Larry Kliethermes present.

County Clerk Patrick Steele on duty.

Media was represented by Jerri Voss

Present for all or part of the meeting were: Jerry Bryan, Andrea Rice, Doris Keilholz, Amanda Grellner, Cindy Hoffman, Tim Neuner, Diana Schubert, and Jerry Baker.

Approval of the Agenda: Agenda was approved.

Minutes: Minutes of October 24, 2017 Regular Meeting were reviewed and approved.

Bills and Communications:

County Clerk Steele reported that he had discussed the change of health care coverage with ECCHIC yesterday and ECCHIC representatives requested a meeting with the Commissioners. A discussion followed with questions about MAGIC and what company would be our provider. A number of the elected officials still thought that Cox would be our provider, but it was reported by County Clerk Steele that after the initial meeting in Jefferson City, it was determined that AETNA would be the cheaper and better choice for Osage County which is outside the coverage area of Cox. County Clerk Steele called Darrell Decker and Darrell answered questions asked by the meeting participants, confirming what had been reported by the Clerk. It was agreed that AETNA was a better fit for the County and had a better health care network. It was then decided to not meet with ECCHIC and to continue to plan to switch to MAGIC.

Meetings:

Compensation Committee to meet with MAGIC on November 7, 2017 at 9 AM.

Old Business:

Road and Bridge Items: Bid was received in the Clerk's Office on October 25, 2017 in response to the ad in the UD by the Road and Bridge Department. However, there was no deadline date included in the ad. The bid was not opened and County Clerk Steele was asked to check with Road and Bridge. R&B were called and told that a bid had been received but the fact that there was no deadline listed could cause problems if this bid is opened and accepted. Clerk was told that Foreman Atkin did not wish to have a deadline printed with the ad.

New BRO Project, CR 531: Communication from the Engineering Company indicates that they are working on the plans and are aware of the upcoming deadlines.

Plan for County Roads: No new information.

New Plat Book: GIS information has been provided to Mapping Solutions and we should still be on schedule.

Follow-up on Loose Creek Meeting: No new information.

MAGIC Health Care Consortium: Meeting with Compensation Committee for Nov.7, 2017 @ 9 AM.

Handicap Accessible Door for Administration Building: No new information.

New Business:

Amanda Grellner, Doris Keilholz, and Andi Rice presented their proposal for a salary schedule to the Commissioners, based on the model used by 911 and Road and Bridge. It identifies raises starting in January of 2018 for full time employees based on \$.50 an hour or \$1,040.00 a year for the first 5 years; then a raise of \$.50 per hour/ \$1040 for the 8th year, another \$.50 per hour/ \$1040 for the 10th year. The next raise would be for \$.50 per hour/ \$1040 for the 15th year, then the 20th, then the 25th, and after the last raise at 30 years, the salary would be capped. Starting salary for full time employees will start at \$23,700 and will cap after 30 years at \$36,140.00.

The proposal for part time employees penalizes part time workers by basing any pay raise on the type of part time worker—over 1000 hours or under 1000 hours worked in a year. According to the proposal, part time employee working over 1,000 hours would only receive \$.25 per hour increase and those under 1,000 would

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only receive \$.125 per hour increase. The basic schedule has merit but there are several other introduced measures that are in violation of state statutes and not consistent with normal employee best practices. At least one individual's current salary is incorrect. This proposal also leaves long term employees at Road and Bridge at a salary lower than what this proposal sets as cap at 30 years.. Once again, we have a proposal that ignores job descriptions, job ranges, employee evaluations, and fairness. As the County Clerk pointed out during the presentation, this committee was not a committee appointed by the full commission that was created by a motion, a second and passed with three ayes; but by a request by one individual. (That motion was made at the April 27, 2017 Commission Meeting and the minutes are attached.) This proposal needs to be improved before it is accepted as policy for the County.

Departmental Reports:

Public Comments:

Other:

Adjournment:

With no further business, Commissioner Glavin made the motion to adjourn and the meeting was adjourned at 10:18 AM.



Dave Dudenhoeffer
Presiding Commissioner