

Osage County Commission Meeting Minutes

November 9, 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.

Deputy County Clerk Theresa Walter on duty.

Media was represented by Jerri Voss.

Present for all or part of the meeting were: Jerry Bryan, Andi Rice, Randy Atkin, Tim Neuner, and Mark Voss.

Approval of the Agenda: Agenda was approved.

Minutes: Minutes of November 7, 2017 Regular Meeting were reviewed and approved.

Bills and Communications:

Expense Reports for all departments through October 31, 2017 were provided to the Commissioners

Commissioner Glavin gave a report on MMSWMD meeting in Tipton, MO on November 8, 2017 and the tour of Willow Fork Pallet. He was impressed with the process of the mulching operation there.

Still waiting on the response from Cox Insurance to our questions from the meeting on 11/7/17. We will need to have another meeting of the Compensation Committee once we have the questions answered. Open enrollment will then be scheduled the last week of November.

Collector's Report of Tax Adjustments was presented and signed by the Commissioners.

Meetings:

Andi Rice is still trying to get a copy of the information on the FEMA training scheduled for May 30 and 31, 2018.

County Offices will be closed on the Friday after Thanksgiving.

Old Business:

Road and Bridge Items: Randy Atkin asked if we had received the answers yet on the insurance. He then discussed the salary proposal from the other committee as he was working on his budget. There was a lengthy discussion about how longer-term employees were not really helped by the pay scale adopted in 2012 and 2013 for Road and Bridge. He talked about wanting to hire better employees at the beginning and wanted to raise salaries of the longer termed employees.

He further talked about the hidden costs of running a business such as sick leave, comp time and vacation time. Randy stated that he would like to cut sick leave to a limit of 10 days per year max. He mentioned that comp time is paid out at the end of the year with only 40 hours being carried over. He also said that his employees did not like the use it or loss it ruling with vacation time. It was cited that Mondays and Fridays often see only skeleton crews at work at R&B because of Comp Time and Sick leave. It was mentioned that sick leave requires a doctor's statement if more than one day. Andi Rice said that cutting back on sick leave was taking away benefits from the employees.

The discussion on proposed pay scale changes was not clear because staff did not have a copy of the handouts until after the meeting. Both Randy Atkin and Commissioner Glavin commented that the new tax money could be used for salary.

Randy discussed job ranges with the idea of hiring more experienced employees with higher pay. Commissioner Glavin said if you need a good dependable truck, which would you buy, one for 10,000 or one for \$30,000. You get what you pay for.

New BRO Project, CR 531: No new information

Plan for County Roads: No new information.

New Plat Book: Project is on schedule.

A/A

Follow-up on Loose Creek Meeting: Not discussed

MAGIC Health Care Consortium: We need to get the answers to our questions as soon as possible. It was stated that no one was aware that \$3500 was being paid for administration of our current health care coverage. There was confusion on the reported additional cost of \$3500 per month if we left ECCHIC before the end of the current term. (We have worked it out that we will start new policy on 2/1/2018 to avoid that cost and still get our projected refund at the end of June 2018.) It was stated that it looked like Cox was our best bet for insurance and we have selected the base plan of 2500 deductible with the County paying \$400 for each employee taking coverage.

Handicap Accessible Door for Administration Building: Deputy Walter reported that Clerk had said that he would need to check with St. Louis providers.

Salary Proposal from Ad Hoc Committee: No new information.

New Business:

Rhonda Peters Floodplain Variance and Appeal Request was heard. The property is at 1569 CR 416 in Bonnots Mill and is considered a residential structure because it exceeds the size of accessory buildings. However, all the available changes have been made and approval is recommended by the Floodplain Manager.

Commissioner Kliethermes made the motion to approve the variance for the Rhonda Peters' property at 1569 CR 416 and the motion was seconded by Commissioner Glavin. Motion carried with three ayes in the roll call vote.

Departmental Reports:

Public Comments:

Other:

In discussion of the Expense Report, several questions arose about the Assessor's payment of Workers Comp. It was stated that generally, that was covered in Fringe. At first it was stated that it may have been a claim because of an injury but it was finally correctly pointed out that Assessor's budget is not in general revenue and had not included the cost of covering that department in their original budget. (The invoice to the County from MAC Trust provides the cost for each department).

Commissioner Kliethermes reported that he had talked to Preston Cramer who gave him contact information for permits to extend a pipe on CR 551 at the intersection with Highway B at Meta. The permit would actually be issued to Osage County

Adjournment:

With no further business, Commissioner Glavin made the motion to adjourn and the meeting was adjourned at 10:38 AM.



Dave Dudenhoeffer
Presiding Commissioner