

TERM OF COMMISSION: November Session of the October Adjourned Term

PLACE OF MEETING: Roger B. Wilson Boone County Government Center  
Chambers

PRESENT WERE: Presiding Commissioner Dan Atwill  
District I Commissioner Fred Parry  
District II Commissioner Janet Thompson  
Captain Gary German  
Director Human Resources Jenna Redel  
Director Information Technology Aron Gish  
Stormwater Coordinator Nicki Fuemmeler  
Deputy County Clerk Michelle Thompson

The meeting was called to order at 3:00 p.m.

### **Human Resources**

#### **1. First & Second Reading; Half Day Holiday: December 24, 2018**

Jenna Redel said this is a proposed order to close County offices at noon on December 24, 2018 and give County employees four hours of holiday pay for that early closing. The last time this was done was in 2015, which was the last time December 24<sup>th</sup> fell on a workday. It was done the same way that is being proposed in this order. There is a pro-rata amount that is given to less than full-time employees and employees are paid the holiday pay regardless whether or no they work. If they work on December 24<sup>th</sup>, they get paid for the hours they work plus they get whatever amount of holiday pay they would be proportioned based on their scheduled hours.

There were no comments or questions from the Commission.

Commissioner Parry moved on this day the County Commission of the County of Boone does hereby declare December 24, 2018 a partial day holiday pursuant to Boone County

Personnel Policy 2.2. Holiday pay on December 24, 2018 for full-time employees will be four (4) hours of regular pay. Holiday pay on December 24, 2018 for part-time employees will be computed as follows:

Number of budgeted hours for position per year      X 4 hours X hourly rate of pay  
2080 hours

If a benefited employee works on December 24, 2018, he/she will receive both four (4) hours of holiday pay and compensation for actual hours worked.

In order to receive holiday pay on December 24, 2018, an employee must be on the payroll the workday immediately before and the workday immediately following December 24, 2018.

If December 24, 2018 falls within an employee's vacation or paid sick leave, time will not be chargeable to the employee's accumulated vacation or sick and medical leave balance.

Commissioner Thompson seconded the motion.

The motion carried 3 to 0. **Order #512-2018**

**2. First & Second Reading; 2019 Pay Plan**

Jenna Redel said this will be the second time the pay range has been adjusted as a whole since the salary study was finished. The final implementation of that was January 1, 2017. As part of County policy, we do a bi-annual review in even number years and it is implemented in odd number years. We look to the Consumer Price Index as certified by the State Tax Commission for how much the index has moved over the relevant two-year period in the past. A recommendation is then made to the Commission on whether and how much

to move the pay ranges to keep pace with the cost of living. So, this year the CPI in the relevant period moved 4.2 percent, the recommendation for the pay ranges is to be moved 1 percent so that we can continue to keep some forward movement and keep up with cost of living. The County staff, elected officials, and department directors all put higher priority on a merit pool. We also proposed the County starting to contribute towards retirement this year. The resulting wage compression that would happen if we moved all of the ranges 4.2 percent would have cost more than all the other changes that are proposed for the year combined. So, it is recommended to move the pay range 1 percent.

Commissioner Parry explained the Assessor has raised some questions about the fairness of the CERF plan and the size of the merit pool. He wanted clarification that this did not pertain to either of those issues.

Jenna Redel said no, this would not affect either of those things. Moving the pay range would allow people who are at the top of the pay range to receive some merit. There is no direct connection between the pay ranges moving and merit pool or CERF.

Commissioner Parry said the Assessor wanted to address the Commission on this, but he was unable to come to the meeting today. If this is approved, will he still have the opportunity to address the Commission if he chooses to?

Jenna Redel said yes.

There were no more comments or questions from the Commission.

Commissioner Thompson moved on this day the County Commission of the County of Boone does hereby approve the adoption of the attached 2019 Pay Plan and authorizes the County Auditor to compute final appropriations for compensation increases needed to conform with County budgeting rules.

Commissioner Parry seconded the motion.

The motion carried 3 to 0. **Order #513-2018**

**Information Technology**

**3. First & Second Reading; Funding of Computer Programmer/Analyst Position**

Aron Gish explained this is finalizing the reimbursement for funding for this position. This is a renegotiation of an agreement between the Collector's Office and Commission for the IT services to be reimbursed from the Tax Maintenance Fund. Previously, the Collector had more involvement in suppling services and we also had a dedicated programmer. This is looking at the amount of the position to be reimbursed more than controlling the resources in IT. We found ourselves to have one programmer who was heavily involved, and we didn't have any other back up resources. So, in this we are asking for reimbursement of a position from the Tax Maintenance Fund, and then also allowing IT to cross train while still having someone who is a dedicated resource for the Collector's Office.

There were no comments or questions from the Commission.

Commissioner Parry moved on this day the County Commission of the County of Boone does hereby approve the attached Memorandum of Understanding between the Boone County Commission and the Boone County Collector regarding the Funding of the Computer Programmer/Analyst Position in the Information Technology Department.

Terms of agreement are stipulated in the attached Memorandum of Understanding. It is further ordered the Boone County Commissioners are hereby authorized to sign said Memorandum of Understanding.

Commissioner Thompson seconded the motion.

The motion carried 3 to 0. **Order #514-2018**

### **Resource Management**

#### **4. First & Second Reading; Security Release: American Outdoor Brands**

Nicki Fuemmeler explained they did a walk through of this on November 16, 2018 and found the area to be fully stabilized. We have closed the land disturbance permit and would like to release their security bond.

There were no comments or questions from the Commission.

Commissioner Thompson moved on this day the County Commission of the County of Boone does hereby release Performance Bond #106790556 from the Travelers Casualty and Surety Company of America in the amount of \$295,499.00. Said bond was issued on behalf of Ryan Companies US, Inc. for stormwater improvements located at 1800 N. Route Z, Columbia, Missouri 65202. The work has been completed as required. The original Commission Order accepting the Performance Bond is 532-2017.

Commissioner Parry seconded the motion.

The motion carried 3 to 0. **Order #515-2018**

**Sheriff's Department**

**5. First & Second Reading; Subrecipient Monitoring Agreement: FY2017 JAG**

Gary German explained this was held up for a while with the sanctuary city things that were dragging on, but it is finally taken care of. With this, every 18 months we have to audit to make sure the City is in compliance with the conditions of the grant. Basically, we do an inventory audit and then as previously stated, make sure they are complying with any special conditions that are laid out in the grant. If there are any issues, we either make sure they fix them or report those issues.

There were no comments or questions from the Commission.

Commissioner Thompson on this day the County Commission of the County of Boone does hereby approve the attached Subrecipient Monitoring Agreement between Boone County and the City of Columbia for the FY2017 Justice Assistance Grant (JAG) Program Award.

Terms of agreement are stipulated in the attached Subrecipient Monitoring Agreement. It is further ordered the Presiding Commissioner is hereby authorized to sign said Subrecipient Monitoring Agreement.

Commissioner Parry seconded the motion.

The motion carried 3 to 0. **Order #516-2018**

**Commission**

**6. First & Second Reading; Approve Closed Session authorized per RSMo Sec 610.021 (1) at 2:00PM on November 27, 2018**

Commissioner Parry moved on this day the County Commission of the County of Boone does hereby authorize a closed meeting on Tuesday, November 27, 2018, at 2:00 p.m. The meeting will be held in the Conference Room 338 of the Roger B. Wilson Boone County Government Center at 801 E. Walnut, Columbia, Missouri, as authorized by RSMo 610.021(1), to discuss legal actions, causes of action or litigation involving a public governmental body and any confidential or privileged communications between a public governmental body or its representatives and its attorneys.

Commissioner Thompson seconded the motion.

The motion carried 3 to 0. **Order #517-2018**

**7. Public Comment**

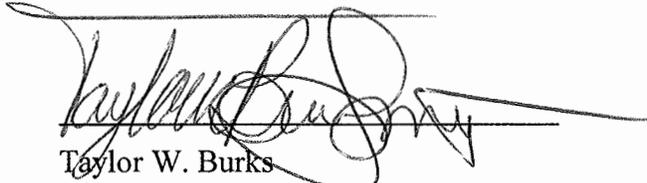
None

**8. Commission Reports**

Commissioner Thompson said at the MACC conference yesterday the Live Well by Faith award was presented to Verna LaBoy and five of the lifestyle coaches here in Boone County. It was very well received by everyone and it was stunning to watch. Verna and Scott Clardy were thrilled with receiving that recognition. Everyone at MACC was so impressed because it is such a good program and one that is easily replicated in other counties with fewer resources. This morning CJ Dykhouse made a fantastic presentation on the Wayfair decision to MACC in the general session.

The meeting adjourned at 3:14 p.m.

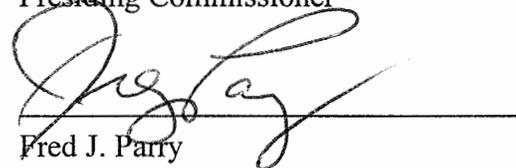
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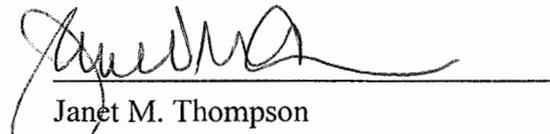
Taylor W. Burks  
Clerk of the County Commission



Daniel K. Atwill  
Presiding Commissioner



Fred J. Parry  
District I Commissioner



Janet M. Thompson  
District II Commissioner