

Bob Dixon
Presiding Commissioner

Harold Bengsch
1st District Commissioner

John C. Russell
2nd District Commissioner



Shane Schoeller
Clerk of the Commission

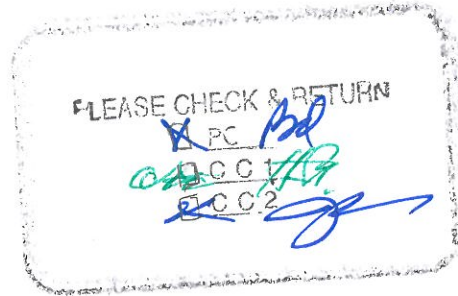
Christopher J. Coulter, AICP
County Administrator

Megan Applegate
Executive Assistant

COUNTY COMMISSION
Greene County, Missouri
(417) 868-4112

**Greene County Commission
Commission Briefing Minutes**

Tuesday, November 05, 2019
08:45 AM
Historic Courthouse
Room 212
940 N Boonville



Attendees: Bob Dixon, Harold Bengsch, John Russell, Tina Phillips, Mike Cagle, Chris Coulter, Mailyn Jeffries, Amanda Corcoran, Major Royce Denny, Major Phil Corcoran, Jeff Bassham, Cindy Stein, Kevin Barnes, Vanessa Branden, Adam Humphries, Crystal Richards and Jason Wert.

Informational Items

Budget: Deputy Budget Officer Tina Phillips reminded the Commission that the recommended budget 2020 meeting will take place on Friday November 15th @ 1:30 in room 212.

Donna Barton: Informed commission that she is working on getting legislative priorities to the chamber.

Items for Consideration and Action by the Commission

(EX1) Chapter 9, Section 3: Vacation Earning Schedule, Chapter 10, Section 3: Earning of Sick Leave, Chapter 11, Section 1: Personal Days, HR: Commissioner John Russell moved to approve changes to chapter 9, section 3, chapter 10, section 3 and chapter 11, section 1. Commissioner Harold Bengsch seconded the motion and it passed unanimously. Yes: Dixon, Bengsch and Russell. Nay: none. Abstain: none. Absent: none.

(EX2) Request letter to MPR, HR: Commissioner Harold Bengsch moved to approve Jeffries to submit the request letter to MPR. Commissioner Russell seconded the motion and it passed unanimously. Yes: Dixon, Bengsch and Russell. Nay: none. Abstain: none. Absent: none.

Other:

With no other business the meeting was adjourned.

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Greene County Commission
REVISED Commission Briefing Agenda

Tuesday, November 05, 2019

08:45 AM
Historic Courthouse
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Informational Items

Budget
Human Resources
Chris Coulter
Donna Barton

Items for Consideration and Action by the Commission

Chapter 9, Section 3: Vacation Earning Schedule, HR

Chapter 10, Section 3: Earning of Sick Leave, HR

Chapter 11, Section 1: Personal Days, HR

Request letter to MPR, HR

~~2020 Budget Bundle, Budget Office~~

Other:

REVISED 11/04/2019 @ 4:17 PM

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Section 9 – 3: Vacation Earning Schedule

Eligible employees will accrue vacation time on the first and second pay period of every month in accordance with the earning schedule.

Full-Time Employees.

The amount of paid vacation time full-time employees receive each year increases with the length of their employment as shown in the following schedule.

Part-Time Employees.

Eligible part-time employees in positions budgeted at 1,000 hours or more per year (20 or more hours per week) will earn in accordance with the following schedule. This only applies to part-time positions budgeted for paid vacation.

Vacation Earning Schedule				
Full-time Employees				
Years of Eligible Service (Computed from hire date)	Vacation Hours Per Pay Period (24 total)	Vacation Hours Monthly	Vacation Hours Annually	Maximum Accrual Limit
Zero though five years	4 hours	8 hours	96 hours	144 hours
Beginning with 6 years through 10 years (after completion of 5 years)	5 hours	10 hours	120 hours	180 hours
Beginning with 11 years through 14 years (after completion of 10 years)	6 hours	12 hours	144 hours	216 hours
Beginning with 15 years and over (after completion of 14 years)	7 hours	14 hours	168 hours	252 hours
Part-time Employees				
All Eligible Part-time	Vacation Hours Per Pay Period (24 total)	Vacation Hours Monthly	Vacation Hours Annually	Maximum Accrual Limit
	2 hours	4 hours	48 hours	72 hours

Section 10 – 3: Earning of Sick Leave

Eligible employees will accrue sick leave time on the first and second pay period of every month in accordance with the earning schedule.

Part-Time Employees.

Eligible part-time employees in positions budgeted at 1,000 hours or more per year (20 or more hours per week) will earn in accordance with the following schedule. This only applies to part-time positions budgeted for paid sick leave.

Sick Leave Earning			
For All Full-time Employees			
Sick Hours Per Pay Period (24 total)	Sick Hours Monthly	Sick Hours Annually	Maximum Accrual Limit
4 hours	8 hours	96 hours	480 hours
Eligible Part-time Employees			
Sick Hours Per Pay Period (24 total)	Sick Hours Monthly	Sick Hours Annually	Maximum Accrual Limit
2 hours	4 hours	48 hours	240 hours

Section 11 – 1: Personal Hours

Eligible full-time and part-time employees with benefits (budgeted to work 1,500 or more hours per year) will receive sixteen (16) paid personal hours per calendar year according to the following provisions:

- A) Full-time employees will be paid personal hours based on an eight (8) hour day. Eligible part-time employees will be paid prorated personal hours based on their average hours worked per week divided by five workdays. Part-time employees in positions budgeted to work less than 1,500 hours per year, temporary, and contract employees are ineligible for personal hours. Highway Department Employees should also refer to the Collective Bargaining Agreement.
- B) After 90 days of employment, newly hired employees may take personal hours during the calendar year if they were in an eligible employment classification (budgeted at 1,500 hours or more per year) as of January 1st.
- C) To take personal hours, employees must request advance approval from their supervisor.
- D) Personal hours are credited on January 1st of each year and they must be used by the end of the calendar year. There will be no carryover of personal hours from year to year, and there will be no payment for unused personal hours at the end of any calendar year or in the event of termination.

It is the responsibility of the employee to request their personal hours during the calendar year. An employee, who waits until the last quarter of the calendar year to request their personal hours, may be denied unused personal hours for that year if the request would place a burden on the operation of the department.

ex2
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November 5, 2019

Midwest Public Risk Board of Directors:

Greene County, MO has been a dedicated member of the employee benefits pool since 2011. Our member representative and employees actively engage in the valuable programs and services MPR offers. Over the last several years we have built a strong partnership and appreciate the continuous support we receive from MPR.

To remain accountable to both our taxpayers and employees, this year we decided to seek alternative quotations and pricing. Our total employee participant count for health, dental, and vision insurance is currently 831, 838, and 565 respectively. Due to this large number of participants we cannot successfully market for health, dental, and vision coverage without access to our claims data. Almost all major carriers have declined to provide a quote as they cannot assume the risk of our size group without data.

Greene County requests 3 years of claims experience data in order to successfully compare our options. We understand this would be an exception to the MPR underwriting guidelines and ask the board to thoughtfully consider our request. Our participant size means we face much greater challenges when presenting to the market than other members of the employee benefits pool.

Our ultimate goal is to confidently state to taxpayers we use their dollars efficiently as possible and to our employees that we provide the best coverage options at the lowest price. Midwest Public Risk has been a great fit for the county's needs and may continue to be the right solution for us. Please allow Greene County the opportunity to effectively compare our health, dental, and vision insurance options by providing the requested claims data.

Respectfully,

Bob Dixon
Presiding Commissioner

Harold Bengsch
Associate Commissioner

John C. Russell
Associate Commissioner