

January 24, 2017

Present: Commissioner Bob Cirtin, Commissioner Lincoln Hough and Commissioner Harold Bengsch, County Administrator Chris Coulter, Budget Officer Tina Phillips, Chief Budget Officer Jeff Scott, Human Resources Director Camille Knowles, and Chief Executive Assistant Kate Morris.

Commissioner Cirtin called the meeting to order.

Budget Office Update

Tina Phillips said that she needed to know who would want a printed copy, instead of an electronic version, of the 2017 Budget Book. Lincoln Hough and Harold Bengsch requested a printed copy. Bob Cirtin asked for an electronic copy.

Jeff Scott told the Commission that they are getting close to finishing the Budget Book. All that is left is the personnel summaries, directory, and executive summary.

Human Resources Update

Camille Knowles requested that the Commission approve an amendment to the County vacation policy. She said that, since 2008, the County has allowed the amended policy to allow vacation to roll over to the next year before it exceeds the allotted balance. She said there is no financial liability because the County doesn't pay out overage. Commissioner Lincoln Hough expressed as desire to address whether this amendment needed to be made a permanent change to the policy, since the amendment has been made each year for several years. It was decided that this amendment and other personnel policy matters will be addressed by a Personnel Policy Committee. Hough will put together the committee and address topics like vacation rollover. A vote to amend the vacation policy will be scheduled and posted in the near future.

Knowles told the Commission of a recent County vehicle accident, in which an employee was running a personal errand. The employee used Mo Perm instead of his personal insurance and the damage was about \$6,000. Mo Perm paid this without County authorization. Knowles was instructed to call Mo Perm and tell them that since they did this without authorization, the County expects Mo Perm to eat the cost.

County Administrator Update

Chris Coulter told the Commission that employees from a Commission Department are asking for a pay increase. Some of them are below market, and one of the four supervisors is paid less because of tenure. It was agreed that a pay increase is not currently possible, but policy would soon change to resolve the issue of long-term employees being paid less than new supervisors in situations such as this.

Coulter told Commission that the City of Springfield is looking into a primary seatbelt law and there are questions as to the County's status on this. Coulter will seek an opinion from County Counsel John Housley. Commissioner Cirtin mentioned that he would like to also work on a policy regarding cell phone use while driving a county vehicle.