

Greene County Commission

Daily Briefing

TUESDAY, April 5, 2016

9:00 AM

County Commission Conference Room

933 N. Robberson

Attendees: Commissioners Cirtin and Bengsch; Chris Coulter, Jeff Scott, Camille Knowles and Marilyn Elsass.

Items for Consideration and Action by the Commission

(None)

Informational Items

1. Budget Office—Jeff Scott

- *Jeff presented the Commissioners with current numbers for sales tax. There is an increase of 7.38% over last year.*
- *Outlined trends of growth.*
- *Explained documents the Auditor will present to the Commission later this week.*

2. Human Resources—Camille Knowles

- *Camille presented the Commission with a draft regarding employee complaint/grievance procedure which elaborates the policy manual to include grievances against an elected official.*

Commissioner Bengsch asked what counsel's opinion is on hostile work environment. Camille will check with counsel for a written statement.

Commissioner Cirtin asked how anonymous complaints would be handled. There was discussion regarding an investigation of complaints. There is a hotline to Human Resources for receiving complaints/information. To date there have been zero complaints. If a complaint was involving a crime, it would have to be referred to the Sheriff's Department.

Commissioner Cirtin asked about an appeal process, what happens if it goes to Commissioners or County Administrators. Camille explained the draft is not meant to replace the policy manual, but is an extension of it. No action was taken on this item. Camille will pursue legal counsel.

- *Cox will be added as a vendor for employee benefits through Cigna. There are two different networks. MPR will administer the plans. Cox will monitor the first year of claims to establish a history. The proposal is to offer the same rates as Mercy for the first year. After year one, if the claims are less the rates will go down. Cox has a network that covers Springfield, Branson and Monett. Any location other than those would be outside the network and would potentially be a greater expense to the employee. HR will hope to roll out the new Cox plans July 2016.*
- *Camille reports on the Employee of the Month awards—"Top Branch Award" that she will be able to receive gift certificates to Steak 'n Shake, Bambinos, and Andy B's. She cautions about going to the same vendors each time i.e. Employee Appreciation Day as well as Employee of Month, and have a result where vendors stop donating. First award is set for May 1.*
- *Health Risk Assessments (HRAs) are complete. A total of seven employees did not participate of which five did not participate last year.*

3. Other Items

- *Discussion of legislative updates.*
- *Discussion of MoDOT and funding at Hwy 65 and Chestnut Expressway.*