

TERM OF COMMISSION: August Session of the August Adjourned Term

PLACE OF MEETING: Boone County Government Commission Chambers

PRESENT WERE: Presiding Commissioner Don Stamper
District I Commissioner Karen Miller
District II Commissioner Skip Elkin
Deputy County Clerk Shawna Victor

The meeting was called to order at 9:35 a.m.

Subject: Tax Rate Hearing

Wendy Noren, Boone County Clerk, present on behalf of this item.

Wendy Noren stated the County Commission is responsible for setting three tax levies, the general revenue, road and bridge, and a voted levy, Boone County Group Homes. She stated since this is a reassessment year, many of the tax rate ceilings have been adjusted, but by a very minor amount. Ms. Noren stated an example of this is the group homes ceiling was adjusted from \$0.12 to \$0.1189. She stated the county revenue ceiling was adjusted from \$0.3301 to \$0.3272. Ms. Noren stated a law that was passed two years ago requires that tax rates be extended to four decimal places. The changes being seen this year is a result of this law.

Ms. Noren stated the reason the proposed levies have remained the same is the method in which the county's common and general revenue levies are applied to the sales tax rollbacks. She stated that even though the ceiling may go down in a year of reassessment, often there is a corresponding increase because of the increase in assessed value and what is being allowed to be taken between the property taxes and sales taxes. Although there was an 8.1% increase in the assessed values through the month of August, there was only approximately 2.5% increase in property taxes. She stated with the combination of the two, the sales tax roll back, which is required by law, goes down. Ms. Noren stated that there was only a fractional decrease in the tax rate ceiling, in the case of Boone County. There was an increase in what was available to tax between sales tax and property tax.

Ms. Noren stated that the County was required to have a \$0.2423 decrease in the property tax because of sales tax. She stated the county is taking in additional overall funds that would amount to a 36.25 cents increase.

Commissioner Miller asked Ms. Noren what the cap was on the road and bridge levy. Ms. Noren stated that the ceiling is \$0.2776, but because of the sales tax statutes, it would be adjusted.

Commissioner Stamper stated that a public hearing has been opened.

There was no one who requested recognition to speak.

Commissioner Stamper stated that the public hearing was closed.

Wendy Noren stated also incorporated in the order is the county levies. She stated the surtax on subclass III is constitutional and the county has no control over that. Ms. Noren stated that all other levies on the commission order are levies that were turned into the Clerk's Office by the various taxing jurisdictions within the county. She stated that the order is just to authorize extension of the tax rates.

Commissioner Stamper moved to set the 2001 tax rates per hundred dollars of assessed valuation for county purposes as follows:

County of Boone	Total \$.2989
General Revenue	\$.1300
Common Road and Bridge	\$.0500
Group Homes	\$.1189

County-wide Surtax on Subclass III Property**\$.6100**

Now be it further ordered that the County Commission, having received reports from the various political subdivisions, so sets their tax rates per hundred dollars of assessed valuation as instructed for the year 2001:

State of Missouri		\$.0300
Boone County Library District		\$.3200
Special Business District		\$.4300
Boone County Fire Protection District	Total	\$.8495
General Revenue	\$.6000	
Dispatch Fund	\$.0295	
Fire Bond	\$.2200	
City of Columbia	Total	\$.4100
General Revenue	\$.4100	
Columbia Regional Library	Total	\$.6441
General Revenue	\$.3141	
Debt Service	\$.3300	
City of Ashland	Total	\$.5062
General Revenue	\$.2906	
Debt Service	\$.2156	
City of Centralia	Total	\$.9526
General Revenue	\$.6580	
Parks & Recreation	\$.2946	
Centralia Library District	Total	\$.3722
Library	\$.2822	
Library Bond	\$.0900	
City of Hallsville	Total	\$.9468
General Revenue	\$.6568	
Debt Service	\$.2900	
Town of Harrisburg	General Revenue	\$.3284
Village of Hartsburg	General Revenue	\$.4157
City of Sturgeon	General Revenue	\$.4900
City of Rocheport	General Revenue	\$.2974
Columbia Public Schools	Total	\$4.7544
Incidental Fund	\$1.3544	
Teachers Fund	\$2.5581	
Debt Service	\$.8219	
Capital Projects	\$.0200	
Southern Boone County R-I Schools	Total	\$4.6236
Incidental Fund	\$3.2436	
Teachers Fund	\$.0000	
Debt Service	\$1.3000	
Capital Projects	\$.0800	
Hallsville R-IV Schools	Total	\$4.1200
Incidental Fund	\$2.3108	
Teachers Fund	\$.9100	
Debt Service	\$.7392	
Capital Projects	\$.1600	
Sturgeon R-V Schools	Total	\$4.0200
Incidental Fund	\$2.7500	
Teachers Fund	\$.0000	
Debt Service	\$1.2700	
Capital Projects	\$.0000	
Centralia R-VI Schools	Total	\$3.2200
Incidental Fund	\$2.7500	
Teachers Fund	\$.0000	
Debt Service	\$.4700	
Capital Projects	\$.0000	
Harrisburg R-VIII Schools	Total	\$4.3491

Incidental Fund	\$ 3.1991	
Teachers Fund	\$.0000	
Debt Service	\$ 1.1500	
Capital Projects	\$.0000	
New Franklin R-I Schools		Total \$3.8255
Incidental Fund	\$3.3544	
Teachers Fund	\$.0000	
Debt Service	\$.4711	
Capital Projects	\$.0000	
Fayette R-III Schools		Total \$4.1500
Incidental Fund	\$3.5000	
Teachers Fund	\$.0000	
Debt Service	\$.6500	
Capital Projects	\$.0000	
North Callaway R-I Schools		Total \$3.3100
Incidental Fund	\$1.6600	
Teachers Fund	\$1.0900	
Debt Service	\$.5600	
Capital Projects	\$.0000	
Southern Bo. Co. Fire Protect. District		Total \$.4078
General Revenue	\$.2181	
Dispatch	\$.0297	
Debt Service	\$.1600	
Callahan Watershed Subdistrict		\$.0900

Commissioner Elkin seconded the motion.

There was no discussion or public comment.

The motion passed 3-0. **Order 432-2001**

Subject: Public Sector Personnel Consultants Final Report Presentation to the County Commission and Elected Officials – Boone County Comprehensive Position Classification Pay Plan Study – Rick McRoy

Commissioner Stamper welcomed Rick McRoy who is with the Public Sector Personnel Consultants. He stated Boone County has been working with Mr. McRoy for almost a year in taking a look at the different personnel classification groups. Commissioner Stamper stated today the Commission is receiving the final report. Commissioner Stamper noted this is only a recommendation and there is extensive work, which needs to be done with the department heads, and elected officials.

Commissioner Stamper stated the goal of the report was for the county to take a look at what needed to be done to fairly compensate employees at market value, to establish a method for better retention and recruitment of employees, and to create a position classification system that is fair and equitable based upon the duties being performed.

Betty Dickneite, Human Resources Director, also present on behalf of this item.

Rick McRoy stated he would like to provide a brief overview of each of the points in the report.

Mr. McRoy stated the approximately 135 job titles currently in use were consolidated into 111 job classes in the position classification plan. About 84% of the employees were assigned to the proper occupational job class. Of this 84%, 37% of employees were paid at or above the market. There were 63% were paid below the market. He stated there were 82 employees that were below the new salary ranges, which is about 25% of the staff but the degree below minimum is less than 1.5%.

Mr. McRoy stated the recommendation is that the County enact a policy for a salary program based on the market. Establish a policy level at 100% of the estimated prevailing rates which is

its current average relationship to the market. A recommendation of using the salary range assignments is shown on tables 5 and 6 in the Position Classification and FY 2002 Salary Plan for Boone County, Missouri. Bring all salaries of employees below the minimum up to the minimum of the salary range. Mr. McRoy stated that in addition to this, adjustments should be made for people within the range based on where they are positioned within the range.

Commissioner Miller asked Mr. McRoy where they would find the percentage of increase that different job positions change per year. Mr. McRoy stated that a baseline has been established which is on pages 22 and 23 in the Position Classification and FY 2002 Salary Plan for Boone County, Missouri.

Commissioner Miller asked Mr. McRoy if this needed to be done every year by the county. Mr. McRoy stated yes it should be done every year but no more than every other year.

Commissioner Miller asked Mr. McRoy if a new position was proposed that was not identified in the list of 111, how would Boone County evaluate the value of that position. Mr. McRoy stated that the position would have to be analyzed to make sure that it was actually a new position. Then he stated he would start with Table 1 in the Position Classification and FY 2002 Salary Plan for Boone County, Missouri. If it is determined that it truly is a different position then the position would need to be compared to other positions.

Mr. McRoy stated all market survey work should be done at one point in time to insure that all data is the same.

Commissioner Stamper stated that he would like to have Mr. McRoy comment on implementation of this recommendation.

Mr. McRoy stated that under tab two of the Position Classification and FY 2002 Salary Plan for Boone County, Missouri, there are classification processes. He stated that there are three tables listing the approved positions that are subject to change. Tab three is the competitiveness comparisons. Tab four is the recommended salary range.

Commissioner Miller asked if adopted, would the position range be changed instead of the table. Mr. McRoy stated this is correct.

Mr. McRoy stated this would allow someone to look at two jobs in the same range today but the market would place those jobs in different ranges tomorrow.

Kevin Crane, Boone County Prosecuting Attorney, stated that instead of COLA, the reevaluation of the market would be the determining the differences in salary. Mr. McRoy stated that it is possible to look at salary trend data. He stated that there are two elements to this process; one is to look at what range the job should be at and the second is to determine the salary increase in the budget that can be afforded.

Commissioner Stamper stated that he thought that there might continue to be COLA, that is a decision the Commission would make based upon the economy, the cost of living and what the budget could afford

Mr. McRoy stated page 50 of the Position Classification and FY 2002 Salary Plan for Boone County, Missouri addresses the issue of implementation of this recommendation. He stated that the first step of implementation is to adjust to the minimum, which would be a cost of approximately 1.5% per payroll.

Mr. McRoy stated the second step is to look at adjustments within each range. He stated that the most desirable approach to this has been to adjust people by where they fit within each range. These jobs would be placed into quartiles. He stated people located in the bottom of the range in the first quartile, should have their salary moved closer to the market. He stated that pages 51 to 53 show the cost of the implementation.

Commissioner Stamper stated for a full implementation of the first quartile would be

\$166,259.00 under option one. He asked Mr. McRoy what it would cost for the implementation of the whole package of option one. Mr. McRoy stated it would cost \$520,505.00 and this is almost 6% of current salaries. Commissioner Stamper stated option two would be slightly less than option one, only 4.87%. He stated that option three would be 3.8% or \$334,751.00.

Commissioner Miller asked Mr. McRoy if he was recommending foregoing merit raises this year and implement one of the options for salary increases next year. He stated that was correct. Mr. McRoy stated salaries needed to be moved away from the minimum to allow more competitive in recruiting.

June Pitchford, Boone County Auditor, stated she does not think this would translate into more costly government. She stated it translated into different approaches and methodologies in arriving at the same decisions.

Tom Schauwecker, Boone County Assessor, asked Mr. McRoy what it would cost to adjust the salaries of the employees who are below midpoint to at least the midpoint. Mr. McRoy stated that on the table and chart on page 48 explained the estimated fiscal impact of fiscal year 2002 salary plan.

Commissioner Stamper stated that it should be noted that this is only a recommendation and it is not final policy.

Rick McRoy stated that point C on page 54 explains the flexible hiring rate. Mr. McRoy recommended that the County move away from the policy of hiring at the minimum, which is 20% below the market.

Commissioner Stamper asked if there was anyone else that had comments or questions. There were no comments.

Commissioner Stamper stated now the focus would be on how to implement this recommendation. He stated he would be working on forming an implementation committee. He stated the Commission accepted the report.

Subject: Discussion – I-70 Routing

Commissioner Elkin stated there has been a lot of media coverage on the I-70 options. He stated there are three options; the existing corridor, the near north corridor, and the far north corridor. Commissioner Elkin stated following discussions with the Commission, he has drafted a letter. He stated this letter is basically saying the Commission would like to keep the far north corridor as an option in the second tier study.

Commissioner Elkin stated the reason for this decision is that the I-70 group is having discussions about the future, 20 to 30 years out. This decision should be based on future industrial growth in this corridor and other growth to the north of Columbia.

Commissioner Elkin stated the I-70 Improvement Study is taking public comment until September 25. He stated he has received a letter from the cities of Hallsville, Sturgeon, and Centralia all supporting the far north bypass. Commissioner Elkin stated all three support this because transportation is key to economic activity in these areas.

Commissioner Miller stated she approved of the letter Commissioner Elkin has written.

Commissioner Stamper stated he appreciated the work Commissioner Elkin has done with this issue. He also stated that he attended the Chamber Board Meeting September 13 and they also approved the far north decision. Commissioner Stamper suggested the letter Commissioner Elkin drafted be finalized for all three signatures

Commissioner Stamper stated he had received a communication from the White House stating flags should continue to be flown at half-staff until sunset on September 22.

There was no public comment.

The meeting was adjourned at 10:40 a.m.

Attest:

Don Stamper
Presiding Commissioner

Wendy S. Noren
Clerk of the County Commission

Karen M. Miller
District I Commissioner

Skip Elkin
District II Commissioner