

CERTIFIED COPY OF ORDER

STATE OF MISSOURI

} ea.

January Session of the November Adjourned

Term. 20 03

County of Boone

In the County Commission of said county, on the

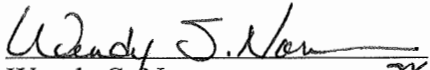
30th day of January 20 03

the following, among other proceedings, were had, viz:

Now on this day, the County Commission of the County of Boone does hereby approve the agreement for Radio/Internet Advertising with Zimmer Radio Group. It is further ordered that the Presiding Commissioner be hereby authorized to sign said agreement.

Done this 30th day of January, 2003.

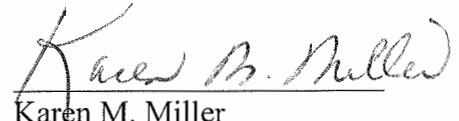
ATTEST:


Wendy S. Noren

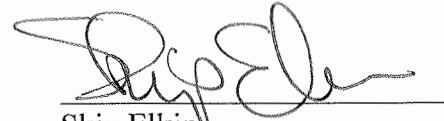
Clerk of the County Commission



Keith Schnarre
Presiding Commissioner



Karen M. Miller
District I Commissioner



Skip Elkin
District II Commissioner

AGREEMENT FOR RADIO/INTERNET ADVERTISING

THIS AGREEMENT is made on the 30 day of JANUARY 2003, by and between Boone County, Missouri, a political subdivision of the State of Missouri, through the Boone County Commission, herein "County" and Zimmer Radio Group, herein "Contractor".

IN CONSIDERATION of each parties performance of their respective obligations specified herein the parties agree to the following:

1. **Contract Services** - The Contractor shall provide the County through its Department of Human Resources a total of 1008 radio advertisements at a rate of 21 advertisements per week over a time period of 48 weeks; all advertisements shall be approved by the Boone County Human Resources Department. In addition, Contractor shall provide County with internet advertising which will include four advertiser directory listings, four tile ads, one sponsorship on the station and page of county's choice (pending availability), and two e-mail blast sponsorships; internet advertising subject to approval by the Boone County Human Resources Department.

2. **Contract Duration** - This agreement shall commence on February 1, 2003, for internet advertising and February 4, 2003 for radio advertising and both forms of advertising shall extend through December 31, 2003.

3. **Rates and Charges** - The Contractor shall be compensated in total amount not to exceed \$7,056.00 for radio advertising and in total amount not to exceed \$2,200.00 for internet advertising. Contractor shall be compensated for radio advertising at a rate of \$7.00 per advertisement. Contractor shall be compensated for internet advertising at a rate of \$200.00 for the first month, and \$200.00 per month thereafter

4. **Billing and Payment** - All billing shall be invoiced to the Boone County Human Resources Department and billings may only include the prices listed in the Contractor's proposal. No additional fees, taxes or other items of expense shall be included other than the units prices for materials delivered. The County agrees to pay all invoices within thirty days of receipt. In the event of a billing dispute, the County reserves the right to withhold payment on the disputed amount; in the event the billing dispute is resolved in favor of the Contractor, the County agrees to pay interest at a rate of 9% per annum on disputed amounts withheld commencing from the last date that payment was due.

5. **Termination** - This agreement may be terminated by the County upon thirty days advance written notice for any of the following reasons or under any of the following circumstances:

a. County may terminate this agreement due to material breach of any term or condition of this agreement, or

b. County may terminate this agreement if in the opinion of the Boone County Commission hardware and/or service is chronically deficient such that it is unreasonable to continue services pursuant to this agreement, or

c. If appropriations are not made available and budgeted for any calendar year or in the event funding by grant or otherwise is discontinued.

6. **Binding Effect** - This agreement shall be binding upon the parties hereto and their successors and assigns for so long as this agreement remains in full force and effect.

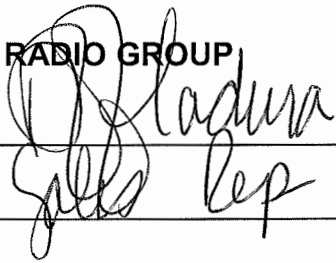
7. **Entire Agreement** - This agreement constitutes the entire agreement between the parties and supersedes any prior negotiations, written or verbal, and any other bid or bid specification or contractual agreement. This agreement may only be amended by a signed writing executed with the same formality as this agreement.

IN WITNESS WHEREOF the parties through their duly authorized representatives have executed this agreement on the day and year first above written.

ZIMMER RADIO GROUP

by _____

title _____



ATTEST:

Wendy J. Noren
Wendy Noren, County Clerk *WN*

BOONE COUNTY, MISSOURI

by Boone County Commission

_____ *Keith Schnarre*
Keith Schnarre, Presiding Commissioner

APPROVED AS TO FORM:

_____ *[Signature]*
County Counselor

CERTIFICATION:

I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance of such appropriation sufficient to pay the costs arising from this contract.

June Patchford by *KS* 1/27/2003
Editor Date

1115-84300 \$ 9256.00

CERTIFIED COPY OF ORDER

STATE OF MISSOURI }
County of Boone } ea.

January Session of the November Adjourned

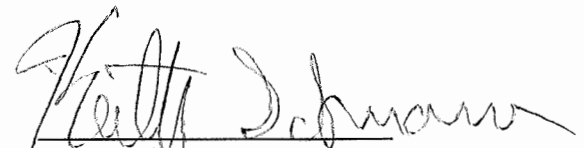
Term. 20 03

In the County Commission of said county, on the 30th day of January 20 03

the following, among other proceedings, were had, viz:

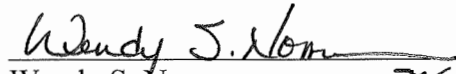
Now on this day, the County Commission of the County of Boone does hereby adopt the Boone County Government 2003 Affirmative Action Plan.

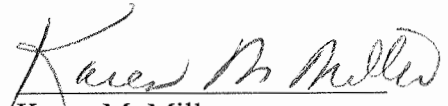
Done this 30th day of January, 2003.



Keith Schnarre
Presiding Commissioner

ATTEST:


Wendy S. Noren
Clerk of the County Commission



Karen M. Miller
District I Commissioner



Skip Elkin
District II Commissioner

BOONE COUNTY GOVERNMENT

2003 Affirmative Action Plan



AFFIRMATIVE ACTION PLAN METHODOLOGY

This plan is developed pursuant to 29 CFR Part 1608.4 -*Establishing Affirmative Action Plans Appropriate Under Title VII of the Civil Rights Act of 1964*, as amended.

Reasonable Self-Analysis.

The employer may utilize techniques used in order to comply with Executive Order No. 11246, as amended, and its implementing regulations, including 41 CFR Part 60-2 (known as Revised Order 4), or related orders issued by the Office of Federal Contract Compliance Programs or its authorized agencies, or may use an analysis similar to that required under other Federal, state, or local laws or regulations prohibiting employment discrimination. In conducting the self-analysis, the employer, labor organization, or other person subject to Title VII should be concerned with the effect of its employment practices on circumstances which may be the result of discrimination by other persons or institutions. See Griggs v. Duke Power Co., 401 U.S. 424 (1971).

This Affirmative Action Plan has been prepared to document Boone County Government's Affirmative Action and Equal Employment Opportunity efforts. The plan follows the methodology described in 41 CFR Part 60-Affirmative Action Programs. Citations to the applicable sections of 41 CFR Part 60 may be found in the upper left-hand corner of the first page of each section.

Disclaimer

It should be noted that terminology used in 41 CFR Part 60- Affirmative Action Programs has been used throughout this document. None of the terminology used (for example underutilization, adverse impact, goals, timetables, and so forth) should be interpreted as an admission by Boone County Government, in whole or in part, that either minorities or women have been or are presently being discriminated against.

**BOONE COUNTY GOVERNMENT'S COMMITMENT TO
AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY**

Boone County Government supports the principles of Affirmative Action and Equal Employment Opportunity. Boone County Government accepts overall responsibility for the county's Affirmative Action and Equal Employment Opportunity efforts.

Equal Employment Opportunity

Boone County Government is committed to the principles of Equal Employment Opportunity. Boone County Government has directed County employees to not discriminate against any employee or applicant on the basis of race, color, religion, sex, or national origin. Specifically, staff have been instructed to:

- (1) Recruit, hire, train, and promote persons in all job titles, without regard to race, color, religion, sex, or national origin, except where sex is a bona fide occupational qualification;
- (2) Base decisions on employment so as to further the principle of equal employment opportunity;
- (3) Insure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities; and,
- (4) Insure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, County-sponsored training, education, tuition assistance, social and recreation programs are administered without regard to race, color, religion, sex, or national origin.

Boone County Government has assigned overall responsibility for the affirmative action/equal opportunity program to the county's Human Resources Director. The county's Human Resources Director has been instructed to disseminate information about the county's commitment to Affirmative Action and Equal Employment Opportunity in addition to developing reporting and monitoring procedures to ensure that the instructions above are followed. Further, the County has instructed that Boone County Government's Affirmative Action policy be reaffirmed and reissued annually.

DISSEMINATION OF THE POLICY

Boone County Government employs various means to disseminate its policy regarding equal employment opportunity and affirmative action.

Internal Dissemination:

1. Equal Employment Opportunity posters are hung on "official" bulletin boards throughout the County;
2. Special meetings are conducted by the county's Human Resources Director with managers and staff to highlight the county's commitment to EEO/AA;
3. During New Employee Orientation, new employees receive instruction on the county's EEO/AA commitment;
4. The county's personnel policies concerning Equal Employment Opportunity and Affirmative Action are shared with administrators, managers and supervisors or are readily available for staff review;
5. County newsletters, annual reports, and other publications periodically reiterate the county's commitment;
6. Periodically, articles and memoranda are shared with the county's work force to inform staff of County goals and progress with respect to EEO/AA or of success stories concerning female or minority employees; and,
7. When pictures of employees are included in informational or marketing materials, pictures of women and minorities are included.

External Dissemination

1. Recruitment sources and vendors are told verbally and in writing of the county's commitment to Equal Employment Opportunity and Affirmative Action and that these sources and vendors should actively recruit and refer women and minorities for County vacancies;
2. The Equal Opportunity clause is included in all purchase orders, leases, and contracts covered by Executive Order 11246, as amended;
3. The County communicates to prospective employees in advertisements that it is an Affirmative Action/Equal Employment Opportunity Employer.
4. The Equal Opportunity clause is included in all employment advertisements.

RESPONSIBILITY FOR IMPLEMENTATION

Boone County Government has delegated responsibility for preparing and implementing the county's Affirmative Action Plan to the Human Resources Director. In fulfilling her responsibility, the Human Resources Director shall:

1. Develop recruitment and retention plans to attract and retain qualified women and minorities to underutilized job groups;
2. Assist County administrators, and managers in identifying problem areas and developing solutions;
3. Implement internal audit and reporting systems that will measure the effectiveness of Boone County Government's Affirmative Action Program;
4. Serve as liaison between Boone County Government and community groups with issues concerning Equal Employment Opportunity and Affirmative Action;
5. Work with County administrators and supervisors to provide career counseling for all employees;
6. Conduct periodic audits of training, recruitment, promotion, and termination practices in order to remove unnecessary impediments to the attainment of goals and objectives;
7. Serve as liaison between Boone County Government and minority/women's organizations concerned with the training and employment of minorities and women; and,
8. Inform County executives and managers of developments in the areas of Equal Employment Opportunity and Affirmative Action.

It is the responsibility of all management personnel to ensure equal opportunity to all County programs and services. Specifically, management personnel shall:

1. Assist in the identification of problem areas related to EEO and Affirmative Action;
2. Be involved with local minority organizations, women's organizations, community action groups, and community service programs;
3. Take actions to prevent gender or ethnic harassment;
4. Review qualifications of positions and access to training programs to insure that minorities and women are given full opportunity for training and upgrading; and,
5. Use multiple communication avenues to insure that all EEO/AA policies are understood and followed by County employees

IDENTIFICATION OF AREAS NEEDING IMPROVEMENT

In **Appendix A** is a chart that shows the job groups identified by the Utilization Analysis section as possessing statistically significant disparities between Boone County Government workforce and relevant labor markets.

AFFIRMATIVE ACTION GOALS AND ACTION-ORIENTED STEPS TO ATTAIN THEM

Boone County Government's Affirmative Action Goals for calendar year 2003 are in **Appendix A**. The County shall implement the following remedial measures in order to improve representation of women and/or minorities in its work force:

- (1) Examine and eliminate hiring practices that adversely impact women and minorities;
- (2) Train all personnel involved in the County selection process on requirements of the Uniform Guidelines on Employee Selection as well as impermissible practices that may adversely impact women and/or minorities;
- (3) Reaffirm Boone County Government's commitment to Equal Opportunity and Affirmative Action in newspaper advertisements, brochures, vendor contracts, and other media;
- (4) Identify and eliminate job requirements that are unnecessary and that may disproportionately screen out women and minorities;
- (5) Encourage minority and female employees to recommend candidates for vacant positions in underutilized job groups;
- (6) Instruct supervisors on the use of identifying and utilizing valid job-related requirements when making decisions impacting selection or training employees for opportunities within the County;
- (7) Initiate outreach measures, including sending vacancy notices to organizations that may have membership who can address the underutilization;
- (8) Ensure the presence on selection committees members from the class of persons who are underutilized in the job group;
- (9) Create mentoring, development, and counseling programs to assist existing County employees who may not currently be qualified for vacant positions in the underutilized job groups but who may become qualified with proper instruction, coaching, and experience; and
- (10) Establish a system for regularly monitoring the effectiveness of this Affirmative Action program as well as for making timely adjustments where effectiveness is not demonstrated.

The remedial steps listed above will be tailored to solve the problems listed in the Utilization Analysis section of this plan and to ensure that employment systems operate fairly in the future while avoiding unnecessary restrictions on opportunities within the workforce as a whole. The race, sex, and national origin conscious provisions of Boone County Government Affirmative Action Program will be maintained only so long as is necessary to achieve relative parity with the appropriate labor markets for the job groups at issue.

INTERNAL AUDITING AND REPORTING

Boone County Government's Human Resources Director is responsible for coordinating the preparation of reports for Boone County Government's Affirmative Action Program.

These reports include:

Annually

- Affirmative Action Plan

Quarterly

- Progress On Affirmative Action Plan Goal Attainment
- Gender, Ethnicity, And Job Group Of Individuals By Personnel Action Including Hiring, Promotion, Demotion, Transfer, Layoff, Termination, And Salary Increases

SEX DISCRIMINATION GUIDELINES

Boone County Government's policy of nondiscrimination because of sex extends to all persons employed or seeking employment with the County. The following has been implemented to enforce Boone County Government's policy of nondiscrimination because of gender:

Recruitment and Advertisement

Applicants of both sexes are recruited for all jobs. Job advertisements in the various media do not specify a preferred sex.

Job Policies and Practices

Written personnel policies expressly indicate that there shall be no discrimination against employees because of gender.

Wages, Hours, or Working Conditions

No distinction based upon sex is made with respect to wages, benefits, hours, or other conditions of employment.

Facilities

Appropriate physical facilities are available to both sexes. No applicant is refused employment on the basis that there are no restrooms or associated facilities available to individual's gender.

Childbearing

Women are not penalized because they require time away from work because of childbearing. Employees of both sexes who satisfy the guidelines of the Family and Medical Leave Act are granted time away from work with job protection and without penalty for the birth of a child.

Seniority System

No seniority system exists that considers or is based upon the gender of employees.

Affirmative Action

The County affirmatively recruits women for positions that fall in job groups with a statistically significant underutilization of women.

Sexual Harassment

Sexual harassment is not condoned or tolerated by Boone County Government. Employees are absolutely prohibited from engaging in any form of gender harassment. Furthermore, employees are instructed in what constitutes sexual harassment and how to report it.

**POLICY ON DISCRIMINATION BECAUSE OF
RELIGION OR NATIONAL ORIGIN**

Boone County Government does not discriminate against employees or applicants for employment because of their religion or national origin. Boone County Government accommodates working conditions to the religious observances and practices of all employees unless doing so interferes with the purpose of the county.

MEMBERSHIPS

Boone County Government does not discriminate on the basis of race, color, religion, sex, or national origin in making payment or reimbursing employee payment for memberships in professional associations. Moreover, the County does not make payment to nor reimburse employees for payment of dues to organizations that restrict membership because of race, color, religion, sex, or national origin. The County tentatively plans to implement a policy which requires organizations of which it or its employees are members (as a County affiliate) submit a statement of nondiscrimination before payment is made.

SEGREGATED FACILITIES

Boone County Government does not segregate its waiting rooms, work areas, eating areas, restrooms, washrooms, locker rooms, dressing areas, parking lots, drinking fountains, recreation or entertainment areas, transportation, or housing on the basis of race, color, religion, sex or national origin. However, separate restrooms and necessary dressing or sleeping areas are provided to assure privacy between the sexes.

**AFFIRMATIVE ACTION FOR AND NONDISCRIMINATION OF
PERSONS WITH DISABILITIES**

Boone County Government does not discriminate against employees or applicants for employment because of physical or mental disabilities. Boone County Government takes affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of the organization. The County Human Resources Director has been assigned responsibility to establish and implement the county's Affirmative Action Program with respect to persons with disabilities. The Human Resources Director shall:

1. Post on the county's "official" bulletin boards as well as in personnel policy manuals the county's policy statement on Affirmative Action and Equal Employment Opportunity with respect to persons with disabilities;
2. Ensure that persons with disabilities are aware of the county's Affirmative Action and Nondiscrimination Commitment and what to do if they experience harassment or discrimination;
3. Attempt to implement a policy which submits postings for vacant positions to various recruiting sources including Missouri Employment Security, Missouri Division of Vocational Rehabilitation, and Missouri Sheltered Workshops and specifically request that persons with disabilities be forwarded for vacant positions;
4. Accommodate persons with disabilities unless the accommodation would pose an undue hardship on the organization;
5. Assist supervisors in coordinating with technical assistance agencies in order to determine appropriate accommodations for employees or applicants with disabilities;
6. Encourage involvement of persons with disabilities in career fairs or other recruiting opportunities;
7. Actively seek out applicants with known disabilities for available positions;
8. Inform all employees including managers and supervisors of the county's commitment to employ and advance in employment persons with disabilities during special meetings, new employee orientation, or by other communication strategies;
9. Periodically survey County employees with known disabilities in order to determine whether they have had the opportunity to participate in all County sponsored educational, training, recreational, and social activities;
10. Instruct hiring personnel on appropriate and prohibited pre-employment inquiries regarding a person with disabilities' ability to perform essential job functions; and,
11. Keep confidential any information provided by the employee concerning the disability other than what is needed for accommodations, first aid or safety personnel, or for government employees charged with enforcing prohibitions of discrimination on the basis of covered disability.

**AFFIRMATIVE ACTION FOR AND NONDISCRIMINATION OF
SPECIAL DISABLED VETERANS AND VETERANS OF THE VIETNAM ERA**

Boone County Government does not discriminate against employees or applicants for employment because they are a special disabled veteran or veteran of the Vietnam era. Boone County Government takes affirmative action to employ or advance in employment qualified special disabled veterans or veterans of the Vietnam era at all levels of the organization. The Human Resources Director shall:

1. Post on the county's "official" bulletin boards as well as in personnel policy manuals the county's policy statement on Affirmative Action and Equal Employment Opportunity with respect to special disabled veterans or veterans of the Vietnam era;
2. Ensure that special disabled veterans or veterans of the Vietnam era are aware of the county's Affirmative Action and Nondiscrimination Commitment and what to do if they experience harassment or discrimination;
3. Take positive steps to attract qualified special disabled veterans and veterans of the Vietnam era not currently in the work force but who have requisite skills by submitting postings for vacant positions to various recruiting sources including Missouri Employment Security, the County of Veterans Affairs Regional Office, or veteran support groups in the community and specifically requesting that special disabled veterans or veterans of the Vietnam era be forwarded for vacant positions;
4. Inform all employees including managers and supervisors of the county's commitment to employ and advance in employment special disabled veterans or veterans of the Vietnam era during special meetings, new employee orientation, or by other communication strategies;
5. Periodically survey County employees who are special disabled veterans or veterans of the Vietnam era in order to determine whether they have had the opportunity to participate in all County sponsored educational, training, recreational, and social activities;
6. Instruct hiring personnel on appropriate and prohibited pre-employment inquiries regarding special disabled veterans or veterans of the Vietnam;
7. Keep confidential any information provided by the employee concerning their special disability other than what is needed for accommodations, first aid or safety personnel, or for government employees charged with enforcing prohibitions of discrimination on the basis of special disability or status as a veteran or veteran of the Vietnam era;
8. Ensure that the county's personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees who are known special disabled veterans or veterans of the Vietnam era for job vacancies filled either by hiring or promotion;

9. Ensure that when a special disabled veteran or a veteran of the Vietnam era is considered for employment opportunities, the County relies only on that portion of the individual's military record, including his or her discharge papers, that is relevant to the requirements of the opportunity at issue;
10. Periodically review employment policies and practices and make any necessary modifications to enforce the county's Affirmative Action and Nondiscrimination policies and practices including review of all physical and mental job qualification standards to ensure the qualifications are job-related, consistent with business necessity, and don't disproportionately screen out special disabled veterans or veterans of the Vietnam Era;
11. Assist supervisors in coordinating with technical assistance agencies in order to determine appropriate accommodations for special disabled veterans;
12. Accommodate special disabled veterans unless the accommodation would pose an undue hardship on the organization;
13. Confidentially inquire of special disabled veterans having performance issues whether the issue is related to the known disability and what accommodation (if any) is needed; and,
14. Encourage special disabled veterans and veterans of the Vietnam era to participate in career days and other outreach.

JOB GROUP ANALYSIS

The following section sets forth the job groups that comprise Boone County Government's work force. The complete Job Group Analysis Report may be found in **Appendix B** of this Affirmative Action Plan. These job groups will be compared to the relevant labor market demographics in the Utilization Analysis section of this plan. 41 CFR Part 60-2.12 sets forth criteria for establishing job groups as follows:

In the job group analysis, jobs at the establishment with similar content, wage rates, and opportunities, must be combined to form job groups. Similarity of content refers to the duties and responsibilities of the job titles that make up the job group. Similarity of opportunities refers to training, transfers, promotions, pay, mobility, and other career enhancement opportunities offered by the jobs within the job group.

Further, 41 CFR Part 60-2.13 states:

The contractor must separately state the percentage of minorities and the percentage of women it employs in each job group. . .

Below are the definitions of Boone County Government's Job Categories within which its job groups fall. The first number of each Job Group in the report contained in this section indicates the Job Category to which it belongs.

Category 1: Executives & Administrators

Definition: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency operations, or provide specialized consultation on a regional, district, or area basis.

Category 2: Professionals

Definition: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or work experience and other training which provides comparable knowledge.

Category 3: Technicians

Definition: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.

Category 4: Protective Service Workers

Definition: Occupations in which workers are entrusted with public safety, security, and protection from destructive forces.

Category 5: Paraprofessional

Definition: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status.

Category 6: Administrative Support

Definition: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

Category 7: Skilled Craft

Definition: Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.

Category 8: Service-Maintenance

Definition: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities, or grounds to public property.

ORGANIZATIONAL PROFILE

41 CFR Part 60-2.11 sets forth criteria for presenting the organizational profile:

An organizational profile is a depiction of the staffing pattern within an establishment. It is one method contractors use to determine whether barriers to equal employment opportunity exist in their organizations. The profile provides an overview of the workforce at the establishment that may assist in identifying organizational units where women or minorities are underrepresented or concentrated. The contractor must use either the organizational display or the workforce analysis as its organizational profile. . . (1) A workforce analysis is a listing of each job title as appears in applicable collective bargaining agreements or payroll records ranked from the lowest paid to the highest paid within each department or other similar organizational unit including departmental or unit supervision.

Boone County's Organizational Profile may be found in **Appendix C** of this affirmative action plan.

AVAILABILITY ANALYSIS

41 CFR Part 60-2.14 sets forth the criteria for determining the availability of women and minorities.

In determining availability, the contractor must consider at least the following factors:

- (1) The percentage of minorities or women with requisite skills in the reasonable recruitment area. The reasonable recruitment area is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.*
- (2) The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees within the contractor's organization who could, with appropriate training which the contractor is reasonably able to provide, become promotable or transferable during the AAP year.*

Boone County's Availability Analysis may be found in **Appendix D** of this Affirmative Action Plan.

UTILIZATION ANALYSIS

41 CFR Part 60-2.15 sets forth the criteria for determining the availability of minorities and women. The utilization analysis compares the percent of females and minorities available in the labor force with the percent observed (by job group) in the Organizational profile. Through a series of tests, the percent of females and minorities available in the labor force and the percent of females and minorities in Boone County Government's workforce were examined to determine if the disparity (if any) was due to chance or was significant enough to merit inclusion in the affirmative action goals.

The tests used were:

The Two Standard Deviation Test: This method of determining underutilization is based on the observation that if the employer paid no attention at all to race or sex in placing people in jobs, there would be some natural degree of departure from perfect parity. Under this test, underutilization is declared when the number of females or minorities in the job group is more than two standard deviations below the expected number.

The Exact Binomial Test: Like the Two Standard Deviation test, the Exact Binomial Test is based on the observation that some degree of departure from exact parity would occur if the employer paid no attention at all to race or sex in placing people in jobs. Under this test, underutilization exists if the probability is low that a job group would have had so few females or minorities if its members had been selected randomly from a pool comprising females or minorities in the final availability proportion. The Exact Binomial Test calculates this probability, assigning it a value between 0 and 1.00. The probability value is then compared to a threshold value to determine whether underutilization exists. Under this test, underutilization is declared when the calculated probability is less than 0.05.

The 80% Rule/Test: With the 80% Rule, underutilization is declared whenever the percentage of females or minorities in the job group is less than 80% of the final availability percentage.

The Rule of Nine Test: This is a rule sometimes used by the OFCCP to distinguish small job groups from large job groups. For large job groups, the OFCCP sometimes accepts the Two Standard Deviation Test for determining underutilization. For small job groups, the Exact Binomial Test is used. The Rule of Nine takes into consideration each job group's size together with availability percentages to determine how job group sizes should be analyzed (Standard Deviation or Exact Binomial). If the result of the Rule of Nine Test is less than 9, then the Exact Binomial Test is applied; if the result of the test is 9 or more, then the Two Standard Deviation Test is applied. The Rule of Nine Test uses the following formula to calculate variance:

$$\text{Variance} = T \times (a/100) \times (1-(a/100))$$

Example:

If

T = 50 employees in job group 601

a = 23% availability percentage for females

Then

$$\begin{aligned} \text{Variance} &= 50 \times (23/100) \times (1-[23-100]) \\ &= 50 \times .23 \times .77 \\ &= 8.86 \end{aligned}$$

Since less than 9, use Exact Binomial Test.

Boone County's utilization analyses may be found in **Appendix E** of this Affirmative Action Plan.

ADVERSE IMPACT

A selection rate for any race, sex, or ethnic group which is less than four-fifths of the rate for the group with the highest rate will generally be regarded by the federal enforcement agencies as evidence of adverse impact. However, because of the size of some large applicant pools in the analysis, the Standard Deviation (rather than Four-Fifths) Test has been used. For the smaller applicant pools, Fischer's Exact (Hypergeometric) Test has been used. Although neither test is specifically mentioned in the Uniform Guidelines, the use of each to determine statistical significance is appropriate when further analysis of the Four-Fifth's Test is warranted.

80% Test

The 80% Test is a "rule of thumb" rather than a formal statistical model. It is used as a preliminary indicator to detect possible disparities in selection rates. To perform the 80% Test, one divides the selection rate for a given protected group by the selection rate for the most favored group. If the result is less than 80%, then further analysis is generally required using refined data and statistically valid tests.

Standard Deviation Test

The Standard Deviation Test takes into account the fact that, if an employer paid no attention to race or sex when making selections, there would be some natural degree of departure from perfect parity, both above and below, based on the rules of probability, and that only extreme departures away from parity should be construed as possible evidence of adverse impact. The Standard Deviation Test is only used with applicant pools of greater than 30 people and the expected number of female or minority selections is greater than 5.

Fisher's Exact (Hypergeometric) Test

The Fisher's Exact Test takes into account the fact that if an employer paid no attention to race or sex when making selections, there would be some natural degree of departure from perfect parity, both above and below, and that only extreme departures from parity should be construed as possible evidence of adverse impact. The result of a Fisher's Exact Test is a probability that takes a value between 0 and 1.00. This probability is then compared with a threshold value to determine whether adverse impact is indicated.

NOTE: AT THE TIME OF THIS REPORT, SUFFICIENT DATA DID NOT EXIST TO CONDUCT THIS ANALYSIS. HOWEVER, IT WILL BE CONDUCTED AS PART OF FUTURE AFFIRMATIVE ACTION PLANS.

GLOSSARY OF TERMS

ADVERSE IMPACT - A selection process that results in a substantially higher percentage of protected group members being rejected for hiring, promotion, or other employment decisions than the percentage of non-protected persons rejected.

AFFIRMATIVE ACTION - Result oriented policies, programs and procedures designed to prevent discrimination and to promote employment opportunities for minorities, women, the disabled, and veterans.

AVAILABILITY - Availability is an estimate of the number of qualified minorities or women available for employment in a given job group, expressed as a percentage of all qualified persons available for employment in the job group. The purpose of the availability determination is to establish a benchmark against which the demographic composition of the contractor's incumbent workforce can be compared in order to determine whether barriers to equal employment opportunity may exist within particular job groups.

AVAILABILITY ANALYSIS- The process that estimates how many minorities and females are available for employment. The percentages this analysis produces are the benchmarks against which the employer's utilization of minorities and females is measured.

COMPONENT - A particular job title or census occupation, or an education category (major, degree combination) from which people are selected for a job group.

COMPONENT WEIGHT - A number that you can assign to a component based on the number of employees you expect to select from that component during the next year.

FACTOR – Either of two possible pools from which Boone County Government might reasonably be expected to draw employees for a job group. Factor 1 is the percentage of minorities or women with requisite skills in the reasonable recruitment area. The reasonable recruitment area is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question. Factor 2 is the percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees within the contractor's organization who could, with appropriate training which the contractor is reasonably able to provide, become promotable or transferable during the AAP year.

4/5THS ANALYSIS - A statistical method to determine if adverse impact (see Adverse Impact) may have occurred in selection of employees. Specifically, a selection rate for any racial ethnic or sex group which is less than four-fifths (80%) of the rate for the group with the highest rate. If so, discrimination is presumed and the burden shifts to Boone County Government to modify or eliminate the procedure which causes the adverse impact, or to justify the differential selection rate based on reasons of business necessity.

GOALS - An objective established to achieve a reasonable representation of an underutilized sex or racial/ethnic minority in the workforce based on availability in the labor market.

IMMEDIATE LABOR AREA -The geographic area from which employees reasonably may commute to the contractor's establishment. It may include one or more contiguous cities, counties, Metropolitan Statistical Area (MSAs) or parts thereof.

JOB GROUP - One or more jobs having similar content, wage rates, and opportunities.

LABOR AREA-Geographic area used in calculating availability. The area may vary from local to nationwide. Compare with "Immediate Labor Area."

MINORITIES - All persons classified as Black, Hispanic, Asian or Pacific Islander, and American Indian or Alaskan native.

PERSON WITH A DISABILITY - Any person who has a physical or mental impairment which substantially limits one or more of such person's major life activities; or who has a record of such impairment; or who is regarded as having such an impairment.

RACE/ETHNIC CATEGORY - The five race/ethnic categories are defined as follows:

Native American/Alaskan - A person having origins in any of the original peoples of North America, and who maintains cultural identifications through tribal affiliation or community recognition.

Asian or Pacific Islander - A person with origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Republic and Samoa; and, on the Indian Subcontinent, includes India, Pakistan, Bangladesh, Sri Lanka, Nepal, Sikkim and Bhutan.

African-American (Black) - An individual, not of Hispanic origin, with origins in any of the Black racial groups of Africa.

Hispanic - A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This does not include persons of Portuguese descent or persons from Central or South America who are not of Spanish origin or culture.

Caucasian (White) - A person having origins in any of the original peoples of Europe, North Africa or the Middle East.

RECRUITING AREA (AKA Labor area) - The geographic area from which Boone County Government draws its workforce.

SPECIAL DISABLED VETERAN- A veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the County of Veterans Affairs for a disability and who is rated at 30 percent or more; or rated at 10 or 20 percent in the case of a veteran who has been determined under 38 U.S.C. 3106 to have a serious employment handicap; or a person who was discharged or released from active duty because of a service-connected disability.

UNDERUTILIZATION - Having fewer racial/ethnic minorities or women in a particular job category than would reasonably be expected based on their availability in the labor market.

UTILIZATION ANALYSIS - The comparison of availability to workforce composition of minorities and females for each job group. The comparison can be made using a variety of rules, such as the 80% Rule, the Any Difference Rule, and the 2 and 3 Standard Deviation Rule. The result indicates instances of underutilization of minorities or females within a job group.

VETERAN OF THE VIETNAM ERA -. A person who served on active duty for more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released there-from with other than a dishonorable discharge; or was discharged or released from active duty for a service-connected disability if any part of such active duty was performed between August 5, 1964 and May 7, 1975.

NOTE

This Affirmative Action Plan was prepared specifically for Boone County, Missouri, a political subdivision of the State of Missouri by:

Julien Carter Consulting
1501 Taylor Creek Court
Goshen, KY 40026

(502) 314-0343

This plan is intended to assist Boone County Human Resources with its Affirmative Action and Equal Employment Opportunity programs. This Affirmative Action Plan is prepared and submitted to Boone County with the understanding that neither Julien Carter Consulting or Julien Carter (doing business as Julien Carter Consulting) is rendering legal advice. The material contained in this plan is presented as research information to be used by the Boone County Commission and the Boone County Human Resource Director in conjunction with the advice of legal counsel retained by Boone County.

Inquiries about this Affirmative Action Plan should be referred to:

Director of Human Resources
Boone County Human Resources
601 E. Walnut, Room 211
Columbia, MO 65201

APPENDIX A

Appendix A
IDENTIFICATION OF AREAS NEEDING IMPROVEMENT

<u>Job Group</u>	<u>Job Group Name</u>	<u>Underutilized?</u>	
		<u>Female</u>	<u>Minority</u>
101	ADMIN & OFFICIALS	Yes	
102	ADMINISTRATORS		Yes
103	ADMIN, PROTECTIVE SVCS		
200	LEGAL PROFESSIONALS		
201	INFO. TECH. PROF.		
202	REGISTERED NURSE		
203	ACCT, AUDITOR, & MGMT PROF.		
204	PUBLIC WORKS PROF.		Yes
205	MISC. PROF.		
300	SURVEYING & MAPPING TECH		
301	INFO. SYS. TECH.	Yes	
302	APPRAISER	Yes	
400	CORR. INSTITUTION OFFICER		
401	SUP, POLICE AND DET.		
402	LAW ENF. & RELATED		
600	SECRETARY AND RECEP.		
601	LEGAL AND OTH. ASSISTANTS		
602	CLERICAL & OTH. SUPERVISOR		
603	ACCT AND RELATED CLERK		
604	LAW ENF. & OTHER CLERKS		
700	ROAD MAINT. WORKER	Yes	
701	MECHANIC		
800	FOOD SERVICE		
801	CUSTODIAN		

APPENDIX B

Appendix B
Job Group Analysis

<u>Job Group Code</u>	<u>Job Group Name</u>	<u>Wage</u>	<u>Job Title</u>
101	ADMIN & OFFICIALS	\$23.17	DIRECTOR, PURCHASING
101	ADMIN & OFFICIALS	\$24.80	DIRECTOR, HUMAN RESOURCES
101	ADMIN & OFFICIALS	\$28.04	GENERAL MANAGER, BCRSD
101	ADMIN & OFFICIALS	\$34.23	DIRECTOR, PLANNING & BUILDING
101	ADMIN & OFFICIALS	\$38.62	DIRECTOR, INFORMATION TECH
101	ADMIN & OFFICIALS	\$42.44	DIRECTOR, PUBLIC WORKS
101	ADMIN & OFFICIALS	\$43.27	LEGAL COUNSEL
102	ADMINISTRATORS	\$15.75	CHIEF DEPUTY PUBLIC ADMIN
102	ADMINISTRATORS	\$18.00	CHIEF DEPUTY COLLECTOR
102	ADMINISTRATORS	\$18.25	CHIEF DEPUTY RECORDER
102	ADMINISTRATORS	\$18.42	CHIEF DEPUTY ASSESSOR
102	ADMINISTRATORS	\$18.46	ROADS MAINT SUPERINTENDENT
102	ADMINISTRATORS	\$19.10	CHIEF BUILDING INSPECTOR
102	ADMINISTRATORS	\$19.81	FLEET OP SUPERINTENDENT
102	ADMINISTRATORS	\$21.05	FACILITIES MAINTENANCE MANAGER
102	ADMINISTRATORS	\$21.83	ROADS MAINT SUPERINTENDENT
102	ADMINISTRATORS	\$22.05	MANAGER, PROJECT DEVELOPMENT
102	ADMINISTRATORS	\$22.47	PROJECT ENGINEER
102	ADMINISTRATORS	\$22.70	ROADS MAINT SUPERINTENDENT
102	ADMINISTRATORS	\$23.08	ASST TO COURT ADMINISTRATOR
102	ADMINISTRATORS	\$23.10	MANAGER, ROAD MAINT OPERATIONS
102	ADMINISTRATORS	\$25.71	CAMA PROGRAM MANAGER
102	ADMINISTRATORS	\$28.66	SUPERVISOR, PROGRAM & ANALYSIS
102	ADMINISTRATORS	\$29.33	FIRST ASST PROS ATTORNEY
102	ADMINISTRATORS	\$29.36	SUPERVISOR, SYSTEMS ANALYSIS
102	ADMINISTRATORS	\$30.53	MANAGER, DESIGN & CON.
103	ADMIN, PROTECTIVE SVCS	\$18.91	COURT MARSHAL
103	ADMIN, PROTECTIVE SVCS	\$20.26	LIEUTENANT
103	ADMIN, PROTECTIVE SVCS	\$21.68	CORRECTIONS LIEUTENANT
103	ADMIN, PROTECTIVE SVCS	\$21.99	CHIEF INVESTIGATOR, PA OFFICE
103	ADMIN, PROTECTIVE SVCS	\$23.09	CAPTAIN
103	ADMIN, PROTECTIVE SVCS	\$24.75	CAPTAIN
103	ADMIN, PROTECTIVE SVCS	\$27.00	CORRECTIONS MAJOR
103	ADMIN, PROTECTIVE SVCS	\$27.00	MAJOR
200	LEGAL PROFESSIONALS	\$19.50	ASST PROSECUTING ATTORNEY I
200	LEGAL PROFESSIONALS	\$22.55	ASST PROSECUTING ATTORNEY I
200	LEGAL PROFESSIONALS	\$22.55	ASST PROSECUTING ATTORNEY I
200	LEGAL PROFESSIONALS	\$22.68	ASST PROSECUTING ATTORNEY I
200	LEGAL PROFESSIONALS	\$22.77	ASST PROSECUTING ATTORNEY I
200	LEGAL PROFESSIONALS	\$22.95	ASST PROSECUTING ATTORNEY I
200	LEGAL PROFESSIONALS	\$23.36	ASST PROSECUTING ATTORNEY I
200	LEGAL PROFESSIONALS	\$23.56	ASST PROSECUTING ATTORNEY I
200	LEGAL PROFESSIONALS	\$24.22	ASST PROSECUTING ATTORNEY I
201	INFO. TECH. PROF.	\$17.79	COMPUTER OPERATIONS ANALYST
201	INFO. TECH. PROF.	\$18.02	WEB ADMINISTRATOR

Appendix B
Job Group Analysis

<u>Job Group Code</u>	<u>Job Group Name</u>	<u>Wage</u>	<u>Job Title</u>
201	INFO. TECH. PROF.	\$18.97	SENIOR PROGRAMMER ANALYST
201	INFO. TECH. PROF.	\$19.92	SENIOR PROGRAMMER ANALYST
201	INFO. TECH. PROF.	\$20.27	SENIOR PROGRAMMER ANALYST
201	INFO. TECH. PROF.	\$20.77	SUPERVISOR, INFO TECHNOLOGY
201	INFO. TECH. PROF.	\$21.05	GIS PROGRAM MANAGER
201	INFO. TECH. PROF.	\$22.64	SENIOR PROGRAMMER ANALYST
201	INFO. TECH. PROF.	\$24.04	PC/NETWORK ANALYST
202	REGISTERED NURSE	\$20.00	REGISTERED NURSE
202	REGISTERED NURSE	\$27.17	REGISTERED NURSE
203	ACCT, AUDITOR, & MGMT PROF.	\$14.90	ACCOUNTANT
203	ACCT, AUDITOR, & MGMT PROF.	\$15.53	ACCOUNTANT
203	ACCT, AUDITOR, & MGMT PROF.	\$15.60	ACCOUNTANT
203	ACCT, AUDITOR, & MGMT PROF.	\$17.00	ACCOUNTANT
203	ACCT, AUDITOR, & MGMT PROF.	\$17.23	PLANNER
203	ACCT, AUDITOR, & MGMT PROF.	\$17.23	PLANNER
203	ACCT, AUDITOR, & MGMT PROF.	\$18.88	CHILD SPPT PROG ADMINISTRATOR
203	ACCT, AUDITOR, & MGMT PROF.	\$22.11	ELECTIONS MANAGER
204	PUBLIC WORKS PROF.	\$13.80	CODE ENFORCEMENT OFFICER
204	PUBLIC WORKS PROF.	\$14.00	CONSTRUCTION INSPECTOR
204	PUBLIC WORKS PROF.	\$14.46	RIGHT-OF-WAY AGENT
204	PUBLIC WORKS PROF.	\$14.49	ENGINEERING TECHNICIAN
204	PUBLIC WORKS PROF.	\$14.62	CONSTRUCTION INSPECTOR
204	PUBLIC WORKS PROF.	\$14.85	BUILDING INSPECTOR
204	PUBLIC WORKS PROF.	\$14.85	BUILDING INSPECTOR
204	PUBLIC WORKS PROF.	\$16.07	ENGINEERING TECHNICIAN
204	PUBLIC WORKS PROF.	\$16.61	BUILDING INSPECTOR
204	PUBLIC WORKS PROF.	\$22.21	COUNTY SURVEYOR
205	MISC. PROF.	\$16.43	ART INSTRUCTOR
205	MISC. PROF.	\$17.45	TEACHER
300	SURVEYING & MAPPING TECH	\$15.63	CARTOGRAPHER
300	SURVEYING & MAPPING TECH	\$16.06	CARTOGRAPHER
300	SURVEYING & MAPPING TECH	\$17.05	SURVEYOR
301	INFO. SYS. TECH.	\$12.15	COMPUTER INFO TECHNOLOGIST
301	INFO. SYS. TECH.	\$12.56	COMPUTER INFO TECHNOLOGIST
301	INFO. SYS. TECH.	\$14.20	GIS ANALYST
301	INFO. SYS. TECH.	\$15.00	HELPDESK TECHNICIAN
302	APPRAISER	\$12.69	APPRAISER/APPRENTICE
302	APPRAISER	\$13.85	APPRAISER/RESIDENTIAL
302	APPRAISER	\$15.39	APPRAISER/RESIDENTIAL
302	APPRAISER	\$17.61	APPRAISER/COMMERCIAL
400	CORR. INSTITUTION OFFICER	\$11.61	CORRECTIONS OFFICER

Appendix B
Job Group Analysis

<u>Job Group Code</u>	<u>Job Group Name</u>	<u>Wage</u>	<u>Job Title</u>
400	CORR. INSTITUTION OFFICER	\$11.61	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$11.61	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$11.61	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$11.70	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$11.70	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$11.79	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$11.84	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$12.11	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$12.11	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$12.11	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$12.19	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$12.23	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$12.30	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$12.46	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$12.57	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$12.60	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$12.63	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$12.64	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$12.73	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$12.77	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$13.03	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$13.03	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$13.19	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$13.22	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$13.59	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$13.87	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$14.62	CORRECTIONS OFFICER
400	CORR. INSTITUTION OFFICER	\$15.87	CORRECTIONS OFFICER
401	SUP, POLICE AND DET.	\$16.56	SERGEANT
401	SUP, POLICE AND DET.	\$16.61	CORRECTIONS SERGEANT
401	SUP, POLICE AND DET.	\$17.19	SERGEANT
401	SUP, POLICE AND DET.	\$17.47	CORRECTIONS SERGEANT
401	SUP, POLICE AND DET.	\$17.50	CORRECTIONS SERGEANT
401	SUP, POLICE AND DET.	\$17.81	CORRECTIONS SERGEANT
401	SUP, POLICE AND DET.	\$17.82	SERGEANT
401	SUP, POLICE AND DET.	\$18.03	CORRECTIONS SERGEANT
401	SUP, POLICE AND DET.	\$18.31	SERGEANT
401	SUP, POLICE AND DET.	\$18.82	SERGEANT
401	SUP, POLICE AND DET.	\$19.47	SERGEANT
402	LAW ENF. & RELATED	\$11.26	DEPUTY COURT MARSHAL
402	LAW ENF. & RELATED	\$11.26	DEPUTY COURT MARSHAL
402	LAW ENF. & RELATED	\$11.84	DEPUTY COURT MARSHAL
402	LAW ENF. & RELATED	\$12.13	DEPUTY COURT MARSHAL
402	LAW ENF. & RELATED	\$13.10	DEPUTY JUVENILE OFFICER III
402	LAW ENF. & RELATED	\$13.10	DEPUTY JUVENILE OFFICER III
402	LAW ENF. & RELATED	\$13.10	DEPUTY JUVENILE OFFICER III
402	LAW ENF. & RELATED	\$13.10	DEPUTY JUVENILE OFFICER III

Appendix B
Job Group Analysis

<u>Job Group Code</u>	<u>Job Group Name</u>	<u>Wage</u>	<u>Job Title</u>
402	LAW ENF. & RELATED	\$13.10	VICTIM ADVOCATE
402	LAW ENF. & RELATED	\$13.47	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$13.47	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$13.48	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$13.48	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$13.80	DEPUTY COURT MARSHAL
402	LAW ENF. & RELATED	\$14.04	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$14.36	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$14.37	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$14.42	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$14.44	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$14.45	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$14.47	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$14.56	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$14.57	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$14.59	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$14.71	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$14.92	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$14.96	DEPUTY COURT MARSHAL
402	LAW ENF. & RELATED	\$14.97	DEPUTY COURT MARSHAL
402	LAW ENF. & RELATED	\$14.97	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$15.14	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$15.33	DEPUTY COURT MARSHAL
402	LAW ENF. & RELATED	\$15.50	CRIM INVESTIGATIONS SPECIALIST
402	LAW ENF. & RELATED	\$15.62	INVESTIGATOR
402	LAW ENF. & RELATED	\$15.62	INVESTIGATOR
402	LAW ENF. & RELATED	\$15.62	INVESTIGATOR
402	LAW ENF. & RELATED	\$15.62	INVESTIGATOR
402	LAW ENF. & RELATED	\$15.69	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$15.82	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$16.54	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$16.91	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$17.16	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$17.38	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$17.48	INVESTIGATOR
402	LAW ENF. & RELATED	\$17.50	INVESTIGATOR
402	LAW ENF. & RELATED	\$17.58	WITNESS LOCATION INVESTIGATOR
402	LAW ENF. & RELATED	\$17.61	CRIME VICTIM SPECIALIST
402	LAW ENF. & RELATED	\$17.74	DEPUTY SHERIFF
402	LAW ENF. & RELATED	\$18.01	INVESTIGATOR
402	LAW ENF. & RELATED	\$18.34	INVESTIGATOR
402	LAW ENF. & RELATED	\$19.45	INVESTIGATOR, PA OFFICE
600	SECRETARY AND RECEP.	\$8.44	FILE CLERK
600	SECRETARY AND RECEP.	\$8.62	MAIL CLERK
600	SECRETARY AND RECEP.	\$8.79	MAIL CLERK
600	SECRETARY AND RECEP.	\$9.06	COURT CLERK II
600	SECRETARY AND RECEP.	\$9.07	OFFICE SPECIALIST
600	SECRETARY AND RECEP.	\$9.07	OFFICE SPECIALIST

Appendix B
Job Group Analysis

<u>Job Group Code</u>	<u>Job Group Name</u>	<u>Wage</u>	<u>Job Title</u>
600	SECRETARY AND RECEP.	\$9.26	OFFICE SPECIALIST
600	SECRETARY AND RECEP.	\$9.31	SECRETARY I
600	SECRETARY AND RECEP.	\$9.32	OFFICE SPECIALIST
600	SECRETARY AND RECEP.	\$9.32	OFFICE SPECIALIST
600	SECRETARY AND RECEP.	\$9.35	RECORDS SPECIALIST
600	SECRETARY AND RECEP.	\$9.36	COURT CLERK II
600	SECRETARY AND RECEP.	\$9.36	COURT CLERK II
600	SECRETARY AND RECEP.	\$9.49	RECEPTIONIST
600	SECRETARY AND RECEP.	\$9.54	SECRETARY I
600	SECRETARY AND RECEP.	\$9.61	OFFICE SPECIALIST
600	SECRETARY AND RECEP.	\$9.97	SECRETARY
600	SECRETARY AND RECEP.	\$10.00	OFFICE SPECIALIST
600	SECRETARY AND RECEP.	\$10.12	COURT CLERK I
600	SECRETARY AND RECEP.	\$10.21	OFFICE SPECIALIST
600	SECRETARY AND RECEP.	\$10.24	SECRETARY
600	SECRETARY AND RECEP.	\$10.31	RECORDS SPECIALIST
600	SECRETARY AND RECEP.	\$10.42	SECRETARY
600	SECRETARY AND RECEP.	\$10.52	CORRECTIONS SUPPORT OFFICER
600	SECRETARY AND RECEP.	\$10.52	CORRECTIONS SUPPORT OFFICER
600	SECRETARY AND RECEP.	\$10.52	CORRECTIONS SUPPORT OFFICER
600	SECRETARY AND RECEP.	\$10.52	CORRECTIONS SUPPORT OFFICER
600	SECRETARY AND RECEP.	\$10.52	CORRECTIONS SUPPORT OFFICER
600	SECRETARY AND RECEP.	\$10.52	CORRECTIONS SUPPORT OFFICER
600	SECRETARY AND RECEP.	\$10.52	CORRECTIONS SUPPORT OFFICER
600	SECRETARY AND RECEP.	\$10.52	CORRECTIONS SUPPORT OFFICER
600	SECRETARY AND RECEP.	\$10.52	CORRECTIONS SUPPORT OFFICER
600	SECRETARY AND RECEP.	\$10.52	CORRECTIONS SUPPORT OFFICER
600	SECRETARY AND RECEP.	\$10.52	CORRECTIONS SUPPORT OFFICER
600	SECRETARY AND RECEP.	\$10.81	RECEPTIONIST
600	SECRETARY AND RECEP.	\$10.85	COURT CLERK III
600	SECRETARY AND RECEP.	\$11.14	CORRECTIONS SUPPORT OFFICER
600	SECRETARY AND RECEP.	\$11.61	CORRECTIONS SUPPORT OFFICER
600	SECRETARY AND RECEP.	\$11.61	ELECTIONS SPECIALIST
600	SECRETARY AND RECEP.	\$11.62	CORRECTIONS SUPPORT OFFICER
600	SECRETARY AND RECEP.	\$12.01	SECRETARY
600	SECRETARY AND RECEP.	\$12.09	RECORDS SPECIALIST
600	SECRETARY AND RECEP.	\$12.26	COURT SERVICES OFFICER
600	SECRETARY AND RECEP.	\$12.45	OFFICE SPECIALIST
600	SECRETARY AND RECEP.	\$12.64	SECRETARY I
600	SECRETARY AND RECEP.	\$12.74	RECORDS SPECIALIST
600	SECRETARY AND RECEP.	\$13.32	COURT SERVICES OFFICER
600	SECRETARY AND RECEP.	\$13.46	ELECTIONS SPECIALIST
600	SECRETARY AND RECEP.	\$14.67	COURT SERVICES OFFICER
601	LEGAL AND OTH. ASSISTANTS	\$10.80	LEGAL SECRETARY
601	LEGAL AND OTH. ASSISTANTS	\$10.87	LEGAL SECRETARY
601	LEGAL AND OTH. ASSISTANTS	\$11.02	LEGAL SECRETARY
601	LEGAL AND OTH. ASSISTANTS	\$11.22	LEGAL SECRETARY
601	LEGAL AND OTH. ASSISTANTS	\$12.67	LEGAL SECRETARY
601	LEGAL AND OTH. ASSISTANTS	\$13.10	LEGAL ASSISTANT

Appendix B
Job Group Analysis

<u>Job Group Code</u>	<u>Job Group Name</u>	<u>Wage</u>	<u>Job Title</u>
601	LEGAL AND OTH. ASSISTANTS	\$14.32	LEGAL SECRETARY
602	CLERICAL & OTH. SUPERVISOR	\$10.52	SENIOR SECRETARY
602	CLERICAL & OTH. SUPERVISOR	\$10.73	DEPUTY RECORDER
602	CLERICAL & OTH. SUPERVISOR	\$10.73	DEPUTY RECORDER
602	CLERICAL & OTH. SUPERVISOR	\$11.86	ADMINISTRATIVE ASSISTANT
602	CLERICAL & OTH. SUPERVISOR	\$11.96	ADMINISTRATIVE ASSISTANT
602	CLERICAL & OTH. SUPERVISOR	\$12.19	ADMINISTRATIVE ASSISTANT
602	CLERICAL & OTH. SUPERVISOR	\$12.37	WARRANT SUPERVISOR
602	CLERICAL & OTH. SUPERVISOR	\$12.62	DEPUTY RECORDER
602	CLERICAL & OTH. SUPERVISOR	\$13.25	LEAD DEPUTY RECORDER
602	CLERICAL & OTH. SUPERVISOR	\$13.50	SENIOR ELECTIONS SPECIALIST
602	CLERICAL & OTH. SUPERVISOR	\$13.55	ADMINISTRATIVE ASSISTANT
602	CLERICAL & OTH. SUPERVISOR	\$13.93	ADMINISTRATIVE ASSISTANT
602	CLERICAL & OTH. SUPERVISOR	\$14.02	ADMINISTRATIVE ASSISTANT
602	CLERICAL & OTH. SUPERVISOR	\$14.16	PRINCIPAL ELECTIONS SPECIALIST
602	CLERICAL & OTH. SUPERVISOR	\$14.66	OFFICE MANAGER
602	CLERICAL & OTH. SUPERVISOR	\$16.18	SUPERVISOR, COURT SERVICES
602	CLERICAL & OTH. SUPERVISOR	\$16.35	PW OFFICE ADMINISTRATOR
602	CLERICAL & OTH. SUPERVISOR	\$22.12	PA'S OFFICE ADMINISTRATOR
603	ACCT AND RELATED CLERK	\$10.01	ACCOUNT SPECIALIST
603	ACCT AND RELATED CLERK	\$10.01	ACCOUNT SPECIALIST
603	ACCT AND RELATED CLERK	\$10.48	ACCOUNT SPECIALIST
603	ACCT AND RELATED CLERK	\$10.51	ACCOUNT SPECIALIST
603	ACCT AND RELATED CLERK	\$10.65	PAYROLL SPECIALIST
603	ACCT AND RELATED CLERK	\$10.75	ACCOUNT SPECIALIST
603	ACCT AND RELATED CLERK	\$11.00	ACCOUNT SPECIALIST
603	ACCT AND RELATED CLERK	\$11.05	SENIOR ACCOUNT SPECIALIST
603	ACCT AND RELATED CLERK	\$11.37	DEPUTY COLLECTOR
603	ACCT AND RELATED CLERK	\$11.71	CHILD SPPT ENFORCEMENT TECH
603	ACCT AND RELATED CLERK	\$11.75	ACCOUNT SPECIALIST
603	ACCT AND RELATED CLERK	\$11.84	CHILD SPPT ENFORCEMENT TECH
603	ACCT AND RELATED CLERK	\$12.00	CHILD SPPT ENFORCEMENT TECH
603	ACCT AND RELATED CLERK	\$12.04	PERSONAL PROPERTY CLERK
603	ACCT AND RELATED CLERK	\$12.19	HUMAN RESOURCES ASSISTANT
603	ACCT AND RELATED CLERK	\$12.35	CHILD SPPT ENFORCEMENT TECH
603	ACCT AND RELATED CLERK	\$12.38	SENIOR ACCOUNT SPECIALIST
603	ACCT AND RELATED CLERK	\$12.81	DEPUTY COLLECTOR
603	ACCT AND RELATED CLERK	\$13.20	PERSONAL PROPERTY CLERK
603	ACCT AND RELATED CLERK	\$13.47	BUYER
603	ACCT AND RELATED CLERK	\$15.02	ACCOUNT SPECIALIST
603	ACCT AND RELATED CLERK	\$15.52	BAD CHCK/TX PROG ADMINISTRATOR
603	ACCT AND RELATED CLERK	\$15.65	BENEFITS/RISK ANALYST
603	ACCT AND RELATED CLERK	\$15.74	SENIOR ACCOUNT SPECIALIST
603	ACCT AND RELATED CLERK	\$18.76	BENEFITS/RISK ANALYST
604	LAW ENF. & OTHER CLERKS	\$9.49	WARRANT SPECIALIST
604	LAW ENF. & OTHER CLERKS	\$9.86	WARRANT SPECIALIST

Appendix B
Job Group Analysis

<u>Job Group Code</u>	<u>Job Group Name</u>	<u>Wage</u>	<u>Job Title</u>
604	LAW ENF. & OTHER CLERKS	\$9.95	WARRANT SPECIALIST
604	LAW ENF. & OTHER CLERKS	\$9.95	WARRANT SPECIALIST
604	LAW ENF. & OTHER CLERKS	\$10.00	WITNESS LOCATION SPECIALIST
604	LAW ENF. & OTHER CLERKS	\$10.21	WARRANT SPECIALIST
604	LAW ENF. & OTHER CLERKS	\$10.21	WARRANT SPECIALIST
604	LAW ENF. & OTHER CLERKS	\$10.21	WARRANT SPECIALIST
604	LAW ENF. & OTHER CLERKS	\$10.21	WARRANT SPECIALIST
604	LAW ENF. & OTHER CLERKS	\$10.21	WARRANT SPECIALIST
604	LAW ENF. & OTHER CLERKS	\$10.48	WARRANT SPECIALIST
604	LAW ENF. & OTHER CLERKS	\$10.82	WARRANT SPECIALIST
604	LAW ENF. & OTHER CLERKS	\$11.83	VICTIM ASSISTANT
604	LAW ENF. & OTHER CLERKS	\$13.03	EVIDENCE TECHNICIAN
604	LAW ENF. & OTHER CLERKS	\$14.43	WITNESS COORDINATOR
700	ROAD MAINT. WORKER	\$10.52	ROAD MAINTENANCE WORKER II
700	ROAD MAINT. WORKER	\$10.52	ROAD MAINTENANCE WORKER II
700	ROAD MAINT. WORKER	\$10.52	ROAD MAINTENANCE WORKER II
700	ROAD MAINT. WORKER	\$11.50	FAC MAINT TECHNICIAN
700	ROAD MAINT. WORKER	\$11.67	ROAD MAINTENANCE WORKER II
700	ROAD MAINT. WORKER	\$11.77	ROAD MAINTENANCE WORKER II
700	ROAD MAINT. WORKER	\$12.02	ROAD MAINTENANCE WORKER II
700	ROAD MAINT. WORKER	\$13.66	ROAD MAINTENANCE WORKER III
700	ROAD MAINT. WORKER	\$14.26	ROAD MAINTENANCE WORKER III
700	ROAD MAINT. WORKER	\$14.36	ROAD MAINTENANCE WORKER III
700	ROAD MAINT. WORKER	\$14.45	FIELD SERVICES TECHNICIAN
700	ROAD MAINT. WORKER	\$14.86	ROAD MAINTENANCE WORKER III
700	ROAD MAINT. WORKER	\$14.90	ROAD MAINTENANCE WORKER II
700	ROAD MAINT. WORKER	\$14.91	ROAD MAINTENANCE WORKER III
700	ROAD MAINT. WORKER	\$15.05	SENIOR FAC MAINT TECHNICIAN
700	ROAD MAINT. WORKER	\$15.06	SENIOR FAC MAINT TECHNICIAN
700	ROAD MAINT. WORKER	\$15.16	ROAD MAINTENANCE WORKER III
700	ROAD MAINT. WORKER	\$15.61	ROAD MAINTENANCE WORKER III
700	ROAD MAINT. WORKER	\$15.71	SIGN MAINTENANCE SPECIALIST
700	ROAD MAINT. WORKER	\$16.75	ROAD MAINTENANCE WORKER III
700	ROAD MAINT. WORKER	\$16.82	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$17.21	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$17.41	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$17.60	ROAD MAINTENANCE WORKER III
700	ROAD MAINT. WORKER	\$18.07	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$18.12	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$18.20	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$18.50	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$18.60	ROAD MAINTENANCE WORKER III
700	ROAD MAINT. WORKER	\$18.75	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$19.04	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$19.12	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$19.51	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$19.76	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$19.79	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$20.26	ROAD MAINTENANCE WORKER IV

Appendix B
Job Group Analysis

<u>Job Group Code</u>	<u>Job Group Name</u>	<u>Wage</u>	<u>Job Title</u>
700	ROAD MAINT. WORKER	\$20.30	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$20.50	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$20.63	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$20.68	ROAD MAINTENANCE WORKER IV
700	ROAD MAINT. WORKER	\$22.04	SENIOR FAC MAINT TECHNICIAN
701	MECHANIC	\$12.82	AUTOMOTIVE/EQUIPMENT MECHANIC
701	MECHANIC	\$19.10	AUTOMOTIVE/EQUIPMENT MECHANIC
701	MECHANIC	\$22.37	AUTOMOTIVE/EQUIPMENT MECHANIC
800	FOOD SERVICE	\$9.05	COOK
800	FOOD SERVICE	\$9.20	COOK
800	FOOD SERVICE	\$10.96	COOK
800	FOOD SERVICE	\$12.76	COOK
800	FOOD SERVICE	\$16.23	COOK SUPERVISOR
801	CUSTODIAN	\$8.42	CUSTODIAN
801	CUSTODIAN	\$8.42	CUSTODIAN
801	CUSTODIAN	\$8.91	CUSTODIAN
801	CUSTODIAN	\$9.15	CUSTODIAN
801	CUSTODIAN	\$9.19	CUSTODIAN
801	CUSTODIAN	\$10.82	CUSTODIAN
801	CUSTODIAN	\$13.59	LEAD CUSTODIAN

APPENDIX C

Appendix C
Organizational Profile

Department	Job Title	EEO Code	Job Group	Wage Range	Total	Female	Minority
ASSESSOR	CHIEF DEPUTY ASSESSOR	1	102	18.42	1	1	0
ASSESSOR	CAMA PROGRAM MANAGER	1	102	25.71	1	0	0
ASSESSOR	OFFICE SPECIALIST	6	600	10.21	1	1	0
ASSESSOR	PERSONAL PROPERTY CLERK	6	603	12.04 - 13.20	2	2	1
ASSESSOR	APPRAISER/APPRENTICE	3	302	12.69	1	1	0
ASSESSOR	APPRAISER/RESIDENTIAL	3	302	13.85 - 15.39	2	0	0
ASSESSOR	CARTOGRAPHER	3	300	15.63 - 16.06	2	1	0
ASSESSOR	APPRAISER/COMMERCIAL	3	302	17.61	1	0	0
ASSESSOR Total					11	6	1
AUDITOR	OFFICE SPECIALIST	6	600	9.26	1	1	0
AUDITOR	SENIOR ACCOUNT SPECIALIST	6	603	11.05	1	1	0
AUDITOR	ACCOUNTANT	2	203	15.53 - 17.00	2	2	0
AUDITOR Total					4	4	0
BC SEWER DIS MGMT SERVICE	GENERAL MANAGER, BCRSD	1	101	28.04	1	0	0
BC SEWER DIS MGMT SERVICE Total					1	0	0
BUILDING CODES	OFFICE SPECIALIST	6	600	10	1	1	0
BUILDING CODES	BUILDING INSPECTOR	2	204	14.85 - 16.61	3	0	0
BUILDING CODES	CHIEF BUILDING INSPECTOR	1	102	19.1	1	0	0
BUILDING CODES Total					5	1	0
CIRCUIT CLERK	COURT CLERK II	6	600	9.06 - 9.36	3	3	0
CIRCUIT CLERK	COURT CLERK I	6	600	10.12	1	1	0
CIRCUIT CLERK	COURT CLERK III	6	600	10.85	1	1	0
CIRCUIT CLERK Total					5	5	0
CIRCUIT COURT SERVICES	SUPERVISOR, COURT SERVICES	6	602	16.18	1	0	0
CIRCUIT COURT SERVICES	COURT MARSHAL	1	103	18.91	1	0	0
CIRCUIT COURT SERVICES	SUPERVISOR, INFO TECHNOLOGY	2	201	20.77	1	1	0
CIRCUIT COURT SERVICES	ASST TO COURT ADMINISTRATOR	1	102	23.08	1	1	0
CIRCUIT COURT SERVICES	SECRETARY I	6	600	9.31 - 12.64	3	3	0

Appendix C
Organizational Profile

Department	Job Title	EEO Code	Job Group	Wage Range	Total	Female	Minority
CIRCUIT COURT SERVICES	DEPUTY COURT MARSHAL	4	402	11.26 - 15.33	8	1	0
CIRCUIT COURT SERVICES	COMPUTER INFO TECHNOLOGIST	3	301	12.15 - 12.56	2	0	0
CIRCUIT COURT SERVICES	COURT SERVICES OFFICER	6	600	12.26 - 14.67	3	2	1
CIRCUIT COURT SERVICES Total					20	8	1
COLLECTOR	CHIEF DEPUTY COLLECTOR	1	102	18	1	1	0
COLLECTOR	ACCOUNT SPECIALIST	6	603	10.51	1	1	0
COLLECTOR	DEPUTY COLLECTOR	6	603	11.37 - 12.81	2	2	0
COLLECTOR	ACCOUNTANT	2	203	15.6	1	0	0
COLLECTOR Total					5	4	0
COMMISSION	SECRETARY	6	600	9.97 - 10.42	2	2	0
COMMISSION	OFFICE MANAGER	6	602	14.66	1	1	0
COMMISSION Total					3	3	0
CORRECTIONS	REGISTERED NURSE	2	202	20.00 - 27.17	2	2	0
CORRECTIONS	CORRECTIONS MAJOR	1	103	27	1	0	0
CORRECTIONS	COOK	8	800	9.05 - 12.76	4	3	3
CORRECTIONS	CORRECTIONS SUPPORT OFFICER	6	600	10.52 - 11.62	13	9	2
CORRECTIONS	CORRECTIONS OFFICER	4	400	11.61 - 15.87	29	13	3
CORRECTIONS	OFFICE SPECIALIST	6	600	12.45	1	1	1
CORRECTIONS	COOK SUPERVISOR	8	800	16.23	1	0	1
CORRECTIONS	CORRECTIONS SERGEANT	4	401	16.61 - 18.03	5	3	0
CORRECTIONS	CORRECTIONS LIEUTENANT	1	103	21.68	1	0	0
CORRECTIONS Total					57	31	10
COUNTY CLERK	SENIOR SECRETARY	6	602	10.52	1	1	0
COUNTY CLERK	PAYROLL SPECIALIST	6	603	10.65	1	1	0
COUNTY CLERK	SECRETARY	6	600	12.01	1	1	0
COUNTY CLERK	BENEFITS/RISK ANALYST	6	603	15.65 - 18.76	2	2	0
COUNTY CLERK Total					5	5	0
COUNTY COUNSELOR OFFICE	LEGAL COUNSEL	1	101	43.27	1	0	0

Appendix C
Organizational Profile

Department	Job Title	EEO Code	Job Group	Wage Range	Total	Female	Minority
COUNTY COUNSELOR OFFICE Total					1	0	0
ELECTION & REGISTRATION	ELECTIONS MANAGER	2	203	22.11	1	0	0
ELECTION & REGISTRATION	OFFICE SPECIALIST	6	600	9.61	1	1	0
ELECTION & REGISTRATION	ELECTIONS SPECIALIST	6	600	11.61 - 13.46	2	1	1
ELECTION & REGISTRATION	SENIOR ELECTIONS SPECIALIST	6	602	13.5	1	1	1
ELECTION & REGISTRATION	PRINCIPAL ELECTIONS SPECIALIST	6	602	14.16	1	1	0
ELECTION & REGISTRATION Total					6	4	2
FACILITIES MAINTENANCE	FACILITIES MAINTENANCE MANAGER	1	102	21.05	1	0	0
FACILITIES MAINTENANCE	FAC MAINT TECHNICIAN	7	700	11.5	1	0	0
FACILITIES MAINTENANCE	ADMINISTRATIVE ASSISTANT	6	602	11.96	1	1	0
FACILITIES MAINTENANCE	SENIOR FAC MAINT TECHNICIAN	7	700	15.05 - 22.04	3	0	0
FACILITIES MAINTENANCE Total					6	1	0
GIS: COUNTY	GIS PROGRAM MANAGER	2	201	21.05	1	0	0
GIS: COUNTY	GIS ANALYST	3	301	14.2	1	0	0
GIS: COUNTY Total					2	0	0
HOUSEKEEPING	CUSTODIAN	8	801	8.42 - 10.82	6	1	2
HOUSEKEEPING	LEAD CUSTODIAN	8	801	13.59	1	1	0
HOUSEKEEPING Total					7	2	2
HUMAN RESOURCES	DIRECTOR, HUMAN RESOURCES	1	101	24.8	1	1	0
HUMAN RESOURCES	HUMAN RESOURCES ASSISTANT	6	603	12.19	1	1	0
HUMAN RESOURCES Total					2	2	0
INFORMATION TECHNOLOGY	WEB ADMINISTRATOR	2	201	18.02	1	0	0
INFORMATION TECHNOLOGY	SENIOR PROGRAMMER ANALYST	2	201	18.97 - 22.64	4	3	1
INFORMATION TECHNOLOGY	SUPERVISOR, PROGRAM & ANALYSIS	1	102	28.66	1	0	0
INFORMATION TECHNOLOGY	SUPERVISOR, SYSTEMS ANALYSIS	1	102	29.36	1	0	0
INFORMATION TECHNOLOGY	DIRECTOR, INFORMATION TECH	1	101	38.62	1	0	0
INFORMATION TECHNOLOGY	ADMINISTRATIVE ASSISTANT	6	602	14.02	1	1	0

Appendix C
Organizational Profile

Department	Job Title	EEO Code	Job Group	Wage Range	Total	Female	Minority
INFORMATION TECHNOLOGY	HELPDESK TECHNICIAN	3	301	15	1	0	0
INFORMATION TECHNOLOGY	COMPUTER OPERATIONS ANALYST	2	201	17.79	1	1	0
INFORMATION TECHNOLOGY	PC/NETWORK ANALYST	2	201	24.04	1	0	0
INFORMATION TECHNOLOGY Total					12	5	1
IV-D	CHILD SPPT PROG ADMINISTRATOR	2	203	18.88	1	1	0
IV-D	SECRETARY	6	600	10.24	1	1	0
IV-D	CHILD SPPT ENFORCEMENT TECH	6	603	11.71 - 12.35	4	4	0
IV-D Total					6	6	0
JUDICIAL GRANTS/CONTRACTS	ART INSTRUCTOR	2	205	16.43	1	1	0
JUDICIAL GRANTS/CONTRACTS	DEPUTY JUVENILE OFFICER III	4	402	13.1	3	1	0
JUDICIAL GRANTS/CONTRACTS	LEGAL ASSISTANT	6	601	13.1	1	1	0
JUDICIAL GRANTS/CONTRACTS	VICTIM ADVOCATE	4	402	13.1	1	1	0
JUDICIAL GRANTS/CONTRACTS Total					6	4	0
JUVENILE JUSTICE CENTER	TEACHER	2	205	17.45	1	0	0
JUVENILE JUSTICE CENTER Total					1	0	0
JUVENILE OFFICE	DEPUTY JUVENILE OFFICER III	4	402	13.1	1	0	0
JUVENILE OFFICE Total					1	0	0
MAIL SERVICES	MAIL CLERK	6	600	8.62 - 8.79	2	0	1
MAIL SERVICES Total					2	0	1
PA: BAD CHECK COLLECTIONS	ACCOUNT SPECIALIST	6	603	10.01	1	1	0
PA: BAD CHECK COLLECTIONS	LEGAL SECRETARY	6	601	10.8	1	1	0
PA: BAD CHECK COLLECTIONS	BAD CHCK/TX PROG ADMINISTRATOR	6	603	15.52	1	1	0
PA: BAD CHECK COLLECTIONS Total					3	3	0
PA: TAX COLLECTION	ACCOUNT SPECIALIST	6	603	10.75	1	1	0
PA: TAX COLLECTION Total					1	1	0

Appendix C
Organizational Profile

Department	Job Title	EEO Code	Job Group	Wage Range	Total	Female	Minority
PLANNING & ZONING	DIRECTOR, PLANNING & BUILDING	1	101	34.23	1	0	0
PLANNING & ZONING	ADMINISTRATIVE ASSISTANT	6	602	11.86	1	1	0
PLANNING & ZONING	CODE ENFORCEMENT OFFICER	2	204	13.8	1	0	0
PLANNING & ZONING	PLANNER	2	203	17.23	2	0	0
PLANNING & ZONING Total					5	1	0
PROSECUTING ATTORNEY	ASST PROSECUTING ATTORNEY I	2	200	19.50 - 24.22	9	5	0
PROSECUTING ATTORNEY	CHIEF INVESTIGATOR, PA OFFICE	1	103	21.99	1	1	0
PROSECUTING ATTORNEY	PA'S OFFICE ADMINISTRATOR	6	602	22.12	1	1	0
PROSECUTING ATTORNEY	FIRST ASST PROS ATTORNEY	1	102	29.33	1	0	0
PROSECUTING ATTORNEY	WITNESS LOCATION SPECIALIST	6	604	10	1	0	0
PROSECUTING ATTORNEY	RECEPTIONIST	6	600	10.81	1	1	0
PROSECUTING ATTORNEY	LEGAL SECRETARY	6	601	10.87 - 14.32	5	5	0
PROSECUTING ATTORNEY	RECORDS SPECIALIST	6	600	12.74	1	0	0
PROSECUTING ATTORNEY	CRIM INVESTIGATIONS SPECIALIST	4	402	15.5	1	1	0
PROSECUTING ATTORNEY	WITNESS LOCATION INVESTIGATOR	4	402	17.58	1	0	0
PROSECUTING ATTORNEY	INVESTIGATOR, PA OFFICE	4	402	19.45	1	0	0
PROSECUTING ATTORNEY Total					23	14	0
PUBLIC ADMINISTRATOR	CHIEF DEPUTY PUBLIC ADMIN	1	102	15.75	1	1	1
PUBLIC ADMINISTRATOR	ACCOUNT SPECIALIST	6	603	10.48	1	1	1
PUBLIC ADMINISTRATOR Total					2	2	2
PUBLIC WORKS	PW OFFICE ADMINISTRATOR	6	602	16.35	1	1	0
PUBLIC WORKS	DIRECTOR, PUBLIC WORKS	1	101	42.44	1	0	0
PUBLIC WORKS Total					2	1	0
PUBLIC WORKS: DESIGN & CON.	COUNTY SURVEYOR	2	204	22.21	1	0	0
PUBLIC WORKS: DESIGN & CON.	MANAGER, PROJECT DEVELOPMENT	1	102	22.05	1	0	0
PUBLIC WORKS: DESIGN & CON.	PROJECT ENGINEER	1	102	22.47	1	1	0
PUBLIC WORKS: DESIGN & CON.	MANAGER, DESIGN & CON.	1	102	30.53	1	0	0
PUBLIC WORKS: DESIGN & CON.	ACCOUNT SPECIALIST	6	603	11	1	1	0
PUBLIC WORKS: DESIGN & CON.	ADMINISTRATIVE ASSISTANT	6	602	12.19	1	1	0

Appendix C
Organizational Profile

Department	Job Title	EEO Code	Job Group	Wage Range	Total	Female	Minority
PUBLIC WORKS: DESIGN & CON.	CONSTRUCTION INSPECTOR	2	204	14.00 - 14.62	2	1	0
PUBLIC WORKS: DESIGN & CON.	RIGHT-OF-WAY AGENT	2	204	14.46	1	1	0
PUBLIC WORKS: DESIGN & CON.	ENGINEERING TECHNICIAN	2	204	14.49 - 16.07	2	0	0
PUBLIC WORKS: DESIGN & CON.	SURVEYOR	3	300	17.05	1	0	0
PUBLIC WORKS: DESIGN & CON. Total					12	5	0
PUBLIC WORKS: MAINT. OPS.	ROADS MAINT SUPERINTENDENT	1	102	18.46 - 22.70	3	1	0
PUBLIC WORKS: MAINT. OPS.	FLEET OP SUPERINTENDENT	1	102	19.81	1	0	0
PUBLIC WORKS: MAINT. OPS.	MANAGER, ROAD MAINT OPERATIONS	1	102	23.1	1	0	0
PUBLIC WORKS: MAINT. OPS.	ROAD MAINTENANCE WORKER II	7	700	10.52 - 14.90	7	0	0
PUBLIC WORKS: MAINT. OPS.	ACCOUNT SPECIALIST	6	603	11.75	1	1	1
PUBLIC WORKS: MAINT. OPS.	AUTOMOTIVE/EQUIPMENT MECHANIC	7	701	12.82 - 22.37	3	0	0
PUBLIC WORKS: MAINT. OPS.	ADMINISTRATIVE ASSISTANT	6	602	13.55	1	1	0
PUBLIC WORKS: MAINT. OPS.	ROAD MAINTENANCE WORKER III	7	700	13.66 - 18.60	10	0	1
PUBLIC WORKS: MAINT. OPS.	FIELD SERVICES TECHNICIAN	7	700	14.45	1	0	0
PUBLIC WORKS: MAINT. OPS.	SIGN MAINTENANCE SPECIALIST	7	700	15.71	1	0	0
PUBLIC WORKS: MAINT. OPS.	ROAD MAINTENANCE WORKER IV	7	700	16.82 - 20.68	18	0	1
PUBLIC WORKS: MAINT. OPS. Total					47	3	3
PURCHASING	DIRECTOR, PURCHASING	1	101	23.17	1	1	0
PURCHASING	OFFICE SPECIALIST	6	600	9.07	1	1	0
PURCHASING	BUYER	6	603	13.47	1	1	0
PURCHASING Total					3	3	0
RECORDER	CHIEF DEPUTY RECORDER	1	102	18.25	1	1	0
RECORDER	OFFICE SPECIALIST	6	600	9.07 - 9.32	3	3	0
RECORDER	DEPUTY RECORDER	6	602	10.73 - 12.62	3	3	1
RECORDER	LEAD DEPUTY RECORDER	6	602	13.25	1	1	0
RECORDER Total					8	8	1
RECORDS MGMT. SVCS.	FILE CLERK	6	600	8.44	1	0	0
RECORDS MGMT. SVCS. Total					1	0	0

Appendix C
Organizational Profile

Department	Job Title	EEO Code	Job Group	Wage Range	Total	Female	Minority
SHERIFF	CAPTAIN	1	103	23.09 - 24.75	2	1	0
SHERIFF	MAJOR	1	103	27	1	0	0
SHERIFF	RECORDS SPECIALIST	6	600	9.35 - 12.09	3	3	0
SHERIFF	RECEPTIONIST	6	600	9.49	1	1	0
SHERIFF	WARRANT SPECIALIST	6	604	9.49 - 10.82	10	8	0
SHERIFF	WARRANT SUPERVISOR	6	602	12.37	1	1	0
SHERIFF	EVIDENCE TECHNICIAN	6	604	13.03	1	1	1
SHERIFF	DEPUTY SHERIFF	4	402	13.47 - 17.74	25	5	2
SHERIFF	ADMINISTRATIVE ASSISTANT	6	602	13.93	1	1	1
SHERIFF	ACCOUNT SPECIALIST	6	603	15.02	1	1	0
SHERIFF	INVESTIGATOR	4	402	15.62 - 18.34	8	2	2
SHERIFF	SENIOR ACCOUNT SPECIALIST	6	603	15.74	1	1	0
SHERIFF	SERGEANT	4	401	16.56 - 19.47	6	0	0
SHERIFF	LIEUTENANT	1	103	20.26	1	0	0
SHERIFF Total					62	25	6
TREASURER	ACCOUNT SPECIALIST	6	603	10.01	1	1	1
TREASURER	SENIOR ACCOUNT SPECIALIST	6	603	12.38	1	1	1
TREASURER	ACCOUNTANT	2	203	14.9	1	1	0
TREASURER Total					3	3	2
VICTIM WITNESS	CRIME VICTIM SPECIALIST	4	402	17.61	1	0	0
VICTIM WITNESS	VICTIM ASSISTANT	6	604	11.83	1	1	0
VICTIM WITNESS	WITNESS COORDINATOR	6	604	14.43	1	1	0
VICTIM WITNESS Total					3	2	0

APPENDIX D

Appendix D
Availability Analysis

		Boone County Workforce				
<u>Job Group</u>	<u>Job Group Name</u>	<u>Total</u>	<u>Female</u>	<u>Minority</u>	<u>Female Percent</u>	<u>Minority Percent</u>
101	ADMIN & OFFICIALS	7	2	0	28.57	0.00
102	ADMINISTRATORS	19	7	1	36.84	5.26
103	ADMIN, PROTECTIVE SVCS	8	2	0	25.00	0.00
200	LEGAL PROFESSIONALS	9	5	0	55.56	0.00
201	INFO. TECH. PROF.	9	5	1	55.56	11.11
202	REGISTERED NURSE	2	2	0	100.00	0.00
203	ACCT, AUDITOR, & MGMT PROF.	8	4	0	50.00	0.00
204	PUBLIC WORKS PROF.	10	2	0	20.00	0.00
205	MISC. PROF.	2	1	0	50.00	0.00
300	SURVEYING & MAPPING TECH	3	1	0	33.33	0.00
301	INFO. SYS. TECH.	4	0	0	0.00	0.00
302	APPRAISER	4	1	0	25.00	0.00
400	CORR. INSTITUTION OFFICER	29	13	3	44.83	10.34
401	SUP, POLICE AND DET.	11	3	0	27.27	0.00
402	LAW ENF. & RELATED	50	11	4	22.00	8.00
600	SECRETARY AND RECEP.	48	38	6	79.17	12.50
601	LEGAL AND OTH. ASSISTANTS	7	7	0	100.00	0.00
602	CLERICAL & OTH. SUPERVISOR	18	17	3	94.44	16.67
603	ACCT AND RELATED CLERK	25	25	5	100.00	20.00
604	LAW ENF. & OTHER CLERKS	14	11	1	78.57	7.14
700	ROAD MAINT. WORKER	41	0	2	0.00	4.88
701	MECHANIC	3	0	0	0.00	0.00
800	FOOD SERVICE	5	3	4	60.00	80.00
801	CUSTODIAN	7	2	2	28.57	28.57

Appendix D
Availability Analysis

<u>Job Group</u>	<u>Job Group Name</u>	<u>Availability</u>	
		<u>Female Availability</u>	<u>Minority Availability</u>
101	ADMIN & OFFICIALS	45.39	12.42
102	ADMINISTRATORS	46.04	12.29
103	ADMIN, PROTECTIVE SVCS	29.16	6.75
200	LEGAL PROFESSIONALS	20.38	3.28
201	INFO. TECH. PROF.	30.61	8.94
202	REGISTERED NURSE	92.99	10.77
203	ACCT, AUDITOR, & MGMT PROF.	47.73	7.59
204	PUBLIC WORKS PROF.	14.25	9.58
205	MISC. PROF.	51.75	4.46
300	SURVEYING & MAPPING TECH	21.51	0.00
301	INFO. SYS. TECH.	34.36	9.78
302	APPRAISER	57.65	0.00
400	CORR. INSTITUTION OFFICER	22.35	8.53
401	SUP, POLICE AND DET.	18.43	4.14
402	LAW ENF. & RELATED	34.01	5.85
600	SECRETARY AND RECEP.	81.72	9.87
601	LEGAL AND OTH. ASSISTANTS	57.08	4.87
602	CLERICAL & OTH. SUPERVISOR	63.09	5.93
603	ACCT AND RELATED CLERK	81.08	4.60
604	LAW ENF. & OTHER CLERKS	55.56	0.00
700	ROAD MAINT. WORKER	6.38	6.57
701	MECHANIC	0.00	1.05
800	FOOD SERVICE	40.88	19.73
801	CUSTODIAN	24.70	21.79

Appendix D
Availability Analysis

<u>Job Group</u>	<u>Job Group Name</u>	<u>Underutilized?</u>	
		<u>Female</u>	<u>Minority</u>
101	ADMIN & OFFICIALS	Yes*	
102	ADMINISTRATORS		Yes*
103	ADMIN, PROTECTIVE SVCS		
200	LEGAL PROFESSIONALS		
201	INFO. TECH. PROF.		
202	REGISTERED NURSE		
203	ACCT, AUDITOR, & MGMT PROF.		
204	PUBLIC WORKS PROF.		Yes*
205	MISC. PROF.		
300	SURVEYING & MAPPING TECH		
301	INFO. SYS. TECH.	Yes*	
302	APPRAISER	Yes*	
400	CORR. INSTITUTION OFFICER		
401	SUP, POLICE AND DET.		
402	LAW ENF. & RELATED		
600	SECRETARY AND RECEP.		
601	LEGAL AND OTH. ASSISTANTS		
602	CLERICAL & OTH. SUPERVISOR		
603	ACCT AND RELATED CLERK		
604	LAW ENF. & OTHER CLERKS		
700	ROAD MAINT. WORKER	Yes*	
701	MECHANIC		
800	FOOD SERVICE		
801	CUSTODIAN		

APPENDIX E

Appendix E
Utilization Analysis

		<u>Boone County Workforce</u>				
<u>Job Code</u>	<u>Job Group Name</u>	<u>Total</u>	<u>Female</u>	<u>Minority</u>	<u>Female Percent</u>	<u>Minority Percent</u>
101	ADMIN & OFFICIALS	7	2	0	28.57	0.00
102	ADMINISTRATORS	19	7	1	36.84	5.26
103	ADMIN, PROTECTIVE SVCS	8	2	0	25.00	0.00
200	LEGAL PROFESSIONALS	9	5	0	55.56	0.00
201	INFO. TECH. PROF.	9	5	1	55.56	11.11
202	REGISTERED NURSE	2	2	0	100.00	0.00
203	ACCT, AUDITOR, & MGMT PROF.	8	4	0	50.00	0.00
204	PUBLIC WORKS PROF.	10	2	0	20.00	0.00
205	MISC. PROF.	2	1	0	50.00	0.00
300	SURVEYING & MAPPING TECH	3	1	0	33.33	0.00
301	INFO. SYS. TECH.	4	0	0	0.00	0.00
302	APPRAISER	4	1	0	25.00	0.00
400	CORR. INSTITUTION OFFICER	29	13	3	44.83	10.34
401	SUP, POLICE AND DET.	11	3	0	27.27	0.00
402	LAW ENF. & RELATED	50	11	4	22.00	8.00
600	SECRETARY AND RECEP.	48	38	6	79.17	12.50
601	LEGAL AND OTH. ASSISTANTS	7	7	0	100.00	0.00
602	CLERICAL & OTH. SUPERVISOR	18	17	3	94.44	16.67
603	ACCT AND RELATED CLERK	25	25	5	100.00	20.00
604	LAW ENF. & OTHER CLERKS	14	11	1	78.57	7.14
700	ROAD MAINT. WORKER	41	0	2	0.00	4.88
701	MECHANIC	3	0	0	0.00	0.00
800	FOOD SERVICE	5	3	4	60.00	80.00
801	CUSTODIAN	7	2	2	28.57	28.57

Appendix E
Utilization Analysis

<u>Job Code</u>	<u>Job Group Name</u>	<u>Availability</u>	
		<u>Female Availability</u>	<u>Minority Availability</u>
101	ADMIN & OFFICIALS	45.39	12.42
102	ADMINISTRATORS	46.04	12.29
103	ADMIN, PROTECTIVE SVCS	29.16	6.75
200	LEGAL PROFESSIONALS	20.38	3.28
201	INFO. TECH. PROF.	30.61	8.94
202	REGISTERED NURSE	92.99	10.77
203	ACCT, AUDITOR, & MGMT PROF.	47.73	7.59
204	PUBLIC WORKS PROF.	14.25	9.58
205	MISC. PROF.	51.75	4.46
300	SURVEYING & MAPPING TECH	21.51	0.00
301	INFO. SYS. TECH.	34.36	9.78
302	APPRAISER	57.65	0.00
400	CORR. INSTITUTION OFFICER	22.35	8.53
401	SUP, POLICE AND DET.	18.43	4.14
402	LAW ENF. & RELATED	34.01	5.85
600	SECRETARY AND RECEP.	81.72	9.87
601	LEGAL AND OTH. ASSISTANTS	57.08	4.87
602	CLERICAL & OTH. SUPERVISOR	63.09	5.93
603	ACCT AND RELATED CLERK	81.08	4.60
604	LAW ENF. & OTHER CLERKS	55.56	0.00
700	ROAD MAINT. WORKER	6.38	6.57
701	MECHANIC	0.00	1.05
800	FOOD SERVICE	40.88	19.73
801	CUSTODIAN	24.70	21.79

Appendix E
Utilization Analysis

<u>Job Code</u>	<u>Job Group Name</u>	<u>Utilization Analysis</u>							
		<u>Expected Female</u>	<u>Expected Minority</u>	<u>Female Difference</u>	<u>Minority Difference</u>	<u>Female Standard Deviation</u>	<u>Minority Standard Deviation</u>	<u>Female Probability</u>	<u>Minority Probability</u>
101	ADMIN & OFFICIALS	3.2	0.9	-1.2	-0.9	-0.89	-1.00	0.6176	0.7904
102	ADMINISTRATORS	8.7	2.3	-1.7	-1.3	-0.80	-0.93	0.5698	0.6064
103	ADMIN, PROTECTIVE SVCS	2.3	0.5	-0.3	-0.5	-0.26	-0.76	0.5731	0.5719
200	LEGAL PROFESSIONALS	1.8	0.3	3.2	-0.3	2.62	-0.55	0.9966	0.7404
201	INFO. TECH. PROF.	2.8	0.8	2.2	0.2	1.62	0.23	0.9720	0.8110
202	REGISTERED NURSE	1.9	0.2	0.1	-0.2	0.39	-0.49	1.0000	0.7962
203	ACCT, AUDITOR, & MGMT PROF.	3.8	0.6	0.2	-0.6	0.13	-0.81	0.6851	0.5318
204	PUBLIC WORKS PROF.	1.4	1	0.6	-1	0.52	-1.03	0.8392	0.7310
205	MISC. PROF.	1	0.1	0	-0.1	-0.05	-0.31	0.7322	0.9128
300	SURVEYING & MAPPING TECH	0.6	0	0.4	0	0.50	0.00	0.8811	1.0000
301	INFO. SYS. TECH.	1.4	0.4	-1.4	-0.4	-1.45	-0.66	0.3712	0.6626
302	APPRAISER	2.3	0	-1.3	0	-1.32	0.00	0.4146	1.0000
400	CORR. INSTITUTION OFFICER	6.5	2.5	6.5	0.5	2.91	0.35	0.9981	0.7687
401	SUP, POLICE AND DET.	2	0.5	1	-0.5	0.76	-0.69	0.8718	0.6281
402	LAW ENF. & RELATED	17	2.9	-6	1.1	-1.79	0.65	0.0932	0.8330
600	SECRETARY AND RECEP.	39.2	4.7	-1.2	1.3	-0.46	0.61	0.7586	0.8090
601	LEGAL AND OTH. ASSISTANTS	4	0.3	3	-0.3	2.29	-0.60	1.0000	0.7052
602	CLERICAL & OTH. SUPERVISOR	11.4	1.1	5.6	1.9	2.76	1.93	0.9997	0.9806
603	ACCT AND RELATED CLERK	20.3	1.1	4.7	3.9	2.42	3.68	1.0000	0.9992
604	LAW ENF. & OTHER CLERKS	7.8	0	3.2	1	1.73	9999+	0.9812	1.0000
700	ROAD MAINT. WORKER	2.6	2.7	-2.6	-0.7	-1.67	-0.44	0.1342	0.9790
701	MECHANIC	0	0	0	0	0.00	-0.18	1.0000	0.9688
800	FOOD SERVICE	2	1	1	3	0.87	3.39	0.9060	0.9997
801	CUSTODIAN	1.7	1.5	0.3	0.5	0.24	0.43	0.7627	0.8198

Appendix E
Utilization Analysis

<u>Job Code</u>	<u>Job Group Name</u>	<u>Underutilized?</u>	
		<u>Female</u>	<u>Minority</u>
101	ADMIN & OFFICIALS	Yes	
102	ADMINISTRATORS		Yes
103	ADMIN, PROTECTIVE SVCS		
200	LEGAL PROFESSIONALS		
201	INFO. TECH. PROF.		
202	REGISTERED NURSE		
203	ACCT, AUDITOR, & MGMT PROF.		
204	PUBLIC WORKS PROF.		Yes
205	MISC. PROF.		
300	SURVEYING & MAPPING TECH		
301	INFO. SYS. TECH.	Yes	
302	APPRAISER	Yes	
400	CORR. INSTITUTION OFFICER		
401	SUP, POLICE AND DET.		
402	LAW ENF. & RELATED		
600	SECRETARY AND RECEP.		
601	LEGAL AND OTH. ASSISTANTS		
602	CLERICAL & OTH. SUPERVISOR		
603	ACCT AND RELATED CLERK		
604	LAW ENF. & OTHER CLERKS		
700	ROAD MAINT. WORKER	Yes	
701	MECHANIC		
800	FOOD SERVICE		
801	CUSTODIAN		

CERTIFIED COPY OF ORDER

STATE OF MISSOURI }
 County of Boone } ea.

January Session of the November Adjourned

Term. 20 03

In the County Commission of said county, on the

30th day of January 20 03

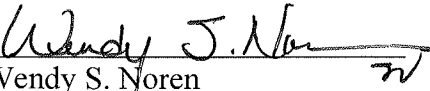
the following, among other proceedings, were had, viz:

Now on this day, the County Commission of the County of Boone does hereby approve the following contracts and authorize the Presiding Commissioner to sign said contracts:

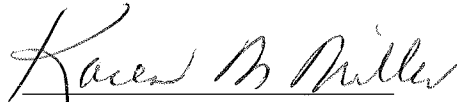
AGECNY	AMOUNT OF CONTRACT
✓ Mid-Missouri Legal Services Corporation	\$6,000.00
Curators of the University of Missouri on behalf of Eldercare	\$2,000.00
✓ Big Brothers/Big Sisters of Boone County, Inc.	\$2,000.00
✓ OATS, Incorporated	\$8,000.00
Boys Town of Missouri, Inc.	\$1,000.00
✓ Central Missouri Humane Society	\$9,680.00
✓ Centralia Area Chamber of Commerce	\$4,000.00
Curators of the University of Missouri on behalf of Show-Me Games 2003	\$20,000.00
✓ Voluntary Action Center	\$2,500.00
Independent Living Center of Mid-Missouri d.b.a. Services for Independent Living	\$2,000.00
Realty House Incorporated	\$13,000.00
✓ Cedar Creek Therapeutic Riding Center	\$1,000.00
Rainbow House – Child Abuse and Neglect Emergency Shelter, Inc. (Emergency Shelter Care for Children)	\$4,500.00
Rainbow House – Child Abuse and Neglect Emergency Shelter, Inc. (Clinical Services)	\$1,000.00
✓ Rainbow House – Child Abuse and Neglect Emergency Shelter, Inc. (Crisis Care for Children)	\$1,500.00
✓ Boone County Council on Aging	\$12,500.00
✓ Harrisburg Preschool and Daycare, Inc.	\$12,750.00
✓ Central Missouri Food Bank Network, Inc.	\$13,750.00

Done this 30th day of January, 2003.

ATTEST:


Wendy S. Noren
Clerk of the County Commission


Keith Schnarre
Presiding Commissioner


Karen M. Miller
District I Commissioner


Skip Elkin
District II Commissioner

BOONE COUNTY, MISSOURI

THIS AGREEMENT entered into this 30 day of JANUARY, 2003, by and between the County of Boone, Missouri through its County Commission, hereinafter called "County," and Mid-Missouri Legal Services Corporation hereinafter called "Agency,"

WITNESSETH:

WHEREAS, the County is desirous of providing the following social or community service:

Break the Cycle of Violence and Protect the Victims Program

as stated in the proposal received by the Boone County Commission for the Boone County fiscal year 2003, which is hereby incorporated by reference as fully as if herein set forth, said proposal being the document on file in the Office of Boone County Commission, Columbia, Missouri, 801 East Walnut, Columbia, Missouri; and

WHEREAS, the Agency is agreeable to providing such services under the terms and conditions of this agreement.

NOW, THEREFORE, it is hereby agreed by and between the County and Agency as follows:

I.

Agency agrees to furnish and County agrees to purchase the following service:

Legal services to aid in protecting residents of Boone County and their children who are victims of domestic violence by making certain that the victim is represented at the adult abuse hearing in court. The primary focus of the program will be to provide the victim with an attorney to file or defend divorce and custody actions and to obtain a permanent order from the court ending the relationship and establishing custody rights of the victim to their children. Clients must have an income at or below 150% of poverty as defined by the federal government. Both clients with and without children will be served by this program. The agency will provide approximately 262 units (one hour of attorney time) at an estimated cost of \$22.88 per unit.

II.

Agency agrees that the services provided under this agreement shall be provided to residents of Boone County, Missouri, and funds shall be spent as set forth in the revised FY2003 program budget on file at the Boone County Commission Office. Any substantive changes in the budget shall be approved by the Office of Boone County Commission prior to incurring any expenses. Agency certifies that this expenditure is essential to the provision of the services as described in Paragraph I.

III.

Agency agrees to an audit and review by the County of Boone, or its designated agent, at the request of the County, which shall include a review of the Agency's administration and management of social and human services pursuant to this contract, and any and all acts of the Agency which relate to this contract with the County of Boone.

IV.

Agency agrees to submit to the Office of the Boone County Commission, four quarterly reports, each within 30 days of the end of each quarter; quarterly reports shall be prepared in a form and manner prescribed by County.

V.

Agency agrees that it is responsible for all funds made available to Agency by this agreement and further agrees that it will reimburse to the County any funds expended in violation of County, State or Federal law or in violation of this agreement.

VI.

This agreement shall not be assigned, and no services contained herein shall be subcontracted, by the Agency to any persons or entities without the prior written approval of the County. Any subcontractor or assignee shall be subject to the audit requirements stated herein and all other conditions and requirements of this agreement.

VII.

Agency shall be liable, and agrees to be liable for, and shall indemnify, defend and hold the County of Boone harmless from all claims, suits, judgments or damages, including court costs and attorney's fees, arising out of or in the course of the operation of this agreement.

VIII.

Agency agrees to comply with all applicable provisions of the Americans with Disabilities Act and the regulations implementing the Act, including those regulations governing employment practices.

IX.

Agency shall make the services, programs and activities governed by this agreement accessible to the disabled as required by the Americans with Disabilities Act and its implementing regulations. Payment of funds under this agreement is conditional upon Agency certifying to the Boone County Commission in writing that it is complying with the Americans with Disabilities Act and 28 CFR Part 35.

X.

County agrees to pay Agency the sum of \$6,000.00 as follows:

- A. The County will pay 22.5% of the contracted sum at the time of the signing of this contract. At the beginning of the next succeeding three quarters, the County will pay 22.5% upon receipt of the previous quarter's report.
- B. The County will pay the contracted balance of 10% after receipt of the final quarterly report.

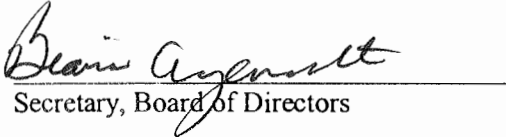
This Agreement shall be for a term of twelve months commencing on January 1, 2003, and ending on December 31, 2003; provided, however, that either party may terminate this agreement upon thirty (30) days written notice, in which event all reports required by the agreement shall be submitted within thirty (30) days following the effective date of said termination. It is further understood and agreed upon that total payment for services under this agreement shall be limited to annual appropriations made available by County for funding this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers the day and year first above written.

AGENCY:
By:

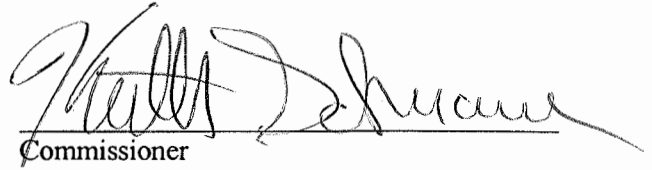


President, Board of Directors



Secretary, Board of Directors

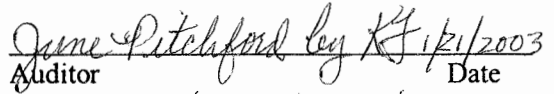
BOONE COUNTY, MISSOURI
By:



Commissioner

CERTIFICATION:

I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance to the credit of such appropriation sufficient to pay therefore.

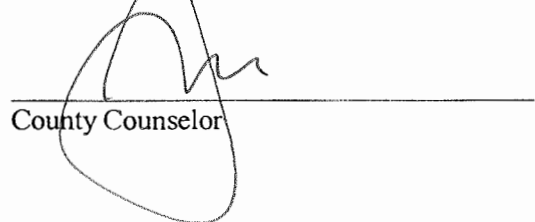

Auditor Date

1420-84200 \$6,000.00
ATTEST:



County Clerk

APPROVED AS TO FORM:



County Counselor

BOONE COUNTY, MISSOURI

THIS AGREEMENT entered into this 30 day of JANUARY, 2003 by and between the County of Boone, Missouri through its County Commission, hereinafter called "County," and The Curators of the University of Missouri on behalf of the Eldercare Center hereinafter called "Agency,"

WITNESSETH:

WHEREAS, the County is desirous of providing the following social or community service:

Adult Day Care

as stated in the proposal received by the Boone County Commission for the Boone County fiscal year 2003, which is hereby incorporated by reference as fully as if herein set forth, said proposal being the document on file in the Office of Boone County Commission, Columbia, Missouri, 801 East Walnut, Columbia, Missouri; and

WHEREAS, the Agency is agreeable to providing such services under the terms and conditions of this agreement.

NOW, THEREFORE, it is hereby agreed by and between the County and Agency as follows:

I.

Agency agrees to furnish and County agrees to purchase the following service:

Licensed day care services for frail, functionally impaired or isolated adults needing supervision and therapeutic care during the day. Priority shall be given to adults over 65 years of age. The agency will provide adult day care at an estimated cost ranging from \$60.00 for a full day at the private pay rate to \$13.80 per day for clients eligible for federal or state funding. The County reimbursement rate may be increased to correspond with increases in the private pay rate for these services upon written notification from the director of the Eldercare Center and written acceptance from the Community Services Manager of the City of Columbia. Rate increases may not exceed \$5.00 per day during this contract period. With any rate increase there will be a corresponding decrease in the number of units to be provided.

II.

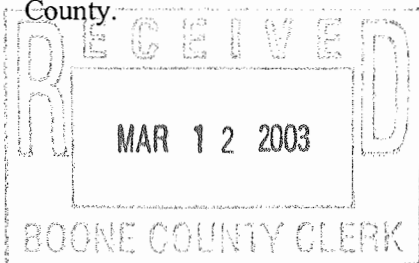
Agency agrees that the services provided under this agreement shall be provided to residents of Boone County, Missouri, and funds shall be spent as set forth in the revised FY2003 program budget on file at the Boone County Commission Office. Any substantive changes in the budget shall be approved by the Office of Boone County Commission prior to incurring any expenses. Agency certifies that this expenditure is essential to the provision of the services as described in Paragraph I.

III.

Agency agrees to an audit and review by the County of Boone, or its designated agent, at the request of the County, which shall include a review of the Agency's administration and management of social and human services pursuant to this contract, and any and all acts of the Agency which relate to this contract with the County of Boone.

IV.

Agency agrees to submit to the Office of the Boone County Commission, four quarterly reports, each within 30 days of the end of each quarter; quarterly reports shall be prepared in a form and manner prescribed by County.



9700067A

BOONE CO

ADULT DAY CARE SVCS

V.

Agency agrees that it is responsible for all funds made available to Agency by this agreement and further agrees that it will reimburse to the County any funds expended in violation of County, State or Federal law or in violation of this agreement.

VI.

This agreement shall not be assigned, and no services contained herein shall be subcontracted, by the Agency to any persons or entities without the prior written approval of the County. Any subcontractor or assignee shall be subject to the audit requirements stated herein and all other conditions and requirements of this agreement.

VII.

Agency agrees that if a suit or claim is filed or made against the County based upon the Agency's performance under this agreement or the County's selection of Agency as a contracting agency or the County's failure to supervise or monitor Agency's performance under this agreement, Agency will defend the County against said suit or claim and pay whatever damages may be assessed against the County. Agency is entitled to use whatever defenses it has in law or fact against such claimants and County agrees to assist in the factual defenses raised by the Agency. County agrees that if a suit or claim is filed or made against the Agency based upon the County's performance under this agreement, County will defend the Agency against said suit or claim and pay whatever damages may be assessed against the Agency. County is entitled to use whatever defenses it has in law or fact against such claimants and Agency agrees to assist in the factual defenses raised by the County.

VIII.

Agency agrees to comply with all applicable provisions of the Americans with Disabilities Act and the regulations implementing the Act, including those regulations governing employment practices.

IX.

Agency shall make the services, programs and activities governed by this agreement accessible to the disabled as required by the Americans with Disabilities Act and its implementing regulations. Payment of funds under this agreement is conditional upon Agency certifying to the Boone County Commission in writing that it is complying with the Americans with Disabilities Act and 28 CFR Part 35.

X.

County agrees to pay Agency the sum of \$2,000.00 as follows:

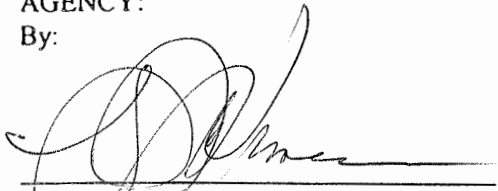
- A. The County will pay 22.5% of the contracted sum at the time of the signing of this contract. At the beginning of the next succeeding three quarters, the County will pay 22.5% upon receipt of the previous quarter's report.
- B. The County will pay the contracted balance of 10% after receipt of the final quarterly report.

This Agreement shall be for a term of twelve months commencing on January 1, 2003, and ending on December 31, 2003; provided, however, that either party may terminate this agreement upon thirty (30) days written notice, in which event all reports required by the agreement shall be submitted within thirty (30) days following the effective date of said termination. It is further understood and agreed upon that total payment for services under this agreement shall be limited to annual appropriations made available by County for funding this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers the day and year first above written.

AGENCY:

By:

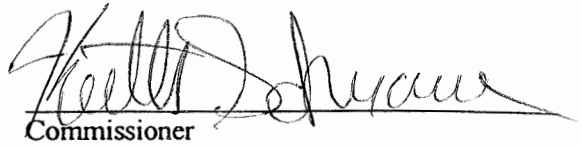


Lisa J. Wimmenauer
Associate Director, Business Services

Secretary, Board of Directors

BOONE COUNTY, MISSOURI

By:



Commissioner

CERTIFICATION:

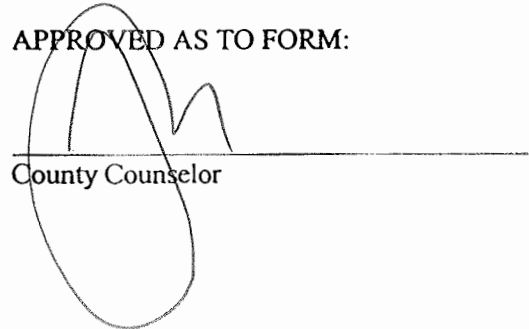
I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance to the credit of such appropriation sufficient to pay therefore.

Jane Pitchford by KF 1/21/2003
Auditor Date

ATTEST: 1420-86631 \$2,000.00

Wendy J. Man
County Clerk

APPROVED AS TO FORM:



County Counselor

APPROVED
AS TO
LEGAL FORM
2/28/03 km

BUSINESS SERVICES
MU WJH 2/26/2003

AGREEMENT

This agreement made and entered into this 30 day of JANUARY, 2003 by and between Boone County, Missouri, a political subdivision of the State of Missouri, (herein County), and Curators of the University of Missouri, (herein University).

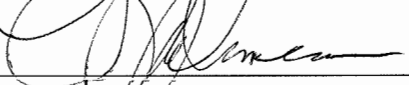
In consideration of mutual agreements herein contained the parties agree as follows:

1. For the purposes of promoting the economic growth and development of Boone County, Missouri, as well as the health and physical fitness of Boone County citizens, the county hereby agrees to pay the University Twenty Thousand Dollars for support of the **Show-Me Games 2003**.
2. In consideration of payment of the aforesaid sum, the University agrees to hold the 2003 Show-Me State Games within Boone County, Missouri, and to promote Boone County, Missouri, in accordance with the University's guidelines for "major" sponsors contributing twenty thousand dollars for the sponsorship of the games.

IN WITNESS WHEREOF, the parties hereto have caused this agreement to be executed by their properly authorized officials on the day and year first above written.

Curators of the University of Missouri

Boone County, Missouri

by: 


by: 

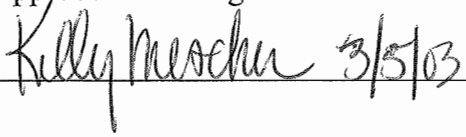
Lisa J. Wimmerbauer
Associate Director, Business Services

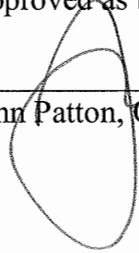
Presiding Commissioner

ATTEST

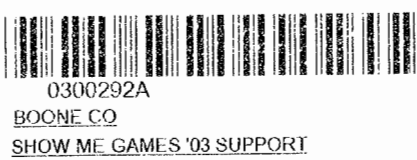
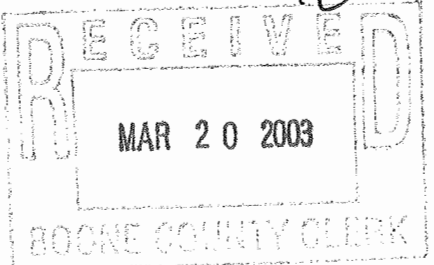
Secretary


Wendy Noren, Clerk

Approved as to Legal Form:
 3/5/03

Approved as to Legal Form:

John Patton, County Counselor

BUSINESS SERVICES
6731103



CERTIFICATION:

In accordance with RSMo 50.660, I hereby certify that a sufficient unencumbered appropriation balance exists and is available to satisfy the obligation(s) incurred by this contract. (Note: Certification is not required for a term and supply contract or where the terms of the contract do not result in a measurable county obligation.)

1510 8-6687 \$20,000.00

Jane Pitchford by *KF* 1/21/2003
Auditor Date

SHOWME.DOC

BOONE COUNTY, MISSOURI

THIS AGREEMENT entered into this 30 day of JANUARY, 2003 by and between the County of Boone, Missouri through its County Commission, hereinafter called "County," and Big Brothers/Big Sisters of Boone County, Inc. hereinafter called "Agency,"

WITNESSETH:

WHEREAS, the County is desirous of providing the following social or community service:

Big Brothers/Big Sisters: One-to-one Mentoring Services for At-risk Youth

as stated in the proposal received by the Boone County Commission for the Boone County fiscal year 2003, which is hereby incorporated by reference as fully as if herein set forth, said proposal being the document on file in the Office of Boone County Commission, Columbia, Missouri, 801 East Walnut, Columbia, Missouri; and

WHEREAS, the Agency is agreeable to providing such services under the terms and conditions of this agreement.

NOW, THEREFORE, it is hereby agreed by and between the County and Agency as follows:

I.

Agency agrees to furnish and County agrees to purchase the following service:

A primary prevention service utilizing trained adult volunteers who are matched one-on-one with a child between the ages of six and sixteen from a single parent family. The agency will also provide a caseworker to maintain monthly contact with the volunteer, parent and child to supervise the progress of the relationship. The agency will provide approximately 313 units (one hour's supervised match) at an estimated cost of \$6.39 per unit.

II.

Agency agrees that the services provided under this agreement shall be provided to residents of Boone County, Missouri, and funds shall be spent as set forth in the revised FY2003 program budget on file at the Boone County Commission Office. Any substantive changes in the budget shall be approved by the Office of Boone County Commission prior to incurring any expenses. Agency certifies that this expenditure is essential to the provision of the services as described in Paragraph I.

III.

Agency agrees to an audit and review by the County of Boone, or its designated agent, at the request of the County, which shall include a review of the Agency's administration and management of social and human services pursuant to this contract, and any and all acts of the Agency which relate to this contract with the County of Boone.

IV.

Agency agrees to submit to the Office of the Boone County Commission, four quarterly reports, each within 30 days of the end of each quarter; quarterly reports shall be prepared in a form and manner prescribed by County.

FEB 24 2003

V.

Agency agrees that it is responsible for all funds made available to Agency by this agreement and further agrees that it will reimburse to the County any funds expended in violation of County, State or Federal law or in violation of this agreement.

VI.

This agreement shall not be assigned, and no services contained herein shall be subcontracted, by the Agency to any persons or entities without the prior written approval of the County. Any subcontractor or assignee shall be subject to the audit requirements stated herein and all other conditions and requirements of this agreement.

VII.

Agency shall be liable, and agrees to be liable for, and shall indemnify, defend and hold the County of Boone harmless from all claims, suits, judgments or damages, including court costs and attorney's fees, arising out of or in the course of the operation of this agreement.

VIII.

Agency agrees to comply with all applicable provisions of the Americans with Disabilities Act and the regulations implementing the Act, including those regulations governing employment practices.

IX.

Agency shall make the services, programs and activities governed by this agreement accessible to the disabled as required by the Americans with Disabilities Act and its implementing regulations. Payment of funds under this agreement is conditional upon Agency certifying to the Boone County Commission in writing that it is complying with the Americans with Disabilities Act and 28 CFR Part 35.

X.


County agrees to pay Agency the sum of \$2,000.00 as follows:

- A. The County will pay 22.5% of the contracted sum at the time of the signing of this contract. At the beginning of the next succeeding three quarters, the County will pay 22.5% upon receipt of the previous quarter's report.
- B. The County will pay the contracted balance of 10% after receipt of the final quarterly report.

This Agreement shall be for a term of twelve months commencing on January 1, 2003, and ending on December 31, 2003; provided, however, that either party may terminate this agreement upon thirty (30) days written notice, in which event all reports required by the agreement shall be submitted within thirty (30) days following the effective date of said termination. It is further understood and agreed upon that total payment for services under this agreement shall be limited to annual appropriations made available by County for funding this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers the day and year first above written.

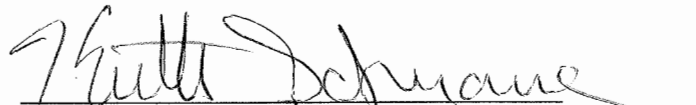
AGENCY:
By:



President, Board of Directors

Secretary, Board of Directors

BOONE COUNTY, MISSOURI
By:



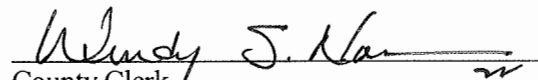
Commissioner

CERTIFICATION:

I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance to the credit of such appropriation sufficient to pay therefor.

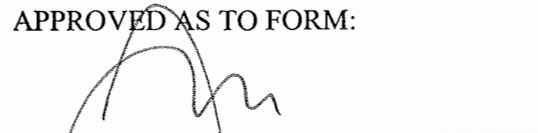
June Pitchford by KF 1/21/2003
Auditor Date
1420-84200 \$2,000.00

ATTEST:



County Clerk

APPROVED AS TO FORM:



County Counselor

BOONE COUNTY, MISSOURI

THIS AGREEMENT entered into this 30 day of JANUARY, 2003, by and between the County of Boone, Missouri through its County Commission, hereinafter called "County," and OATS, Incorporated hereinafter called "Agency,"

WITNESSETH:

WHEREAS, the County is desirous of providing the following social or community service:

Elderly and Disabled Transportation

as stated in the proposal received by the Boone County Commission for the Boone County fiscal year 2003, which is hereby incorporated by reference as fully as if herein set forth, said proposal being the document on file in the Office of Boone County Commission, Columbia, Missouri, 801 East Walnut, Columbia, Missouri; and

WHEREAS, the Agency is agreeable to providing such services under the terms and conditions of this agreement.

NOW, THEREFORE, it is hereby agreed by and between the County and Agency as follows:

I.

Agency agrees to furnish and County agrees to purchase the following service:

Door to door transportation for the elderly and disabled who cannot access other forms of public transportation due to cost, schedules, extent of disability or other factors. Transportation services will be provided Monday through Friday from 7:00 a.m.-5:00 p.m. with riders making reservations five to seven days in advance. The agency will provide approximately 747 units (one-way trips) at an estimated cost of \$ 10.71 per unit.

II.

Agency agrees that the services provided under this agreement shall be provided to residents of Boone County, Missouri, and funds shall be spent as set forth in the revised FY2003 program budget on file at the Boone County Commission Office. Any substantive changes in the budget shall be approved by the Office of Boone County Commission prior to incurring any expenses. Agency certifies that this expenditure is essential to the provision of the services as described in Paragraph I.

III.

Agency agrees to an audit and review by the County of Boone, or its designated agent, at the request of the County, which shall include a review of the Agency's administration and management of social and human services pursuant to this contract, and any and all acts of the Agency which relate to this contract with the County of Boone.

IV.

Agency agrees to submit to the Office of the Boone County Commission, four quarterly reports, each within 30 days of the end of each quarter; quarterly reports shall be prepared in a form and manner prescribed by County.

V.

Agency agrees that it is responsible for all funds made available to Agency by this agreement and further agrees that it will reimburse to the County any funds expended in violation of County, State or Federal law or in violation of this agreement.

VI.

This agreement shall not be assigned, and no services contained herein shall be subcontracted, by the Agency to any persons or entities without the prior written approval of the County. Any subcontractor or assignee shall be subject to the audit requirements stated herein and all other conditions and requirements of this agreement.

VII.

Agency shall be liable, and agrees to be liable for, and shall indemnify, defend and hold the County of Boone harmless from all claims, suits, judgments or damages, including court costs and attorney's fees, arising out of or in the course of the operation of this agreement.

VIII.

Agency agrees to comply with all applicable provisions of the Americans with Disabilities Act and the regulations implementing the Act, including those regulations governing employment practices.

IX.

Agency shall make the services, programs and activities governed by this agreement accessible to the disabled as required by the Americans with Disabilities Act and its implementing regulations. Payment of funds under this agreement is conditional upon Agency certifying to the Boone County Commission in writing that it is complying with the Americans with Disabilities Act and 28 CFR Part 35.

X.

County agrees to pay Agency the sum of \$8,000.00 as follows:

- A. The County will pay 22.5% of the contracted sum at the time of the signing of this contract. At the beginning of the next succeeding three quarters, the County will pay 22.5% upon receipt of the previous quarter's report.
- B. The County will pay the contracted balance of 10% after receipt of the final quarterly report.

This Agreement shall be for a term of twelve months commencing on January 1, 2003, and ending on December 31, 2003; provided, however, that either party may terminate this agreement upon thirty (30) days written notice, in which event all reports required by the agreement shall be submitted within thirty (30) days following the effective date of said termination. It is further understood and agreed upon that total payment for services under this agreement shall be limited to annual appropriations made available by County for funding this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers the day and year first above written.

AGENCY:

By:

Nolan G. McNeil
President, Board of Directors

Dorethy J. Yeager
Secretary, Board of Directors

BOONE COUNTY, MISSOURI

By:

Phyllis Johnson
Commissioner

CERTIFICATION:

I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance to the credit of such appropriation sufficient to pay therefore.

Jane Patchford by KF 1/21/2003
Auditor Date

ATTEST: 1420-86690 \$8,000.00

Wendy S. Law
County Clerk

APPROVED AS TO FORM:

[Signature]
County Counselor

BOONE COUNTY, MISSOURI

THIS AGREEMENT entered into this 30 day of JANUARY, 2003 by and between the County of Boone, Missouri through its County Commission, hereinafter called "County," and Boys Town of Missouri, Inc. hereinafter called "Agency,"

WITNESSETH:

WHEREAS, the County is desirous of providing the following social or community service:

The Front Door Residential Treatment Program

as stated in the proposal received by the Boone County Commission for the Boone County fiscal year 2003, which is hereby incorporated by reference as fully as if herein set forth, said proposal being the document on file in the Office of Boone County Commission, Columbia, Missouri, 801 East Walnut, Columbia, Missouri; and

WHEREAS, the Agency is agreeable to providing such services under the terms and conditions of this agreement.

NOW, THEREFORE, it is hereby agreed by and between the County and Agency as follows:

I.

Agency agrees to furnish and County agrees to purchase the following service:

Shelter, care, supervision and treatment in licensed group care facilities, for youth ages 12-21 who have been physically, emotionally and/or sexually abused and cannot live with their families. Each resident receives individual counseling and group counseling from a licensed therapist at the residence. Psychiatric services are also available. Agency will provide approximately 8 units (one day of residential care for one youth) at an estimated cost of \$116.09 per unit.

II.

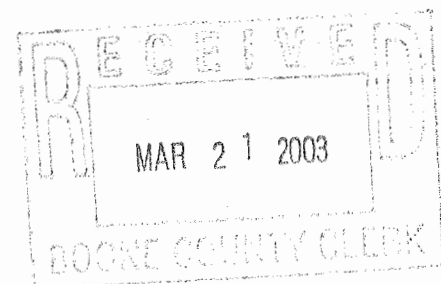
Agency agrees that the services provided under this agreement shall be provided to residents of Boone County, Missouri, and funds shall be spent as set forth in the revised FY2003 program budget on file at the Boone County Commission Office. Any substantive changes in the budget shall be approved by the Office of Boone County Commission prior to incurring any expenses. Agency certifies that this expenditure is essential to the provision of the services as described in Paragraph I.

III.

Agency agrees to an audit and review by the County of Boone, or its designated agent, at the request of the County, which shall include a review of the Agency's administration and management of social and human services pursuant to this contract, and any and all acts of the Agency which relate to this contract with the County of Boone.

IV.

Agency agrees to submit to the Office of the Boone County Commission, four quarterly reports, each within 30 days of the end of each quarter; quarterly reports shall be prepared in a form and manner prescribed by County.



V.

Agency agrees that it is responsible for all funds made available to Agency by this agreement and further agrees that it will reimburse to the County any funds expended in violation of County, State or Federal law or in violation of this agreement.

VI.

This agreement shall not be assigned, and no services contained herein shall be subcontracted, by the Agency to any persons or entities without the prior written approval of the County. Any subcontractor or assignee shall be subject to the audit requirements stated herein and all other conditions and requirements of this agreement.

VII.

Agency shall be liable, and agrees to be liable for, and shall indemnify, defend and hold the County of Boone harmless from all claims, suits, judgments or damages, including court costs and attorney's fees, arising out of or in the course of the operation of this agreement.

VIII.

Agency agrees to comply with all applicable provisions of the Americans with Disabilities Act and the regulations implementing the Act, including those regulations governing employment practices.

IX.

Agency shall make the services, programs and activities governed by this agreement accessible to the disabled as required by the Americans with Disabilities Act and its implementing regulations. Payment of funds under this agreement is conditional upon Agency certifying to the Boone County Commission in writing that it is complying with the Americans with Disabilities Act and 28 CFR Part 35.

X.

County agrees to pay Agency the sum of \$1,000.00 as follows:

- A. The County will pay 22.5% of the contracted sum at the time of the signing of this contract. At the beginning of the next succeeding three quarters, the County will pay 22.5% upon receipt of the previous quarter's report.
- B. The County will pay the contracted balance of 10% after receipt of the final quarterly report.

This Agreement shall be for a term of twelve months commencing on January 1, 2003, and ending on December 31, 2003; provided, however, that either party may terminate this agreement upon thirty (30) days written notice, in which event all reports required by the agreement shall be submitted within thirty (30) days following the effective date of said termination. It is further understood and agreed upon that total payment for services under this agreement shall be limited to annual appropriations made available by County for funding this agreement.

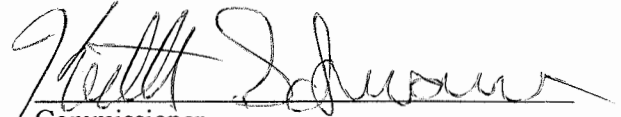
IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers the day and year first above written.

AGENCY:
By:

BOONE COUNTY, MISSOURI
By:



President, Board of Directors





Commissioner



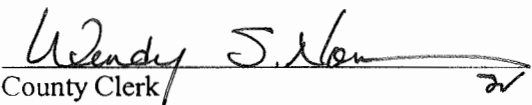
Secretary, Board of Directors

CERTIFICATION:

I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance to the credit of such appropriation sufficient to pay therefore.

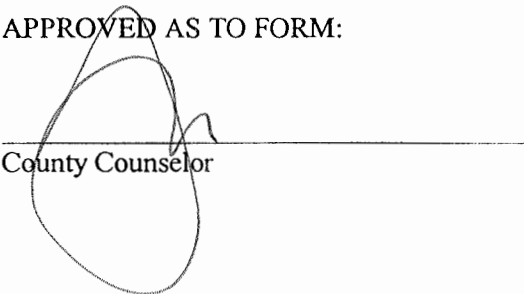
 by  1/24/2003
Auditor Date

ATTEST: 1420-84200 \$1,000.00



County Clerk

APPROVED AS TO FORM:



County Counselor

BOONE COUNTY, MISSOURI

THIS AGREEMENT entered into this 30 day of JANUARY, 2003, by and between the County of Boone, Missouri through its County Commission, hereinafter called "County," and Voluntary Action Center hereinafter called "Agency,"

WITNESSETH:

WHEREAS, the County is desirous of providing the following social or community service:

Family Information, Referral, and Resource Program

as stated in the proposal received by the Boone County Commission for the Boone County fiscal year 2003, which is hereby incorporated by reference as fully as if herein set forth, said proposal being the document on file in the Office of Boone County Commission, Columbia, Missouri, 801 East Walnut, Columbia, Missouri; and

WHEREAS, the Agency is agreeable to providing such services under the terms and conditions of this agreement.

NOW, THEREFORE, it is hereby agreed by and between the County and Agency as follows:

I.

Agency agrees to furnish and County agrees to purchase the following service:

The Voluntary Action Center serves as the agency of first and last resort, providing intervention, client advocacy and emergency assistance. Staff members will assess client needs, assist clients in accessing services, and track client populations and needs served. Services are targeted to persons at or below the poverty level and include both in-office and telephone information and referral. Many clients require extended (multiple) referrals. The agency will provide approximately 321 units (clients served) at an estimated cost of \$7.79 per unit.

II.

Agency agrees that the services provided under this agreement shall be provided to residents of Boone County, Missouri, and funds shall be spent as set forth in the revised FY2003 program budget on file at the Boone County Commission Office. Any substantive changes in the budget shall be approved by the Office of Boone County Commission prior to incurring any expenses. Agency certifies that this expenditure is essential to the provision of the services as described in Paragraph I.

III.

Agency agrees to an audit and review by the County of Boone, or its designated agent, at the request of the County, which shall include a review of the Agency's administration and management of social and human services pursuant to this contract, and any and all acts of the Agency which relate to this contract with the County of Boone.

IV.

Agency agrees to submit to the Office of the Boone County Commission, four quarterly reports, each within 30 days of the end of each quarter; quarterly reports shall be prepared in a form and manner prescribed by County.

V.

Agency agrees that it is responsible for all funds made available to Agency by this agreement and further agrees that it will reimburse to the County any funds expended in violation of County, State or Federal law or in violation of this agreement.

VI.

This agreement shall not be assigned, and no services contained herein shall be subcontracted, by the Agency to any persons or entities without the prior written approval of the County. Any subcontractor or assignee shall be subject to the audit requirements stated herein and all other conditions and requirements of this agreement.

VII.

Agency shall be liable, and agrees to be liable for, and shall indemnify, defend and hold the County of Boone harmless from all claims, suits, judgments or damages, including court costs and attorney's fees, arising out of or in the course of the operation of this agreement.

VIII.

Agency agrees to comply with all applicable provisions of the Americans with Disabilities Act and the regulations implementing the Act, including those regulations governing employment practices.

IX.

Agency shall make the services, programs and activities governed by this agreement accessible to the disabled as required by the Americans with Disabilities Act and its implementing regulations. Payment of funds under this agreement is conditional upon Agency certifying to the Boone County Commission in writing that it is complying with the Americans with Disabilities Act and 28 CFR Part 35.

X.

County agrees to pay Agency the sum of \$2,500.00 as follows:

- A. The County will pay 22.5% of the contracted sum at the time of the signing of this contract. At the beginning of the next succeeding three quarters, the County will pay 22.5% upon receipt of the previous quarter's report.
- B. The County will pay the contracted balance of 10% after receipt of the final quarterly report.

This Agreement shall be for a term of twelve months commencing on January 1, 2003, and ending on December 31, 2003; provided, however, that either party may terminate this agreement upon thirty (30) days written notice, in which event all reports required by the agreement shall be submitted within thirty (30) days following the effective date of said termination. It is further understood and agreed upon that total payment for services under this agreement shall be limited to annual appropriations made available by County for funding this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers the day and year first above written.

AGENCY:
By:

Susan M. Bawn
President, Board of Directors

Ann M. Cole
Secretary, Board of Directors

BOONE COUNTY, MISSOURI
By:

[Signature]
Commissioner

CERTIFICATION:

I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance to the credit of such appropriation sufficient to pay therefore.

Jane Pitchford by KF 1/21/2003
Auditor Date

ATTEST: 1420-84200 \$2,500.00

Wendy J. Now
County Clerk

APPROVED AS TO FORM:

[Signature]
County Counselor

ECONOMIC DEVELOPMENT AGREEMENT


THIS AGREEMENT, dated the 30 day of JANUARY, 2003 is made by the Commissioners of Boone County, Missouri and the Centralia Area Chamber of Commerce. It is agreed that the Centralia Chamber of Commerce will provide specific economic development services related to Northern Boone County in exchange for payment Four Thousand Dollars (\$4,000.00), payable upon signature of this Agreement are intended to promote economic development activities that will, in the short term as well as the long term, generate additional tax revenues due to increased economic activity which will be of benefit to the government of Boone County and the citizens at large and which economic activity is hereby agreed to be good, sufficient and adequate consideration for the funds paid and the services received under this agreement.

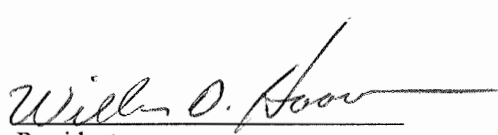
The specific services which are provided in exchange for the payment mentioned above are described as follows: develop and produce a video tape promotional program to promote economic development in the City of Centralia and generally in northern Boone County.

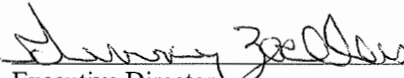
These services shall be provided by the Centralia Chamber of Commerce during calendar year 2003. The Centralia Chamber of Commerce agrees to document all expenditures of funds so provided upon request of the County for accounting and auditing purposes.

**BOONE COUNTY, MISSOURI
BY BOONE COUNTY COMMISSION**

**CENTRALIA AREA CHAMBER
OF COMMERCE**


Presiding Commissioner

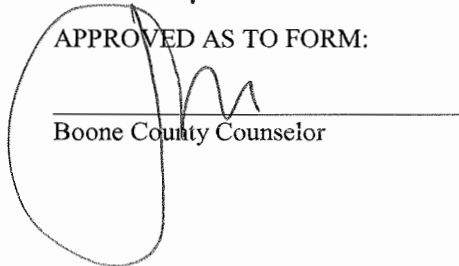

President


Executive Director

ATTEST:


Wendy Noren, County Clerk



APPROVED AS TO FORM:


Boone County Counselor

CERTIFICATION:

In accordance with RSMo 50.660, I
Hereby certify that a sufficient un-
Encumbered appropriation balance
Exists and is available to satisfy the
Obligations(s) incurred by this
Contract. (Note: Certification is not
Required for a term and supply contract
Or where the terms of the contract do
Not result in a measurable county
Obligation.)

1510-8-6686 \$4,000.00

 by 
Auditor Date 1/21/2003

BOONE COUNTY, MISSOURI

THIS AGREEMENT entered into this 30 day of JANUARY, 2003, by and between the County of Boone, Missouri through its County Commission, hereinafter called "County," and Independent Living Center of Mid-Missouri d.b.a. Services for Independent Living hereinafter called "Agency,"

WITNESSETH:

WHEREAS, the County is desirous of providing the following social or community service:

Transportation Services for Persons with Disabilities

as stated in the proposal received by the Boone County Commission for the Boone County fiscal year 2003, which is hereby incorporated by reference as fully as if herein set forth, said proposal being the document on file in the Office of Boone County Commission, Columbia, Missouri, 801 East Walnut, Columbia, Missouri; and

WHEREAS, the Agency is agreeable to providing such services under the terms and conditions of this agreement.

NOW, THEREFORE, it is hereby agreed by and between the County and Agency as follows:

I.

Agency agrees to furnish and County agrees to purchase the following service:

Door-to-door transportation services from 8:00 a.m.-5:00 p.m. for persons with disabilities who are unable to access existing fixed route and para-transit public transportation. Evening transportation will be provided on a scheduled basis for agency sponsored and other community programs. Transportation services will be provided using a lift-equipped mini-bus, a lift-equipped van, and a standard van. Transportation will be provided to persons with disabilities in order to attend programs at the agency as well as for shopping, health and dental care appointments, recreation, to attend community events and for employment and education related travel. The agency will provide approximately 53 units (one way transportation for one person) at an estimated cost of \$38.03 per unit.

II.

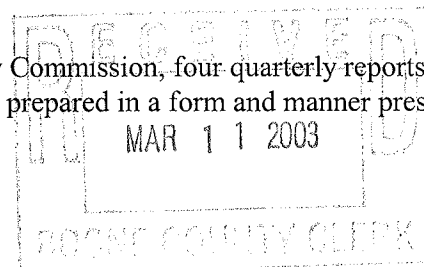
Agency agrees that the services provided under this agreement shall be provided to residents of Boone County, Missouri, and funds shall be spent as set forth in the revised FY2003 program budget on file at the Boone County Commission Office. Any substantive changes in the budget shall be approved by the Office of Boone County Commission prior to incurring any expenses. Agency certifies that this expenditure is essential to the provision of the services as described in Paragraph I.

III.

Agency agrees to an audit and review by the County of Boone, or its designated agent, at the request of the County, which shall include a review of the Agency's administration and management of social and human services pursuant to this contract, and any and all acts of the Agency which relate to this contract with the County of Boone.

IV.

Agency agrees to submit to the Office of the Boone County Commission, four quarterly reports, each within 30 days of the end of each quarter; quarterly reports shall be prepared in a form and manner prescribed by County.



V.

Agency agrees that it is responsible for all funds made available to Agency by this agreement and further agrees that it will reimburse to the County any funds expended in violation of County, State or Federal law or in violation of this agreement.

VI.

This agreement shall not be assigned, and no services contained herein shall be subcontracted, by the Agency to any persons or entities without the prior written approval of the County. Any subcontractor or assignee shall be subject to the audit requirements stated herein and all other conditions and requirements of this agreement.

VII.

Agency shall be liable, and agrees to be liable for, and shall indemnify, defend and hold the County of Boone harmless from all claims, suits, judgments or damages, including court costs and attorney's fees, arising out of or in the course of the operation of this agreement.

VIII.

Agency agrees to comply with all applicable provisions of the Americans with Disabilities Act and the regulations implementing the Act, including those regulations governing employment practices.

IX.

Agency shall make the services, programs and activities governed by this agreement accessible to the disabled as required by the Americans with Disabilities Act and its implementing regulations. Payment of funds under this agreement is conditional upon Agency certifying to the Boone County Commission in writing that it is complying with the Americans with Disabilities Act and 28 CFR Part 35.

X.

County agrees to pay Agency the sum of \$2,000.00 as follows:

- A. The County will pay 22.5% of the contracted sum at the time of the signing of this contract. At the beginning of the next succeeding three quarters, the County will pay 22.5% upon receipt of the previous quarter's report.
- B. The County will pay the contracted balance of 10% after receipt of the final quarterly report.

This Agreement shall be for a term of twelve months commencing on January 1, 2003, and ending on December 31, 2003; provided, however, that either party may terminate this agreement upon thirty (30) days written notice, in which event all reports required by the agreement shall be submitted within thirty (30) days following the effective date of said termination. It is further understood and agreed upon that total payment for services under this agreement shall be limited to annual appropriations made available by County for funding this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers the day and year first above written.

AGENCY:

By:

Chuck Henderson

President, Board of Directors

Bob [unclear]

Secretary, Board of Directors

BOONE COUNTY, MISSOURI

By:

Keith Schuane
Commissioner

CERTIFICATION:

I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance to the credit of such appropriation sufficient to pay therefore.

Jane Pitchford by KF 1/21/2003
Auditor Date

1420-86690 \$2,000.00

ATTEST:

Wendy J. New
County Clerk

APPROVED AS TO FORM:

[Signature]
County Counselor

BOONE COUNTY, MISSOURI

THIS AGREEMENT entered into this 30 day of JANUARY, 2003 by and between the County of Boone, Missouri through its County Commission, hereinafter called "County," and Central Missouri Food Bank Network, Inc. hereinafter called "Agency,"

WITNESSETH:

WHEREAS, the County is desirous of providing the following social or community service:

Central Missouri Food Bank Pantry

as stated in the proposal received by the Boone County Commission for the Boone County fiscal year 2003, which is hereby incorporated by reference as fully as if herein set forth, said proposal being the document on file in the Office of Boone County Commission, Columbia, Missouri, 801 East Walnut, Columbia, Missouri; and

WHEREAS, the Agency is agreeable to providing such services under the terms and conditions of this agreement.

NOW, THEREFORE, it is hereby agreed by and between the County and Agency as follows:

I.

Agency agrees to furnish and County agrees to purchase the following service:

Emergency food for needy families and individuals who have been referred by area social service organizations. Food boxes include food equal to two meals per day for all household members for a period of seven days. The service is targeted to working families, the elderly and handicapped living at or below the poverty level. The agency will provide approximately 125,000 units (pounds of food) at an estimated cost of \$0.11 per unit.

II.

Agency agrees that the services provided under this agreement shall be provided to residents of Boone County, Missouri, and funds shall be spent as set forth in the revised FY2003 program budget on file at the Boone County Commission Office. Any substantive changes in the budget shall be approved by the Office of Boone County Commission prior to incurring any expenses. Agency certifies that this expenditure is essential to the provision of the services as described in Paragraph I.

III.

Agency agrees to an audit and review by the County of Boone, or its designated agent, at the request of the County, which shall include a review of the Agency's administration and management of social and human services pursuant to this contract, and any and all acts of the Agency which relate to this contract with the County of Boone.

IV.

Agency agrees to submit to the Office of the Boone County Commission, four quarterly reports, each within 30 days of the end of each quarter; quarterly reports shall be prepared in a form and manner prescribed by County.

V.

Agency agrees that it is responsible for all funds made available to Agency by this agreement and further agrees that it will reimburse to the County any funds expended in violation of County, State or Federal law or in violation of this agreement.

VI.

This agreement shall not be assigned, and no services contained herein shall be subcontracted, by the Agency to any persons or entities without the prior written approval of the County. Any subcontractor or assignee shall be subject to the audit requirements stated herein and all other conditions and requirements of this agreement.

VII.

Agency shall be liable, and agrees to be liable for, and shall indemnify, defend and hold the County of Boone harmless from all claims, suits, judgments or damages, including court costs and attorney's fees, arising out of or in the course of the operation of this agreement.

VIII.

Agency agrees to comply with all applicable provisions of the Americans with Disabilities Act and the regulations implementing the Act, including those regulations governing employment practices.

IX.

Agency shall make the services, programs and activities governed by this agreement accessible to the disabled as required by the Americans with Disabilities Act and its implementing regulations. Payment of funds under this agreement is conditional upon Agency certifying to the Boone County Commission in writing that it is complying with the Americans with Disabilities Act and 28 CFR Part 35.

X.

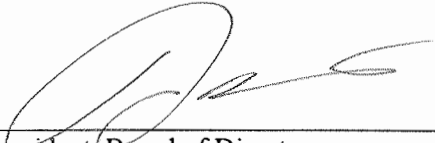
County agrees to pay Agency the sum of \$13,750.00 as follows:

- A. The County will pay 22.5% of the contracted sum at the time of the signing of this contract. At the beginning of the next succeeding three quarters, the County will pay 22.5% upon receipt of the previous quarter's report.
- B. The County will pay the contracted balance of 10% after receipt of the final quarterly report.

This Agreement shall be for a term of twelve months commencing on January 1, 2003, and ending on December 31, 2003; provided, however, that either party may terminate this agreement upon thirty (30) days written notice, in which event all reports required by the agreement shall be submitted within thirty (30) days following the effective date of said termination. It is further understood and agreed upon that total payment for services under this agreement shall be limited to annual appropriations made available by County for funding this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers the day and year first above written.

AGENCY:
By:

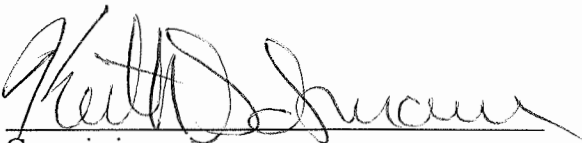


President, Board of Directors



Secretary, Board of Directors

BOONE COUNTY, MISSOURI
By:



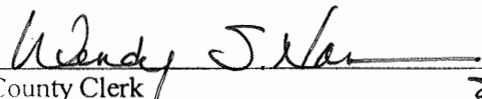
Commissioner

CERTIFICATION:

I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance to the credit of such appropriation sufficient to pay therefore.

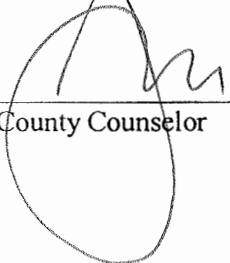
Jane Pitchford by KF 1/22/2003
Auditor Date

ATTEST: 1420-86665 \$13,750.00



County Clerk *WJ*

APPROVED AS TO FORM:



County Counselor

BOONE COUNTY, MISSOURI

THIS AGREEMENT entered into this 30 day of JANUARY, 2003, by and between the County of Boone, Missouri through its County Commission, hereinafter called "County," and Harrisburg Preschool and Daycare, Inc. hereinafter called "Agency,"

WITNESSETH:

WHEREAS, the County is desirous of providing the following social or community service:

Licensed Child Care

as stated in the proposal received by the Boone County Commission for the Boone County fiscal year 2003, which is hereby incorporated by reference as fully as if herein set forth, said proposal being the document on file in the Office of Boone County Commission, Columbia, Missouri, 801 East Walnut, Columbia, Missouri; and

WHEREAS, the Agency is agreeable to providing such services under the terms and conditions of this agreement.

NOW, THEREFORE, it is hereby agreed by and between the County and Agency as follows:

I.

Agency agrees to furnish and County agrees to purchase the following service:

Licensed child care to children ages 2-12 who primarily live in northwestern Boone County. The agency will provide a full range of educational programming, including age appropriate activities, social development, and parental involvement. The agency will provide approximately 614 units (one full day of child care for one child) at an estimated cost of \$20.78 per unit.

II.

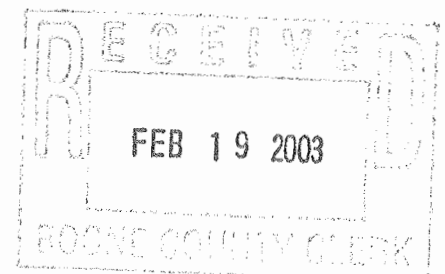
Agency agrees that the services provided under this agreement shall be provided to residents of Boone County, Missouri, and funds shall be spent as set forth in the revised FY2003 program budget on file at the Boone County Commission Office. Any substantive changes in the budget shall be approved by the Office of Boone County Commission prior to incurring any expenses. Agency certifies that this expenditure is essential to the provision of the services as described in Paragraph I.

III.

Agency agrees to an audit and review by the County of Boone, or its designated agent, at the request of the County, which shall include a review of the Agency's administration and management of social and human services pursuant to this contract, and any and all acts of the Agency which relate to this contract with the County of Boone.

IV.

Agency agrees to submit to the Office of the Boone County Commission, four quarterly reports, each within 30 days of the end of each quarter; quarterly reports shall be prepared in a form and manner prescribed by County.



V.

Agency agrees that it is responsible for all funds made available to Agency by this agreement and further agrees that it will reimburse to the County any funds expended in violation of County, State or Federal law or in violation of this agreement.

VI.

This agreement shall not be assigned, and no services contained herein shall be subcontracted, by the Agency to any persons or entities without the prior written approval of the County. Any subcontractor or assignee shall be subject to the audit requirements stated herein and all other conditions and requirements of this agreement.

VII.

Agency shall be liable, and agrees to be liable for, and shall indemnify, defend and hold the County of Boone harmless from all claims, suits, judgments or damages, including court costs and attorney's fees, arising out of or in the course of the operation of this agreement.

VIII.

Agency agrees to comply with all applicable provisions of the Americans with Disabilities Act and the regulations implementing the Act, including those regulations governing employment practices.

IX.

Agency shall make the services, programs and activities governed by this agreement accessible to the disabled as required by the Americans with Disabilities Act and its implementing regulations. Payment of funds under this agreement is conditional upon Agency certifying to the Boone County Commission in writing that it is complying with the Americans with Disabilities Act and 28 CFR Part 35.

X.

County agrees to pay Agency the sum of \$12,750.00 as follows:

- A. The County will pay 22.5% of the contracted sum at the time of the signing of this contract. At the beginning of the next succeeding three quarters, the County will pay 22.5% upon receipt of the previous quarter's report.
- B. The County will pay the contracted balance of 10% after receipt of the final quarterly report.

This Agreement shall be for a term of twelve months commencing on January 1, 2003, and ending on December 31, 2003; provided, however, that either party may terminate this agreement upon thirty (30) days written notice, in which event all reports required by the agreement shall be submitted within thirty (30) days following the effective date of said termination. It is further understood and agreed upon that total payment for services under this agreement shall be limited to annual appropriations made available by County for funding this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers the day and year first above written.

AGENCY:
By:

BOONE COUNTY, MISSOURI
By:

President, Board of Directors

Angela D'Brian

Shanna Baddidge
Secretary, Board of Directors

Keith J. Bryane

Commissioner



CERTIFICATION:

I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance to the credit of such appropriation sufficient to pay therefore.

Jane Pitchford by KF 1/22/2003
Auditor Date

ATTEST: 1420-86650 \$12,750.00

Wendy J. New

County Clerk

APPROVED AS TO FORM:

[Signature]

County Counselor

44-2003
RECEIVED
JAN 22 2003

BOONE COUNTY, MISSOURI

THIS AGREEMENT entered into this 30 day of JANUARY, 2003 by and between the County of Boone, Missouri through its County Commission, hereinafter called "County," and Boone County Council On Aging hereinafter called "Agency,"

WITNESSETH:

WHEREAS, the County is desirous of providing the following social or community service:

SeniorConnect

as stated in the proposal received by the Boone County Commission for the Boone County fiscal year 2003, which is hereby incorporated by reference as fully as if herein set forth, said proposal being the document on file in the Office of Boone County Commission, Columbia, Missouri, 801 East Walnut, Columbia, Missouri; and

WHEREAS, the Agency is agreeable to providing such services under the terms and conditions of this agreement.

NOW, THEREFORE, it is hereby agreed by and between the County and Agency as follows:

I.

Agency agrees to furnish and County agrees to purchase the following service:

The SeniorConnect program will include Care Management, Volunteer and Support Services, and Information and Referral services for senior citizens age 55 and older. When new clients seek services, either by self or agency referral, staff will conduct an intake and needs assessment to determine which services the client needs to remain living independently. Referrals will be made for internal support services as well as to other external agencies. The agency will refer clients for services, advocate for client needs, coordinate volunteers to assist with needs not met by other agencies, and monitor client needs on a quarterly basis. Information will also be provided to the broader community through a variety of community and media presentations. The agency will provide approximately 1,001 units (one information and referral contact) of service at an estimated cost of \$12.49 per unit.

II.

Agency agrees that the services provided under this agreement shall be provided to residents of Boone County, Missouri, and funds shall be spent as set forth in the revised FY2003 program budget on file at the Boone County Commission Office. Any substantive changes in the budget shall be approved by the Office of Boone County Commission prior to incurring any expenses. Agency certifies that this expenditure is essential to the provision of the services as described in Paragraph I.

III.

Agency agrees to an audit and review by the County of Boone, or its designated agent, at the request of the County, which shall include a review of the Agency's administration and management of social and human services pursuant to this contract, and any and all acts of the Agency which relate to this contract with the County of Boone.

IV.

Agency agrees to submit to the Office of the Boone County Commission, four quarterly reports, each within 30 days of the end of each quarter; quarterly reports shall be prepared in a form and manner prescribed by County.

RECEIVED
FEB 14 2003
BOONE COUNTY CLERK

V.

Agency agrees that it is responsible for all funds made available to Agency by this agreement and further agrees that it will reimburse to the County any funds expended in violation of County, State or Federal law or in violation of this agreement.

VI.

This agreement shall not be assigned, and no services contained herein shall be subcontracted, by the Agency to any persons or entities without the prior written approval of the County. Any subcontractor or assignee shall be subject to the audit requirements stated herein and all other conditions and requirements of this agreement.

VII.

Agency shall be liable, and agrees to be liable for, and shall indemnify, defend and hold the County of Boone harmless from all claims, suits, judgments or damages, including court costs and attorney's fees, arising out of or in the course of the operation of this agreement.

VIII.

Agency agrees to comply with all applicable provisions of the Americans with Disabilities Act and the regulations implementing the Act, including those regulations governing employment practices.

IX.

Agency shall make the services, programs and activities governed by this agreement accessible to the disabled as required by the Americans with Disabilities Act and its implementing regulations. Payment of funds under this agreement is conditional upon Agency certifying to the Boone County Commission in writing that it is complying with the Americans with Disabilities Act and 28 CFR Part 35.

X.

County agrees to pay Agency the sum of \$12,500.00 as follows:

- A. The County will pay 22.5% of the contracted sum at the time of the signing of this contract. At the beginning of the next succeeding three quarters, the County will pay 22.5% upon receipt of the previous quarter's report.
- B. The County will pay the contracted balance of 10% after receipt of the final quarterly report.

This Agreement shall be for a term of twelve months commencing on January 1, 2003, and ending on December 31, 2003; provided, however, that either party may terminate this agreement upon thirty (30) days written notice, in which event all reports required by the agreement shall be submitted within thirty (30) days following the effective date of said termination. It is further understood and agreed upon that total payment for services under this agreement shall be limited to annual appropriations made available by County for funding this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers the day and year first above written.

AGENCY:
By:

DD Hamick
President, Board of Directors

Allen M. Cupps
Secretary, Board of Directors

BOONE COUNTY, MISSOURI
By:

Keith Schumaker
Commissioner

CERTIFICATION:

I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance to the credit of such appropriation sufficient to pay therefor.

Jane Pitchford by KF 1/22/2003
Auditor Date

ATTEST: 1420-86630 \$12,500.00

Wendy J. Now
County Clerk *WJ*

APPROVED AS TO FORM:

[Signature]
County Counselor

BOONE COUNTY, MISSOURI

THIS AGREEMENT entered into this 30 day of JANUARY, 2003, by and between the County of Boone, Missouri through its County Commission, hereinafter called "County," and Rainbow House - Child Abuse and Neglect Emergency Shelter, Inc. hereinafter called "Agency,"

WITNESSETH:

WHEREAS, the County is desirous of providing the following social or community service:

Emergency Shelter Care for Children

as stated in the proposal received by the Boone County Commission for the Boone County fiscal year 2003, which is hereby incorporated by reference as fully as if herein set forth, said proposal being the document on file in the Office of Boone County Commission, Columbia, Missouri, 801 East Walnut, Columbia, Missouri; and

WHEREAS, the Agency is agreeable to providing such services under the terms and conditions of this agreement.

NOW, THEREFORE, it is hereby agreed by and between the County and Agency as follows:

I.

Agency agrees to furnish and County agrees to purchase the following service:

Emergency foster care for children ages birth to eighteen who have been taken into court custody as victims of domestic violence, physical or sexual abuse, or severe emotional mistreatment. Emergency shelter and food along with a variety of support services will be provided to children 365 days of the year for up to 30 days per child until an appropriate living arrangement can be found. The agency will provide approximately 28 units (24 hours of emergency foster care for one child) at an estimated cost of \$162.71 per unit.

II.

Agency agrees that the services provided under this agreement shall be provided to residents of Boone County, Missouri, and funds shall be spent as set forth in the revised FY2003 program budget on file at the Boone County Commission Office. Any substantive changes in the budget shall be approved by the Office of Boone County Commission prior to incurring any expenses. Agency certifies that this expenditure is essential to the provision of the services as described in Paragraph I.

III.

Agency agrees to an audit and review by the County of Boone, or its designated agent, at the request of the County, which shall include a review of the Agency's administration and management of social and human services pursuant to this contract, and any and all acts of the Agency which relate to this contract with the County of Boone.

IV.

Agency agrees to submit to the Office of the Boone County Commission, four quarterly reports, each within 30 days of the end of each quarter; quarterly reports shall be prepared in a form and manner prescribed by County.

V.

Agency agrees that it is responsible for all funds made available to Agency by this agreement and further agrees that it will reimburse to the County any funds expended in violation of County, State or Federal law or in violation of this agreement.

VI.

This agreement shall not be assigned, and no services contained herein shall be subcontracted, by the Agency to any persons or entities without the prior written approval of the County. Any subcontractor or assignee shall be subject to the audit requirements stated herein and all other conditions and requirements of this agreement.

VII.

Agency shall be liable, and agrees to be liable for, and shall indemnify, defend and hold the County of Boone harmless from all claims, suits, judgments or damages, including court costs and attorney's fees, arising out of or in the course of the operation of this agreement.

VIII.

Agency agrees to comply with all applicable provisions of the Americans with Disabilities Act and the regulations implementing the Act, including those regulations governing employment practices.

IX.

Agency shall make the services, programs and activities governed by this agreement accessible to the disabled as required by the Americans with Disabilities Act and its implementing regulations. Payment of funds under this agreement is conditional upon Agency certifying to the Boone County Commission in writing that it is complying with the Americans with Disabilities Act and 28 CFR Part 35.

X.

County agrees to pay Agency the sum of \$4,500.00 as follows:

- A. The County will pay 22.5% of the contracted sum at the time of the signing of this contract. At the beginning of the next succeeding three quarters, the County will pay 22.5% upon receipt of the previous quarter's report.
- B. The County will pay the contracted balance of 10% after receipt of the final quarterly report.

This Agreement shall be for a term of twelve months commencing on January 1, 2003, and ending on December 31, 2003; provided, however, that either party may terminate this agreement upon thirty (30) days written notice, in which event all reports required by the agreement shall be submitted within thirty (30) days following the effective date of said termination. It is further understood and agreed upon that total payment for services under this agreement shall be limited to annual appropriations made available by County for funding this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers the day and year first above written.

AGENCY:

By:

Elizabeth A. Wiers
President, Board of Directors

Macy Z. Gonzalez
Secretary, Board of Directors

BOONE COUNTY, MISSOURI

By:

Keith Schure
Commissioner

CERTIFICATION:

I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance to the credit of such appropriation sufficient to pay therefore.

Jane Pitchford by KF 1/21/2003
Auditor Date

ATTEST: 1420-86647 # 4,500.00

Randy J. ...
County Clerk

APPROVED AS TO FORM:

[Signature]
County Counselor

RECEIVED
JAN 22 2003

BOONE COUNTY, MISSOURI

THIS AGREEMENT entered into this 30 day of JANUARY, 2003, by and between the County of Boone, Missouri through its County Commission, hereinafter called "County," and Rainbow House - Child Abuse and Neglect Emergency Shelter, Inc. hereinafter called "Agency,"

WITNESSETH:

WHEREAS, the County is desirous of providing the following social or community service:

Crisis Care for Children

as stated in the proposal received by the Boone County Commission for the Boone County fiscal year 2003, which is hereby incorporated by reference as fully as if herein set forth, said proposal being the document on file in the Office of Boone County Commission, Columbia, Missouri, 801 East Walnut, Columbia, Missouri; and

WHEREAS, the Agency is agreeable to providing such services under the terms and conditions of this agreement.

NOW, THEREFORE, it is hereby agreed by and between the County and Agency as follows:

I.

Agency agrees to furnish and County agrees to purchase the following service:

Crisis intervention services for children ages birth to eighteen whose parents have a need to place their child(ren) in temporary care on a voluntary basis due to family crisis and/or emergency. Parents must meet with agency staff and set goals for overcoming their crisis. Crisis Care will be available 365 days of the year with services available until the current family crisis and/or emergency is resolved. The agency will provide approximately 9 units (24 hours of crisis care for one child) at an estimated cost of \$162.72 per unit.

II.

Agency agrees that the services provided under this agreement shall be provided to residents of Boone County, Missouri, and funds shall be spent as set forth in the revised FY2003 program budget on file at the Boone County Commission Office. Any substantive changes in the budget shall be approved by the Office of Boone County Commission prior to incurring any expenses. Agency certifies that this expenditure is essential to the provision of the services as described in Paragraph I.

III.

Agency agrees to an audit and review by the County of Boone, or its designated agent, at the request of the County, which shall include a review of the Agency's administration and management of social and human services pursuant to this contract, and any and all acts of the Agency which relate to this contract with the County of Boone.

IV.

Agency agrees to submit to the Office of the Boone County Commission, four quarterly reports, each within 30 days of the end of each quarter; quarterly reports shall be prepared in a form and manner prescribed by County.

V.

Agency agrees that it is responsible for all funds made available to Agency by this agreement and further agrees that it will reimburse to the County any funds expended in violation of County, State or Federal law or in violation of this agreement.

VI.

This agreement shall not be assigned, and no services contained herein shall be subcontracted, by the Agency to any persons or entities without the prior written approval of the County. Any subcontractor or assignee shall be subject to the audit requirements stated herein and all other conditions and requirements of this agreement.

VII.

Agency shall be liable, and agrees to be liable for, and shall indemnify, defend and hold the County of Boone harmless from all claims, suits, judgments or damages, including court costs and attorney's fees, arising out of or in the course of the operation of this agreement.

VIII.

Agency agrees to comply with all applicable provisions of the Americans with Disabilities Act and the regulations implementing the Act, including those regulations governing employment practices.

IX.

Agency shall make the services, programs and activities governed by this agreement accessible to the disabled as required by the Americans with Disabilities Act and its implementing regulations. Payment of funds under this agreement is conditional upon Agency certifying to the Boone County Commission in writing that it is complying with the Americans with Disabilities Act and 28 CFR Part 35.

X.

County agrees to pay Agency the sum of \$1,500.00 as follows:

- A. The County will pay 22.5% of the contracted sum at the time of the signing of this contract. At the beginning of the next succeeding three quarters, the County will pay 22.5% upon receipt of the previous quarter's report.
- B. The County will pay the contracted balance of 10% after receipt of the final quarterly report.

This Agreement shall be for a term of twelve months commencing on January 1, 2003, and ending on December 31, 2003; provided, however, that either party may terminate this agreement upon thirty (30) days written notice, in which event all reports required by the agreement shall be submitted within thirty (30) days following the effective date of said termination. It is further understood and agreed upon that total payment for services under this agreement shall be limited to annual appropriations made available by County for funding this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers the day and year first above written.

AGENCY:

By:


Elizabeth A. Wells
President, Board of Directors

BOONE COUNTY, MISSOURI



By:


Commissioner

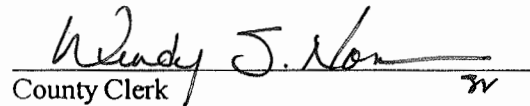

Secretary, Board of Directors

CERTIFICATION:

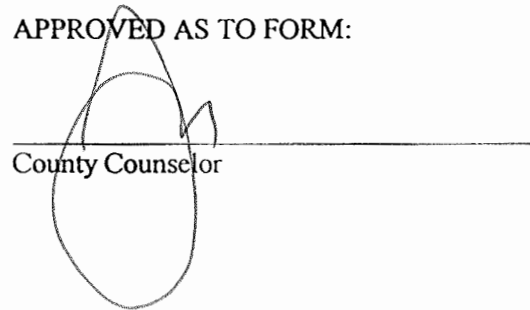
I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance to the credit of such appropriation sufficient to pay therefore.

 by  1/22/2003
Auditor Date

ATTEST: 1420-86647 \$1,500.00


County Clerk

APPROVED AS TO FORM:


County Counselor

BOONE COUNTY, MISSOURI

THIS AGREEMENT entered into this 30 day of JANUARY, 2003 by and between the County of Boone, Missouri through its County Commission, hereinafter called "County," and Rainbow House - Child Abuse and Neglect Emergency Shelter, Inc. hereinafter called "Agency,"

WITNESSETH:

WHEREAS, the County is desirous of providing the following social or community service:

Clinical Services

as stated in the proposal received by the Boone County Commission for the Boone County fiscal year 2003, which is hereby incorporated by reference as fully as if herein set forth, said proposal being the document on file in the Office of Boone County Commission, Columbia, Missouri, 801 East Walnut, Columbia, Missouri; and

WHEREAS, the Agency is agreeable to providing such services under the terms and conditions of this agreement.

NOW, THEREFORE, it is hereby agreed by and between the County and Agency as follows:

I.

Agency agrees to furnish and County agrees to purchase the following service:

Clinical services designed to help prevent child abuse and neglect. Clinical services will be provided by a Clinical Services Coordinator and include the Parents Learning Useful Skills (PLUS) program, Rainbow Kids Therapy and parenting support groups. The agency will provide approximately 16 units (one hour of clinical service) at an estimated cost of \$62.42 per unit.

II.

Agency agrees that the services provided under this agreement shall be provided to residents of Boone County, Missouri, and funds shall be spent as set forth in the revised FY2003 program budget on file at the Boone County Commission Office. Any substantive changes in the budget shall be approved by the Office of Boone County Commission prior to incurring any expenses. Agency certifies that this expenditure is essential to the provision of the services as described in Paragraph I.

III.

Agency agrees to an audit and review by the County of Boone, or its designated agent, at the request of the County, which shall include a review of the Agency's administration and management of social and human services pursuant to this contract, and any and all acts of the Agency which relate to this contract with the County of Boone.

IV.

Agency agrees to submit to the Office of the Boone County Commission, four quarterly reports, each within 30 days of the end of each quarter; quarterly reports shall be prepared in a form and manner prescribed by County.

V.

Agency agrees that it is responsible for all funds made available to Agency by this agreement and further agrees that it will reimburse to the County any funds expended in violation of County, State or Federal law or in violation of this agreement.

VI.

This agreement shall not be assigned, and no services contained herein shall be subcontracted, by the Agency to any persons or entities without the prior written approval of the County. Any subcontractor or assignee shall be subject to the audit requirements stated herein and all other conditions and requirements of this agreement.

VII.

Agency shall be liable, and agrees to be liable for, and shall indemnify, defend and hold the County of Boone harmless from all claims, suits, judgments or damages, including court costs and attorney's fees, arising out of or in the course of the operation of this agreement.

VIII.

Agency agrees to comply with all applicable provisions of the Americans with Disabilities Act and the regulations implementing the Act, including those regulations governing employment practices.

IX.

Agency shall make the services, programs and activities governed by this agreement accessible to the disabled as required by the Americans with Disabilities Act and its implementing regulations. Payment of funds under this agreement is conditional upon Agency certifying to the Boone County Commission in writing that it is complying with the Americans with Disabilities Act and 28 CFR Part 35.

X.

County agrees to pay Agency the sum of \$1,000.00 as follows:


- A. The County will pay 22.5% of the contracted sum at the time of the signing of this contract. At the beginning of the next succeeding three quarters, the County will pay 22.5% upon receipt of the previous quarter's report.
- B. The County will pay the contracted balance of 10% after receipt of the final quarterly report.

This Agreement shall be for a term of twelve months commencing on January 1, 2003, and ending on December 31, 2003; provided, however, that either party may terminate this agreement upon thirty (30) days written notice, in which event all reports required by the agreement shall be submitted within thirty (30) days following the effective date of said termination. It is further understood and agreed upon that total payment for services under this agreement shall be limited to annual appropriations made available by County for funding this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers the day and year first above written.

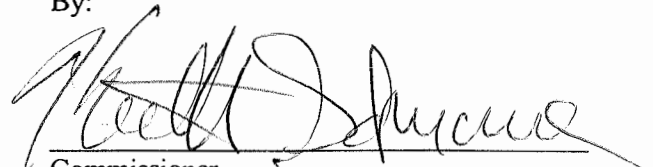
AGENCY:

By:


Elizabeth A. Wells
President, Board of Directors

BOONE COUNTY, MISSOURI

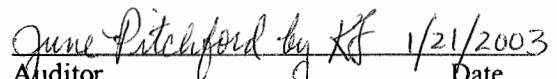
By:


Commissioner


Tracy Z. Amzal
Secretary, Board of Directors

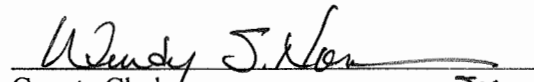
CERTIFICATION:

I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance to the credit of such appropriation sufficient to pay therefor.



June Pitchford by KF 1/21/2003
Auditor Date

1420-86647 \$1,000.00

ATTEST:


Wendy J. Nor
County Clerk

APPROVED AS TO FORM:


County Counselor

BOONE COUNTY, MISSOURI

THIS AGREEMENT entered into this 30 day of JANUARY, 2003, by and between the County of Boone, Missouri through its County Commission, hereinafter called "County," and Cedar Creek Therapeutic Riding Center hereinafter called "Agency,"

WITNESSETH:

WHEREAS, the County is desirous of providing the following social or community service:

Motion Therapy/Therapeutic Riding

as stated in the proposal received by the Boone County Commission for the Boone County fiscal year 2003, which is hereby incorporated by reference as fully as if herein set forth, said proposal being the document on file in the Office of Boone County Commission, Columbia, Missouri, 801 East Walnut, Columbia, Missouri; and

WHEREAS, the Agency is agreeable to providing such services under the terms and conditions of this agreement.

NOW, THEREFORE, it is hereby agreed by and between the County and Agency as follows:

I.

Agency agrees to furnish and County agrees to purchase the following service:

Therapeutic horse riding for people with physical, mental, and emotional disabilities. Each client will receive evaluation by a staff therapist and a physician's prescription for the services. Therapeutic riding will facilitate sensory integration, coordination, balance, communication and active participation within and upon the environment. The agency will provide approximately 3 units (one nine week session for one child) of service at an estimated cost of \$345.00 per unit.

II.

Agency agrees that the services provided under this agreement shall be provided to residents of Boone County, Missouri, and funds shall be spent as set forth in the revised FY2003 program budget on file at the Boone County Commission Office. Any substantive changes in the budget shall be approved by the Office of Boone County Commission prior to incurring any expenses. Agency certifies that this expenditure is essential to the provision of the services as described in Paragraph I.

III.

Agency agrees to an audit and review by the County of Boone, or its designated agent, at the request of the County, which shall include a review of the Agency's administration and management of social and human services pursuant to this contract, and any and all acts of the Agency which relate to this contract with the County of Boone.

IV.

Agency agrees to submit to the Office of the Boone County Commission, four quarterly reports, each within 30 days of the end of each quarter; quarterly reports shall be prepared in a form and manner prescribed by County.

V.

Agency agrees that it is responsible for all funds made available to Agency by this agreement and further agrees that it will reimburse to the County any funds expended in violation of County, State or Federal law or in violation of this agreement.

VI.

This agreement shall not be assigned, and no services contained herein shall be subcontracted, by the Agency to any persons or entities without the prior written approval of the County. Any subcontractor or assignee shall be subject to the audit requirements stated herein and all other conditions and requirements of this agreement.

VII.

Agency shall be liable, and agrees to be liable for, and shall indemnify, defend and hold the County of Boone harmless from all claims, suits, judgments or damages, including court costs and attorney's fees, arising out of or in the course of the operation of this agreement.

VIII.

Agency agrees to comply with all applicable provisions of the Americans with Disabilities Act and the regulations implementing the Act, including those regulations governing employment practices.

IX.

Agency shall make the services, programs and activities governed by this agreement accessible to the disabled as required by the Americans with Disabilities Act and its implementing regulations. Payment of funds under this agreement is conditional upon Agency certifying to the Boone County Commission in writing that it is complying with the Americans with Disabilities Act and 28 CFR Part 35.

X.

County agrees to pay Agency the sum of \$1,000.00 as follows:

- A. The County will pay 22.5% of the contracted sum at the time of the signing of this contract. At the beginning of the next succeeding three quarters, the County will pay 22.5% upon receipt of the previous quarter's report.
- B. The County will pay the contracted balance of 10% after receipt of the final quarterly report.

This Agreement shall be for a term of twelve months commencing on January 1, 2003, and ending on December 31, 2003; provided, however, that either party may terminate this agreement upon thirty (30) days written notice, in which event all reports required by the agreement shall be submitted within thirty (30) days following the effective date of said termination. It is further understood and agreed upon that total payment for services under this agreement shall be limited to annual appropriations made available by County for funding this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers the day and year first above written.

AGENCY:


By:



President, Board of Directors

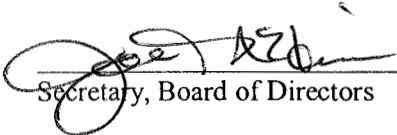
BOONE COUNTY, MISSOURI

By:



Commissioner

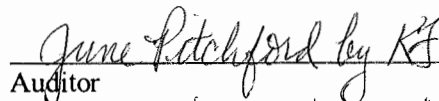





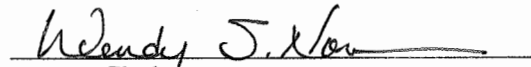
Secretary, Board of Directors

CERTIFICATION:

I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance to the credit of such appropriation sufficient to pay therefore.

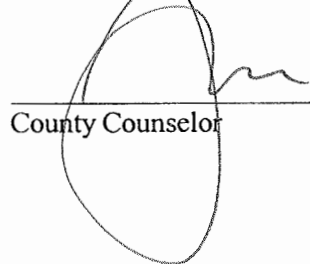
 by  1/21/2003
Auditor Date

ATTEST: 1420-84200 \$1,000.00



County Clerk

APPROVED AS TO FORM:



County Counselor

BOONE COUNTY, MISSOURI

THIS AGREEMENT entered into this 30 day of JANUARY, 2003, by and between the County of Boone, Missouri through its County Commission, hereinafter called "County," and Reality House Incorporated hereinafter called "Agency,"

WITNESSETH:

WHEREAS, the County is desirous of providing the following social or community service:

Offender Evaluation Program

as stated in the proposal received by the Boone County Commission for the Boone County fiscal year 2003, which is hereby incorporated by reference as fully as if herein set forth, said proposal being the document on file in the Office of Boone County Commission, Columbia, Missouri, 801 East Walnut, Columbia, Missouri; and

WHEREAS, the Agency is agreeable to providing such services under the terms and conditions of this agreement.

NOW, THEREFORE, it is hereby agreed by and between the County and Agency as follows:

I.

Agency agrees to furnish and County agrees to purchase the following service:

Provide an offender evaluation program for adult legal offenders between the ages of 17-25 who are not on probation, but are being considered for probation or prison. Services will include 24-hour a day supervision within the facility and checks on resident activities outside the facility. Residents will be monitored through the use of sign-in and sign-out procedures, regular checks with employers and teachers and alcohol and drug testing. Treatment will include structured groups as well as group and individual therapy supervised by a state certified and licensed counselor. The agency will provide approximately 226 units (one 24-hour day of care and treatment for one person) at an estimated cost of \$57.50 per unit.

II.

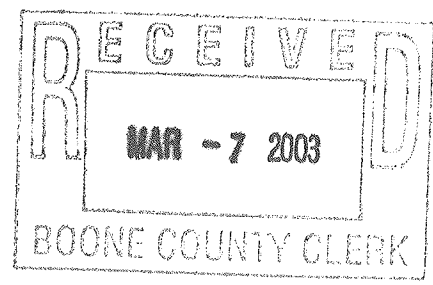
Agency agrees that the services provided under this agreement shall be provided to residents of Boone County, Missouri, and funds shall be spent as set forth in the revised FY2003 program budget on file at the Boone County Commission Office. Any substantive changes in the budget shall be approved by the Office of Boone County Commission prior to incurring any expenses. Agency certifies that this expenditure is essential to the provision of the services as described in Paragraph I.

III.

Agency agrees to an audit and review by the County of Boone, or its designated agent, at the request of the County, which shall include a review of the Agency's administration and management of social and human services pursuant to this contract, and any and all acts of the Agency which relate to this contract with the County of Boone.

IV.

Agency agrees to submit to the Office of the Boone County Commission, four quarterly reports, each within 30 days of the end of each quarter; quarterly reports shall be prepared in a form and manner prescribed by County.



V.

Agency agrees that it is responsible for all funds made available to Agency by this agreement and further agrees that it will reimburse to the County any funds expended in violation of County, State or Federal law or in violation of this agreement.

VI.

This agreement shall not be assigned, and no services contained herein shall be subcontracted, by the Agency to any persons or entities without the prior written approval of the County. Any subcontractor or assignee shall be subject to the audit requirements stated herein and all other conditions and requirements of this agreement.

VII.

Agency shall be liable, and agrees to be liable for, and shall indemnify, defend and hold the County of Boone harmless from all claims, suits, judgments or damages, including court costs and attorney's fees, arising out of or in the course of the operation of this agreement.

VIII.

Agency agrees to comply with all applicable provisions of the Americans with Disabilities Act and the regulations implementing the Act, including those regulations governing employment practices.

IX.

Agency shall make the services, programs and activities governed by this agreement accessible to the disabled as required by the Americans with Disabilities Act and its implementing regulations. Payment of funds under this agreement is conditional upon Agency certifying to the Boone County Commission in writing that it is complying with the Americans with Disabilities Act and 28 CFR Part 35.

X.

County agrees to pay Agency the sum of \$13,000.00 as follows:

- A. The County will pay 22.5% of the contracted sum at the time of the signing of this contract. At the beginning of the next succeeding three quarters, the County will pay 22.5% upon receipt of the previous quarter's report.
- B. The County will pay the contracted balance of 10% after receipt of the final quarterly report.

This Agreement shall be for a term of twelve months commencing on January 1, 2003, and ending on December 31, 2003; provided, however, that either party may terminate this agreement upon thirty (30) days written notice, in which event all reports required by the agreement shall be submitted within thirty (30) days following the effective date of said termination. It is further understood and agreed upon that total payment for services under this agreement shall be limited to annual appropriations made available by County for funding this agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed by their duly authorized officers the day and year first above written.

AGENCY:

By:

Conrad M. Hanger
President, Board of Directors

BOONE COUNTY, MISSOURI

By:

Keith Schwann
Commissioner

Vicki B. Suncombe
Secretary, Board of Directors

CERTIFICATION:

I certify that this contract is within the purpose of the appropriation to which it is to be charged and there is an unencumbered balance to the credit of such appropriation sufficient to pay therefore.

Jane Pitchford by KF 1/21/2003
Auditor Date

ATTEST: 1420-86625 \$13,000.00

Wendy J. Now
County Clerk

APPROVED AS TO FORM:

[Signature]
County Counselor

AGREEMENT FOR ANIMAL SHELTER AND RELATED SERVICES

This agreement is made and entered into this 30 day of JANUARY 2003, by and between Boone County, Missouri, a non-chartered first class county and political subdivision of the state of Missouri (herein County) and the Central Missouri Humane Society, a Missouri not-for-profit corporation, (herein Humane Society).

WITNESSETH:

WHEREAS, the County has authorized by law to regulate the possession, control and disposition of animals pursuant to sections 322.090 - 322.130 RSMo, and is required to provide animal shelter for the reception and humane care of impounded animals pursuant to section 1.6.3 of the Code of Health Regulations for Boone County, Missouri, and

WHEREAS, Humane Society is agreeable to provide the County with an animal shelter and related services, and
WHEREAS, both parties wish to memorialize their agreements pertaining to same.

NOW THEREFORE IN CONSIDERATION of the mutual agreements and understandings herein contained the parties agree as follows:

1. In addition to the services and facilities provided to County under Humane Society's agreement with the City of Columbia, the Humane Society agrees to provide County with the following services:
 - a. Provide the County with an animal shelter for the reception and humane care of impounded animals described in this agreement and provide space and care for proper observation of at least three animals per month which are seized and impounded as suspected rabies carriers.
 - b. Accept all abandoned, neglected or abused animals seized by health officials, animal control officers or law enforcement officers which are seized and impounded pursuant to provisions of Chapter 1 of the Boone County Code of Health Regulations or the provisions of Chapter 578 RSMo; all such animals shall be disposed of as provided by said health regulations or applicable statute in the event they are unclaimed.
 - c. Assist county animal control officers and/or law enforcement officials in conducting animal abuse or neglect investigations within the unincorporated areas of Boone County, Missouri.
 - d. Provide staff and/or volunteers to present educational programs to Boone County citizens as mutually deemed appropriate by County and Humane Society for purposes of teaching and promoting humane care and maintenance of animals.
2. In consideration of services rendered by Humane Society the County agrees to pay the Humane Society the sum of Nine Thousand Six Hundred and Eighty Dollars () for calendar year 2003.
3. This agreement shall be in effect from January 1, 2003, up to and including December 31, 2003.
4. This agreement shall be binding on the parties hereto and their respective successors and assigns.

IN WITNESS WHEREOF the parties have cause this agreement to be executed by their properly authorized officers on the day and year first above written.

Central Missouri Humane Society
By:

Christa Stone

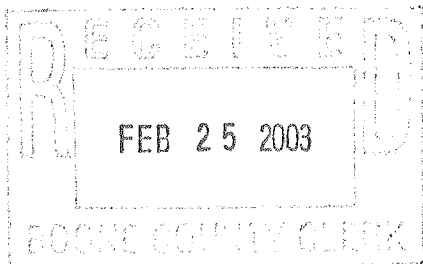
Its: Executive Director

Boone County, Missouri
By Boone County Commission

Paul Johnson
Presiding Commissioner

Karen M. Miller
District I Commissioner

[Signature]
District II Commissioner



ATTEST:

Wendy J. Kline
County Clerk *WJ*

APPROVED AS TO FORM:

John Patton
County Counsel

CERTIFICATION:

In accordance with RSMo 50.660, I hereby certify that a sufficient unencumbered appropriation balance exists and is available to satisfy the obligation(s) incurred by this contract. (Note: Certification is not required for a term and supply contract or where the terms of the contract do not result in a measurable county obligation.)

1430-8-6610 \$9,680.00

June Pitchford by KF 1/24/2003
Auditor Date

HUMANE.DOC

CERTIFIED COPY OF ORDER

STATE OF MISSOURI

} ea.

January Session of the November Adjourned

Term. 20 03

County of Boone

In the County Commission of said county, on the

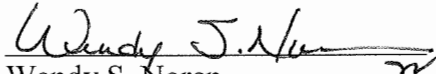
30th day of January 20 03

the following, among other proceedings, were had, viz:

Now on this day, the County Commission of the County of Boone does hereby authorize the use of the Courthouse Grounds on Saturday, February 15, 2003 from 11:00 a.m. to 2:30 p.m. for a Community Peace Gathering sponsored by Mid-Missouri Peaceworks. It is further ordered that the Presiding Commissioner be hereby authorized to sign said application.

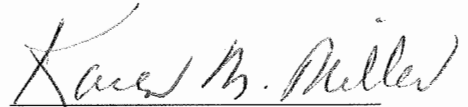
Done this 30th day of January, 2003.

ATTEST:


Wendy S. Noren
Clerk of the County Commission



Keith Schnarre
Presiding Commissioner



Karen M. Miller
District I Commissioner



Skip Elkin
District II Commissioner

Keith Schnarre, Presiding Commissioner
Karen M. Miller, District I Commissioner
Skip Elkin, District II Commissioner



Jan 30
2003

Roger B. Wilson
Boone County Government Center
801 East Walnut Room 245
Columbia, MO 65201-7732
573-886-4305 • FAX 573-886-4311

Boone County Commission

45-2003

APPLICATION FOR ORGANIZATIONAL USE OF BOONE COUNTY COURTHOUSE GROUNDS

The undersigned organization hereby applies for a permit to use the Boone County Courthouse grounds as follows:

Description of Use: Community Peace Gathering
Date(s) of Use: Sat. Feb 15
Time of Use: From: 11 (a.m.) p.m. thru 2:30 a.m./(p.m.)

The undersigned organization agrees to abide by the following terms and conditions in the event this application is approved:

1. To notify the Columbia Police Department and Boone County Sheriff's Department of time and date of use and abide by all applicable laws and ordinances in using Courthouse grounds.
2. To remove all trash or other debris which may be deposited on the courthouse grounds by participants in the organizational us.
3. To repair or replace or pay for the repair or replacement of damaged property including shrubs, flowers or other landscape caused by participants in the organizational use of courthouse grounds.
4. To conduct its use of courthouse grounds in such a manner as to not unreasonably interfere with normal courthouse functions.
5. To indemnify and hold the County of Boone, its officers, agents and employees, harmless from any and all claims, demands, damages, actions, causes of action or suits of any kind or nature including costs, litigation expenses, attorney fees, judgments, settlements on account of bodily injury or property damage incurred by anyone participating in or attending the organizational use on the courthouse grounds as specified in this application.

Name of Organization: Mid Missouri Peaceworks
Organization Representative/Title: Mark Haim/Director
Phone Number: 8750539
Date of Application: 1/28/03

PERMIT FOR ORGANIZATIONAL USE OF COURTHOUSE GROUNDS

The County of Boone hereby grants the above application for permit in accordance with the terms and conditions above written. The above permit is subject to termination for any reason by duly entered order of the Boone County Commission.

ATTEST:

BOONE COUNTY, MISSOURI

Wendy J. N...
County Clerk

Keith Schnarre
County Commissioner

DATE: 30 JANUARY 2003