

GREENE COUNTY COMMISSION



HAROLD BENGSCHE
COMMISSIONER 1ST DISTRICT

BOB CIRTIN
PRESIDING COMMISSIONER

ROSEANN BENTLEY
COMMISSIONER 2ND DISTRICT

PLEASE CHECK & RETURN

WAC
JCB

MINUTES

Daily Briefing August 9, 2016
Greene County Commission Office
8:45 a.m.

Two documents were submitted and are attached herein as Exhibit A and Exhibit B.

Presiding Commissioner Bob Cirtin called the meeting of August 9, 2016 to order.

Roll Call – Upon roll call the following Commissioners were present:

Present: Bob Cirtin, Harold Bengsch, and Roseann Bentley

Absent: None

Others Present: Chris Coulter, Jeff Scott, Tina Phillips, Camille Knowles, Jennifer McClure and Marilyn Elsass.

Items for Consideration and Action by the Commission

(None)

Informational Items

Budget Office—Jeff Scott

Jeff gave an update of construction payments for the Judicial Courthouse and The Cox Tower project.

Jeff informed the Commission that Michael Short, with Oppenheimer Financial Services, had contacted him regarding the Dan Kinney Bond project. Jeff explained the Intergovernmental Agreement and payments for this project.

Tina reported on the Top Branch awards with regard to placing pictures of recipients of this award in the Historic Courthouse. There was a discussion of where to display the pictures.

Human Resources—Camille Knowles

Camille brought up an issue of employees unable to access the internet for the county by remote when employees are at home. It was indicated that this may be a security access issue.

There was a discussion of the Employee Appreciation Event. There will be a meeting on Thursday, August 11, 2016, to finalize the food portion of this event and review sample T-shirts that will feature the County logo. Camille stated she is going to reach out to Tom Barr, Circuit Clerk, and inform him of the burden placed on the limited funds available if state employees are included. There was a discussion of funding for the event and Jeff Scott explained where the accounts are available for review within financial software.

Camille updated the Commission on the diversity meeting. The committee will offer management training with speakers. Camille presented the Commission with a list of committee members, charter statement, and minutes from the meeting held August 24, 2016 (Exhibit A).

Camille reported on an Overtime Reform Bill that indicates salary lines have changed to make reform more gradual (Exhibit B).

Jennifer McClure

Jennifer did not have any items to bring before the Commission.

Other Items

No other items were brought before the Commission.

Commissioner Cirtin adjourned.



Greene County LEAD
Leading Education about Diversity
Committee Members

Mailyn Knight

Human Resources

Sarah Devlin

Prosecuting Attorney

Steven Jackson

Jail

Janet Price

Auditor

Cpl. Jennifer Flood

Sheriff

Tamiko Davis

Prosecuting Attorney

Tara Blaser

Prosecuting Attorney Title IVD

Joe Montanez

Juvenile



Greene County LEAD

Leading Education about Diversity

Charter

Purpose

Greene County, Missouri seeks to provide an inclusive environment that welcomes, respects, and encourages diversity within the workforce. The LEAD committee will recommend and diligently carry out efforts to ensure that all types of diversity are promoted and understood within the county. Diversity creates a stronger and more unified workforce which in turn better serves the citizens and the community.

Committee Formation

The LEAD committee will be comprised of eight employees representing various county departments. These individuals are passionate about diversity and strive to embrace the individual differences of all Greene County employees. A member of the Greene County Human Resources staff will chair the committee. Each committee member will serve a ___ term and upon conclusion of this term a new committee will be selected.

Committee Responsibilities



Greene County LEAD

Leading Education about Diversity

Committee Meeting

August 24, 2016

Human Resources Conference Room

Minutes

Committee agreed to serve a one year term. At that time we will re-evaluate and select a new committee.

Biggest Issues (in the local community & at Greene County)

- Lack of understanding & education
- Unconscious bias
- Non-diverse applicant pool/workforce
- The lack of caring—how to get people interested in learning when there is no motivation
- Different areas of the county feeling secluded i.e. Jail employees
- ‘Why would I need diversity training if I don’t feel that way’

Ideas discussed to promote diversity education at the county

- Manager training
- ‘Swap’ type program where employees get the opportunity to tour & learn about other departments
- Due to lack of budget, seeking out grant to promote diversity issues within the workforce
- Attending more career fairs
- Diversity Speaking series/open discussion forum once a quarter with selected topics (speaker from community)
 - Racial & gender
 - Socioeconomic (Homeless)
 - Sexual orientation
 - Mental Illness

Action Items:

- Committee will hold first diversity speaking series/open discussion forum in 4th quarter 2016- late October or Early November for management level. Date will be selected at next meeting. (need creative name!)
- Committee members will seek out community members to serve on racial/gender bias panel
- Committee members will submit recommended responsibilities

What is the Overtime Reform and Enhancement Act (OREA)?

On May 18, 2016, the U.S. Department of Labor (DOL) issued a final regulation updating overtime rules for white-collar salaried employees for the first time since 2004. Using the 40th percentile of weekly earnings for full-time salaried workers in the lowest-wage Census region (currently the South), the rule raised the salary threshold for employees who are exempt from overtime pay from \$23,660 (\$455 per week) to \$47,476 (\$913 per week) effective December 1, 2016. Any salaried employee meeting the DOL's criteria making less than \$47,476 a year and working more than 40 hours a week will be entitled to overtime pay.

The current salary threshold of \$23,660 is woefully inadequate and an update to the overtime rules for white-collar salaried employees has been long overdue. It is indeed time to strengthen overtime pay protections for America's workers. The Overtime Reform and Enhancement Act (OREA) will update the overtime rules while allowing universities, non-profits, and businesses the necessary time to be able to plan and comply with the new rule.

What does OREA do?

Using the administration's effective date of December 1, 2016, the Overtime Reform and Enhancement Act will immediately increase the threshold more than 50 percent from \$23,660 (\$455 per week) to \$35,984 (\$692 per week). This increase represents the 20th percentile of weekly earnings for full-time salaried workers in the same Census region used by DOL to establish the new threshold.

After the initial increase in 2016, the bill will initiate a reasonable three-year phase-in until the DOL's new salary threshold of \$47,476 (\$913 per week) is met.

The annual increases under the bill are:

- December 1, 2016 -- \$35,984 (\$692 per week)
- December 1, 2017 -- \$39,780 (\$765 per week)
- December 1, 2018 -- \$43,628 (\$839 per week)
- December 1, 2019 -- \$47,476 (\$913 per week)

The bill eliminates the automatic three-year increase to the salary threshold established under the new rule. The bill recognizes that future administrations can and should update the overtime rules, as they are required to under the Fair Labor Standards Act, but limits the ability of the DOL to update the rules on autopilot. This will allow stakeholders to comment on proposed changes and require the DOL to ensure the rules are working as intended.