

OFFICIAL MINUTES

**February 11, 2011, 23rd DAY OF
THE JANUARY ADJOURN TERM**

The County Commission met in the Commissioners Hearing Room at 8:30 AM with Ron Houseman, Danny Strahan and Jim Strafuss present. The following proceedings were had and made a matter of record:

ADMINISTRATIVE & DEPARTMENTAL FUNCTIONS

AGENDA REVIEW

The Commission reviewed the agenda for February 14–18, 2011 with Nikki Lawrence, and directed her to make changes.

Commissioner Strahan moved to approve the agenda as presented with changes. Commissioner Strafuss seconded the motion. The motion passed by vote: Houseman (aye), Strafuss (aye) and Strahan (aye).

EARLY RETIREMENT POLICY, SETTLEMENT AGREEMENT OFFERS & BENEFITS

The Commission reviewed the proposed Early Retirement Policy and Settlement Agreement with County Attorney Bob Paulson and Dawn Bilyeu of the Auditor's Office.

EXECUTIVE SESSION – LITIGATION & PERSONNEL PER SECTION 610.021 (1) & (3)

Commissioner Strafuss moved to go into Executive Session pursuant to RSMo 610.021 (1) & (3). Commissioner Strahan seconded the motion. The motion passed by roll call vote: Houseman (aye), Strafuss (aye) and Strahan (aye).

EXECUTIVE SESSION 9:16 AM

See Executive Session minutes for actions if any.

Commissioner Strafuss moved to go out of Executive Session. Commissioner Strahan seconded the motion. The motion passed by roll call vote: Houseman (aye), Strafuss (aye) and Strahan (aye).

OUT OF EXECUTIVE 10:15 AM

**RECESS
10:15 AM**

**RECONVENED
10:20 AM**

EARLY RETIREMENT POLICY, SETTLEMENT AGREEMENT OFFERS & BENEFITS

The Commission continued discussion on the proposed Early Retirement Policy and Settlement Agreement.

Commissioner Strafuss moved to postpone to a definite time, specifically 1:00 pm, the discussion on the Settlement Agreement. Commissioner Strahan seconded the motion. The motion passed by vote: Houseman (aye), Strafuss (aye) and Strahan (aye).

WORK SESSION – PERSONNEL POLICY, MEETING PROCESS & COURTHOUSE POLICY

The Commission agreed to direct Road & Bridge to no longer charge the Taney County Airport for the snow plowing of the county road leading to the airport & the parking lot .

The Commission discussed meeting processes and Board appointments.

Commissioner Strahan moved to recess the meeting until 1:00 pm. The Presiding Commissioner declared the session in recess until that time.

**RECESS
11:08**

**RECONVENED
1:00 PM**

EARLY RETIREMENT POLICY, SETTLEMENT AGREEMENT OFFERS & BENEFITS

Commissioner Strafuss moved to accept the Settlement Agreement as presented, pending final legal review. Commissioner Strahan seconded the motion. The motion passed by vote: Houseman (aye), Strafuss (aye) and Strahan (aye).

Following is the finalized agreement:

SETTLEMENT AGREEMENT OFFERS

Settlement Agreement Offers To Taney County Employees Whose Employment Is Being Terminated Due To A Reduction In Force Caused By Budgetary Constraints

Purpose.

This temporary policy offers settlement agreements to Taney County employees whose employment is being terminated in a reduction in force due to budget constraints. This policy does not award a bonus to terminated employees. This policy is designed to avoid contentious proceedings and possibly protracted litigation, and to be beneficial to both the eligible employees and to Taney County, Missouri.

Eligible Employees.

Any full-time employee of Taney County, Missouri with at least one year of completed service whose position is being eliminated and whose employment is being terminated between January 1, 2011 and February 28, 2011 as part of a reduction in force due to budgetary constraints, will be offered a Settlement and Release Agreement. Only those persons whose employment was terminated as part of the reduction in force are eligible. Persons whose employment was terminated for no reason, or for a reason other than the reduction in force are not eligible for a Settlement and Release Agreement under this policy.

Consideration to County.

The Release, if signed by eligible employees, will benefit Taney County, Missouri. The potential for contentious hearings, agency complaints and protracted litigation will be averted.

Consideration to Eligible Employees.

In return for signing the release and other documentation required by Taney County, the eligible employees shall receive a lump sum payment based upon completed years of service. A completed year of service is 12 months or 365 days. A partial year does not constitute a year of service. Compensation under this policy shall be paid only after the Release and all other required documentation have been signed, and will be paid with the final check. Any eligible employee wishing to take advantage of this policy must do so on or before February 28, 2011 at 5PM, and must sign all required documents by that time. The lump sum payment to eligible employees will be at the rate corresponding to that employee's length of service as set forth below:

\$200 per year	1-7	completed years
\$300 per year	8-14	completed years
\$400 per year	15-19	completed years
\$500 per year	20 +	completed years

Release.

The Release and other documentation will be in a form as directed by the County Commission.

Voluntary.

Participation in this program is voluntary, and each eligible employee must decide whether or not participation in this program is in his/her best interests.

Commissioner Strahan moved to adjourn. Commissioner Strafuss seconded the motion. The motion passed by vote: Houseman (aye), Strafuss (aye) and Strahan (aye).

ADJOURNMENT

1:32 PM

Minutes were taken and typed by Cristy Smith, Deputy Clerk.