

DRAFT

October 12, 2010, 3rd DAY OF THE OCTOBER ADJOURN TERM

The County Commission met in The Commissioner's Hearing Room at 9:00 AM with Chuck Pennel, Jim Strafuss, and Danny Strahan present. The following proceedings were had and made a matter of record:

PRAYER & PLEDGE OF ALLEGIANCE

Sherrie Veltkamp led the Prayer and Pledge of Allegiance.

PREVIOUS MEETING MINUTES

Commissioner Strahan moved to approve the minutes of 10/4 and 10/6/2010. Commissioner Strafuss seconded the motion. The motion passed by vote: Pennel (aye), Strahan (aye) and Strafuss (aye).

ACCOUNTS PAYABLE

Commissioner Strafuss moved to approve accounts payable as follows:

DATE 10/12/2010

CHECKS		WARRANTS	
<u>321785</u>	<u>321859</u>	<u>5272</u>	<u>5276</u>
<u> </u>	<u> </u>	<u>5273</u>	<u>5277</u>
<u> </u>	<u> </u>	<u>5274</u>	<u> </u>
<u> </u>	<u> </u>	<u>5275</u>	<u> </u>

10/8/2010	9:30AM		QUARTERLY ASSESSOR REIMBURSEMENT
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Commissioner Strahan seconded the motion. The motion passed by vote: The motion passed by vote: Pennel (aye), Strahan (aye) and Strafuss (aye).

PUBLIC COMMENT

Forsyth Mayor Ron Potter presented and read the following letter to the Commission:

October 12, 2010

Taney County Commission
P.O. Box 1086
132 David Street
Forsyth, MO 65653

Gentlemen,

We, the Mayors and leaders of municipalities within Taney County, wish to commend the Commission for initiating a dialogue over the Planning and Zoning (P&Z) issue that confronts us today. As this is the fourth time the issue is being addressed, we believe it is important for citizens to understand the value P&Z brings to the County and its communities. It facilitates maintaining a high quality of life, helps attract business to the area and promotes harmony between the different lifestyles that choose to call the County home. For those reasons, each of us believes retaining P&Z is critical to the County's and our cities' future success and therefore do not support its elimination.

We believe some level of confusion currently exists over the roles and implementation of P&Z in Taney County. It needs to be cleared up so intelligent, cost-effective decisions can be made. Once clarity has been reached, working together we should be able to put in place P&Z solutions that preserve individual rights yet also respect the rights of our neighbors.

We all agree that we need to become more familiar with the issues and legalities surrounding this public discussion. Therefore we request the Commission meet with us at a convenient time so that we all may come to a common understanding, permitting us to work together more efficiently and effectively for the benefit of all our citizens.

Sincerely

Branson
Raeanne Presley
Mayor

Bull Creek
Sherrie Anderson
City Clerk

Forsyth
Ronald Potter
Mayor

Hollister
David Tate
Mayor

Merriam Woods
Angela Leist
Administrator

Rockaway Beach
Larry Cline
Mayor

The Commission directed Nikki Lawrence to begin finding available dates for a discussion meeting between the Commission and the above Mayors, Clerks and Administrators.

County Assessor James Strahan reported that Senate Bill 7-11 had been passed, which stated that taxpayers deserved transparency and fore-knowledge on the amount of their taxes before their bills were sent. He stated that tax bills received in 2011 would be higher due to the increase in tax levies that occurred this year, not due to any changes in assessments.

NEW/OLD BUSINESS

MONTHLY BUDGET REPORT

County Auditor Rick Findley presented the following Monthly Budget Report to the Commission:

EXPBY DEPT	TANEY COUNTY					September 30, 2010
EXPENSES BY DEPARTMENT						
		2008	2009	2010	2010	ACTUAL %
		ACTUALS	ACTUALS	APPROVED	ACTUALS	
	EXPENSES					
101-???	COMMISSION	336,461.99	327,236.38	329,300.00	294,373.18	89%
102-??-???	CLERK	168,184.08	188,035.68	191,429.00	133,804.25	70%
103-??-???	ELECTIONS	182,762.40	14,798.46	151,787.96	98,898.54	65%
104-??-???	BUILDINGS & GROUNDS	514,375.87	975,458.71	846,472.00	575,608.87	68%
105-??-???	EMPLOYEES FRINGE BEN	2,079,159.69	2,120,642.53	2,050,133.43	1,508,579.68	74%
106-??-???	TREASURER	80,907.00	85,503.62	86,430.04	62,693.16	73%
107-??-???	COLLECTOR	213,054.69	227,036.39	240,764.20	150,905.33	63%
108-??-???	CIRCUIT CLERK	267,536.	274,250.	318,724.	219,139.	69%

???		62	84	00	51	
109-??-???	COURT REPORTER	884.67	834.01	2,112.00	683.89	32%
110-??-???	ASSOCIATE COURT DIV 1	35,881.83	0.00	0.00	0.00	#DIV/0!
111-??-???	COURT ADMINISTRATIO N	26,399.50	37,505.61	42,750.00	26,202.79	61%
112-??-???	PRESIDING CIRCUIT JUDGE	60,541.11	56,064.19	65,548.16	46,443.74	71%
113-??-???	PUBLIC ADMINISTRATOR	92,992.40	100,280.10	91,779.84	71,685.34	78%
114-??-???	OTHER EXPENSE	8,713,898.90	2,994,401.71	10,895,900.00	1,526,174.80	14%
115-??-???	AUDITOR	168,093.82	176,168.56	144,382.00	105,075.43	73%
116-??-???	CHILD SUPPORT	27,150.50	733.40	0.00	0.00	#DIV/0!
117-??-???	SHERIFF	2,370,485.58	2,371,275.00	2,451,546.36	1,759,487.14	72%
118-??-???	JAIL	1,448,527.61	1,295,841.78	1,441,145.00	876,669.60	61%
119-??-???	PROSECUTING ATT	619,441.96	653,462.18	618,355.77	496,466.03	80%
120-??-???	JUVENILE	125,414.30	119,485.13	133,124.02	94,149.72	71%
121-??-???	CORONER	45,001.06	45,879.60	47,030.00	37,399.89	80%
124-??-???	TRANSFERS/DEBT SERVICE	1,505,480.14	1,423,208.39	1,923,774.92	1,461,863.77	76%
125-??-???	ASSOC COURT DIV 2	28,030.88	400.00	0.00	600.00	#DIV/0!
126-??-???	CIRCUIT CLERK	34,763.05	98,862.48	112,271.20	64,546.93	57%
127-??-???	INDUSTRIAL DEV	22,037.06	100,367.58	127,500.00	64,419.00	51%
128-??-???	HUMAN RESOURCES	0.00	0.00	34,664.00	25,210.31	73%
130-??-???	PLANNING & ZONING	227,636.56	323,257.62	395,034.86	317,375.55	80%
133-??-???	EXTENSION	47,739.86	47,385.65	47,642.00	31,913.00	67%
134-??-???	SEWER	366,889.27	365,684.29	345,941.60	266,147.94	77%
135-??-???	INFORMATION SYSTEMS	355,876.93	417,940.62	430,513.90	289,802.52	67%

136-??-???	ANIMAL CONTROL	163,349.43	152,821.25	169,000.00	168,996.84	100%
137-??-???	EM MANAGERMENTS	110,369.17	73,308.88	170,114.00	50,275.26	30%
140-??-???	AIRPORT	991,286.24	1,144,093.17	1,276,624.80	384,412.77	30%
	TOTAL	21,430,614.17	16,212,223.81	25,181,795.06	11,210,004.78	45%
101-30-000	GCR BEGINNING BALANCE	18,628,344.77	13,051,082.10	0.00	10,256,889.62	#DIV/0!
1018???	GCR TOTAL REVENUES	15,853,351.50	13,418,031.33	13,681,880.73	10,289,580.87	75%
	GCR TOTAL EXPENDITURES	21,430,614.17	16,212,223.81	25,181,795.06	11,210,004.78	45%
		-	-	-	-	-

FUNDBALANCE	TANEY COUNTY				
09/30/10	BUDGET				
	FUND BALANCES				
	PERIOD TO DATE	YEAR TO DATE			
	ACTUAL	ACTUAL			
GENERAL COUNTY REVENUE					
BEGINNING BALANCE	\$0.00	\$10,256,889.62			
REVENUES	1,517,769.71	10,289,580.87			
	-	-			
TOTAL REVENUES GCR	1,517,769.71	20,546,470.49			
	-	-			
TOTAL GCR EXPENDITURES	1,322,594.28	11,210,004.78			
	=	=			
TOTAL GCR FUND BALANCE	195,175.43	9,336,465.71			
ROAD & BRIDGE				totals	

BEGINNING BALANCE	0.00	326,237. 44		5,316,45 2.09	
REVENUES	106,391. 21	2,981,80 4.67		7,958,08 4.46	
	-	-			
TOTAL RB REVENUES	106,391. 21	3,308,04 2.11		13,274,5 36.55	
	-	-			
EXPENDITURES	168,395. 32	1,612,91 6.83		7,345,83 9.71	
	=	=			
TOTAL RB FUND BALANCE	(62,004.1 1)	1,695,12 5.28		5,928,69 6.84	
ROAD & BRIDGE TRUST					
BEGINNING BALANCE	0.00	4,990,21 4.65			
REVENUES	996,794. 58	4,976,27 9.79			
	-	-			
TOTAL RBT REVENUES	996,794. 58	9,966,49 4.44			
	-	-			
EXPENDITURES	371,451. 01	5,732,92 2.88			
	=	=			
TOTAL RBT FUND BALANCE	625,343. 57	4,233,57 1.56			
ASSESSMENT FUND					
BEGINNING BALANCE	0.00	23,917.2 3			
REVENUES	6,001.33	460,359. 60			
	-	-			
TOTAL AF REVENUES	6,001.33	484,276. 83			
	-	-			
EXPENDITURES	46,259.5 6	467,526. 07			
	=	=			
TOTAL ASSEMENT FUND BALANCE	(40,258.2 3)	16,750.7 6			

ELECTION FUND					
BEGINNING BALANCE	0.00	19,767.89			
REVENUES	1,534.95	8,394.73			
	-	-			
TOTAL ELECTION REVENUES	1,534.95	28,162.62			
	-	-			
EXPENDITURES	0.00	21,449.63			
	=	=			
TOTAL ELECTION FUND BALANCE	1,534.95	6,712.99			
TRANSFER STATION FUND					
BEGINNING BALANCE	0.00	695,113.21			
REVENUES	65,003.21	643,890.90			
	-	-			
TOTAL TS REVENUES	65,003.21	1,339,004.11			
	-	-			
EXPENDITURES	48,343.68	715,634.21			
	=	=			
TOTAL TS FUND BALANCE	16,659.53	623,369.90			
FUNDBALANCE	TANEY COUNTY				
09/30/10	BUDGET				
	FUND BALANCES				
	PERIOD TO DATE	YEAR TO DATE			
	ACTUAL	ACTUAL			
LEPC FUND					
BEGINNING BALANCE	\$0.00	\$11,530.56			
REVENUES	15.22	1,131.09			

	-	-			
TOTAL LEPC REVENUES	15.22	12,661.65			
	-	-			
EXPENDITURES	810.44	5,370.65			
	=	=			
TOTAL LEPC FUND BALANCE	(795.22)	7,291.00			
LAW ENFORCEMENT TRAINING FUND					
BEGINNING BALANCE	0.00	7,134.60			
REVENUES	423.13	3,946.75			
	-	-			
TOTAL LET REVENUES	423.13	11,081.35			
	-	-			
EXPENDITURES	111.96	2,741.42			
	=	=			
TOTAL LET FUND BALANCE	311.17	8,339.93			
PROSECUTING ATTORNEY TRAINING FUND					
BEGINNING BALANCE	0.00	5,934.04			
REVENUES	114.12	1,045.07			
	-	-			
TOTAL PAT REVENUES	114.12	6,979.11			
	-	-			
EXPENDITURES	249.24	1,846.45			
	=	=			
TOTAL PAT FUND BALANCE	(135.12)	5,132.66			
COUNTY INSURED FUND					
BEGINNING BALANCE	0.00	3,700.96			
REVENUES	92.60	60,749.81			
	-	-			
TOTAL COUNTY INSURED REVENUES	92.60	64,450.77			
	-	-			
EXPENDITURES	5,439.65	61,931.15			

	=	=			
TOTAL COUNTY INSURED FUND BALANCE	(5,347.05)	2,519.62			
911 FUND					
BEGINNING BALANCE	0.00	770,624.01			
REVENUES	46,396.81	401,493.50			
	-	-			
TOTAL 911 REVENUES	46,396.81	1,172,117.51			
	-	-			
EXPENDITURES	13,716.26	631,193.97			
	=	=			
TOTAL 911 FUND BALANCE	32,680.55	540,923.54			
USE TAX					
FUNDBALANCE	TANEY COUNTY				
09/30/10	BUDGET				
	FUND BALANCES				
	PERIOD TO DATE	YEAR TO DATE			
	ACTUAL	ACTUAL			
SEWER FUND					
BEGINNING BALANCE	\$0.00	\$26,071,916.94			
REVENUES	1,094,873.35	5,322,277.03			
	-	-			
TOTAL SEWER REVENUES	1,094,873.35	31,394,193.97			
	-	-			
EXPENDITURES	558,018.65	6,887,765.24			
	=	=			
TOTAL SEWER FUND	536,854.	24,506,4			

BALANCE	70	28.73			
SEWER DESIGNATED FUND					
EXPENDITURES					
	=	=			
TOTAL ALL SEWER FUNDS	536,854. 70	24,506,4 28.73			
	=	=			
SHERIFF CIVIL FUND					
BEGINNING BALANCE	0.00	156,414. 18			
REVENUES	337.53	52,343.1 5			
	-	-			
TOTAL SHERIFF CIVIL REVENUES	337.53	208,757. 33			
	-	-			
EXPENDITURES	2,574.37	31,785.9 3			
	=	=			
TOTAL SHERIFF CIVIL FUND BALANCE	(2,236.84)	176,971. 40			
TAX MAINTENANCE FUND					
BEGINNING BALANCE	0.00	148,506. 52			
REVENUES	16,730.7 1	133,716. 91			
	-	-			
TOTAL MAINTENANCE FUND REVENUES	16,730.7 1	282,223. 43			
	-	-			
EXPENDITURES	1,472.00	88,351.7 2			
	=	=			
TOTAL MAINTENANCE FUND BALANCE	15,258.7 1	193,871. 71			

TAX SALE SURPLUS

County Collector Sheila Wyatt presented the following Tax Sale Surplus report to the Commission:

TANEY COUNTY COLLECTOR TAX SALE AUGUST 23, 2010					
PropertyNumber	OwnerName	CertNumber	BidderName	BidAmount	TheSurplus
02-2.2-10-001-003-005.000	CHAPMAN GINA BETH	F-1-10	Karen Ballentine	\$2,100.00	1599.43
03-8.0-27-002-010-003.000	WESCOTT PAUL	F-2-10	Lakes LLC	\$2,000.00	1104.93
03-8.0-27-002-010-004.000	SFARS FLOYAL FAYE	F-3-10	Donald R. & Dana Faye Ehrhardt	\$300.00	184.20
04-4.0-17-000-000-026.008	LEELAND ERIC	F-4-10	Karen Ballentine	\$1,900.00	1514.25
04-4.0-19-002-008-001.000	WASHINGTON AVE FAMILY PARTNERSHIP LTD	F-17-10	Rod Ruch	\$150.00	74.81
04-4.0-19-003-004-029.000	WARREN ALBERT R & WILMA F	F-23-10	Venice on the Lake Inc.	\$350.00	262.66
04-4.0-19-003-013-022.000	GREEN JEFF & SOUTHERN PINE RESORTS 1/2 INT EACH	F-25-10	Venice on the Lake Inc.	\$200.00	94.20
04-4.0-19-004-001-004.000	HAVENS NOLAN J & ANNETTE	F-26-10	Venice on the Lake Inc.	\$200.00	141.99
04-4.0-19-004-002-013.000	GREEN JEFF & SOUTHERN PINE RESORTS 1/2 INT EACH	F-29-10	Venice on the Lake Inc.	\$150.00	95.79
04-4.0-20-002-014-006.000	RUMPLE CHRISTINA E	F-32-10	Venice on the Lake Inc.	\$225.00	87.31
04-9.0-32-001-029-002.000	CASH BLAINE S	F-37-10	Lakes LLC	\$4,800.00	4334.80
06-7.0-25-000-000-019.008	RUTSTEIN BARRY M & STACY R	F-39-10	Robert & Laura Labicki Apolinar Amaya	\$2,000.00	413.70
07-7.0-26-004-001-030.000	COFFELT RONALD & MELODY	F-41-10	Agent for: Rodolfo A. Arambulo	\$3,700.00	3368.95
08-1.0-02-002-016-019.000	HOURIGAN TERRI & HOURIGAN BRIAN F	F-52-10	Daniel Haynie	\$150.00	58.86
08-1.0-02-002-016-026.002	WASHINGTON AVE FAMILY PARTNERSHIP LTD	F-53-10	Daniel Haynie	\$150.00	45.57
08-1.0-02-002-016-061.000	HOLEMAN GEORGENE	F-55-10	Shawn Lashmet Gilbert & Hortencia Miranda	\$200.00	32.01
08-1.0-02-002-018-022.000	WAGNER JOANN & SCHUCK GLEN R	F-56-10	Daniel Haynie	\$150.00	21.48
08-1.0-02-004-006-005.000	BUSINESS VACATION CONCEPTS INC	F-60-10	Daniel Haynie	\$350.00	178.33
08-1.0-11-001-010-012.000	ARNALL ROBERT LEE JR & JUDI MALENA	F-62-10	Carmen Albert	\$700.00	377.05
08-1.0-11-002-001-006.000	ALLISON RON & LAURA	F-67-10	Lakes LLC	\$2,100.00	1271.72
08-1.0-12-002-022-012.000	THOMPSON KYLE & SANDRA	F-74-10	Jerry Dickey Donald R. & Dana Faye Ehrhardt	\$4,000.00	2470.23
08-1.0-12-004-014-017.000	HURLBERT GLENNA WOLFE - SUCCESSOR TRUSTEE	F-79-10	Dana Faye Ehrhardt	\$225.00	119.50

06-1.0-12-004-023-004.000	HARD ROAD LLC	F-84-10	Lakes LLC	\$3,700.00	20.59
08-1.0-12-004-023-005.000	TAHOE GAMING LLC	F-85-10	Lakes LLC	\$1,300.00	108.63
			Apolinar Amaya		
08-2.0-04-000-000-012.004	ROBERTSON STELLA E	F-86-10	Agent for: Rodolfo A.	\$105.00	62.31
			Arambulo		
08-3.0-05-000-000-004.000	CASTEEL MICHAEL & CAROLYN	F-87-10	Lakes LLC	\$5,600.00	4095.63
08-4.0-19-000-000-001.002	GREAT NORTHERN LLC	F-89-10	Daniel Haynie	\$2,100.00	1105.28
08-4.0-20-000-000-075.000	PHEASANT RUN DEVELOPMENT INC	F-91-10	Lakes LLC	\$3,200.00	659.58
			Apolinar Amaya		
08-5.0-22-003-014-006.000	HATTON JAMES W & MARGIE	F-92-10	Agent for: Rodolfo A.	\$200.00	101.16
			Arambulo		
08-7.0-26-004-009-022.000	UUC LLC	F-96-10	Lakes LLC	\$3,100.00	1196.35
08-7.0-35-000-000-064.001	ANGELL WILLIAM D AND JUANITA L	F-98-10	Robert & Laura Labicki	\$4,000.00	156.93
08-9.0-29-000-000-034.000	LMM CORPORATION	F-101-10	Lakes LLC	\$3,100.00	2302.96
08-9.0-29-000-000-035.000	LMM CORPORATION	F-102-10	Daniel Haynie	\$2,200.00	2059.88
			Apolinar Amaya		
08-9.0-32-002-006-002.001	LMM CORPORATION	F-103-10	Agent for: Rodolfo A.	\$610.00	565.68
			Arambulo		
09-1.0-01-000-000-023.005	NAVIAUZ JAMES ALYN & POLLY ANN	F-104-10	Carmen Albert	\$1,500.00	207.48
09-2.0-10-000-000-001.006	PETERSEN SCOTT G & KAREN J	F-108-10	Lakes LLC	\$1,800.00	253.84
09-3.0-07-002-004-001.000	MULLEN CONSTANCE	F-111-10	Dan Newberry	\$525.00	441.89
09-3.0-07-002-004-002.000	MULLEN CONSTANCE	F-112-10	Dan Newberry	\$2,100.00	1931.27
15-2.0-03-000-000-055.003	SMITH DAVID & STACY	F-117-10	Daniel Haynie	\$175.00	93.88
17-2.0-04-004-029-004.000	BARROWS DONALD	F-118-10	Dan Newberry	\$1,700.00	357.92
17-4.0-17-003-001-002.000	HOLLISTER INTERCHANGE DEVELOPM	F-120-10	Daniel Haynie	\$505.00	403.72
			Jean Chanda		
18-1.0-11-004-002-007.000	TAHOE GAMING LLC	F-124-10	Agent for: Elaine Chanda	\$700.00	14.94
19-1.0-01-002-028-003.000	KARNES RANDAL & LOIS	F-132-10	Lakes LLC	\$1,450.00	1054.95
19-1.0-11-003-010-010.000	BOFFERDING RICHARD H REVOCABLE LIVING TRUST 4/16/1987	F-134-10	Robert & Laura Labicki	\$370.00	179.74
19-1.0-11-004-006-036.000	BOFFERDING RICHARD H & LEDA M	F-135-10	Oakmont Community	\$75.00	10.69
19-5.0-15-002-004-004.000	WORKMAN JEFF L & CHASITY	F-140-10	Lakes LLC	\$450.00	134.23
					35,561.19

Commissioner Strahan spoke about an article regarding the recent purchase of a public barn, which stated that all of Road & Bridge would be moved to the barn. He clarified that the information was incorrect; the entire operation would not be moved to that location. He requested a correction be submitted in the paper.

**RECESS
9:26 AM**

**RECONVENED
9:33 AM**

ADMINISTRATIVE & DEPARTMENTAL FUNCTIONS

NIKKI LAWRENCE – WORK SESSION W/ COMMISSION

The Commission reviewed the agenda and meeting attendance.

CONTRACTS

Nikki Lawrence informed the Commission that she is in the process of reviewing all approved contracts, and is including a process checklist and a copy of the minutes in each file as proof that all steps have been completed properly.

2011 LEGISLATIVE PRIORITIES

The Commission decided to postpone this discussion for a later date.

EQUAL EMPLOYMENT OPPORTUNITY PLAN SHORT FORM

County Attorney Bob Paulson presented the proposed Equal Employment Opportunity Plan Short Form to the Commission for their review.

Commissioner Strahan moved to not discriminate in job hiring based on male or female gender. Motion died for lack of a second.

Commissioner Strafuss moved to approve the EEOP Short Form as follows:

EEOP Short Form



Tue Oct 12 10:44:53 EDT 2010

Step 1: Introductory Information

Grant Title:	Edward Byrne Grant Program	Grant Number:	2010-DJ-BX-0553
Grantee Name:	Taney County, Missouri	Award Amount:	\$27,265.00
Grantee Type:	Local Government Agency		
Address:	132 David Street Forsyth, Missouri 65653		
Contact Person:	Maggie Noe	Telephone #:	417-546-7278
Contact Address:	266 Main Street Forsyth, Missouri 65653		
DOJ Grant Manager:	Veronica Munson	DOJ Telephone #:	

Policy Statement:

Taney County, Missouri will provide a work environment that is free from discrimination, including harassment, based on race, color, national origin, religion, sex, age, or disability. The prohibition against employment discrimination and harassment may extend to conduct that employees are subjected to from vendors, contractors, customers, or others who enter the workplace. Unlawful discrimination may include, but is not limited to, employment actions related to recruitment, examination, transfer, appointment, training, promotion, or the administration of employee benefits. The County may give a veteran's preference in employment to those who may be eligible under applicable state statutes. The County is committed to complying with all applicable federal, state, and local civil rights laws that pertain to employment.

Step 4b: Narrative Underutilization Analysis

The County's Human Resources Department (HR) reviewed the Utilization Analysis (comparing the County's workforce to the relevant labor market), and noted the following:

1. Taney County underutilizes white females by 43% and overutilizes white males by 49% in the job classification category entitled Service/Maintenance.
2. White females were under-represented to a lesser extent in the category of Officials/Administrators (-18%).
3. White males were under-represented in the category entitled Administrative Support (-25%).

Although the Utilization Analysis Chart and the review by staff indicated other instances of under-representation, no percentages exceeded 10%. Further, the limited numbers of employees in each category made it difficult to draw any reliable conclusions regarding underutilization. In fact, the actual numbers indicate that Taney County does not have an underutilization problem other than in the three above-numbered categories.

Step 5 & 6: Objectives and Steps

1. To encourage females to apply for vacancies in the Officials/Administrators and Service/Maintenance categories.

- a. Our organization will review all employment organizational data related to the Officials/Administrators and Service/Maintenance job categories to identify any issues that may pose barriers for women (e.g. review the records of exit interviews of former employees; examine applicant flow data for recent vacancies; review job posting and advertising practices; determine whether there are in-house career paths; evaluate the hiring, retention, and attrition rates for particular positions or for particular offices or regions).
- b. Based on the internal review of employment data, we will design an action plan within six months of the date of this EEOP to attract more women to the Officials/Administrators and the Service/Maintenance job categories in Taney County. Within 12 months of the date of this EEOP we will review our action plan and evaluate our progress.
- c. We will educate elected officials and department heads regarding the need to look beyond traditional or historic preconceptions regarding gender preferences for Officials/Administrators and Service/Maintenance job categories.

2. To encourage males to apply for vacancies in the Administrative Support category.

- a. We will educate elected officials and department heads regarding the need to look beyond traditional or historic preconceptions regarding gender preferences for administrative support jobs.
- b. We will include in our hiring advertisements for administrative support positions that the position will be filled based upon qualifications and without any preference to applicants of one gender over another.

Step 7a: Internal Dissemination

1. The County's Human Resources Department (HR) at its briefings for employees, as well as at its orientation program for all new employees, will include a discussion of the EEOP Short Form and inform County employees that a copy is available to them from HR upon request.
2. HR will post a PDF file of the EEOP Short Form on its website on the internal electronic communication system for the County.
3. HR will keep two bound copies of the EEOP Short Form on display in the main HR office at the Taney County Courthouse.
4. HR will include a written notice in the new county employee manual, explaining how employees may obtain a copy of

the EEOP Short Form.

5. Within 30 days of receiving the Justice Department's approval of the County's EEOP Short Form, HR will send an email to all email addresses on the county system informing employees that they may obtain a copy of the EEOP Short Form by requesting a copy from the HR Department. This information will also be included in a hard copy message attached to each employee's paycheck envelope.

Step 7b: External Dissemination

1. The Human Resources Department will include a written statement in all job announcements and other communications with prospective employees to notify them that they may obtain a copy of the EEOP Short Form on request.
2. Taney County's Purchasing Department, in consultation with HR, will provide written notice to all vendors and contractors that they may obtain a copy of the County's EEOP Short Form on request.
3. The Information Systems Department, in consultation with HR, will post on the county's public website a PDF file of the EEOP Short Form that any user may access and download.

**Utilization Analysis Chart
Relevant Labor Market: Taney County, Missouri**

Job Categories	Male					Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Officials/Administrators														
Workforce #%	10/77%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	3/25%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #%	1,735/65%	10/0%	0/0%	20/1%	15/0%	0/0%	0/0%	1,300/41%	20/1%	4/0%	4/0%	30/1%	4/0%	0/0%
Utilization #%	22%	-0%	0%	-1%	-0%	0%	0%	-18%	-1%	-0%	-0%	-1%	-0%	0%
Professionals														
Workforce #%	4/36%	1/9%	0/0%	0/0%	0/0%	0/0%	0/0%	5/45%	0/0%	0/0%	0/0%	0/0%	0/0%	1/9%
CLS #%	1,060/45%	15/1%	0/0%	15/1%	0/0%	0/0%	0/0%	1,250/63%	20/1%	0/0%	4/0%	0/0%	0/0%	0/0%
Utilization #%	-9%	8%	0%	-1%	0%	0%	0%	-7%	-1%	0%	-0%	0%	0%	9%
Technicians														
Workforce #%	2/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #%	140/38%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	225/60%	4/1%	0/0%	4/1%	0/0%	0/0%	0/0%
Utilization #%	12%	0%	0%	0%	0%	0%	0%	-10%	-1%	0%	-1%	0%	0%	0%
Protective Services: Sworn														
Workforce #%	44/65%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	4/8%	0/0%	0/0%	0/0%	0/0%	0/0%	1/2%
CLS #%	255/91%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	25/9%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #%	-6%	0%	0%	0%	0%	0%	0%	-1%	0%	0%	0%	0%	0%	2%
Protective Services: Non-sworn														
Workforce #%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #%	4/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #%														
Administrative Support														
Workforce #%	4/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	55/92%	0/0%	0/0%	0/0%	0/0%	0/0%	1/2%
CLS #%	1,700/31%	40/1%	4/0%	25/0%	4/0%	0/0%	0/0%	3,600/66%	80/0%	0/0%	30/1%	20/0%	0/0%	0/0%
Utilization #%	-25%	-1%	-0%	-0%	-0%	0%	0%	25%	-0%	0%	-1%	-0%	0%	2%
Skilled Craft														
Workforce #%	28/83%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/7%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #%	1,875/94%	4/0%	0/0%	10/1%	10/1%	0/0%	4/0%	85/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%

Job Categories	Male						Females							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Utilization #/%	-1%	-0%	0%	-1%	-1%	0%	-0%	2%	0%	0%	0%	0%	0%	0%
Service/Maintenance														
Workforce #/%	53/98%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	3,430/49%	160/2%	10/0%	25/0%	25/0%	0/0%	10/0%	3,150/45%	70/1%	10/0%	25/0%	85/1%	4/0%	0/0%
Utilization #/%	49%	-2%	-0%	-0%	-0%	0%	-0%	-43%	-1%	-0%	-0%	-1%	-0%	0%

Significant Underutilization Chart

Job Categories	Male					Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Administrative Support	✓													
Service/Maintenance								✓						

Commissioner Strafuss discussed the possible purchase of a sign to be placed on Shorty Cooper to direct citizens to the Judicial Facility. The Commission agreed that they would like a sign, but wanted further review before a choice was made in two weeks.

**RECESS
10:18 AM**

**RECONVENED
10:25 AM**

BOB PAULSON – WORK SESSION W/ COMMISSION

**EXECUTIVE SESSION – LITIGATION, REAL ESTATE & PERSONNEL PER
SECTION 610.021 (1)(2) & (3)**

Commissioner Strafuss moved to go into Executive Session pursuant to RSMo. 610.021 (1)(2) & (3). Commissioner Strahan seconded the motion. The motion passed by roll call vote: Pennel (aye), Strafuss (aye) and Strahan (aye).

**EXECUTIVE SESSION
10:25 AM**

See Executive Session minutes for actions if any.

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

**OUT OF EXECUTIVE
11:13 AM**

STAFF DEPARTMENTAL MEETING – PURCHASING

Linda Gifford updated the Commission on the 2010 COPS Grant. The Commission directed Linda to speak with Nikki Lawrence about the reporting necessary for the COPS Grant.

STAFF DEPARTMENTAL MEETING – ROAD & BRIDGE

Frank Preston discussed dirt agreement procedures with the Commission.

Mr. Preston informed the Commission that the Road & Bridge staff would be reverting back to working eight hour days when the fall time change takes place.

Mr. Preston and the Commission discussed on-going issues with FEMA mapping.

Mr. Preston discussed legal claims filed against the County due to chip-seal. He reported that the claims had been denied by the County's insurance agency. Commissioner Strahan stated his desire to have the damages to pay for.

Mr. Preston discussed road petitions with the Commission.

**RECESS
12:00 PM**

**RECONVENED
1:00 PM**

FLOOD PLAIN MAPS PUBLIC MEETING

The Commission clarified that the meetings intent was for any comments that they may have to be sent to FEMA.

Assessor James Strahan pointed out that assessments for land and homeowners falling within the Flood Plain could be negatively affected. Mr. Strahan suggested the Commission begin the process of establishing reference points throughout the County to aid in driving down the costs of reviewing the accuracy of the Flood Plain maps down the road.

Mr. Coxie asked for direction from the Commission on how to proceed.

After discussion, it was decided that Mr. Coxie would work in collaboration with the GIS department to create a list of any landowners whose parcels touch the flood plain. This list would then be used to create a notification letter for those individuals, alerting them to flood plain changes and announcing a public meeting date for them to voice their concerns. They further requested that the letters be sent to any municipalities within the flood plain, and to all surveyors within the County.

The Commission asked that Mr. Coxie provide them with an update on the producing of the letters by Thursday, October 14th at 1:00 pm.

**RECESS
2:07 PM**

**RECONVENED
3:00 PM**

**EXECUTIVE SESSION – LITIGATION & CONTRACTS PER SECTION 610.021
(1) & (12)**

Commissioner Strafuss moved to go into Executive Session pursuant to RSMo. 610.021 (1) & (12). Commissioner Strahan seconded the motion. The motion passed by roll call vote: Pennel (aye), Strafuss (aye) and Strahan (aye).

EXECUTIVE SESSION
3:02 PM

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: Pennel (aye), Strafuss (aye) and Strahan (aye).

OUT OF EXECUTIVE
4:57 PM

Presiding Commissioner Pennel declared a recess.

RECESS
4:57 PM

The minutes were taken and typed by Cristy Smith, Deputy Clerk.