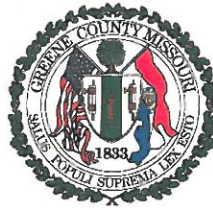


Bob Dixon
Presiding Commissioner

Harold Bengsch
1st District Commissioner

John C. Russell
2nd District Commissioner



Shane Schoeller
Clerk of the Commission

Christopher J. Coulter, AICP
County Administrator

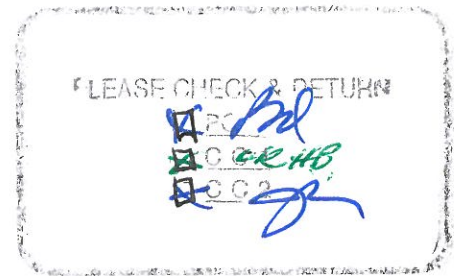
Megan Applegate
Executive Assistant

COUNTY COMMISSION

Greene County, Missouri

(417) 868-4112

Greene County Commission
Commission Briefing Minutes
Thursday, December 05, 2019
09:30 AM
Historic Courthouse
Room 212
940 N Boonville



Attendees: Bob Dixon, Harold Bengsch, John Russell, Chris Coulter, Megan Applegate, Donna Barton, Sheriff Jim Arnott, Major Royce Denny, Kevin Barnes and Jason Wertz.

Informational Items

Resource Management: Director Kevin Barnes informed Commission of a boiler problem in the PSC but staff is working to rectify the issue. Barnes gave an update of projects around campus. The new code compliance officer will begin Monday December 9th. Barnes and Captain David Johnson have been in contact with Willard schools to discuss the new jail location. Barnes reminded the Commission of the BOA study session at 10:30 am.

(EX1) Items for Consideration and Action by the Commission

Sheriff Jim Arnott gave an update on current jail population. 766 in facility plus approximately 180 housed out of county.

Discussion of how sheriff vehicles should be title ensued and Arnott stated "I want to advise the commission that I am not opposed to the titles of the cars being titled solely to the County of Greene and any cars that are titled to the sheriff's office that were purchased by discretionary funds or purchased through budgeted allotment granted by the Greene County Commission under the authority of Chapter 49 in the past was strictly done under the color of and acting in my official capacity as Sheriff of Greene County. I would like to note that the Sheriff's office has 189 vehicles and 5 trailers that has been granted by previous voted on budget allocations, grants, forfeiture or discretionary permitted allocation."

Arnott presented the Commission with an exhibit and discussion of mental health initiative funds.

Other:

With no other business the meeting was adjourned.

Bob Dixon
Presiding Commissioner

Harold Bengsch
1st District Commissioner

John C. Russell
2nd District Commissioner



Shane Schoeller
Clerk of the Commission

Christopher J. Coulter, AICP
County Administrator

Megan Applegate
Executive Assistant

COUNTY COMMISSION
Greene County, Missouri
(417) 868-4112

Greene County Commission
REVISED Commission Briefing Agenda

Thursday, December 05, 2019

09:30 AM
Historic Courthouse
Room 212
940 N Boonville

Informational Items
Resource Management

Items for Consideration and Action by the Commission

Other:

REVISED 12/3/19 @ 8:24 am



GREENE COUNTY
SHERIFF
JIM C. ARNOTT



OFFICE: (417) 868-4040
FAX: (417) 868-4830

I am requesting three additional positions for the Mental Health Department of the Sheriff's Office, from the funds set aside in the mental health initiative. The first position would be a Psychologist, salary and benefits for this position is \$123,902.02. The other two positions would be two licensed professional counselors, salary and benefits for each position is \$57,526.76. Total salary and benefits for all three positions \$238,955.54. These three positions would be necessary for the assessment of continued mental health counseling and resource assistance, of inmates being released from the Greene County Justice Center.

Bob Dixon
Presiding Commissioner

Harold Bengsch
1st District Commissioner

John C. Russell
2nd District Commissioner



Shane Schoeller
Clerk of the Commission

Christopher J. Coulter, AICP
County Administrator

Megan Applegate
Executive Assistant

COUNTY COMMISSION
Greene County, Missouri
(417) 868-4112

Greene County Commission
Commission Briefing Agenda

Tuesday, December 03, 2019

08:45 AM
Historic Courthouse
Room 212
940 N Boonville

Informational Items

Budget
HR
Chris Coulter
Donna Barton

Items for Consideration and Action by the Commission
Policy Manual Update – Workers' Compensation, HR

Other:

Discussion Item: Update from Collector and Assessor

ext

Notes: Remove language from section 3-13 and relocate to section 13-11.

Section 13 – 11: Workers' Compensation

The purpose of workers' compensation is to provide legally mandated benefits to workers who are injured at work or who develop a job-related illness as a result of their employment. It is necessary that employees communicate and report all alleged accidents or injuries promptly to their immediate supervisors. Greene County, Missouri is fully-insured and our workers' compensation program is designed, in all cases, to meet, and in some areas, exceed the requirements set forth in Missouri State Statutes regarding Workers' Compensation.

All accidents, injuries and occupational diseases must meet the standard of work being "the prevailing factor" in causing the injury or disease and the injury must arise out of and in the course of employment. Idiopathic injuries that result from an unknown cause are not covered. Certain injuries that occur when the employee is going to and from work are excluded.

Reporting Requirements

Employees must immediately report work-related injuries to their supervisors. Work-related injuries must be reported by the supervisor to the Human Resources Department the same calendar day. Employees who do not report alleged accidents in a timely manner may forfeit their rights and be denied or obtain reduced benefits under the County's Workers' Compensation Program. If an employee is in violation of a known safety policy, a possible reduction up to fifty (50) percent of benefits may occur. The Human Resources Department outlines and distributes the procedure for reporting a work-related injury.

Selection of a Health Care Provider

According to Missouri Workers' Compensation Law, Section 287.140, Greene County has the right to designate the health care provider for work-related injuries or illness. Employees are not authorized to seek medical care through their private physician and are advised that such care may not be accepted or paid for by Greene County. Supervisors are required to document, in writing, any refusal by the employee to obtain medical treatment.

Modified Duty Assignments

The County supports and encourages the use of modified duty unless the designated medical provider believes modified duty would pose a hindrance to recuperation or an increased risk of re-injury. No employee will be placed on modified duty if the employee's condition would pose a safety or health hazard to fellow employees and/or the general public.

Modified duty status may be revoked, altered, added, or changed at any time as circumstances warrant. Modified duty may be considered until an employee has reached maximum medical improvement. This temporary, modified position may be outside the employee's regular duties and schedule.

Employees whose alleged injuries or illness result in restriction which require modified duty on a permanent basis will be reviewed. A reasonable accommodation may be allowed in accordance with the Americans with Disabilities Act. Eligible employees may elect to apply for disability retirement benefits from LAGERS.

An employee who refuses to return to a modified duty position will not be entitled to any lost wages, and may be subject to disciplinary action up to and including termination of employment. All positions and job duties in the county's modified duty program are temporary in nature and may be changed or terminated at the county's discretion. These positions are not permanent accommodations as defined by the Americans with Disabilities Act.

Restrictions

Employees who are unable to work or are on a modified duty due to Workers' Compensation injury or illness must comply with the restrictions and orders provided by the County's Occupational Medicine facility and our workers' compensation administrator. These restrictions also apply to any outside employment. Failure to follow medical orders may result in the loss of rights under the County's Workers' Compensation Program and serious disciplinary action.

Benefits

1. Lost-Time Compensation

Any employee who sustains a lost-time accident or injury compensable under Missouri's Workers' Compensation Law will be paid sixty-six and two-thirds ($66 \frac{2}{3}$) percent of the worker's average weekly wage. No further wages or salary will be paid by the county until the employee returns to work. However, accumulated sick leave, vacation leave or compensatory time may be utilized during the first three days of a lost time accident, which does not exceed 14 days.

2. Vacation and Sick Leave Accrual

An employee's vacation and sick accruals will be suspended during a leave of absence that exceeds 16 hours of non-paid county leave time in any one month and will resume upon return to active employment. For purpose of calculating vacation and sick leave accrual credit, paid leave time does NOT include compensation for loss-time received from the workers' compensation carrier.

3. Health Insurance Benefits

The county will pay the health insurance premium for an employee who sustains a job-related injury or illness and who may be receiving a temporary total disability check from the workers' compensation carrier.

4. LAGERS Retirement System

During any one month that an employee is on workers' compensation leave for one (1) or more days during the calendar month **AND** receives two or more workers' compensation loss-time payments, they will receive service credit but will not receive LAGERS credit for any salary received during that month.

Exceptions

Juvenile Court Employees

According to RSMo 105.800, Juvenile Court employees are considered state employees for purposes of workers' compensation. Therefore, Juvenile Court employees will follow the provisions of the State of Missouri's program.

Juvenile Services employees should also consult the Department Supplement section for more details regarding workers' compensation applicable to their department.

