

Bob Dixon
Presiding Commissioner

Rusty MacLachlan
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

Tuesday, March 9, 2021
8:45 AM
Commission Conference Room
1443 N. Robberson, 10th Floor

PLEASE CHECK & RETURN

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Attendees: Bob Dixon, Rusty MacLachlan, John Russell, Chris Coulter and Aubrey Hardy.

Teleconference Attendees: Rob Rigdon, Allen Icet, Jeff Bassham, Justin Hill, Jeff Scott, Mike Cagle, Phil Corcoran, Andrea Stewart, Sonya Anderson, Justin Hill, Cindy Stein, Royce Denny, Mailyn Jeffries, Crystal Richards and Richard Kessinger.

Informational Items

Budget- Jeff Scott

- Update on Emergency Rental Assistant

Human Resources-Mailyn Jeffries

- Update on Minimum Wage
- Upcoming Deadlines

Chris Coulter

- Cares Act Update

Items for Consideration and Action by the Commission

Discussion and Possible Vote: Lease Agreement: City Utilities and the Greene County Sheriff's Office for use of vans, Sheriff

- Commissioner John Russell made a motion to approve the Lease Agreement with the understanding that the document go through legal counsel for review. Commissioner Rusty MacLachlan seconded and it passed unanimously. Yes: Dixon, MacLachlan and Russell.

(EX1) Discussion and Possible Vote: Policy Manual Section 3-5, Human Resources

- Commissioner Rusty MacLachlan made a motion to approve the amendments to the Policy Manual Section 3-5. Commissioner John Russell seconded and it passed unanimously. Yes: Dixon, MacLachlan and Russell.

Other:

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www.greenecountymo.gov

With no other business the meeting was adjourned.

Section 3 - 5: Non-Discrimination on the Basis of Disability

A) Policy Statement.

Greene County complies with the Americans with Disabilities Act (ADA) and does not discriminate against qualified individuals with disabilities in regard to job application procedures, hiring or discharge of employees, employee compensation, advancement, job training, and other terms, conditions, and privileges of employment. No qualified individual with a disability will, by reason of such disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in county employment programs or activities.

B) Reasonable Accommodation.

Greene County will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. Qualified individuals with disabilities may make requests for reasonable accommodation to their elected official, department administrator or the human resources director.

C) Designation of Individual to Coordinate Employment Compliance.

~~Section 35.107 of the ADA regulations require public entities to designate an individual to coordinate its compliance efforts and investigate ADA related discrimination complaints. The County Commission has designated the human resources director to coordinate employment compliance under the ADA and investigate ADA related discrimination complaints.~~

D) ADA Employment Grievance Procedure.

- ~~1. An internal grievance procedure has been adopted to provide for prompt and equitable resolution of complaints alleging any action prohibited by the U.S. Department of Justice regulations which implement Title II of the Americans with Disabilities Act. Complaints should be filed with the human resources director.~~
- 2.1. A complaint should be filed in writing with the human resources director and should contain the name and address of the person filing it, and briefly describe the alleged violation of the regulations.
- 3.2. A complaint should be filed within 30 calendar days after the complainant becomes aware of the alleged violation. ~~(Processing of allegations of discrimination which occurred before this grievance procedure was in place will be considered on a case-by-case basis.)~~

4.3. An investigation, as may be appropriate, will follow a filing of a complaint and will be conducted by the human resources director. These rules contemplate informal but thorough investigations, affording all interested persons and their representatives, if any, an opportunity to submit evidence relevant to a complaint. ~~Under the Department of Justice regulation, the county is not required to process complaints from applicants for employment.~~

5.4. A written determination as to the validity of the complaint and a description of the resolution, if any, will be issued by the human resources director and a copy forwarded to the complainant no later than fifteen (15) working days after its filing. The human resources department will maintain the date, file and records of Greene County relating to the complaints filed.

6.5. The right of a person to a prompt and equitable resolution of the complaint filed hereunder will not be impaired by the person's pursuit of other remedies such as the filing of an ADA complaint with the responsible federal department or agency. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies.

These rules will be construed to protect the substantive rights of interested persons to meet appropriate due process standards, and to assure that Greene County complies with the ADA and implementing regulations.