



**COLE COUNTY COMMISSION MINUTES**  
**Agenda for the Commission of Cole County**  
**Thursday, April 7, 2016**

(Commission is in session as posted beginning at 9:00 am, unless otherwise noted. The Commission will handle administrative matters between the hours of 8:00 am and 4:30 pm daily)

**1. CALL TO ORDER (Meeting to Begin at 8:30 a.m. – COLE COUNTY LAW ENFORCEMENT CENTER/TRAINING ROOM)**

**CALL TO ORDER:**

The Cole County Commission met with Presiding Commissioner Sam Bushman, Eastern District Commissioner Jeff Hoelscher, Western District Commissioner Kris Scheperle, Health Department Director Kristi Campbell, Public Works Director Larry Benz, Deputy Auditor Danielle Patterson, Auditor Kristen Berhorst, EMS Director Mike Shirts, Treasurer Eric Peters, EMA Coordinator Bill Farr, Facilities Director Greg Camp, GIS Coordinator Melissa Johnson, IS Director Dale Gibler, Collector Larry Vincent, Sheriff Greg White, Sheriff's Department Betsy Wieberg, Public Administrator Marilyn Schmutzler, Assessor Chris Estes, News Tribune Jeff Haldiman, Finance Debbie Malzner, Recorder's Office Judy Ridgeway, Deputy Clerk Lynne Reinkemeyer present.

2. MINUTES & REPORTS RECEIVED AND FILED
3. COMMISSIONER COMMITTEE LIAISON REPORTS
4. ANNOUNCEMENTS OF OTHER UPCOMING MEETINGS AND EVENTS
5. COMMISSION COMMENTS
6. BIDS & CONTRACTS
7. UNFINISHED BUSINESS
8. NEW BUSINESS

**DISCUSSION:**

Discussion was held among County Department Directors and County Elected Officials regarding a Cole County Employee Salary Study. The discussion included the following; should the salary study be done internally or externally and what would be the advantages and disadvantages to either, should an internal county committee be formed to work with an outside facilitator/consultant, review the previous salary study completed by Archer and build from that study, review the total benefit package the County offers to employees, the State of Missouri and the City of Jefferson is currently working on a salary study, Boone County is doing an internal review and is in the second year of implementation, Cape Girardeau is doing an internal study, Franklin and St. Charles County did an external salary study, with the costs being \$60,000 for St. Charles and if the Cole County Commission would have a pool of money that could be used for salaries and be sustainable each year. The 2017 budget is due September 1, 2016. The Elected Officials and Department Directors were asked to do some research with other county offices regarding job titles, description of job duties and the salaries associated with each position. This salary study issue will be addressed again on April 26, 2016 at the Commission meeting.

**9. OTHER ISSUES THAT HAVE COME BEFORE THE COMMISSION THIS DAY**

**10. ADJOURNMENT**

Commission will stand in recess until 4:30 p.m.

Commission adjourned at 4:30 p.m.

---

Presiding Commissioner

---

Eastern District Commissioner

---

Western District Commissioner