

SPECIAL MEETING GASCONADE COUNTY SWCD

Posted May 4, 2012 3:00 p.m.

AGENDA

USDA Service Center, 316 S. Olive Street, Owensville, MO

Monday, May 07, 2012, 6:00

- Open Meeting – Chairman
- Review of Leave policy
- Closed session pursuant to personnel records or applications under §610.021(13).
 - 6:30 – Jonathan Witte
 - 7:00 – Kory Hubbard
 - 7:30 – Craig Doerr
 - 8:00 – Joshua Oliver-Bohl
 - 8:30 – Jamie Sunfield
 - 9:00 – Dane Roberts

Soil & Water Conservation District Boards may go into closed session at this meeting if such action is approved by a majority vote of the board members who constitute a quorum to discuss legal, confidential, or privileged matters under § 610.021(1), RSMo 2000; personnel actions under §610.021(3); records under § 610.021(14), or audit issues under § 610.021(17), which are otherwise protected from disclosure by law.

Minutes of the
Gasconade County Soil and Water Conservation District
Special Board Meeting – Owensville USDA Service Center
Tuesday, May 7, 2012

Vice Chairman Dennis Berger called the special board meeting to order at 6:10 p.m. Those present were: Chairman Ron Hardecke (arrived 6:20), Vice-Chairman Dennis Berger, Member Mike Haeffner, Treasurer Debra Nowack, District Conservationist Melinda Barch, and District Specialist II Diana Mayfield. Secretary Will McClain was absent. The District Technician position is currently vacant.

Interviewees present over the course of the evening were: Jonathan Witte, Kory Hubbard, Jamie Sunfield, Craig Doerr, Joshua Oliver-Bohl and Dane Roberts.

Debra Nowack and Mike Haeffner briefed Dennis Berger on the proposed changes to the personnel policy in regards to the leave accrual rate and probationary period. Debra Nowack reiterated that she would like to see the district be in line with the federal policy in order to provide incentive to the employees since pay increases are not normally that great. In her e-mail to the board members (which was provided to Dennis Berger for review) she states that the Federal scale is as follows based on the two week pay period:

- 0-5 years – 4 hours
- 5-15 years – 6 hours
- 15+ years – 8 hours
- Sick Leave is at 4 hours

She also suggested that the requirement for the 6 month probationary period be completed before any leave can be used be removed as it could create a hardship for the employee and seems quite unfair to her. She stressed that if the employee were not to complete the probationary period, they would still receive payment for the hours, so why not let them use the hours once they are accrued. A good employee will let the hours accumulate rather than use them up unwisely.

Dennis Berger voiced his concern that the office needed to be covered at all times and that staff needs to be sure to coordinate time off. He also indicated that some offices provide a detailed financial description of the benefits that are provided by the employer.

Mike Haeffner made the motion to change the leave policy to match that of the Federal programs and to make the hours available as soon as they are earned. Dennis Berger seconded the motion. The motion carried 3-0. Ron Hardecke arrived and Dennis Berger briefed him on the vote.

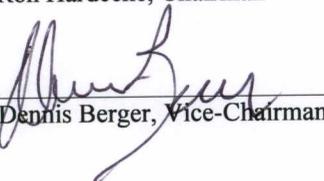
Debra Nowack moved to go into closed session to preform interviews pursuant to personnel records or applications under §610.021(13). Mike Haeffner seconded the motion. The motion carried 4-0 with a roll call vote of Ron Hardecke-yes, Dennis Berger-yes, Debra Nowack-yes, and Mike Haeffner-yes. Melinda Barch was asked to stay.

Coming back into open session and after some discussion on whom to contact in regards to references for the top two candidates, it was decided that Chairman Ron Hardecke would call the references and if they gave favorable references he would offer the position to Kory Hubbard. If he declined, then he would do the same for Jamie Sunfield – the second choice.

The meeting adjourned at 9:35 with Mike Haeffner making the motion and Dennis Berger seconding. All in favor.



Ron Hardecke, Chairman



Dennis Berger, Vice-Chairman