

ADAIR COUNTY COMMISSION MINUTES
MONDAY, NOVEMBER 8, 2021
3RD DAY OCTOBER ADJOURNED

The Adair County Commission convened at 8:30 a.m. on November 8, 2021, at their temporary office located in the records storage building at the Adair County Road and Bridge complex. All Commissioners were present.

At 10:00 a.m., the Commission attended a Salary Commission meeting at the Adair County Annex.

At 10:10 a.m., Adair County Circuit Clerk, Linda Decker, called the meeting of the Adair County 2021 Salary Commission to order per Missouri Revised Statute 50.333. The meeting was conducted at the Adair County Annex as the Courthouse was closed due to renovation. Attending the meeting were Adair County Presiding Commissioner, Mark Shahan; Adair County 1st District Commissioner, Bill King; Adair County Assessor, Kent Bryant; Adair County Recorder, Pat Shoush; Adair County Clerk, Sandy Collop; Adair County Prosecuting Attorney, Matt Wilson; Adair County Collector, Sonja Harden; Adair County 2nd District Commissioner, Mark Thompson; Adair County Treasurer, Lori Smith; and Adair County Public Administrator, Rhonda Noe. Absent were Adair County Sheriff, Eldon Grissom, and Adair County Coroner, Brian Noe. Danica Collinge, employee of the Adair County Sheriff's Office, also attended.

Mrs. Decker asked for nominations to chair the meeting. Commissioner Thompson nominated Ms. Smith to be the chairperson for the Salary Commission meeting. Adair County Collector, Sonja Harden, seconded the motion. All were in favor of Ms. Smith chairing the meeting. Mrs. Decker then excused herself from the meeting as required by statute.

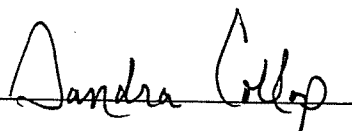
Ms. Smith asked County Clerk, Sandy Collop, to report the financial condition of the County. Mrs. Collop stated that the financial condition of the County was sound. As of this time last year, sales tax revenues had increased 7.35% or \$136,337.71. All major funds of the County were within budget. Major funds include General Revenue, Road and Bridge, Assessment, and Law Enforcement. As of October 31, 2021, the balance in General Revenue was \$1,222,074.48.

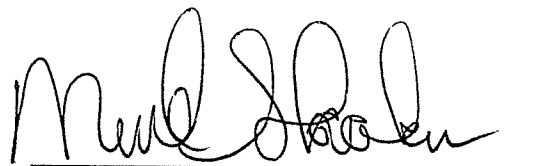
Ms. Smith then asked Assessor, Kent Bryant, to report on the assessed valuation of the County. Mr. Bryant stated that as of July 27, 2021, the total assessed valuation of the County was \$366,504,574.00.

Ms. Smith stated that the base of Elected Officials salaries was at 105%. She asked if there was any discussion. Commissioner Thompson stated that he was in favor of keeping the base at 105%. He said that the public would think we were voting ourselves a raise now that we were collecting sales tax money for renovation of the Courthouse. Ms. Smith stated that Audrain and Randolph Counties' bases are more than Adair County and they are similar in size to Adair. She stated that some counties are at 110% of base and some are even more than that. Mrs. Shoush asked everyone if they thought increasing the base salary would affect the group of officials that would be up for re-election next year. Mrs. Collop reminded everyone that a raise to the base would be an increase for the position and would not occur until the beginning of the next term of office.

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County Clerk


Presiding Commissioner, Mark Shahan

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Ms. Smith said you could look at it two different ways: 1) You knew what you would be making when you ran for the position; and 2) Who would stay in a job that did not offer a pay increase? Commissioner Thompson asked where the County was as far as giving raises tied to assessed valuation. Ms. Smith said the County had already topped out with raises based on assessed valuation.

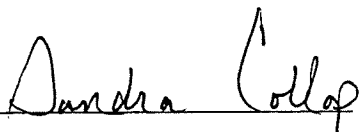
It was noted that salary bases are handled differently for Sheriffs and Public Administrators. Mrs. Noe said that some Public Administrator's salaries are fee based. Their association was trying to get that changed for Public Administrators that had not yet been incorporated in a county's Salary Commission. The association is also exploring other revenues sources to help with the problem.

Mr. Bryant asked if officials had the opportunity to think about the discussion today and meet again in the future. Ms. Smith said Elected Officials were required to meet before November 30 but could meet as many times as possible thereafter until December 15. Today, everyone was meeting their statutory obligation to meet as a Salary Commission. As far as a pay increase for the Sheriff's Association, it appeared that would be settled in the court system. Nothing could be done about that today. The Sheriff, however, continued to be a part of the Salary Commission.

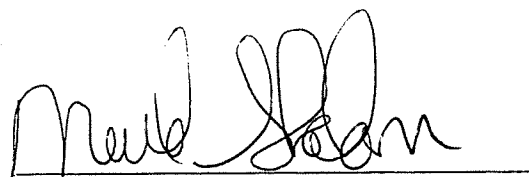
Mrs. Collop stated that the base needed to be increased by percentages if it was voted upon. The percentage was not limited to a certain number. She felt that all Elected Official's job responsibilities had increased over the years and should be compensated according. The salary gap was getting smaller and smaller as employees could benefit from anniversary raises as well as from a COLA. She said the Elected Official was responsible for their offices and they would bear the consequences if anything went wrong. There was also the added cost of campaign expenses to be re-elected. Presiding Commissioner Shahan and Mrs. Noe both agreed that responsibilities had increased over the past few years for many of the Officials.

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Ms. Smith said a motion needed to be entertained so a vote could be taken. Commissioner Thompson then moved that the salary of the Elected Officials remain at 105% of the base. Mr. Wilson seconded the motion. There was no further discussion. Mrs. Collop conducted a roll call vote to the motion:

Mark Thompson - YAY

Sandy Collop - NAY

Lori Smith - NAY

Kent Bryant - YAY

Sonja Harden - YAY

Rhonda Noe YAY

Matt Wilson - Abstained as his salary is determined by the State of Missouri

Pat Shoush - YAY

Bill King - YAY

Mark Shahan - YAY

Ms. Smith - Motion passes.

It was again stated that nothing could be done regarding SB53, the bill to increase Sheriff salaries to coincide with Circuit Judges. That was still to be determined.

Commissioner Thompson moved that the 2021 Salary Commission adjourn. Mr. Wilson seconded the motion. All in attendance were in favor.

The meeting ended at 11:46 a.m.

The Adair County Commission adjourned at 4:00 p.m. on November 8, 2021.

Unscheduled Public Walk-Ins and other Non-Agenda Items for Monday, November 8, 2021

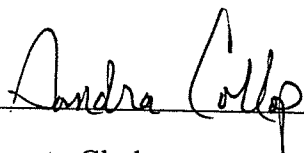
Joe Nicol - Fly Paper

IN REF. ORDER NO 4 Adair County Circuit Clerk Fees for September 2021

IN REF. ORDER NO 5 Adair County Sheriff Fees for September 2021

IN REF. ORDER NO 6 Adair County Sheriff Fees for October 2021

ATTEST:



County Clerk



Presiding Commissioner, Mark Shahan