

TERM OF COMMISSION: December Session of the October Adjourned Term

PLACE OF MEETING: Boone County Commission Chambers

PRESENT WERE: Presiding Commissioner Kip Kendrick
District I Commissioner Justin Aldred
District II Commissioner Janet Thompson
Director of Human Resources Angela Wehmeyer
Boone County Auditor Kyle Rieman
Budget Administrator Kelle Westcott
Deputy Director of Community Services Kristin Cummins
Director of Purchasing Melinda Bobbitt
Boone County Counselor CJ Dykhouse
Boone County Deputy Clerk III Jodi Vanskike

Public Present: Haden Crumpton, Gilmore & Bell, P.C.

Conference Call Information:

Number: 425-585-6224 Access Code: 802-162-168

The meeting was called to order at 3:00 p.m. and roll call was taken.

Boone County Human Resources

1. First Reading: Adoption of 2026 Salary Plan

Director of Human Resources Angela Wehmeyer stated this is a request to adopt the 2026 Pay Plan. Director Wehmeyer stated this project began in late 2023 with the goal of modernizing the County's compensation framework for long-term sustainability and market competitiveness.

Director Wehmeyer stated, in 2024, they did foundational work including position questionnaires, giving them insight to determine internal alignment and market competitiveness. Director Wehmeyer stated, in 2025, the focus shifted to assignment and implementation planning, which included additional administrative authority feedback. Director Wehmeyer stated this work was highly collaborative and she thanked the project team for their involvement throughout the process, as well as all the administrative authorities, the Personnel Advisory Committee and the Job Classification Committee. Director Wehmeyer stated the pay plan up for consideration today is going to strengthen the County's ability to recruit, retain, and compensate the County's biggest asset, the employees.

Commissioner Kendrick stated this is a first reading and requested the Deputy County Clerk schedule this item for a second reading at the next available Commission meeting with appropriate order for approval.

Boone County Auditor's Office

2. First Reading: Adoption of Salary Plan Budget Policies

Boone County Auditor Kyle Rieman stated, to go along with the 2026 Salary Plan presented today, these are the proposed budget policies for the three components that are included in the initial pay plan – COLA, steps, and salary adjustment. Auditor Rieman stated these policies will be revisited as part of the budget process each year.

Commissioner Kendrick stated this is a first reading and requested the Deputy County Clerk schedule this item for a second reading at the next available Commission meeting with appropriate order for approval.

3. First Reading: FY 2025 Budget Revision for Class 1 Appropriations

Boone County Auditor Kyle Rieman stated the implementation date of the 2026 Salary Plan is going to be pay period two, which technically begins at the very end of the 2025 calendar year and will therefore include a couple days that, on the accounting side, will hit the 2025 budget. Auditor Rieman stated he has a list of all the position title changes which they are still working on updating. Auditor Rieman stated he plans to have the list updated before Thursday based on the information he got back last Friday from the administrative authorities. Commissioner Kendrick stated this is a way to further be transparent on those position title changes, since we will span multiple fiscal and calendar years with the new salary plan.

Commissioner Kendrick stated this is a first reading and requested the Deputy County Clerk schedule this item for a second reading at the next available Commission meeting with appropriate order for approval.

Community Services

4. First Reading: Budget Revision - Department 2161 - Childcare Center HVAC Replacement

Deputy Director of Community Services Kristin Cummins stated they received a request from the Mary Lee Johnston Community Learning Center to replace the HVAC system for one of the buildings at their childcare center, which will require this budget revision. Deputy Director Cummins stated the Children Services Board approved this funding request and the move of funds from Contingency to Contracted Services to fund a needed program in the community which works in child advocacy.

Commissioner Kendrick stated this is a first reading and requested the Deputy County Clerk schedule this item for a second reading at the next available Commission meeting with appropriate order for approval.

5. First Reading: Contingency Funding – Mary Lee Johnston Community Learning Center

Deputy Director Kristin Cummins read the following memo:

The Community Services Department requests approval for Contingency Funding for Mary Lee Johnston Community Learning Center. The contract was submitted by Mary Lee Johnston Community Learning Center as a Contingency Fund Request to the Boone County Children’s Services Fund. The contract will pay for the replacement of a furnace and air conditioning unit for one of the childcare buildings at the organization. The goal is to assist the organization with addressing this exigent circumstance in order to continue providing childcare services for 52 families. The organization will be required to submit documentation of actual expenses from the vendor to receive reimbursement from the Children’s Services Fund.

The contract will begin upon approval by the Boone County Commission and extend through February 14, 2026. A total of up to \$10,000 will be provided through department number 2161 and account number 71106. The current fund balance is \$349,428.20.

Commissioner Kendrick stated this is a first reading and requested the Deputy County Clerk schedule this item for a second reading at the next available Commission meeting with appropriate order for approval.

Resource Management

6. First Reading: Consultant Services Agreement - Engineering Surveys & Services, jEMA, Midwest Engineering, OWN, Inc & PWArchitects

Budget Administrator Kelle Westcott stated these are five of the submissions for the annual consultant services agreements. Ms. Westcott stated all of these companies have been on the list before and the County has used the services of at least three of them in the past.

Commissioner Kendrick stated this is a first reading and requested the Deputy County Clerk schedule this item for a second reading at the next available Commission meeting with appropriate order for approval.

Purchasing

7. First Reading: Award of Amendment #1 to County Contract C001052, awarded from Cooperative Contract 052324-LFF for Fitness Equipment with Related Accessories and Services (Life Fitness Products) with Advanced Healthstyles Fitness Equipment, Inc. dba Advanced Exercise – Countywide Term and Supply

Director of Purchasing Melinda Bobbitt read the following memo:

Purchasing requests approval for Amendment #1 to Contract C001052, awarded from Cooperative Contract 052324-LFF, for Fitness Equipment with Related Accessories and Services with Advanced Healthstyles Fitness Equipment, Inc. dba Advanced Exercise of Littleton, Colorado. The original contract was established December 9, 2025, through Commission Order 618-2025. This contract covers Life Fitness brand products.

Amendment #1 to the contract corrects the “doing business as (dba)” part of the contractor’s name. Initially the contractor’s name was presented on the award and Commission memo as “Advanced Healthstyles Fitness Equipment, Inc. dba Advanced Exercise Equipment LLC.” The corrected dba is “Advanced Exercise.”

This is a Countywide Term and Supply contract.

Commissioner Kendrick stated this is a first reading and requested the Deputy County Clerk schedule this item for a second reading at the next available Commission meeting with appropriate order for approval.

8. First Reading: Request for Disposal of Copier, fixed asset 24235, for Court Administration – Jury Services

Director of Purchasing Melinda Bobbitt read the following memo:

Attached for approval is a Request for Disposal form for a Konica Minolta 658E copier, fixed asset 24235 (serial # AA6R011005554). Marco Technologies replaced this copier under the copier maintenance agreement for Court Administration – Jury Services with a Konica Minolta 808 copier, fixed asset tag 27452 (serial # ABKN011009657).

Commissioner Kendrick stated this is a first reading and requested the Deputy County Clerk schedule this item for a second reading at the next available Commission meeting with appropriate order for approval.

9. Second Reading: Amendment #1 to C000850, from Cooperative Contract CT170457009, NASPO Valuepoint Cloud Solutions with Carahsoft Technology Corporation for Cellebrite Inseyets software licenses for the Boone County Sheriff's Office – First Read 12.11.25

Commissioner Aldred moved now on this day, the County Commission of the County of Boone does hereby approve the award of Amendment #1 to County Contract C000850, awarded from Cooperative Contract CT170457009, for NASPO Cloud Solutions with Carahsoft Technology Corporation of Reston, Virginia, for the purchase of Cellebrite Inseyets software licenses for the Boone County Sheriff's Office. The contract amendment is set out in the attached, and the Presiding Commissioner is authorized to sign the same.

Commissioner Thompson seconded the motion.
The motion carried 3 to 0. **Order #627-2025**

10. Second Reading: Award of Amendment #1 to Contract C000886 from cooperative contract CT170457009 for NASPO Cloud Solutions with Carahsoft Technology Corporation for ADF Digital Evidence software for the Boone County Sheriff's Office – First Read 12.11.25

Commissioner Thompson moved now on this day, the County Commission of the County of Boone Does hereby approve the award of Amendment #1 to County Contract C000886, awarded from Cooperative Contract CT170457009, NASPO Cloud Solutions for the purchase of ADF Digital Evidence software from Carahsoft Technology Corporation of Reston, Virginia, for the Boone County Sheriff's Office. The contract amendment is set out in the attached, and the Presiding Commissioner is authorized to sign the same.

Commissioner Aldred seconded the motion.
The motion carried 3 to 0. **Order #628-2025**

Emergency Management

11. Second Reading: Budget Revision - Department 2702 – Transfer funds from Class 7 to Class 9 to cover the additional labor needed to complete the final siren head installation – First Read 12.11.25

Commissioner Aldred moved now on this day, the County Commission of the County of Boone does hereby approve the Budget Revision for Department 2702 to transfer funds from Class 7 to Class 9 to cover the additional labor needed to complete the final siren head installation.

Commissioner Thompson seconded the motion.
The motion carried 3 to 0. **Order #629-2025**

12. Second Reading: 2025-2026 Comprehensive Emergency Management Plan
Promulgation – First Read 12.11.25

Commissioner Thompson moved now on this day, the County Commission of the County of Boone does hereby adopt the Boone County Comprehensive Emergency Management Plan (CEMP) attached to this order.

Commissioner Aldred seconded the motion.
The motion carried 3 to 0. **Order #630-2025**

Commission

13. First Reading: Approving and authorizing the issuance of the Chapter 100 bonds and related documents for Kraft-Heinz

Boone County Counselor CJ Dykhouse stated the Commission approved an application for Kraft-Heinz on May 20, 2024, Commission Order number 255-2024, which came to Commission with a unanimous recommendation from the taxing entity review panel to approve their Chapter 100 application. Counselor Dykhouse stated, bond counsel Haden Crumpton from Gilmore & Bell has provided a memorandum of explanation of all the documents necessary for implementation.

Commissioner Kendrick asked if there were any questions for Haden or Counselor Dykhouse and all three Commissioners stated “none.”

Commissioner Kendrick stated this is a first reading and requested the Deputy County Clerk schedule this item for a second reading at the next available Commission meeting with appropriate order for approval.

14. First and Second Reading: Boone County Sheriff's Office Regional Training Center -
Change Order #4

Commissioner Kip Kendrick stated this is for a fire suppression system made for the IT room, landscaping changes at the request of Facilities Management, electrical changes, restroom modifications and so forth. Commissioner Kendrick stated this is Change Order #4 and the

Architect, Erik Miller, felt fairly confident that Change Order #5 would be credit back to the County.

Commissioner Thompson moved now on this day, the County Commission of the County of Boone does hereby approve the attached Change Order #4 for the Boone County Sheriff's Office Regional Training Center.

Commissioner Aldred seconded the motion.
The motion carried 3 to 0. **Order #632-2025**

15. Second Reading: Approving and authorizing the issuance of the Chapter 100 bonds and related documents for Schneider Electric– First Read 12.11.25

Commissioner Aldred moved now on this day, the County Commission of the County of Boone does hereby approve a plan for an industrial development project for Schneider Electric USA, Inc., consisting of the acquisition of certain real property, the construction of improvements on the real property, and the acquisition and installation of certain equipment therein; authorizing Boone County, Missouri, to issue its Taxable Industrial Development Revenue Bonds (Schneider Electric USA, Inc. Project), Series 2025, in a principal amount not to exceed \$70,000,000 to finance the costs of such project; authorizing and approving certain documents including the attached Order; and authorizing certain other actions in connection with the issuance of the bonds.

The Presiding Commissioner is authorized to execute documents necessary to effectuate this Order.

Commissioner Thompson seconded the motion.
The motion carried 3 to 0. **Order #632-2025**

16. Public Comment

None

17. Commissioner Reports

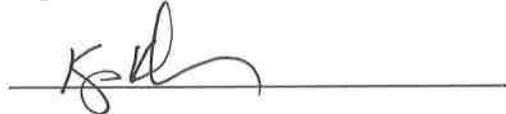
Commissioner Thompson stated she wanted to thank the people who attended and the Emergency Management staff for providing training for the first two-thirds of the day. Commissioner Thompson stated what really struck her was the willingness of the representatives of the various jurisdictions. Commissioner Thompson stated the training involved local representatives, elected officials and directors, from small and large municipalities and stated it was great to see the collaborative juices that were flowing. Commissioner Thompson stated they learned how to better prepare and look at how they

mitigate damage and how they work together to accomplish that. Commissioner Thompson stated it is always about process improvement.

Attest:



Brianna L. Lennon
Clerk of the County Commission



Kip Kendrick
Presiding Commissioner



Justin Aldred
District I Commissioner



Janet M. Thompson
District II Commissioner