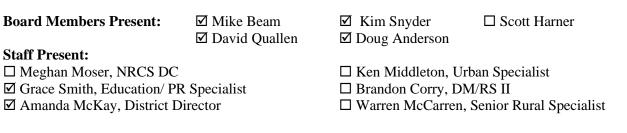
# Minutes of the February 15, 2024, Board of Supervisors Special Board Meeting Greene Soil & Water Conservation District

Place: Virtual

Call to order: Mike Beam, Chair

**Time: 6**:31 p.m.



### **Guests:**

None

#### **Old Business:**

### **Employee Handbook Updates**

A. As we were processing the payment for a retirement payout, we discovered that our Employee Handbook does not follow the Greene County Policy. We will be meeting to discuss the differences between the two and to decide whether we want to update our policy to follow Greene County.

#### **Current Policy:**

#### Sick Leave

District employees shall be entitled to sick leave at the rate of 5.75 percent of time worked. (Equivalent to 4.6 hours for each 80 hours of service). Sick leave shall accrue and will have no limitations.

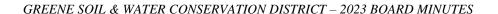
An employee who transfers to the District from another public agency shall be credited with an unused balance of their accumulated sick leave. No sick leave may be granted to District employees upon their retirement or termination of employment except an employee who has worked 10 years or more in public service. This person may ask for and receive compensation for accumulated sick leave up to 1/4 of the total accumulated, not to exceed 30 days or 1/4 of 120 days at the employee's current rate of pay when retiring or ending employment from District employment.

Biweekly leave records will be kept on the Beehive System, for all employees.

Sick leave must be used in at least one quarter (1/4) hour increments.

### **Greene County Policy differences:**

- 10-19 years-25% or max 240 hours
- 20-24 years-33% or max 320 hours
- 25-29 years-40% or max 384 hours
- 30 or more-50% or max 480 hours



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### **Discussion**

The District closely follows the majority of Greene County Board of Commissioners policies. This policy change is a more equitable distribution of benefits, that will encourage employee longevity and retention.

Motion made by Kim Snyder to adjust our Sick Leave Policy to match the Greene County BOCC policy as stated above. Seconded by David Quallen. Motion carried unanimously. Roll Call: David Quallen-Yes, Doug Anderson-Yes, Kim Snyder-Yes, Mike Beam-Yes

## **Upcoming Meetings & Events:**

2/22 Board Meeting 3/19 Test your Well 3/19-20 Tree Dipping 3/22 Tree Sale Pick Up 3/27 Cover Crop Symposium 3/28 Board Meeting

### Adjourn:

Motion made by Kim Snyder to adjourn at 6:47 p.m. and seconded by Doug Anderson. Motion carried unanimously. Roll Call: David Quallen- Yes, Doug Anderson- Yes, Kim Snyder- Yes, Mike Beam- Yes	
Mike Beam, Chair	Kim Snyder, Secretary
Amanda McKay, District Director (Minutes)	