

**ROWLAND A. TODD**

CAMDEN COUNTY CLERK

1 Court Circle N.W. Suite 2

Camdenton, Mo. 65020-8500

Phone (573) 317-3890

Fax (573) 346-8445

rowland\_todd@camdenmo.org

February 21, 2017

To: Camden County Commissioners Greg Hasty, Beverly Thomas, and Don Williams  
From: Rowland Todd  
Re: Concerns

Commissioners,

I have been the County Clerk now starting on 15 years. I am humbled and privileged by the position and responsibility to serve the citizens of our county. I am writing to you as a citizen of the County and as Clerk, as my concerns affect me and the taxpayers and citizens of this county.

The position, duties and functions of the office of County Clerk is governed by Missouri Statutes. Though not within the statute as a function of the office of county clerk, in Camden County, as in other counties, the human resource duties related to the county have historically been under the office of the County Clerk. Roughly two years ago the Commission decided to have a separate department for human resources and hired someone answering directly to the Commission. All duties related to human resources were taken from the office of County clerk except for payroll. Waste of taxpayer monies, inefficiencies and harm to county employees have occurred since the Commissions separation of duties.

Our county employees have suffered. HR is failing to perform it's paperwork on new and current employees preventing clerk staff from effectively performing payroll duties. As a result, and as you are aware, the County has now received a Payroll Upload Status from the County Employee's Retirement Fund (CERF) of required submission of payroll or employees are going to lose retirement benefits. LAGERS has expressed like concern as has been forwarded to you as Commissioners. County employees are in danger of losing monies and benefits by untimely payment. A plan is in place to address HR's failure, but the plan includes the county incurring tens of thousands of dollars (approx. \$80,000 or greater) to hire and outsource payroll duties.

Taxpayer monies have been wasted. The first person hired for HR was paid \$53,000.00. She now works full time elsewhere, but is still being paid the same hourly salary as a



consultant/part-time employee. A new HR person has been hired with pay of \$36,000.00. A benefit coordinator has been hired (not needed for a county of our size) at a cost of \$27,000.00. And now, given the recent failures of HR, it appears that payroll will be outsourced for an estimated annual cost of \$80,000.00 or greater. All of these duties have previously been under the Clerk's Office without having to waste the taxpayers monies as it is now occurring – a waste of \$200,000.00 plus of taxpayer monies when considering salary and benefits.

Efficiency has been adversely affected – harming county employees. There is a definite disconnect between payroll duties, such duties dependent on HR performing its duties and timely paperwork as to payroll. Among other specific examples, enrollment forms have not been completed properly. Termination papers on employees have not been completed. Employees have not been placed on health insurance, or deductibles calculated properly effecting employees.

The issues expressed to you are matters of public concern adversely affecting the citizens of our county. I would request the Commission to please be transparent as to the current situation, and to address these issues in the interest of our county.

Sincerely,

*Rowland A Todd*

---

Rowland Todd  
Camden County Clerk

Work – (573) 317-3861  
Cell - (573) 216-2556