WARRICK COUNTY COUNCIL - 2016 BUDGET MEETINGS
BUDGET SESSION
COMMISSIONERS MEETING ROOM
107 W. Locust Street
Boonville, Indiana
AUGUST 16, 2016
5:00 P.M.

The Warrick County Council met for Budget Session for 2017 Budget in the Warrick County Courthouse, 107 W. Locust Street, Boonville, Indiana.

Council President, Gary Meyer, called the meeting to order at 5:05 P.M.

County Auditor Debbie Stevens, Chief Deputy Auditor B.J. Farrell, and Secretary Kristine Georges attended.

PLEDGE OF ALLEGIANCE

ROLL CALL

Gary Meyer: Ok, call, we'll call the meeting to order. And I guess let's do the roll call first.

Krystal Powless: Gary Meyer?

Gary Meyer: Here.

Krystal Powless: Greg Richmond?

Greg Richmond: Here

Krystal Powless: Al Holweger?

Al Holweger: Present.

Krystal Powless: Paul Rudolph?

Paul Rudolph: (Councilman Rudolph was not present at Roll Call.)

Krystal Powless: David Hachmeister?

David Hachmeister: Here.

Krystal Powless: Brad Overton?

Brad Overton: Here.

Krystal Powless: Charlie Christmas?

Charlie Christmas: I finally made it. Thanks everybody.

BUDGET SESSION
OVERTIME/COMPENSATION TIME

Gary Meyer: There's a lot of paperwork on here and I've, I've got an idea, I don't know if anybody likes it or not. One thing we need to discuss, which we haven't yet is this overtime slash comp time deal. I think we need to come to some kind of agreement on what we're gonna do. If we would move the people up to the forty-seven thousand ($47,000) threshold, we're looking at roughly a little under...what did you say? Nine thousand ($9,000)?

David Hachmeister: Twelve ($12,000).

Al Holweger: Ninety-six hundred ($9,600)?

David Hachmeister: Fourteen six right now ($14,600).

Gary Meyer: Four...Fourteen six ($14,600). That would move the Foreman up. The problem with the Foreman is, you know if we make them pay comp time, who's gonna be there to replace them. And I hate to give them comp time, and then, or overtime and somebody else comp time. I mean to me that's not treating everybody the fair...fairly. So, I guess we need to kind of discuss that situation before we go much farther.

Brad Overton: Well, I would think your fairness aspect is a good point, cause I don't know if we're gonna do it for one, you probably need to do it for all, or, cause that would seem like that could cause some...

Gary Meyer: Friction?

Brad Overton: Yes, that's a good word.

David Hachmeister: Hey, you...

Gary Meyer: I agree.

David Hachmeister: You could put it all back on the Superintendent to take call. Because he's already thr...over the threshold.

Brad Overton: Do they not take call at all?

David Hachmeister: Excuse me, call, call out.

Brad Overton: Okay.

David Hachmeister: Yeah, they do cover ever third week, you, the Foreman are on call.

Greg Richmond: Won't take long to pass it on.

Krystal Powless: (Inaudible)

Greg Richmond: Take one and pass it, please.

David Hachmeister: But, if you look at it right now, go, okay, go on back to the, the fourteen thousand ($14,000) range. You're looking around four hundred 'n seventy hours (470) of Overtime before, to make up that fourteen thousand, six hundred ($14,600). That's lots of Fridays, Saturdays, and Sundays, even all three of the Foreman.

Brad Overton: So...

Gary Meyer: What are you saying? To pay them? Pay them the overtime?

David Hachmeister: I think, well, plus the fact that they're working thirty-seven and a half (37 ½) hours a week already.

Krystal Powless: So David, your saying, have the Overtime Line Item in there and then they can turn in overtime.

David Hachmeister: If...

Krystal Powless: Is that...

David Hachmeister: Long as the Commissioners or the Superintendent police it. They'd be dollars ahead. Unless we have a, you know, half a dozen mega disasters where they're out, everybody's out all weekend.

Gary Meyer: Yeah.

Brad Overton: So, who else is, who else is close to that?

Krystal Powless: Well, it, the, your Special Exempt Categories on page ten, if, if you'll look at your (inaudible)...

Gary Meyer: It's a Special Exempt for people is what you're saying.

Krystal Powless: Everybody that was put into that, was put in that and they were exempt, but now they don't meet the, aren't gonna the threshold, so...

Gary Meyer: Are you saying page ten of the Salary Schedule?

Krystal Powless: Of the Salary, yeah.

Brad Overton: I don't know, she just left that on the table.

Gary Meyer: After she took her thumb drive.

Gary Meyer and Brad Overton: (Inaudible)

Gary Meyer: I don't know I'm just making that up. Okay, so it's page ten...

Krystal Powless: Uh, huh.

Gary Meyer: The bottom half of the page really is...

Krystal Powless: Yeah.

Gary Meyer: What we're looking at, right?

Krystal Powless: Um, hum.

Brad Overton: So, if we were, okay, so, what Dave is proposing is we move them up...not move them? Or what, what was your proposal?

Gary Meyer: That was my proposal. His proposal is to pay them overtime.

Brad Overton: Okay.

Krystal Powless: You would have to get them to III. You would have to move the Exempt V's to Exempt III's to get them to qualify.

Gary Meyer: Who would, who would police this then the, the office?

Krystal Powless: Well, then it would be the way it is right now. I mean this is the, if you move them up it would be handled the way they're handling things now.

Gary Meyer: Right, but I mean if, if we paid, if we just paid overtime, who would handle that, the office.

Gary Meyer: (Inaudible).

Krystal Powless: Bobby, I guess.

Gary Meyer: Bobby?

David Hachmeister: Their boss.

Krystal Powless: Yeah.

Gary Meyer: Their boss, whoever that is.

David Hachmeister: Yeah.

Brad Overton: So really it's a very small amount of people that are impacted by this anyway. Is that, that's a fair statement?

David Hachmeister: Yeah, just...

Brad Overton: It's just anybody on this, just this page?

David Hachmeister: Uh, huh.

Krystal Powless: I mean the, SO's were, but, you know, I've taken that title off, and there are some in there of course still absolutely qualify and will still be exempt, but then there are others in there that aren't, but they don't make, they don't, they're not required to work overtime, like the people in this, on this page are. They don't have to be called out or have meetings they must attend or anything like that.

Gary Meyer: These people are required to go places.

David Hachmeister: Maybe, maybe not.

Gary Meyer: Well, with the meetings, they have extra meetings, to go to, like extra, they have to do it, in other words.

Brad Overton: Yeah, I mean like Sherri, for instance. I mean she's got to get to Commissioner's and...

Gary Meyer: She's gotta get, yeah, she's got to get to Commissioner's meetings and go to her, her meetings. So, yeah, she doesn't have a choice in other words. She can't say, "Oh no I don't have to do that," cause she's required.

David Hachmeister: Yeah, I was looking at the garage formula as far as the meeting...

Gary Meyer: Oh.

David Hachmeister: We're talking about...

Gary Meyer: Oh, no...

David Hachmeister: Do you...

Gary Meyer: I know, I was just...

David Hachmeister: Okay, everybody?

Gary Meyer: Yeah.

David Hachmeister: Okay.

Brad Overton: Well, I mean, I guess, I don't know. I mean one (1) year we could look at it, I mean, I guess, we could always revisit this again. Isn't that, I mean, there's nothing saying that if we lock it in...

David Hachmeister: That's kinda what, out of their Personnel meeting, we had talked about, policing it to see but...

Gary Meyer: They turn around and look and all the sudden somebody's...

Brad Overton: Well, what I would have liked to have done...

Gary Meyer: We don't have to have a plan by the end of the year do we?

Krystal Powless: Yeah, I mean if you don't do it, I mean they're just going to be non-exempt, and they qualify for overtime...

Gary Meyer: Yeah.

Krystal Powless: Or comp time, at time and a half (1 ½).

Gary Meyer: Right. We'll have to pay it.

Krystal Powless: So, you'd have too...

Gary Meyer: We'll have to pay it or give them the time off.

David Hachmeister: And I don't remember, as far as new Law, whether the...they have the option as far as comp time

or Overtime or whether that's their boss's discretion.

Krystal Powless: Oh, and I don't know that answer.

David Hachmeister: I...

Krystal Powless: I, I know that...

David Hachmeister: I aim to bring...

Krystal Powless: Our attorney gave us...

David Hachmeister: I meant to bring it with me and I forgot it.

Krystal Powless: An answer and comp time can be offered. But I don't know...

David Hachmeister: Who's choice it is.

Krystal Powless: If the employee...yeah, I don't know who's choice that would be.

Brad Overton: Well, I mean, I mean, I don't, everything tonight still kinda in a, I mean this isn't final final, but...

David Hachmeister: No.

Brad Overton: What I was wondering would be if we could get the amount of comp time that these people have

Krystal Powless: I've, I have asked that, but Bobby you know they have and I, I do have for the other ones. But Bobby has an issue with that because you know it different times of the year, it's different overtime or different calls in or if it's a bad snow storm or more....

Brad Overton: Well, wouldn't he have an idea of how much comp time he's given out for a year, for if me, if I was in the Garage?

Krystal Powless: I, I would think so.

Brad Overton: Um hum.

David Hachmeister: I can...

Krystal Powless: But I haven't got...

David Hachmeister: I can tell you about how many hours of overtime they'll work through the winter. It's a hundred 'n five (105).

Brad Overton: Per, per person?

David Hachmeister: That's...

Gary Meyer: Per person?

David Hachmeister: No Garage.

Gary Meyer: The whole Garage?

David Hachmeister: Yeah, well the Foreman, not truck drivers and things. Now one of the things too...

Al Holweger: A hundred and fifty (150), hundred and fifty-seven and a half hours (157 ½), take that times their basic rate roughly and see where that's at.

Greg Richmond: On this page...

David Hachmeister: Three thousand dollars ($3,000).

Krystal Powless: Um, hum.

Greg Richmond: Well, It's listed thirty thousand ($30,000.00) (inaudible).

Al Holweger: For twenty bucks ($20.00) an hour, that's where they'd be.

Greg Richmond: (Inaudible)...Forty-seven five ($47,500.00)...(Inaudible)

David Hachmeister: Yeah. Now they're slightly, they're about twenty-two ($22.00).

Al Holweger: Um, hmm.

David Hachmeister: Twenty-one, twenty-two ($21.00-$22.00) and hour.

Al Holweger: Thirty-six hundred ($3,600.00).

David Hachmeister: Yeah.

David Hachmeister: And, the only thing I looked at is if we have a bunch of major show…snowstorms or wind damage in year. That would be the time it would be negative.

Brad Overton: So, now, just to clarify the comp time, if I'm called in and I'm used for, let's say two and a half (2 ½) hours. Let's say there's just a tree down in the road somewhere and I've gotta go. Is that two and a half (2 ½) hours that I came in way to…

Al Holweger: You get three quarter (¾) hours back.

Brad Overton: It's, so it's just, I don't just get a whole day of PTO?

Al Holweger: No, just three and three quarter hours (3 ¾).

David Hachmeister: Same as payin' you.

Brad Overton: Okay, so I get whatever I (inaudible).

Al Holweger: Time and a half (1 ½) of whatever you work.

David Hachmeister: Same as payin' 'em.

Brad Overton: Okay, so it's not, okay.

Al Holweger: Or you can take the money. Either way, if I understood it right.

David Hachmeister: Well, that's my question. I will, who's discretion is it?

Al Holweger: Well, I think that's…

David Hachmeister: Unless employees are…

Al Holweger: Well, I think that's between the two of them which, what they agree to. I think that's kinda open, if I understood what…

Gary Meyer: It's between who?

Al Holweger: The Superintendent and the Foreman.

Krystal Powless: Foreman.

Brad Overton: If it's open then we defeat the purpose of not using the, if we made them, if you made, if you allow, if you allowed overtime and the guy can choose to take comp time anyway. You know what I'm sayin'? So then you're back, you didn't save anything by…

Greg Richmond: Does it affect Office Holders?

Krystal Powless: (Inaudible).

David Hachmeister: Well…

Brad Overton: I guess it doesn't matter. I mean you could…

David Hachmeister: The…

Brad Overton: You, you could raise, you could make…

Krystal Powless: (Inaudible).

Brad Overton: You get overtime but then you decide, I'd rather take the comp time. So then we come out as far as financially anyways, so I mean…

David Hachmeister: Of course.

Brad Overton: And some person might decide to do that.

Gray Meyer: But we need to budget the money in case…

Brad Overton: Yeah.

Gray Meyer: They take the overtime.

Brad Overton: Yeah, that's what I'm sayin'. You'd have to plan for the worst case scenario.

Krystal Powless: Yeah (inaudible).

Gary Meyer: We do.

Brad Overton: And then if you came up, yeah.

Krystal Powless: (Inaudible).

Gary Meyer: That's the reason I was thinkin' about movin' 'em up, and then we'll not have to worry about it.

David Hachmeister: Well, the other reason I brought up too, if you're raisin' these up, like I mention while ago...

Gary Meyer: That's, that's a bigger spread, I understand.

David Hachmeister: That, then, then you're talkin' about eighteen thousand ($18,000.00) dol...fifteen to eighteen thousand dollars ($15,000.00-$18,000.00) difference.

Krystal Powless: (Inaudible).

Gary Meyer: I understand what you're saying. Where right now it's, what...

David Hachmeister: And that's...

Gary Meyer: Thirteen (13) to fifteen (15) now.

David Hachmeister: No, it's from, now...

Gary Meyer: Um hum, yeah now.

David Hachmeister: Or, excuse me, seventeen (17) to tw...I guess twelve (12). Thirty-four (34), forty-four (44), yeah.

Gary Meyer: Yeah.

David Hachmeister: Yeah, seventeen (17) would be the most, up to, and then the highest paid out there would be ten (10). So you're looking at seventeen (17) to ten (10) then. Correct with it?

Krystal Powless: But it's approx...

David Hachmeister: Thir...

Krystal Powless: You're close.

David Hachmeister: Yeah, thirty-four's (34) what, and that's, like I say, where the percentages have got us increased more for the next (inaudible).

Gary Meyer: Well we're arguing about that all the time.

David Hachmeister: Well, you will from me, I know.

Gary Meyer: I know.

David Hachmeister: But an...but anyway that's where our brackets have got a lot farther apar...apart money wise. Percentage wise, no. But dollar wise, yes.

Brad Overton: So how more, how much if we were to guestimating, that we would have to budget for the overtime pay?

Krystal Powless: Well, I'd have to calculate time and a half (1 ½) so...

David Hachmeister: You know...

Al Holweger: It's just a number (inaudible).

David Hachmeister: And that's what, what they told me on the overtime was the hundred and five (105). And then if you're lookin' at well twenty...

Krystal Powless: And these were Foremen, you said?

David Hachmeister: Well, twenty-two times thirty-three times a hundred and five (105), so, thirty-three hundred (inaudible) hundred and sixty-five ($3365.00)...

Al Holweger: Five thousand ($5,000.00). You put five thousand ($5,000.00) into it you'd be plenty. That way if you've got five thousand ($5,000) if you don't use it, if you use it hopefully you don't go over it and you're in good shape. And I agree that this first year you should try it and just see what happens.

Brad Overton: Try to pay the (inaudible)...

Greg Richmond: That hundred and five (105), is it two (2) Foremen only?

Krystal Powless: There's four (4)...

David Hachmeister: Yeah, yeah.

Krystal Powless: There's, no, there's one (1), two (2), three (3)...

David Hachmeister: I said three (3)...

Krystal Powless: Four (4)...

David Hachmeister: But there's only two (2) Foremen.

Krystal Powless: Well, that, oh, that was just the two (2) Foremen out of Highway. See there's a Foreman in Storm

David Hachmeister: Storm Water.

Krystal Powless: And there's the Foreman in Cum Bridge. So there's really four (4) Foremen. So...

Al Holweger: Well, but they...

David Hachmeister: They don't...

Al Holweger: They shouldn't have to work overtime. I wouldn't think.

Krystal Powless: I, I don't know.

David Hachmeister: Well...

Al Holweger: Maybe on a certain occasion or two, the Bridge guy probably would've since they're (inaudible).

David Hachmeister: There's actually the three (3) Foremen. I don't know why...

Greg Richmond: Cum Bridge, two (2) Highway, and then you've got the Storm Water.

David Hachmeister: But they...

Al Holweger: Storm Water and the...

David Hachmeister: They're not paying Larry out of Cum Bridge.

Krystal Powless: Yeah, they are. Yeah, they are.

David Hachmeister: I didn't what's this all is? Cause he's...

Krystal Powless: Yeah, so he's been called up.

David Hachmeister: He's just a II, a District II Foreman.

Krystal Powless: Right, he, he would be the exact same as the other two (2).

David Hachmeister: Yeah, well, anyway, the three's (3) where I was figuring. That's for all the hundred and five hours (105). What they told me from (inaudible). But...

Al Holweger: Well to protect yourself let's put seventy-five hundred ($7,500.00) into it. If it's not going to eat, if they're not gonna use it, it's still there at the Budget to roll over. If it does go over the hundred and five (105), you'll have a little bit of a cushion.

David Hachmeister: Well...

Al Holweger: And just stay like, just stay like it is.

Gary Meyer: Well, we're gonna pay overtime for everybody then.

Al Holweger: Huh?

Gary Meyer: We're gonna pay overtime for everybody?

David Hachmeister: Just who gets called, or has to come out?

Al Holweger: Just, yeah.

Gary Meyer: What about the people that are required to go to meetings? I mean, I'm, I'm not just talking about the Foremen here. There's, there's people that are required to go to meetings. Sherri Rector, has Commission meets, her meetings...

Al Holweger: But she takes comp time now, now cause...

Gary Meyer: I'm just saying, but if we're gonna do overtime, let's do overtime for everybody.

Al Holweger: Yeah.

Greg Richmond: (Inaudible) that part.

Gary Meyer: Let's not take comp time here, overtime there.

Al Holweger: Well, I think Sherri already does that.

David Hachmeister: We can't police that, can we?

Al Holweger: I think Sherri already takes time and a half (1 ½) for her comp time.

David Hachmeister: We can't police that.

Gary Meyer: We have to if we're gonna do it that way. We'd have to.

David Hachmeister: We can't tell them comp time or...

Gary Meyer: I agree.

David Hachmeister: I wish I'd a brought the, the whole Law with me. The well...

Gary Meyer: I just think we ought to be fair to everybody. If we're gonna pay overtime, then we should do it for everybody. If we're gonna do comp time, then it's comp time.

Greg Richmond: (Inaudible) eight (8) years?

David Hachmeister: Well...

Krystal Powless: New schedule (inaudible) schedule.

David Hachmeister: In that instance there too, her job could be scheduled. Cause you know when your gonna have a meeting. The only difference is how long the meeting's going to go.

Gary Meyer: Yeah.

David Hachmeister: That could be scheduled time. And we don't, we don't do a schedule.

Brad Overton: Well, yeah you got a point there. Cause you could, you know your meeting's going to last two (2) hours, I'm only working in the office six (6).

David Hachmeister: Yeah.

Gary Meyer: Well, it's an issue for us to think about.

David Hachmeister: Well I'd, I'd went over the Garage cause it was the most prevalent as far as what we would have to pay.

Greg Richmond: For the, for the, you'd have to figure if everybody got the same, you have to figure step systems in though, cause they've been there longer. How would we do that? That's complicated.

Krystal Powless: That's why I say if you move them up, the classification, to meet the threshold then they'd still get their (inaudible) step.

David Hachmeister: (Inaudible).

Gary Meyer: (Inaudible) and overtime?

Brad Overton: That could be scheduled...

David Hachmeister: They get paid overtime if they work it.

Gary Meyer: They do?

Al Holweger: Um hum.

Krystal Powless: But the...

Greg Richmond: They get the threshold and the step then.

David Hachmeister: We got that...

Krystal Powless: Well, they get...

David Hachmeister: Built in.

Krystal Powless: They get moved to the category where they would meet the threshold.

David Hachmeister: Or not built in, in the budget.

Krystal Powless: And then they'd get their step, whatever it would be in that category.

David Hachmeister: And a lot of it...

Krystal Powless: Or you could just say they're gonna take comp time.

Gary Meyer: It's all we can do.

Krystal Powless: Those are your options. Comp time, overtime, or move 'em up.

David Hachmeister: Okay. Back on the...

Gary Meyer: We've got, we've got three (3) choices, that's right. Comp time, overtime, or move 'em up.

David Hachmeister: Move 'em up.

Gary Meyer: That's the three (3) choices we have to make.

Al Holweger: Well, as far as going to be the comp time, because then you're not paying taxes. You're, you're, you're

Gary Meyer: Comp Time hurts the Department that loses them a person.

Al Holweger: Right.

Gary Meyer: That's what, that's what I say. They, they lose a person for a certain amount of time.

Greg Richmond: Actually a person and a half on most of them.

Al Holweger: Um hum.

Gary Meyer: Yeah, that's right. And then so, and that seems to me simpler to just move them up. I know it's gonna cost ten thousand dollars ($10,000.00). But there's no, there's no policing the records to get it.

Al Holweger: Well, that was why...

David Hachmeister: That's what worries me.

Al Holweger: That's what, that's what I wanna do is just like he said.

Brad Overton: Ten, ten thousand dollars ($10,000.00). Now that's going to cost more than ten...

Gary Meyer: Or fourteen ($14,000.00), I'm sorry, fourteen ($14,000.00).

Al Holweger: That's why I wondered what you said...

Krystal Powless: I calculated it. Twelve, seven ($12,700.00).

Al Holweger: Move 'em up and you're done with it and you don't have to worry about it.

Gary Meyer: (Inaudible).

Al Holweger: Especially if ever get a Government Audit, Government Audit. That would be the easiest. There's no paperwork, no nothing, you just do it, and you're done with it. Ten grand ($10,000.00) and you're done with it. Then that gives you a year to figure out what you wanna do, make some adjustments, but for the first year try it that way and see what happens.

Brad Overton: So, we increase the salary and there's no comp time or no overtime?

Al Holweger: Yup.

Greg Richmond: And isn't this a sliding scale over the years. It's going to go up from forty-seven, five ($47,500.00)?

Gary Meyer: Yeah. I would think so.

Al Holweger: Yeah, then you could make that adjustment.

Greg Richmond: I thought I read that.

Al Holweger: Yeah. But that would be the simplest to get the thing started and then we're in compliance.

Brad Overton: Now, if we offered them overtime, they could still opt for the comp time. We would just have to budget it for the overtime.

Krystal Powless: Right.

Brad Overton: Actually it, it almost seemed like a, a wash at least for this first year.

David Hachmeister: Well, let's give every employee the three thousand dollar ($3,000.00) raise then. Give every employee a three thousand dollar ($3,000.00) raise.

Brad Overton: No, no, I'm just sayin'.

David Hachmeister: That keeps them even. And that ain't gonna cost us about seven hundred thousand ($700,000.00)

Brad Overton: No, I'm just sayin' this first, for this first go around if there's a sliding scale, then it's gonna end up costing more.

Al Holweger: You, you've been smellin' too many things out there in the farm.

David Hachmeister: That's the solution.

Al Holweger: Which...

Gary Meyer: We could move them up and not give them any kind of raise ever again, like everybody else.

Brad Overton: Sure.

Gary Meyer: Would that make you happier?

David Hachmeister: That is their raise, well it'd be the same difference.

Gary Meyer: It's a, it's a raise.

David Hachmeister: Be the same difference, yeah.

Gary Meyer: Well, it won't be the same difference.

David Hachmeister: Yeah...

Gary Meyer: Because let's say that...

David Hachmeister: That's their raise...

Krystal Powless: They talking about (inaudible) or they talking about (inaudible).

Gary Meyer: That's their raise. But everybody else is gonna get a, another raise.

Krystal Powless: (Inaudible).

David Hachmeister: Then go back to do longevity into it.

Krystal Powless: (Inaudible).

Brad Overton: Cause I still think that you'll get some people will want to take (inaudible).

Greg Richmond: (Inaudible).

Krystal Powless: Yeah (inaudible).

Brad Overton: Yeah.

David Hachmeister: Well, let's see.

Al Holweger: Well, I think we need to make a decision and get on with it for the first year and then it gives you a year to cover all the bases and see what needs to be done.

Greg Richmond: Maybe less complicated if we just moved them up.

Gary Meyer: I would too.

Greg Richmond: And then...

Al Holweger: And that would be their raise...

Greg Richmond: Like Krystal was saying, that, that, yeah that would be...

Al Holweger: That would be their raise for the year.

Greg Richmond: Unless any of them made less than a thousand dollars ($1,000.00), like the Park and Rec. Superintendent.

Krystal Powless: I'd have to make a new cap basically. Kind of redo the categories in there to, to make the threshold a category and then I think the increments are only ten ($10.00) or fifty dollars ($50.00) a step in that category. So like, so the base would be forty-seven, seven forty-seven ($47,747.00) or whatever the threshold is and then if you've been here seven (7) years you get your...

Gary Meyer: Right.

David Hachmeister: Is longevity figured...

Krystal Powless: An extra five hundred dollars ($500.00) or whatever it is.

David Hachmeister: Is longevity figured in this salary here?

Krystal Powless: Yes.

David Hachmeister: Okay that's...

Brad Overton: And this doesn't apply to any of the Elected Officials, correct?

Greg Richmond: Yeah.

Al Holweger: No.

Krystal Powless: Supposedly their excluded like teachers.

Al Holweger: Greg you wanna make that a motion?

Brad Overton: Hold...

Greg Richmond: Yeah, I'll make that a motion that this page ten (10) Special Exempt and Non-Exempt, we move everybody up to the Category to make in compliant with the new Labor Standards Overtime Law.

Krystal Powless: Now are you gonna include the Parks, I just wanna make sure I do all this right, so, the Park's

Greg Richmond: That's what, yeah, everybody but him. I've and I thought of that a while ago too.

Krystal Powless: Okay.

David Hachmeister: He rotates his weekend and for time off. In other words, the, when he works the weekend, he takes his time off during the week.

Greg Richmond: So he takes time and a half (1 ½) off then?

Brad Overton: (Inaudible).

David Hachmeister: I don't know that he takes time and a half (1 ½). I just know he takes time off.

Gary Meyer: We've got a motion made by Greg. Is there a second?

Al Holweger: Second.

Gary Meyer: Second by Al. Okay.

Charlie Christmas: Let's hear the motion again.

Gary Meyer: Motion was made to move everyone on page ten (10) up except the Assistant Superintendent of the Parks, to the threshold of forty-seven ($47,000.00), what?

Al Holweger: Five (5).

Gary Meyer: Forty-seven, five ($47,500.00).

Krystal Powless: No, I think it's more than that.

Greg Richmond: The number...

David Hachmeister: Yeah, it's...

Krystal Powless: Don't say forty-seven. Don't. Whatever the threshold number is.

Al Holweger: Whatever the number is.

Gary Meyer: Whatever the threshold is.

David Hachmeister: Forty-seven, two, fifty ($47,250.00).

Krystal Powless: I think it's forty-seven, seven forty-seven ($47,747.00), but I'd have to look it up.

David Hachmeister: Seven...

Brad Overton: I think you're looking at...

Krystal Powless: Forty-seven, four seventy-six ($47,476.00).

Brad Overton: Especially...

Krystal Powless: Forty-seven four seventy-six ($47,476.00).

Al Holweger: Forty-seven ($47,000.00)...

Krystal Powless: Four, seven, six ($476.00).

Gary Meyer: This is the...

Al Holweger: Four, seven, six, ($476.00) gotcha.

Gary Meyer: We made this page up because it was, it was, yeah this page, this is our page, actually.

Brad Overton: Okay, well I guess, my confusion is these people are, isn't this whole thing, page ten (10), they're close to the threshold now?

Al Holweger: Um hum.

Brad Overton: But what about, so does that, like page two (2), there's a few people on page two (2) that are...

Krystal Powless: Well page two (2), those people are not, they're, they're not required. The ones that are not that are now Non-Exempt are not required to work overtime. They're not required to...

Brad Overton: Okay, so the ten (10) is the only, are the only people that are required...

Krystal Powless: Ten (10) is where you moved everyone that were required.

Brad Overton: Okay, that's, okay that's...

Krystal Powless: At the time that you made that.

Gary Meyer: Anybody else have any questions?

David Hachmeister: That, you're lookin' at all six (6) of those then, correct?

Krystal Powless: (Inaudible) page two (2).

Greg Richmond: Park and Rec. Superintendent.

David Hachmeister: Well, I didn't include him, but it's on, that's only fifteen hundred ($1,500.00).

Krystal Powless: Yeah.

Greg Richmond: Area Plan.

Krystal Powless: So, yeah...

Greg Richmond: Council Administrator

Krystal Powless: Ex...Special Exempt II, III, IV, and V.

Greg Richmond: Foreman, Cum Bridge.

Krystal Powless: So, what I would do is probably go back and rework all this and bring it back to you guys and let you look at it.

Al Holweger: That'd be a good idea.

Greg Richmond: The Health Administrator.

Krystal Powless: All your Foremen.

Greg Richmond: Foremen.

Krystal Powless: Your Executive Director in Area Planning.

Greg Richmond: Storm Water.

David Hachmeister: (Inaudible).

Krystal Powless: Yeah, they got it.

Greg Richmond: Water, Foreman of Highway.

David Hachmeister: We're, that is more than I looked at.

Krystal Powless: I know, I...

David Hachmeister: Cause that was, we were lookin' at, with that raise, it's fourteen thousand ($14,000.00), and...

Krystal Powless: No, we're lookin' at twelve, nine ($12,900.00) without raises.

David Hachmeister: Okay.

Brad Overton: Okay, eight (8), five (5), thirteen (13), fifteen (15), nineteen (19), twenty-two (22)...

Krystal Powless: Yeah, but all these people been, you know...

David Hachmeister: Twenty-six (26)...

Krystal Powless: You're not gonna tack on the raise to that, so, you know, that shaves off those raise totals I gave you.

Brad Overton: Aren't we more lookin' at like...

David Hachmeister: Fifteen (15), twenty (20)...

Brad Overton: Forty-five (45)...

David Hachmeister: It's thirty thousand six hundred ($36,600.00).

Brad Overton: Eleven, five ($11,500.00)...

David Hachmeister: Eight (8), so there you're lookin' on a thousand dollar ($1,000.00) raise, you're lookin' twenty-two, six ($22,600.00)...

Brad Overton: I was thinking like twenty-six ($26,000.00) is what I got. I, in my opinion, I'd just, I would rather try the overtime for a year and then they still have the option of taking the overtime or taking the comp time, but that's, that's my thought about it. Because if it's forty-seven, five ($47,500.00)...

Krystal Powless: It's forty-seven, four seventy-six ($47,476.00).

Brad Overton: Okay.

Brad Overton: Cause just that, those six (6) in that Section there, doesn't that total like thirteen (13), fifteen (15), nineteen (19)...

Krystal Powless: I only did the, the Section 5, and it was like twelve, nine ($12,900.00).

Brad Overton: About twenty-two (22).

Krystal Powless: But, I didn't count the, I didn't count the other ones, so it's more than that.

Gary Meyer: Okay, any other discussion. Okay, we have a motion by Greg and seconded by Al to move those up to the threshold of forty-seven, four seventy-six ($47,476.00).

Al Holweger: Um hum.

Gary Meyer: All those in favor of the motion. Opposed? Motion carried, let's see that'd be four to two (4-2, David Hachmeister and Brad Overton opposing). Right?

Al Holweger: Yep.

David Hachmeister: Yeah.

Krystal Powless: And the two (2) against?

Gary Meyer: Brad and David.

Krystal Powless: For the record.

BUDGET FREEZE/EMPLOYEE RAISES DISCUSSION

Gary Meyer: Okay, since we got that situated, what I was gonna recommend, and you guys can shoot me down if you like...

Charlie Christmas: (Inaudible).

Gary Meyer: Is that we grant all the Personnel requests that they came back with, cause that was pretty much, most of 'em were unanimous, and freeze the budget. Other than that, and then discuss the raise, rather than go through line by line items on the budget. Which we've done before. If you wanna do that we can.

Krystal Powless: And you wanna tell 'em the, your reasoning behind that? Cause you brought this up to me that we only had...

Gary Meyer: Oh...

Krystal Powless: So much money...

Gary Meyer: Yeah, we've only got this one (1) page to show you. We're only, we're only gonna get four hundred seventy thousand ($470,000.00) in new money, this page right here.

Krystal Powless: And that's in General, County General.

Gary Meyer: General, in General is what I'm talkin' about. And if we grant the Personnel Committee's request, it's a hundred and eighty-seven thousand dollars ($187,000.00) roughly. So you have three hundred thousand dollars ($300,000.00) roughly.

David Hachmeister: Yeah.

Krystal Powless: And then you just spent a little bit of that on your motion, which...

Gary Meyer: We just spent, we just spent some of that.

Krystal Powless: Not all those employees are at County General.

Gary Meyer: And we're gonna spend some more, and probably the Health Insurance. Aren't we?

Krystal Powless: Well, actually no, it's gonna remain the same.

Gary Meyer: Oh, okay.

Al Holweger: So, we wanna do two (2)...

Gary Meyer: But anyway that three hundred thousand dollars ($300,000.00) will cover any raises we give.

Al Holweger: Are you on two or three percent (2%, 3%)?

Gary Meyer: Well, we haven't discussed that yet.

Al Holweger: Okay.

Gary Meyer: I'm just saying we'll have roughly three hundred thousand dollars ($300,000.00) left to give raises if we do this.

Al Holweger: So, we do the...

Gary Meyer: (Inaudible) Budget.

Al Holweger: So, we still can do the three percent (3%)?

Gary Meyer: Well...

Al Holweger: Cause it's...

Gary Meyer: If you wanna do that, or you want it to be...

Al Holweger: Two eighty-one (281).

Gary Meyer: A dollar rise.

Greg Richmond: We did percentage last year.

Gary Meyer: We did percentage last year.

Krystal Powless: (Inaudible).

Brad Overton: What was that percentage again? Last year?

Gary Meyer: Two (2%). Was it two (2%) or three (3%) last year?

Krystal Powless: (Inaudible).

David Hachmeister: Two (2%) last year.

Al Holweger: Two (2%) last year.

Brad Overton: Two (2%).

Krystal Powless: (Inaudible).

Al Holweger: Was it three (3%)?

David Hachmeister: Maybe three (3%)?

Al Holweger: Yeah, three (3%) last year.

Gary Meyer: I thought it was three (3%).

Al Holweger: Cause we did the thousand ($1,000.00) the year before.

Gary Meyer: I thought it was three (3%).

Greg Richmond: (Inaudible).

Al Holweger: Yeah, cause we did a thousand ($1,000.00) gave everyone a thousand ($1,000.00) a year prior.

Gary Meyer: But anyway, like I say, that'd be, that was my thinking. It's gonna give us roughly three hundred thousand dollars ($300,000.00) left, to do the raises, and, and, and what we did tonight's gonna cost us twenty to thirty ($20,000.00-$30,000.00) roughly. And if we give, if you wanna, if we wanna do the thousand ($1,000.00), that's gonna...

David Hachmeister: That's gonna take pretty much all the budget right there. If we did a thousand dollar ($1,000.00) raise total. So, that was my thinking. Now if you wanna go through Line by Line, we can do that. But my thinking...

Al Holweger: No, I think what you're, you're, you've got a great suggestion, let's just, do you want to do a percentage or do you want to do a thousand dollars ($1,000.00)? Or?

Gary Meyer: Well, that, that discussion, we have that every year.

Brad Overton: Um hum.

Gary Meyer: That's just never gonna go away. That's the reason we got into the habit of every other year, carrying something different.

Al Holweger: Okay, so it'd be the thousand dollars ($1,000.00), which would be two, forty-one ($241,000.00) and with the raises we just gave that would get us two seventy-five ($275,000.00) or two, eighty-ish ($280,000.00) out of...

Gary Meyer: Out of four, four seventy ($470,000.00).

Al Holweger: Okay.

Brad Overton: I've got a...

Krystal Powless: Plus your...Personnel Committee Report of one eighty-seven ($187,000.00).

Gary Meyer: Correct.

($300,000.00) roughly.

David Hachmeister: Um hum.

Brad Overton: And then we factor in, I don't know, either one of those raises, I mean, roughly the raises are going to take us back down to nothing.

Gary Meyer: Right.

Brad Overton: So then we're, I mean, we're just...

Gary Meyer: But if you see this, if you see this, this page...

Brad Overton: I mean, I see this page and that's gonna show...

Gary Meyer: Yeah, it's gonna show some extra money.

Brad Overton: Yeah.

Gary Meyer: Cause this is all we can bring in. And that's our expendi...our Estimated Expenses, which will probably be a hundred thousand dollars ($100,000.00) more than that but, but we'll still be under that.

Brad Overton: Well, that'll give us...

Gary Meyer: And this is our cash balance there.

Brad Overton: Um hum. I guess David (inaudible).

Gary Meyer: (Inaudible) no argument.

Greg Richmond: (Inaudible) one, seven, seven, three. Then when you throw in this twenty-seven (27)...

Krystal Powless: Yeah.

Greg Richmond: That's if we do the thousand ($1,000.00) raise

Gary Meyer: If we do a thousand ($1,000.00) raise, it was what?

Brad Overton: Two forty-one ($241,000.00).

Greg Richmond: Well, if we did a thousand dollar ($1,000.00).

Gary Meyer: Two forty-one ($241,000.00).

Greg Richmond: I have forty-one thousand seven, seventy-three ($41,773.00) difference between the General Property Tax increase and what we're spending...

Gary Meyer: That's (inaudible) right?

Greg Richmond: Without the raise we just voted for here.

Krystal Powless: (Inaudible).

Greg Richmond: Oh, okay.

Krystal Powless: (Inaudible).

Greg Richmond: I'm sorry.

Krystal Powless: That's okay.

Greg Richmond: Not all those are County General.

Krystal Powless: I put checkmarks by the ones that are.

Gary Meyer: Yeah, I would just...

Greg Richmond: (Inaudible)

Gary Meyer: (Inaudible) on County General, myself.

Krystal Powless: There's only two (2). That are (inaudible).

Greg Richmond: Only two (2) that are County General?

Krystal Powless: Um hum.

Greg Richmond: Oh, that's a lot less.

Krystal Powless: Um hum.

Gary Meyer: What do ya say? That looks a lot better, doesn't it?

Greg Richmond: Yeah, that's six thousand dollars ($6,000.00) basically.

Gary Meyer: Yeah.

Al Holweger: Well, what's so good about it is, during Budget, during first Budget Hearings, nobody really wanted anything but the three percent (3%) raise for their employees anyway. So, which was good. Everybody held their line and all their expenses so really what we're wanting to do seem like a very simple good way of...

Krystal Powless: We're all doing (inaudible).

Al Holweger: Instead of going through each line item. We already know everybody's held, held their lines.

Greg Richmond: Yeah. They spent a lot of (inaudible).

Krystal Powless: Um hum.

Al Holweger: So we're gonna do the thousand ($1,000.00) this correct, this every other year?

Gary Meyer: No motion on the table as of yet. I don't know what we're gonna do.

Al Holweger: Well there's not much difference between a thousand ($1,000.00) and the three percent (3%) that's pretty much, what that'll do is help the lower...

Krystal Powless: What I'll do is on the (inaudible).

Al Holweger: People than it will the uppers. So, I think that would give them a much bigger percentage than the uppers so I think it's more fair to do the thousand dollars ($1,000.00) to help the...

Krystal Powless: (Inaudible) two hundred fifty dollar ($250.00) income and they won't get a raise.

Greg Richmond: (Inaudible).

David Hachmeister: Alright, any of the changes on it, say you were...

Greg Richmond: Okay, that thousand dollars (inaudible) Commissioner's too?

Krystal Powless: Um hum.

Greg Richmond: The thousand dollars ($1,000.00) was also figured in for the seven (7) Councilmen and three (3) Commissioners and quite frankly, I'm not gonna be in favor of a thousand dollars ($1,000.00) for me.

Gary Meyer: We don't need that.

Al Holweger: Um hum.

Brad Overton: No, I'll never vote for myself or go for anything...

Al Holweger: That's ten thousand ($10,000.00) less so that's...

Greg Richmond: Now, I got to admit, the Commissioners, I know the work they do.

Al Holweger: Yeah, they could use it.

Greg Richmond: They field phone calls constantly (inaudible) twenty-four (24) hours a day.

Gary Meyer: We can give the Commissioners that and not us, and we can do that.

Brad Overton: We usually do give the Commissioners theirs...who's four-five-two-nine thousand (452-9000)?

David Hachmeister: Well, I think we always have except for one (1) year.

Gary Meyer: Um hum.

David Hachmeister: A couple years we froze ourselves and give them one. But I know one (1) year, neither one of us did, and the other employees got a raise. But, well, what happen, I think we give, after we got the money back, we give everybody a bonus or whatever you wanna call it and we did not take one...

Al Holweger: Well, I wanna make a motion...

(Councilman Rudolph arrived at 6:34 PM)

Paul Rudolph: Hello, Gentlemen. Sorry I'm late. Surprised you guys aren't (inaudible).

Al Holweger: I want...

Krystal Powless: We're almost (inaudible).

Gary Meyer: That's the motion we're makin' right now.

David Hachmeister: (Inaudible).

Gary Meyer: Except for Councilmen?

Al Holweger: Except for Councilmen.

Gary Meyer: Okay, a motion made by Al that we freeze the Budget and then give everybody, all employees a thousand dollar ($1,000.00) raise.

Brad Overton: Are you gonna, including this?

Al Holweger: Yes, and, and that the all positions that the Personnel Committee wanted to give we accept.

Gary Meyer: Okay. Is there a second to that motion?

Charlie Christmas: I think that it's complicated, Al.

Gary Meyer: Is there a second?

Charlie Christmas: I'll second it.

Gary Meyer: Seconded by Charlie. Okay...

David Hachmeister: Now...

Gary Meyer: Discussion?

Charlie Christmas: Now, let's discuss.

DISCUSSION OF BONUSES BY THE PROSECUTOR'S OFFICE

David Hachmeister: On the Personnel, if we're freezing the Budgets, it's, other than the raises, my question is, I brought up earlier on the bonuses, and I'm not for the bonuses.

Gary Meyer: How can we control that? Can we? Or can't we?

Krystal Powless: Meaning?

Gary Meyer: Meaning...

Al Holweger: For the Prosecutors.

Krystal Powless: No.

Al Holweger: Wasn't it the Prosecutor's Office?

Gary Meyer: About the Prosecutor spending his money the way he wants too? As far as...

Krystal Powless: It's his Pre-Trial Fund.

Gary Meyer: Pre-Trial Fund.

Krystal Powless: I mean it's a User Fee Fund and he wants to give a bonus.

Gary Meyer: Right.

Krystal Powless: Right. Now the Committee has voted to allow that, except for David...

Gary Meyer: Okay.

Krystal Powless: So, I guess either you can...

Gary Meyer: My point is, can, can he do that, without us?

Krystal Powless: Um hum. Yes. Well, without you? No.

Gary Meyer: Okay, without then.

Krystal Powless: No, you would have to approve it.

Gary Meyer: Okay.

Krystal Powless: Cause there has to be a Salary Ordinance that records it.

David Hachmeister: Well, you know, it bothered me before we went to Personnel Committee, and that, at that evening, I thought it's user fees, money, no problem. But then you're, you give the Employees bonuses out of the User Fees Fund. Does everybody that does over and beyond their duty get a bonus? And not everybody has a User Fee Fund, goes back to General Fund.

Greg Richmond: I'm glad you brought that up, cause I had second thoughts about that too.

David Hachmeister: And the other thing too, when they don't do their job, do they, do they give money back?

Paul Rudolph: You can't give money back.

David Hachmeister: Oh, yeah, you can. Cut your...

Paul Rudolph: Can't require them.

David Hachmeister: No, you, not have a job the following year.

Paul Rudolph: No, well, that's a little different.

David Hachmeister: A little different than the Government, but...

Greg Richmond: Everybody knows what their job is when they take the job. And in my profession, there are those that work their tails off and others that didn't do much...

David Hachmeister: And got the same amount of money.

Greg Richmond: And got the same amount of money.

Charlie Christmas: That's right.

Paul Rudolph: And I'll give my pers...opinion on it, jump right in. So in my profession absolutely, high performers get paid more. We can't identify them on the County Council. But if an office holder thinks they can, and they have changed the way they have practiced as the Prosecutor Office has, to increase revenue, so that they can afford to use their fund as they see fit, I think that telling them that they can't is micro-managing. It's one thing if they don't have the money and they're asking for County General Funds. It's a totally separate deal when they are creating processes to be able to spend this money. I wanna remind the Council this is a partnership. And many of our Office Holders have ways of increasing revenue. Area Planning Commission does, the Prosecutor's Office does, and we've seen in the Personnel Committees that these people ask for increased funds for projects that they think are value added. In doing so, these Office Holders have said we have created a way to make this cost neutral or even cross advantageous to the County. The Prosecutor's Office for example is bringing in approximately a hundred thousand dollars ($100,000.00) extra for a year than what we've had in the past. All the Prosecutor's Office has asked in return is to be able to give bonuses of approximately nine ($9,000.00) to ten thousand dollars ($10,000.00). I think that is...

David Hachmeister: (Inaudible).

Paul Rudolph: I think that is, well I think we, yeah forty-five, fifteen, and fifteen.

David Hachmeister: Or, excuse me, it is nine thousand ($9,000.00).

Paul Rudolph: No it's nine. It is nine ($9,000.00). Yeah.

David Hachmeister: There was three (3), fifteens.

Brad Overton: Nine thousand ($9,000.00) between the...

Paul Rudolph: Between four (4) employees.

David Hachmeister: Between four (4).

Brad Overton: Okay, yeah.

Paul Rudolph: And if, if a County Office Holder and personally I like Pre-Trial or Deferment, I think it's good for the, for the user, that has an opportunity to avoid criminal mark or infraction on their record. I also think it's a good revenue generator for the County. I wish we had done it under the past Prosecutor, and was ecstatic when I heard that Officer or a Prosecutor Perry decided to use it.

Al Holweger: Well, I think the other thing is that we've already voted to approve it this year. I think if you wanna go back and revisit it and vote again, that's just a slap in the face to the Prosecutor and that wouldn't be fair to him.

David Hachmeister: Nobody really knows, knew the outcome till we had brought it up here tonight as far as on the vote and, and I'm, and I'm the one that brought it up, because I'd thought about it the whole time since.

Al Holweger: Um hum.

Paul Rudolph: And I don't mind the discussion, but I truly believe that again the Office Holders can make our life more difficult, just like we can make the Office Holder's life more difficult. What I don't want to do is in a time where we're doing well, to...

Al Holweger: Micro-manage.

Paul Rudolph: Micro-manage and have an office holder say, "Well, I'm not gonna do business with the Council anymore," and make everyone's life more difficult. And so that's why I'm willing, until a problem is created, to give the Prosecutor what he requests. If, if problems develop, we will handle them, and we will stop doing it. But until that happens, I think we give them the opportunity. Alright, I'm off my soap box. I apologize. I've probably talked for forty percent (40%) of the time since I've been here.

Gary Meyer: I, I agree with, I agree with both of you. How's that?

Brad Overton: Oh, gosh.

Charlie Christmas: Oh, Lord.

Gary Meyer: I can (inaudible) understand

Brad Overton: You've got problems.

David Hachmeister: You are being recorded.

Gary Meyer: It sounds like it, doesn't it? My only concern was it was not my intention, that that's what that money was to be used for. It never has been used for that. It doesn't mean that it can't be used for it now. But we just never used that as a bonus situation. We've always used that a, really a hiring tool. They want another employee; they use that money. (Inaudible). But that doesn't mean it can't be done this year.

Al Holweger: Well, I think what he's doing is using it to keep the good people that he's got so they don't go look for another job.

Gary Meyer: (Inaudible) yeah, I can understand that.

Al Holweger: Same difference as hiring somebody else, so I'm, I think it's a smart thing on his part to what he's doing. It's a good business decision.

David Hachmeister: And you can have it because it is published and not for the private sector, doesn't have to come out. This is published and we can create a little animosity among other employees. So...

Brad Overton: When are cuts, when did we make those? Was that...?

David Hachmeister: Three (3) years.

Krystal Powless: Was that four (4)?

David Hachmeister: Four (4).

Paul Rudolph: For the 2013 year, I thought.

Krystal Powless: 2014, I think we made it, made 'em in '13 for '14, I believe.

Al Holweger: That was my first year.

Krystal Powless: '12 (inaudible).

Paul Rudolph: In '12 we were basically, we're flat. I mean it shows right here, right? The expenses? In '12 to '13...'11 to '12 we were flat?

Krystal Powless: (Inaudible) '12 to '13 and then that may be true.

Paul Rudolph: And then we went down again in '14.

Al Holweger: Um hum.

Paul Rudolph: And, you know, speaking of that, I, I'd just like to say, I think we've done a great job of keeping expenses down over the past five (5) years so that we can afford to do some of the things we're asked to do. We have a over...

CONTINUED DISCUSSION ON BUDGET FREEZE/EMPLOYEE RAISES

Gary Meyer: Did you hear about the motion that was on the floor? Was you here? Okay. Any other comments? Questions?

David Hachmeister: Other than we're close, we could give each employee a little more.

Gary Meyer: That's not what the motion states (inaudible).

Debbie Stevens: (Inaudible).

David Hachmeister: That, no but I'm, what I'm sayin' is added to the motion.

Gary Meyer: Sure.

Debbie Stevens: You have a motion, but you haven't voted yet. Debbie Stevens, Auditor. One comment I'll, I would like to make about the three percent (3%) verses the one thousand ($1,000.00), is that when you have a staff, you, three percent (3%), one thousand ($1,000.00) is the same for all. It says your all doing the same work, you're all doing the same level, you all have the same skills, you all get the same. But a three percent (3%) to an Office Holder, who you believe you're matching your skills to the work and the level of experience to the position so that higher performers are more skilled would be matched to jobs that pay more.

Krystal Powless: (Inaudible).

Debbie Stevens: So when you give a three percent (3%) increase, you actually are giving more to your high performers than you are to those who may come in with limited skills and experience into an entry level job. So I just wanted to add that.

Gary Meyer: Okay, thank you.

Al Holweger: Well, thank you.

Greg Richmond: That's kind why we balance it one year as a percent and another year as across the board. So, we're not giving a big advantage every year to one particular group. One year, one group gets a nice bump. Another year, another group gets the bump.

Al Holweger: And we don't have the money for three percent (3%). Well, we do have for the thousand so we're not, that's the reason why I made the motion. That way, I'd have loved to've got the three (3%) but there's not enough there to do it.

Gary Meyer: Okay, let me repeat the motion, the way I understand it. The motion was made by Al and seconded by Charlie to freeze the budget except for the employees except the Personnel Committee's recommendations and give the employees, thousand dollars' ($1,000.00) raise for everybody except the County Council. Is that...

Al Holweger: That's the motion.

Gary Meyer: The motion?

Al Holweger: Um hum.

Charlie Christmas: That's what I seconded.

Gary Meyer: That's what you seconded, okay.

Brad Overton: I guess I just, I just have a problem with adding these. I know the number doesn't look that bad now, but just from the cuts that we've made in the past, I really hate to see all of these things coming on at once. I would have rather, kind of, done things incrementally. Because I feel like we made some people take some large, or make some large adjustments in the past, and...

Gary Meyer: I agree with you to a point, Brad. But some of these in here, we're, we're gonna get money back from, or they've increased their fees.

Brad Overton: Yeah, I know.

Gary Meyer: They used to chart, the, the only ones that's really gonna hit us, is the, is the Sheriff, the Deputy, and the Jailor.

Brad Overton: But that one eighty seven, four eighty-five ($187,485.00)...

Gary Meyer: Right?

Brad Overton: That's including benefit costs as well?

Krystal Powless: Yes, and that does not include Area Plan raising their fees. I did not calculate that, because I don't know what they'll be. So, you know, whatever they bring in extra, that number would decrease.

Brad Overton: Then I guess...

Paul Rudolph: I believe she thought, said it would be about fifty thousand dollars ($50,000.00) fifty to sixty ($50,000.00-$60,000.00) in the meeting and then it raised on that. Now it's partially based on...

Brad Overton: (Inaudible).

Paul Rudolph: You know, who goes to Area Planning next year. But, but, figure that fifty to sixty ($50,000.00-$60,000.00) is at minimum reduced.

Krystal Powless: (Inaudible).

Brad Overton: My problem with the Area Planning Commission though is it kind of in a small way harkens to the Solid Waste Management decision. I mean I, I would have, I'd rather see us bring in, in the revenue first, and then say, "Oh, there's the extra revenue, now let's hire the person." Instead of tryin' to puttin' the cart before the proverbial horse.

Al Holweger: Well, they've, they've ra...they've raised all the, their fees.

Brad Overton: Oh, I know they have.

Al Holweger: Yeah.

Brad Overton: You know, but I mean...

Gary Meyer: To me it's like the user fees.

Brad Overton: Uh huh.

Gary Meyer: If that, if that user fee's not there, that person goes away.

Brad Overton: I know, I mean, but I just as soon, I'd just as soon it'd be one that you don't have to turn around and go, "Well, here now we gotta take it away cause the money's not there." So I would...

Gary Meyer: Well, we've done that before.

Charlie Christmas: Yeah.

Al Holweger: Um hum.

Gary Meyer: You've been here before.

Brad Overton: Yeah, I know.

Gary Meyer: You don't like to do it, but...

Brad Overton: (Inaudible).

Paul Rudolph: Even if they have it this year, they may not have it next year.

Al Holweger: Nothing's gonna be perfect...

Paul Rudolph: Nothing's certain.

Al Holweger: No matter what we do. Nothing's perfect, nothing's certain. We're, I think we've got the best case scenario, what we can do with what we've got. With the four hundred something thousand we've got to deal with. That's my personal thought.

Gary Meyer: Okay, so, I've repeated the motion, I won't do that again. Any other discussion?

Brad Overton: I don't even know what the motion is.

Gary Meyer: Okay, all...

Debbie Stevens: Um, have you read what the Personnel recommendations were?

Paul Rudolph: Into the record?

Gary Meyer: (Inaudible) we have it.

Debbie Steven: Oh.

Gary Meyer: But we haven't read it out. I mean, I can read the summary if you'd like to sit here.

Al Holweger: It covers everybody, so it's whoever was there. They got what they wanted.

Gary Meyer: The Sheriff Deputy is gonna add...

Paul Rudolph: Not everyone got what they wanted.

Gary Meyer: Approximately seventy-seven thousand dollars ($77,000.00).

Paul Rudolph: We said no a few times.

Gary Meyer: Jailor will add approximately fifty thousand dollars ($50,000.00). Area Plan is gonna add roughly twenty – seven thousand eight hundred dollars ($27,800.00). Circuit Court, the twenty percent (20%) of Circuit Court, will add eight thousand seven hundred dollars ($8,700.00). Circuit Court, Donation to CASA will add thirty thousand ($30,000.00). Emergency Management, will add twenty thousand ($20,000.00).

Al Holweger: (Inaudible) thirty thousand ($30,000.00) to CASA (inaudible).

Gary Meyer: Plus seven thousand ($7,000.00) in benefits. But we get reimbursed half of that, so add thirteen thousand dollars ($13,000.00). And the Auditor's Part-Time will add six thousand dollars ($6,000.00).

Brad Overton: Probably a big supporter of CASA.

Paul Rudolph: One thing I do not see on that list is, didn't we also have the Animal Control Officer.

Krystal Powless: It isn't on there. But it's on your Personnel Report. That was a summary, but it is on your Personnel Report.

Paul Rudolph: So there's also an increase to the Animal...

Krystal Powless: It's five thousand ($5,000.00), no it's on there. He just didn't read it.

Gary Meyer: Oh, it's at the bottom, yeah, the next one.

Krystal Powless: Yeah.

Gary Meyer: Increase five thousand dollars ($5,000.00).

Krystal Powless: It's a, yeah, increase of five thousand ($5,000.00).

Paul Rudolph: I apologize. I think I might have cut you off to say it.

Gary Meyer: You did, but that's alright (inaudible).

Paul Rudolph: Can't take me anywhere.

Gary Meyer: So it is a total of a hundred and eighty-seven thousand four hundred and eighty-five dollars ($187,485.00).

Krystal Powless: That's to County General (inaudible).

Gary Meyer: County General.

Krystal Powless: Then five thousand ($5,000.00) to Health.

Gary Meyer: Correct.

Krystal Powless: And then there's various others.

Gary Meyer: And then the Tax increase, the Tax Levy increase for 2017, is an additional four hundred seventy thousand two hundred fifty-eight dollars ($470,258.00). Okay, ready for, any further discussion? All those in favor of Al's motion? Opposed? Motion carries five to two, David and Brad (5-2, David Hachmeister and Brad Overton opposing).

Brad Overton: We're gonna start being BFF's.

Krystal Powless: Yeah, I told, I told Paul, you know, if there's something that you really wanted to discuss, to add, you can do that. I don't know if there was something that Paul had in mind, but you know, if you wanted to look at anything, I don't know, I'd, just saying, don't matter.

COMMISSIONER'S BUDGET FOR BUILDING REPAIRS

Paul Rudolph: So I wasn't prepared for this. That doesn't sound like necessarily anyone necessarily was prepared for it. But I do think we may want to at least consider before the next Budget Meeting, if there's any particular expenses that stood out as being worth worthwhile. But we might want to discuss specific. For example, one thing the Commissioners discussed in specific, but I'm not sure I agree with it, but was some repairs to this building that were in...

Gary Meyer: We talked about that. We talked about that.

Paul Rudolph: Oh, we did already?

David Hachmeister: Yeah.

Charlie Christmas: Yeah that was before...

Gary Meyer: And there's several ways the Commissioners can do that, they come to us with a bond, Krystal thinks the Cum Cap can sustain a payment of the bond out of that. We cannot put money into that Fund. But if they want to float a bond, we, we just got rid of the Bond for the Judicial Center.

Paul Rudolph: Right?

Gary Meyer: And the Jail this year. So, now is kind of a good time to just continue that along, and pay for it out of the account.

Paul Rudolph: So you'd use a bond rather than the General Fund for that?

Gary Meyer: Yeah, we don't have money in the General Fund.

Paul Rudolph: Well, we'd have to do something like a hundred thousand dollars ($100,000.00) a year or something like that so...

Krystal Powless: Right.

Gary Meyer: Well, we can't, we wouldn't do that, can we?

Krystal Powless: But you could, yes we could...

Gary Meyer: We could put it in there?

Krystal Powless: You could decide to put, like I said, put it in Courthouse and Buildings and Structures, and or I...

Gary Meyer: We'd have to trust the Commissioners not to spend it.

Krystal Powless: You could even set up a Line Item to decide if you wanted to add that.

Gary Meyer: We could.

David Hachmeister: Yeah.

Krystal Powless: You could.

Gary Meyer: But, yes. I'd like for them to come to us with a proposed plan and maybe a suggestion how to, how to fund it. We got that, but...

Krystal Powless: So...

Gary Meyer: We could, I think she's said we could probably sustain up to a hundred thousand dollar ($100,000.00) payment.

Krystal Powless: Yeah, I'd either...

Gary Meyer: If we did it that way, with the Bond or...

Paul Rudolph: But...

Gary Meyer: Or we could set up, you know, a, you know, Line Item every year and put a hundred thousand dollars ($100,000.00) in a year, but then we gotta, like I say, depend on the Commissioners not to spend it.

Gary Meyer: Yeah, but the repairs need to be done.

Brad Overton: Well, I know.

Gary Meyer: I mean, they do need it done.

Krystal Powless: So, do you want me to approach the Commissioners with this, and then...

Gary Meyer: I would be in favor of that. If they could come up with some kind of plan, what they want, and an idea of how to fund it.

Krystal Powless: Okay.

Gary Meyer: And I know it's not their call, we don't even know how much their talkin' about at this point.

David Hachmeister: Was the JC Bond end at the end of this year?

Krystal Powless: Correct.

David Hachmeister: Okay

Gary Meyer: Right.

Paul Rudolph: I really do like the idea of giving the ball to the Commissioners and say, "Give us a plan. A long term plan on funding the repairs."

Gary Meyer: And how we're gonna pay it.

Paul Rudolph: And let's have a plan on that.

Gary Meyer: Yeah.

David Hachmeister: Well, Roger's already started the process of doing on...

Gary Meyer: I believe he has.

Paul Rudolph: Um hum.

David Hachmeister: On all the improvements.

Gary Meyer: On all, what needed to be done, yeah.

David Hachmeister: Yep.

Gary Meyer: So, unless somebody has something to bring up, spec...specifically, we won't meet next Wednesday.

Krystal Powless: Okay.

Charlie Christmas: That's something I been wondering, I'll look on my calendar.

Brad Overton: When's the...

Gary Meyer: We got, we got everything done tonight.

Brad Overton: When's our meeting to discuss the...

Gary Meyer: September one (1st).

Brad Overton: September one (1st) probably explain it (inaudible).

Krystal Powless: To discuss what?

Gary Meyer: To discuss what?

DISCUSSION ON SOLID WASTE MANAGEMENT

Brad Overton: When are we gonna be discussing the Solid Waste Management Budget?

Krystal Powless: That was the other thing, I was thinking, we would, I mean, you could discuss it tonight, if you wish. I was thinking at our next Budget Meeting, which is Tuesday, August, no that's today. September 1st at seven (7:00 PM) after our regular meeting if you strictly wanted to discuss Solid Waste, we could do that, or you can do it tonight.

Al Holweger: But I don't, I'd rather wait til that meeting so that I got all the paperwork in front of me.

Krystal Powless: Yeah, I figured you hadn't really looked though all that...

Al Holweger: No.

Krystal Powless: Cause you were preparing for all this.

Al Holweger: But I'd like to because there's, I got some issues with that.

Krystal Powless: Leave that on the agenda, yeah.

Gary Meyer: Just leave it on the agenda for that night.

Al Holweger: Yep.

Brad Overton: It's still at six (6:00 PM) on the first?

Gary Meyer: Yeah, our regular meeting time.

Krystal Powless: Yeah.

Al Holweger: Um hum.

Krystal Powless: And then we meet after that regular meeting in Final Reviews. That's a time to just discuss any changes you might want to make to this or Solid Waste.

Gary Meyer: Alright.

AMENDMENT TO THE BUDGET FREEZE

Paul Rudolph: So, just one clarification then I'm looking for, so there were a few budgets where we, either the office holder asked for less money for 2017 than they did for 2016. Election being a great example of that.

Krystal Powless: Um hum.

Paul Rudolph: Obviously they need less and additionally...

Brad Overton: That's a good point.

Paul Rudolph: And additionally a couple of offices where they actually came to us voluntarily and said, "You know you can deduct a little from our office."

Al Holweger: We froze 'em.

Paul Rudolph: The Recorder being a controversial one.

Krystal Powless: Um hum.

Paul Rudolph: But...

Al Holweger: We froze all of those.

Paul Rudolph: Do we want to, the Coroner being a less controversial one, do we also wanna say it's the lesser of what they asked for or our budget freeze?

Al Holweger: I froze the budget at what it was in '16 so whatever...

Krystal Powless: Well, I would vote for the lesser, but I mean...

Al Holweger: Okay.

Krystal Powless: I say that because like, the Election Levy, then you can lower it a little bit I can get more Levy to County General for this next year. Of course then the next year it would have to go back, but...

Al Holweger: Gotcha.

Krystal Powless: Yeah, especially on that one I mean I, you know, I don't know about, if you wanna say that with the Coroner and with the Coroner...

Al Holweger: We can do that at the next Hearing though right? Make that motion at the next Budget Hearing?

Krystal Powless: What's that?

Paul Rudolph: As far as the lesser of...

Krystal Powless: Uh huh.

Paul Rudolph: I'm guessing you'd prefer it, would you prefer it now?

Krystal Powless: Yes, please.

Gary Meyer: It would be an amendment to that motion, and do you want to make that?

Al Holweger: I'll do it. I'll make the amendment to the original motion that we froze, that we freeze the budget to the lesser of each office that was requested.

Krystal Powless: Does that include the Recorder situation?

Al Holweger: That includes the Recorder.

Paul Rudolph: Second.

Gary Meyer: And seconded by Paul to set the budget at the lesser of either the freeze or the requested budget.

Paul Rudolph: Correct.

Gary Meyer: Correct. Is that right?

Al Holweger: Yep.

Gary Meyer: Any discussion on the motion? All those in favor? Opposed? Motion carried five to two (5-2, Brad Overton and David Hachmeister opposing).

Al Holweger: You guys married at the hip tonight or something?

Gary Meyer: They are.

Greg Richmond: Who seconded that?

Charlie Christmas: David? Paul.

Gary Meyer: Paul.

Paul Rudolph: Must be something in…

David Hachmeister: You didn't…

Paul Rudolph: The Boonville water.

David Hachmeister: You didn't change the whole amendment. Or the whole…

Krystal Powless: The two (2) was David and Brad.

Gary Meyer: David and Brad. Okay, anything else? Lookin' for a motion.

Brad Overton: Motion to adjourn.

Gary Meyer: Meeting adjourned.

ADJOURNMENT: Meeting adjourned at 6:03 PM.

WARRICK COUNTY COUNCIL

Gary Meyer, D.D.S., President

David Hachmeister

Allan Holweger

Paul Rudolph

Greg Richmond, Vice President

Brad Overton

Charles R. Christmas

ATTEST:

Deborah K. Stevens, Auditor
Warrick County, IN

Minutes transcribed by Kristine Georges