WARRICK COUNTY COUNCIL MEETING
COMMISSIONERS MEETING ROOM
107 W. Locust Street
Boonville, Indiana
January 4, 2018
6:00 PM

The Warrick County Council met in regular session in the Warrick County Courthouse, 107 W. Locust Street, Boonville, Indiana.

Attorney Cliff Whitehead was in attendance.

County Auditor Debbie Stevens and Secretary Kristine Georges attended and recorded the minutes

Council President, Gary Meyer, called the meeting toorder at 6:00 PM.

PLEDGE OF ALLEGIANCE

Gary Meyer: Thank you. Roll call.

Krystal Powless: Gary Meyer?

Gary Meyer: Here.

Krystal Powless: Charlie Christmas?

Charlie Christmas: Yes.

Krystal Powless: David Hachmeister?

David Hachmeister: Here.

Krystal Powless: Ted Metzger?

Ted Metzger: Present.

Krystal Powless: Brad Overton?

Brad Overton: Here.

Krystal Powless: Greg Richmond?

Greg Richmond: *(Councilman Richmond was not present for this meeting).*

Krystal Powless: Paul Rudolph?

Paul Rudolph: Here.

TABLED ITEMS
CORONER BUSINESS
MOTORIZED EQUIPMENT

Councilman Meyer: Okay, first item on the agenda is Tabled Items from the Coroner, Additional Appropriation for a motorized vehicle for twenty-five thousand nine hundred fifty dollars ($25,950.00). She's not here?

Councilman Christmas: No, she's not. Unless that's her coming, oh, no, nope.

Councilman Meyer: Okay, this was tabled from the last meeting.

Cliff Whitehead: Did you see the email that said…?

Councilman Hachmeister: Motion to table.

Cliff Whitehead: 'I'll be there on the 7th?'

Councilman Meyer: Motion has been made by David to table. Is there a second?

Krystal Powless: On the 7th?

Councilman Rudolph: I'll second.

Councilman Meyer: And seconded by Paul, or was that you, Ted? Paul?

Councilman Rudolph: Um hum.

Councilman Meyer: Okay, and seconded by Paul to table. All those in favor? Opposed? Motion carried six, zero (6-0).

APPROVAL OF MINUTES
DECEMBER 7, 2017

Councilman Meyer: Okay, Approve Minutes, Regular Meeting, December7, 2017. I never did get them.

Krystal Powless: Yeah, well, you were on vacation, but yeah, they went out.

Councilman Christmas: You've been gone for three (3) months.

Councilman Meyer: I wish. I wish.

Councilman Metzger: I received them. They looked very good. I'll make amotion that we accept them as written.

Councilman Rudolph: Second.

Councilman Meyer: Okay, motion made by Ted and seconded by Paul to approve. All those in favor? Opposed? Motion carried six, zero (6-0).

Councilman Rudolph: So you voted in favor of the Minutes you hadn't read?

Councilman Meyer: I read, I went ahead and approved Minutes I hadn't read. I mean if the rest of you think they're okay, then...

Councilman Hachmeister: There's was no objections.

Councilman Metzger: They looked good. They looked good.

Councilman Meyer: Okay.

SUPERIOR I BUSINESS REPORTER III

Councilman Meyer: Okay, Superior Court Business, Additional Appropriation, Reporter III, seven thousand six hundred sixty-eight dollars and five cents ($7,668.05) for a total of seven thousand six hundred sixty-eight dollars and five cents ($7,668.05). I guess that goes along with 3B which is, oh, excuse me, Judge. How are you?

Judge Winsett: Good evening.

Councilman Meyer: Good evening.

Judge Winsett: Just fine. How are you?

Councilman Meyer: I guess you can explain this probably better than I can.

Judge Winsett: Well, I mean, go ahead, you're doing great.

Councilman Hachmeister: Do you want to talk, or do you want us to approve?

Judge Winsett: Yeah, exactly.

Councilman Hachmeister: How much do you want?

Councilman Meyer: Yeah.

Judge Winsett: I'll stand mute.

Councilman Overton: These are all based upon the Handbook Regulations, so motion to approve.

Councilman Rudolph: Judges are still attorneys so this is a tough question.

Councilman Hachmeister: Second.

Councilman Meyer: Motion made by Brad and seconded by David to approve. Any discussion?

Councilman Rudolph: 3A and 3B?

Councilman Meyer: Yes.

Councilman Overton: Yes.

Councilman Meyer: 3A and 3B. All those in favor? Opposed? Motion carries six, zero (6-0).

Judge Winsett: I'd just like to say on the record, this is because of a long time employee, Susie O'Daniel. And we're going to hate to see her leave. And she was a valuable employee for the County for many years. Helped me out a lot when I first started as a magistrate and we'll really miss her. And I wanted that on the record.

Councilman Meyer: Yep.

Councilman Christmas: She needs the money to put up with J.T.

Judge Winsett: If I get that much money to retire, I'm ready right now.

Councilman Meyer: You're ready to go.

Judge Winsett: Thank you, Gentlemen. Mr. Whitehead, Ms. Powless.

PARK AND RECREATION BUSINESS
TRANSFER PART TIME TO HEALTH INSURANCE

Councilman Meyer: Park and Recreation Business, Transfer, Transfer from Part Time, one thousand four hundred seventeen dollars ($1,417.00). Transfer to Health Insurance, one thousand four hundred seventeen dollars ($1,417.00). And I guess this is for the new employee?

Krystal Powless: Correct. The Health Insurance for the new employee, that new hire.

Councilman Meyer: Right.

Krystal Powless: Last month.

Councilman Rudolph: Motion.

Councilman Meyer: Is that for 4A and B?

Councilman Rudolph: I was actually looking at 4A. But…

Councilman Meyer: 4B is for the, for this year, correct?

Krystal Powless: Right. It's, I mean, so's the other. It's just that's the only amount that was left in the Part-Time Line Item after they transferred the salary.

Councilman Rudolph: I'll do both, 4A and 4B. They're both the same thing.

Councilman Meyer: Motion made by Paul to approve 4A and 4B. Is there a second?

Councilman Christmas: Second.

Councilman Meyer: Seconded by Charlie. Any further discussion? All those in favor? Opposed? Motion carried five, one (5-1 with David Hachmeister Opposing). David.

HEALTH BUSINESS
ILHDTA
VECTOR CONTROL

Councilman Meyer: Okay, Health Business, 5A is Additional Appropriation, Health is ILHDTA, whatever that means. I have no clue.

Councilman Christmas: I don't either.

Councilman Meyer: But it's…

Krystal Powless: It's Local Health Department Trust Account.

Councilman Meyer: And it's some kind of money we get in with this exact amount.

Krystal Powless: Yeah, it's for the mosquito distribution.

Councilman Meyer: Right.

Councilman Overton and Councilman Hachmeister: Motion to approve.

Councilman Christmas: Second Brad.

Councilman Meyer: Motion made by Brad and seconded by…you want to second it?

Councilman Hachmeister: Yeah, that'd be great.

Councilman Meyer: What a guy.

Councilman Overton: Pick up your bonus after the meeting.

Councilman Meyer: Yeah. Any discussion? All those in favor? Opposed? Motion carried six, zero (6-0).

LOCAL HEALTH MAINTENANCE
EQUIPMENT

Councilman Meyer: Okay, Health, Health Business, Local Health Maintenance, Equipment, eight thousand one hundred one dollar and twenty-one cents ($8,101.21).

Councilman Christmas: What's it for?

Krystal Powless: A new refrigerator.

Councilman Overton: Refrigerator.

Councilman Rudolph: Refrigerator.

Councilman Christmas: Oh, yeah. I remember that now.

Councilman Meyer: Broke I guess.

Councilman Overton: Motion to approve.

Councilman Meyer: Motion made by Brad and seconded by, did you second that?

Councilman Christmas: I'll second it. I'll second it, yeah.

Councilman Meyer: Charlie. Any...

Councilman Hachmeister: Does...the surplus money there...?

Councilman Meyer: That's what I was going to ask.

Councilman Hachmeister: And this was granted by the State...

Councilman Meyer: Approved by the State.

Councilman Hachmeister: Approved by the State.

Councilman Overton: It says there's a hundred and fifty ($150,000.00) there.

Councilman Meyer: Yeah.

Krystal Powless: Well, the Vector Control is (inaudible) by the State. This one (1), this is a little different. But there is money in Local Health Maintenance to fund the refrigerator.

Councilman Meyer: Any further discussion? All those in favor? Opposed? Motion carries six, zero (6-0).

(January Appropriations Sheet is located on Page 15 of these Official Minutes)

COUNCIL BUSINESS
INNKEEPER TAX BOARD APPOINTMENTS

Councilman Meyer: Okay. Council Business, Innkeeper Tax, Board Appointments. My understanding, we have three (3) appointments we can make. Um...

Councilman Christmas: Am I correct, we have to have two (2) Republicans and one (1) Democrat on our appointments?

Councilman Hachmeister: No, we...

Councilman Christmas: (Inaudible).

Councilman Hachmeister: We can't have three (3) of the same party.

Councilman Rudolph: So it can't be three (3) Republicans. It can be independent and two (2) can be of one (1) party

Councilman Meyer: Yeah.

Councilman Rudolph: So if someone didn't vote in the Primary, I would call that independent.

Councilman Meyer: Now, Cliff, also, do we have to appoint somebody that's in the tourism business?

Cliff Whitehead: No, the ultimate, when the Commissioners then take all the nominations, they then have to concern themselves with that. The only concern you have is, they cannot be two (2) of the, all three (3) of the same party.

Councilman Meyer: Right. Now, let me ask you this. Are we making nominations to the Commissioners? Or are, these are our appointments?

Councilman Hachmeister: They are on final approval.

Cliff Whitehead: Nominations. The Commissioners have the final approval.

Councilman Meyer: Okay. So we're really not, so we can make as many as we want?

Cliff Whitehead: You can nominate only three (3).

Councilman Meyer: We can?

Cliff Whitehead: That's correct. Yes.

Councilman Meyer: Okay.

Cliff Whitehead: I, let me read that correct, make sure I'm right.

Councilman Meyer: For the nominations I was thinking we just nominate as many as we wanted to.

Councilman Hachmeister: Well, then they would have to vote it then. They're still going to vote for their four (4) that they want.

Councilman Christmas: Yeah, they've got four (4) appointments they (inaudible).

Councilman Hachmeister: For the last couple of weeks, I've run around beating bushes trying to find people who would be interested in doing it because of the new Board. You don't know how, when they're going to meet or how things are going to be. Also too, since this is County wide, we need some, really, representation from different parts of the County, different activities going on. And I spoke with Dale Austin. He's from Lynnville. He's all with the Coal Museum and Thresherman's Park. And I would really, someone from the museum that would be involved. Dale expressed his wishes to be on the Board and he's retired and got time to do it.

Councilman Rudolph: What's his name?

Councilman Hachmeister: Dale Austin.

Councilman Rudolph: Dale Austin?

Councilman Hachmeister: Yeah, him, and A.J. Mason another one (1), they were here, our hearings over the Innkeeper Tax. Another one (1) I spoke with was Ralph Turpin.

Councilman Christmas: Ralph.

Councilman Hachmeister: Owner of WBNL and of course he lives in Chandler and works here at Boonville. And I thought he'd be a great asset for all the different non-profits that he's involved with. And third, as far as what I talked to, who I talked to, Steve Smith from Old National. Course he lives in Newburgh and works here in Boonville and he's involved in several community projects. And all three (3) of those guys said that they'd be willing to serve. Spoke with a couple of others too and also spoke with the Commissioners on Steve. And they really didn't coincide with what they had in mind to do. So.

Councilman Meyer: Do you know the politics of these three (3) people?

Councilman Hachmeister: I'll give it to you if you want. Two (2) Republicans and one (1) Democrat.

Councilman Meyer: Okay.

Councilman Rudolph: And where's Dale live and work?

Councilman Hachmeister: He lives at Lynnville.

Councilman Rudolph: He lives in Lynnville.

Councilman Hachmeister: Of course...

Councilman Christmas: Dale.

Councilman Hachmeister: Dale Austin.

Councilman Meyer: Turpin lives in Chandler?

Councilman Hachmeister: He lives in Chandler. Of course works in Boonville. And of course Steve lives in Newburgh and works in Boonville.

Councilman Meyer: Okay. Can you, did you give me somebody's name that was on a Board?

Councilman Hachmeister: Gary Neal, was on the Board at, when he lived in Texas, Tourism Board there as well. And (inaudible) one (1) of the things too the Commissioners are leaning towards.

Councilman Meyer: Oh, okay.

Councilman Hachmeister: But not (inaudible). So I really wouldn't, we can have our pick on who we want. Because they don't meet 'til next Monday.

Councilman Meyer: We'll beat them to the draw.

Councilman Hachmeister: Yeah.

Councilman Rudolph: I actually wouldn't mind thinking about this for a month. Sort of seeing, I unfortunately have not checked into anyone who particularly I would recommend. But I almost would think it better to think about this and talk about it more next month. Being Greg's not here as well and have it be an appointment with all the Council. Is there an urgency to having this done this month?

Cliff Whitehead: There's not.

Councilman Hachmeister: Depends on when they meet. Cause they haven't started yet. I talked to Greg about it before he left. Of course he's, some of the same names that I brought up. Of course he wasn't planning on being here tonight anyway. Unless you've got somebody different to add to the list that we can check up on.

Councilman Rudolph: Well, I, so the first, you know, organization that speaks to me when we talk about this would be someone from Historic Newburgh, which is already getting some of our, you know, Innkeeper Tax Economic Development type funds. And I don't think, you know, we don't have, I haven't even, being a former Board member of that organization would have a couple of people I would like to approach, but...

Councilman Meyer: The Town Board of Newburgh and the President of the Town Board does have an appointment on this.

Councilman Hachmeister: Yes.

Councilman Meyer: So I mean they could…

Councilman Christmas: They could make…

Councilman Hachmeister: That's the reason I was trying to cover as much County-wide as I could. So, if nobody else has any recommendations on it. I would make a motion to nominate those three (3).

Councilman Christmas: Shari wants to speak to you.

Councilman Meyer: Okay.

Councilman Hachmeister: (Inaudible).

Councilman Meyer: (Inaudible) or you want to make a motion now?

Councilman Hachmeister: Well, I'll do it again.

Councilman Meyer: Okay.

Shari Sherman: Shari Sherman, Warrick Chamber. Just wanted to give you an update. The Warrick County, the Newburgh Town Board did nominate Carol Schaffer from Historic Newburgh. And I believe that the County Commissioners' Ordinance says that if nominations are not made by February 1st, they can make them, which would be past your, your date.

Cliff Whitehead: I, I believe that all nominations to the Commission must be submitted to the Board of Commissioners by January 1st of each year.

Shari Sherman: That's when it's supposed to be in, and then if not, then I think it goes down further, February 1st then they can make the…

Cliff Whitehead: I could have missed that.

Councilman Hachmeister: Well, they want do it at their next meeting.

Krystal Powless: She's right. It's on the second page.

Cliff Whitehead: Yeah, she is correct.

Councilman Hachmeister: (Inaudible) January (inaudible).

Cliff Whitehead: Yeah. (Inaudible) of any year or a vacancy is not filled within thirty (30) days. So, sheshe is correct. I'm sorry. Thank you, Shari.

Shari Sherman: Okay, just to give you guys that update. So.

Councilman Meyer: Okay, thank you.

Shari Sherman: That's it.

Councilman Meyer: So does anybody else have any nominations?

Councilman Christmas: I'll second his motion.

Councilman Meyer: Okay. Motion's been made by David and seconded by Charlie to appoint Dale Austin, Ralph Turpin, and Steve Smith as our appointments to the Innkeeper Tax Board. Any discussion?

Councilman Rudolph: Is that for this year only? Is it a one (1) year appointment?

Councilman Meyer: Some of them will be one (1) year some will be two (2) years.

Councilman Hachmeister: Two (2) years.

Councilman Meyer: Cause they're going to make stagger deals. But normallyit's a two (2) year.

Councilman Rudolph: Normally it's two (2)?

Councilman Hachmeister: (Inaudible) two (2) years, isn't it?

Councilman Meyer: Huh?

Councilman Hachmeister: You've got the Ordinance there, Cliff.

Cliff Whitehead: Yeah, it's, shall sign an initial term of two (2) years to five (5) years…to five (5) members, and an initial term of one (1) year to four (4) members.

Councilman Meyer: That's the Commissioners' call, right?

Krystal Powless: We don't know who (inaudible).

Cliff Whitehead: That's correct.

Councilman Hachmeister: Right.

Councilman Meyer: Yeah, okay.

Councilman Metzger: It could be one (1) or two (2).

Councilman Rudolph: (Inaudible).

Councilman Meyer: It's always going to be a two (2) year appointment then?

Cliff Whitehead: Thereafter.

Councilman Rudolph: Going after.

Cliff Whitehead: Correct.

Councilman Rudolph: After next year it'll always be two (2) years.

Councilman Meyer: Right. Right.

Councilman Rudolph: So we get two (2) one (1) year and one(1) the next.

Cliff Whitehead: That's correct.

Councilman Meyer: Yeah.

Councilman Rudolph: And then two (1) and then one (1).

Councilman Meyer: Any further discussion? Okay. All those in favor of these three (3)? Opposed? Motion carries six, zero (6-0).

TRI-CAP BOARD REPLACEMENT

Councilman Meyer: Okay, County Council, Tri-Cap Board Replacement.

Councilman Hachmeister: Tri-Cap is recommending Terry Phillipe and I spoke with him. He would accept. So if anyone else has anyone else to put on it, bring up too?

Councilman Meyer: Was this their recommendation too?

Councilman Hachmeister: Yes.

Councilman Meyer: Okay. Is that your motion?

Councilman Hachmeister: I'll make that a motion.

Councilman Meyer: Motion made by David to appoint Terry Phillipe...

Councilman Hachmeister: Unless somebody else...?

Councilman Meyer: To the Tri-Cap Board. Is there a second?

Councilman Metzger: I'll second it.

Councilman Meyer: And seconded by Paul, I'm sorry, did you second it?

Councilman Rudolph: Ted.

Councilman Metzger: Ted.

Councilman Meyer: Ted, okay, Ted. Okay. Any discussion? All those in favor? Opposed? Motion carried six, zero (6 0). Okay.

COUNCIL ATTORNEY CONTRACT FOR 2018

Councilman Meyer: County Business, Attorney. We have, the Council has an Attorney Contract here. Appears to be the same.

Cliff Whitehead: It is the same except for the date. This is effective January 1, 2018 and applies to the calendar year 2018.

Councilman Overton: Motion to approve.

Councilman Christmas: Second.

Councilman Meyer: Motion made by Brad and seconded by, here by Charlie to approve. Any discussion? How do we pay you? Monthly? Or quarterly?

Cliff Whitehead: Monthly.

Councilman Meyer: Monthly? Do we?

Cliff Whitehead: Yes.

Councilman Meyer: I just didn't know.

Councilman Christmas: That way we can throw 'em out if we have to.

Councilman Overton: (Inaudible).

Councilman Meyer: Mid (inaudible).

Councilman Hachmeister: Says here we can do whatever we want.

Cliff Whitehead: It does. It does say that.

Councilman Meyer: Okay, motion made by Brad and seconded by Charlie. All those in favor? Opposed? Motion carried six, zero (6-0).

OTHER BUSINESS
CIRCUIT COURT PROBATION OFFICER

Councilman Meyer: Okay, we have a few items under Other Business. One (1) is a Salary Ordinance for the Circuit Court Probation Officer. Which has to be a Chief Officer, correct?

Krystal Powless: Yes. When their salaries were calculated for 2018, I did not calculate them as Chief. And there's supposed to be a Chief Adult and Chief Juvenile. It's not how I calculated them so they're both short two thousand one hundred and seventy-three dollars ($2,173.00). So I have an amended Salary Ordinance adjusting their salaries to that, by that amount.

Councilman Overton: Motion to approve.

Councilman Christmas: Second.

Councilman Meyer: Motion made by Brad and seconded by Charlie to approve. All those in favor? Opposed? Motion carried six, zero (6-0).

LANDFILL MAINTENANCE FUND
COMBINING FUNDS 4904 AND FUND 1166

Councilman Meyer: Next item I got, Debbie, you want to talk about the Landfill Post Closure? Whatever that is?

Auditor Stevens: Landfill. Alright, Debbie Stevens, Warrick County Auditor. And I mailed you a bit of background, emailed you some background on two (2) Funds. This came up as a result of a report to the State to prove that we have financial responsibility for the post closure on the landfill out to twenty (20) years of testing and the such. We have twelve (12) years left. I believe it's twelve (12) years. And so we have to demonstrate that we have enough money to pay for what we calculated the fees to be over the next twelve (12) years. And I know the Commissioners will have to come to you at some point to maybe, for an additional appropriation to fund this trust. But what I discovered in looking at the Funds, is there is a Statutory Fund, it's 1166. That is established by the State Board of Accounts for the purpose of the trust and we do have money in that fund but we haven't been adding into it but we've been appropriating out of it. So we've been spending but not put money in to replenish. And then 49…Fund 4904, it's it's called Landfill Maintenance. And I believe that it was probably established for the same purpose. I couldn't find a Resolution. Kristine actually researched for a Resolution on 4904 and there wasn't anything on record. But it has, it has currently almost three hundred thousand dollars ($300,000.00) in that fund. It appears by the transactions that they're for the same purposes. And I would just like your agreement that you agree that the two (2) Funds should be combined into one (1) trust fund and then if we're short money then it would be up to the Commissioners to of course come to you and talk to you about getting the Fund at the level it needs to be.

Councilman Meyer: How much did you say was in 1166?

Auditor Stevens: Uh, 1166, the current fund balance…

Councilman Rudolph: Eighty-eight thousand four-ninety-two and sixteen cents ($88,492.16).

Auditor Stevens: Thank you, Paul.

Councilman Rudolph: That's a good question.

Auditor Stevens: Good answer.

Councilman Meyer: And there's three hundred ($300,000.00) in the other?

Auditor Stevens: We currently have two hundred ninety-seven thousand four hundred eighty-seven dollars and sixty-five cents ($297,487.65) to be exact. So we have a combined…

Councilman Meyer: I can't do two (2) things at once. I had to sign my name. Will you tell me that again?

Krystal Powless: Sorry.

Councilman Meyer: Two hundred ($200,000.00) and what?

Auditor Stevens: Oh, I'm sorry. Two hundred ninety-seven thousand four hundred eighty-seven dollars and sixty-five cents ($297,487.65).

Councilman Meyer: Okay, thank you.

Auditor Stevens: So combined, we're still some short. And I don't know if, if it maybe, it appears to me that we're not spending at the level to require five hundred thousand dollars ($500,000.00), around five hundred thousand dollars ($500,000.00) in that Fund. So perhaps we just need to go back and re-report, recalculate, submit to the State, and we may be covered. We may be fine. I think based on what we're spending...

Krystal Powless: I think we're spending around twenty ($20,000.00)?

Auditor Stevens: About thirty thousand ($30,000.00) a year. So to me, unless there's other requirements or things that have to be done, say at a ten (10) year mark, or a fifteen (15) year mark, that are more expensive than we've been spending in recent years, it looks like...

Krystal Powless: I know they do that IDEM testing...

Auditor Stevens: Right.

Krystal Powless: (Inaudible) I don't know if that's more. But we have been spending around that. Not a whole lot.

Auditor Stevens: But that's probably another discussion, another day between you all and the Commission...and the Commissioners. And at this point I just want to get these Funds together where they belong in a trust.

Councilman Meyer: Together. Did you say this will last another twelve (12) years?

Auditor Stevens: I believe that's what we have, we have to demonstrate financial responsibility for the next twelve (12) years.

Councilman Meyer: Seems like it's been going on forever for the same thing. Geez. Okay. An everlasting deal.

Auditor Stevens: Um hum.

Councilman Meyer: So all you want us to do really is combine these two (2) Funds?

Auditor Stevens: Yeah, just run it though a meeting so everyone knows what's happening with these Funds.

Councilman Rudolph: So we just need a motion to combine?

Auditor Stevens: Yes.

Councilman Rudolph: Motion to combine.

Councilman Metzger: I'll second it.

Councilman Meyer: Motion made by Paul and seconded by Ted to combine...

Councilman Rudolph: 4904.

Councilman Meyer: 4904 and 1166 into one (1) Fund. Now would, would that new Fund be one (1) of these numbers or would it be...?

Auditor Stevens: It'll be 1166 because that's the Statutory Fund for the trust.

Councilman Meyer: Okay. Okay, any discussion on the motion? All those in favor? Opposed? Motion carried six, zero (6-0). Okay.

DISCRETION FOR OFFICE HOLDERS ON HOURLY WAGE

Councilman Meyer: You had something else you wanted to bring up?

Auditor Stevens: I do. The next topic, and I included it in an email also, is for an immediate need that I have in my department. And it's in regards to the hourly rate for part-time employees. I currently have a situation where a full time Deputy who runs the General Ledger works in Accounts Payable is resigning her full time position. And she's a valuable employee and has good experience, back ground, nine (9) years in banking, three (3) years running the General Ledger. And she has currently committed only to two (2) days a week 'til the end of January to help with training. And the ten dollars ($10.00) an hour is quite a deterrent. She does have banking background and could go to a couple of the local banks that start their part-time tellers at fifteen dollars ($15.00) an hour. And so what I'm asking for from you is, it's really not for you to change anything other than to just give discretion around a rate for part-time employees that are paid by, by the hour. I did put together and you should, you have this. Krystal said she printed this off for all of you and it's just a chart showing the current employees that we have on payroll, part-time, that are paid above the ten dollars ($10.00) an hour. And I'm only asking for myself and the current situation, but I believe that all Department Heads could certainly benefit from having that discretion. I'm not asking for more money in my part-time budget. I'm just asking for the discretion to be able to match the hourly rate based on the experience and the value that that person would bring to the office and to the position. And the example I gave at the bottom for, for some positions in our office in particular is the Clerk position which is the lowest paid position in our department would start even at twelve eighty ($12.80) an hour. And these figures don't include the benefits that would be paid if they were full time. And then the current Deputy that I'm referring to now, her hourly rate is fourteen dollars and sixty-one cents ($14.61).

Councilman Rudolph: So, Debbie, the way I see it, you're really asking two (2) questions, really. One (1) asking about this particular employee, Ms. Pemberton, and you're secondly asking about discretion. Is is that fair?

Auditor Stevens: I think it's just one (1) question and that is for you to allow us as an office, as Department Heads, and me in particular for the immediate situation that brings this discussion up, to have that discretion as a Department Head. It is still up to the Department Head to manage the money that you appropriate to salaries within our own department. So each, each Department Head would have to work within the budget you've given us or come back and make a case for an additional appropriation if, if something, you know, if it would be required. But I believe that I can certainly manage within

the budget that you've already appropriated for 2018with, and still be able to pay in certain situations a higher hourly rate than the ten dollars ($10.00).

Councilman Rudolph: So, okay, if you want, if you were asking the Council to give discretion, let's say you have a two thousand dollar ($2,000.00) part-time position, budget. Would you, would our discretion allow you to pay someone fifty dollars ($50.00) an hour? For forty (40) hours a week? Or forty (40) hours...?

Auditor Stevens: No, you, it would be up to, I think it's up to you to set a range, which in a way, you already have. You've got a range of ten dollars ($10.00) to twenty-two dollars and seventy-eight cents ($22.78) an hour within the part-time rates that you currently have. Anything other than the ten dollars ($10.00) an hour. But I mean, it's up to you. I just made a recommendation of if you were to give discretion between ten ($10.00) and fifteen dollars ($15.00) an hour. That still is fitting within the, she's not the highest paid Deputy in the department, but she's one (1) of the higher levels. And so at the rate of fourteen dollars and sixty-one cents ($14.61) an hour, she comes very close to that fifteen ($15.00) dollars an hour. Did I answer your question, Paul?

Councilman Rudolph: Yes. So you actually are asking for us to, rather than having it be ten dollars ($10.00) an hour, be a range of ten ($10.00) to fifteen dollars ($15.00) an hour, at the Office Holder's discretion.

Auditor Stevens: Yes. Give, give the flexibility to help us recruit, hire, and retain the talent that we have. I have two (2) other folks in my office that are working part-time and they were previous full time employees. So that is talent and experience that I wouldn't want to lose to a higher part-time position somewhere else. It's expensive to train. And I didn't have to train either one (1) of them. And they were willing to come back and work part-time and help out in the office.

Councilman Meyer: And these two (2) people that you're talking about, are they working at ten dollars ($10.00) an hour?

Auditor Stevens: They are.

Councilman Meyer: Would that create some friction if we make this, if you pay this other girl fifteen ($15.00) dollars an hour?

Auditor Stevens: I think if you give us the flexibility to match the tasks and the work that they're doing in that particular role, well, what is that pay for that work? What would we pay a person in that position if it were full time? And so that's where I can see the flexibility of somewhere between a ten ($10.00) and the fifteen ($15.00) and if someone wants to make a case for something higher, that would certainly be an option too. But for me, for me personally, I could see that we could live somewhere between that ten ($10.00) to fifteen dollar ($15.00) range and, and then be able to match the job requirements and then the skill sets that are required to that job and have some flexibility there to pay. And would it cause friction? You know, it's at the rate that you offer and I can tell you anyone, any of them would be thrilled to make more than ten dollars ($10.00) an hour.

Councilman Meyer: Well, sure, everybody.

Auditor Stevens: And so if we can match the, the tasks that they're performing to whatever the rate is, if that job were full time, then that seems fair.

Councilman Christmas: How long she plan on being here?

Auditor Stevens: Well, I'm hoping that if I can do a little better on that hourly rate, that she would stay, say through March or as long as she's wants to. I would keep her as a part-time employee if I could. If she wanted to work, you know, for an extended period of time.

Councilman Rudolph: See, I'm pretty skeptical. If David and I currently make ten dollars ($10.00) an hour and if I get a raise and I get a dollar ($1.00) extra an hour, cost the County a dollar ($1.00) extra an hour, David gets a three dollar ($3.00) raise. He makes three dollars ($3.00) more an hour. Now he makes two (2) dollars more than me. I'm going to be, why don't I make as much as Dave? Now we've created a problem, and we create a problem for the Office Holders. And so I'm, I'm not a fan of giving this type of flexibility cause this is what's going to happen, all the Office Holders are going to be pushed and pushed hard to go to twelve ($12.00), thirteen ($13.00), fourteen ($14.00) dollars an hour like that. And all of the sudden, these employees that have already gotten exceptions, are going to feel like, well, I do more than other people that's probably paid more and they're going to be pushing for more. I, I see this being a disaster if we give carte blanche to the Office Holders.

Councilman Meyer: I agree.

Councilman Rudolph: I would say, if you want one (1) for this employee, going back to my original question for Ms. Pemberton, I could possibly see a limited exception within that case as we've done for previous ones. But giving the discretion, I mean, we won't even give discretion for raises. Now we're going to give someone fifty (50) percent more than someone else?

Councilman Meyer: I agree.

Councilman Rudolph: Or possibly? I, I just don't see that.

Councilman Hachmeister: Well, I agree. We, we're all messed up on our part-time. I didn't realize there was this many differences in actual people. Of course our listing on employees, doesn't really show all the part-time. But how we got so spaced out, I don't know. I do know a few years ago as far as the one (1) cook, that had farther to drive to get here was requested to give her higher in the part-time raise, which I didn't go along with just because she lived farther away. But how we got so far apart on all of our different part-times. I just don't think this is the time to correct this. We need, if we feel the need to correct some of this, we, we need to make a time to do it and go through the Personnel and present it to our...

Councilman Christmas: Salary Committee.

Councilman Hachmeister: And that is, you know, I make a motion to deny at this time.

Auditor Stevens: Could I, could I just answer Paul's objection? He's saying you're, that this is creating an environment where one (1) person gets 'x' amount of money for a job and somebody else might, might get something different. It already exists. You, you have it right in front of you. What did, what did, what did say Employee 7717, what did they do to demonstrate that they should be paid fourteen dollars and forty-two cents ($14.42) an hour? Do you have a job description or the experience or the skills that are required for that?

Councilman Rudolph: Well, we both know that that's a specific limitation what was sort of brought over just recently. But, yeah, so I mean it's by area, right? So we've got a few different areas that are, that have obtained exceptions. And that would be Law Enforcement and Parks and CASA. Right? So all, so everysingle employee on this list, is in one (1) of those three (3) areas. So other than that, we've been pretty standard. So there are three (3) exceptions. And one (1) of which we inherited because CASA just recently became employees this year. So I feelpretty good about the fact that we've been pretty standardized with the exception of those three (3) areas. And those particular areas have done a very good job of documenting why their employees need more. Again if you came in here and said, I think that you know we need a possible exception for this particular individual as we've done in the past. I'd entertain that conversation. I probably do not feel comfortable opening the barn doors and saying well we've let three (3) slip through, therefore we need to let every single department in the County slip though. That, that's, you know, that's letting the barn doors open pretty wide. And that would cost the County tens of thousands of dollars a year.

Auditor Stevens: But you're not changing the amount of money that you're giving.

Councilman Meyer: Yes, we are.

Auditor Stevens: No, you're not. Well...

Councilman Meyer: Yes, we are.

Auditor Stevens: You're not budgeting...

Councilman Meyer: You, you want to give her fourteen dollars ($14.00) or whatever, fifteen dollars ($15.00), and we set the part-time as ten dollars ($10.00).

Councilman Rudolph: Debbie, let me rephrase...

Auditor Stevens: But I'm not asking for more budget.

Councilman Meyer: I didn't say you were. You are changing what the Salary Ordinance of the part-time person is.

Auditor Stevens: And I...

Councilman Meyer: And that's our job.

Auditor Stevens: I understand, but I'm asking for discretion from you all to let the Department Heads manage, and manage their people, and manage within that, we're talking about part-time people. And it's so few. And it's very specific...

Councilman Meyer: You're talking about an area that...

Auditor Stevens: To each department.

Councilman Meyer: I can agree with you on one (1) point.

Auditor Stevens: Yeah?

Councilman Meyer: You're talking about merit pay.

Councilman Christmas: Yeah.

Councilman Meyer: You're talking about merit pay on a part-time basis.

Auditor Stevens: Right.

Councilman Meyer: I agree with merit pay. It doesn't work in government. We can't do that.

Councilman Hachmeister: We had an Office Holder a few years ago that brought to us a budget time his recommendation and it was you know a thousand dollars ($1,000.00) more here, two thousand dollars ($2,000.00) more here, three thousand dollars ($3,000.00) and leave this person the same. And I can really imagine what kind of ill tempers you would have at that time just because the Elected Official wanted to pay different people different. And...

Auditor Stevens: Then can I ask you...

Councilman Rudolph: And this would definitely cost the County money, and I'll tell you why. Because every year what happens is we appropriate budgets for part-time. And every year people return the part of their budget that's unused. What's happening is if I give you a five thousand dollar ($5,000.00) budget for part-time and you can't, you don't have use for all five thousand ($5,000.00) for ten dollars ($10.00) a hour, you give some of that money back. If I give you that five thousand dollars ($5,000.00) and you say, you know what, I can use that now, I'm going to give people raises. I'm going, instead of it being a thousand dollars ($1,000.00) back or two thousand dollars ($2,000.00) back, people that are making ten dollars an hour ($10.00) are now going to make thirteen ($13.00) and fourteen ($14.00). That's what's going to happen with any unused money. And you don't think it happens, I'll remind you what happened in item 4A. We transferred from Part-Time to Health Insurance. That was money that probably wasn't gonna be used in the part-time budget for that particular area that is now being converted it Health Insurance because we've agreed to it. But otherwise that money was going to come back here to the County. But otherwise people are going to raise the rates of compensation cause they say, I can afford it. Which means the County winds up paying more than we currently do. And again in the business world, makes sense. In this particular instance, I see a back and forth between departments. You'll

give me twelve ($12.00), you'll give me thirteen ($13.00). I see all sorts of conflicts in this situation.

Auditor Stevens: Okay. Then back to this. My immediate need. Will you approve fourteen sixtyone ($14.61) for this employee?

Councilman Meyer: Now wait a minute. Let's, we have a motion on the floor to deny the request.

Councilman Christmas: We haven't voted on it.

Councilman Meyer: And I'm not sure, we don't have a second.

Councilman Christmas: I seconded it.

Councilman Meyer: Oh, you did second it. So we have a discussion here now on your request for…

Auditor Stevens: A range.

Councilman Meyer: Part-time, a range for part-time.

Auditor Stevens: Well, for a range, a salary range of ten ($10.00) to fifteen ($15.00).

Councilman Meyer: So we have David and seconded by Charlie. So we need to address that. Any further discussion on that motion? The motion is to deny the request for the range.

Councilman Hachmeister: One (1) question.

Auditor Stevens: Um hum?

Councilman Hachmeister: If you were the owner/employer, would you take this money out of your pocket? It's pretty easily said when it's not your money. It's the County's money. But would you do this just to keep a part-time person there?

Auditor Stevens: I would do this for this employee. Absolutely. Because she…

Councilman Meyer: That's not what he's talking about.

Councilman Hachmeister: But then it would be every employee with this Salary Ordinance.

Auditor Stevens: For a range?

Councilman Meyer: And you're carrying the flag for all the other departments. But we've never heard this from any other department.

Auditor Stevens: I'm not speaking for any other department, but I can tell you that…

Councilman Meyer: Well, you said it was for all the Office Holders.

Auditor Stevens: They would probably applaud some flexibility to be able to hire based on talent…

Councilman Meyer: Based on merit.

Auditor Stevens: Based on what they bring to the department.

Councilman Meyer: I understand. I understand.

Auditor Stevens: Sure. I'm telling you, an employee who can, can do excel spreadsheets is far more valuable to me than someone who doesn't have excel experience. Right up front. They are. And so, but we don't pay for that. At ten dollars ($10.00) an hour, you don't get it. I mean you just don't. Unless, you know.

Councilman Hachmeister: I agree. But that's the way it's set up. But if they want to work, they work.

Auditor Stevens: Then perhaps it's time for you to raise the part-time.

Councilman Meyer: That, that may be a different question that we need to look at, I agree.

Councilman Hachmeister: Yeah.

Councilman Meyer: That may be the (inaudible).

Councilman Hachmeister: But at this time…

Auditor Stevens: I mean if you can pay…

Councilman Meyer: That is a fair question to think about, to raise the part-time. I understand that. That I can agree with.

Auditor Stevens: At ten dollars ($10.00) an hour, I think McDonald's pays nineseventy ($9.70).

Councilman Meyer: We're above them now, aren't we?

Auditor Stevens: Gary, come on.

Councilman Meyer: Okay, we've got a motion on the floor from David and seconded by Charlie to deny this request. All

those in favor? Opposed? Motion carries six, zero (6-0).

Councilman Rudolph: I would absolutely entertain a motion to, or a, but it has to be a supported motion that says we need to increase our hourly rate. In fact the whole reason I went and talked to Krystal right now is because I asked her when's the last time we increased our part-time salaries. And I think they, just like hourly, honestly what I would do, I would say whatever amount we think is right, and then index it. Right? And say they get a three (3) percent raise every year or something like that. Because...

Councilman Meyer: Yeah, we didn't do that this year.

Councilman Rudolph: Giving them a raise is probably...

Councilman Meyer: Maybe we should do that.

Councilman Rudolph: Overdue.

Councilman Overton: I don't think we should do it now.

Councilman Christmas: (Inaudible).

Councilman Meyer: Do it at budget time? Or you want to look at it now?

Krystal Powless: I mean if you do it now...

Councilman Rudolph: I...

Krystal Powless: If you do it now, then I, I suggest you don't increase their budgets and they have to live within their budget. But like you said, when they're not spending it, they're probably going to spend it. But, if you do it now, that's what you'd have to do.

Councilman Rudolph: I would ask the Office Holders for feedback. Table that conversation for next month. Put it on next month's agenda and ask the Office Holders/Department Heads to get back to us on what they think is appropriate.

Councilman Meyer: Is that a motion?

Councilman Rudolph: That is my rec...my motion, yes.

Councilman Meyer: Okay, we have a motion by Paul to ask for input from the Office Holders on a part-time salary increase. Is there a second to that motion?

Councilman Metzger: I'll second that.

Councilman Meyer: It would be addressing...Ted, you second?

Councilman Metzger: Yeah.

Councilman Meyer: Okay, that would be addressing the February meeting then. So the motion made by Paul and seconded by Ted. Any discussion on the motion? All those in favor? Opposed? Motion carried five (5) to one (1).

Councilman Rudolph: Four (4) to two (2).

Krystal Powless: Four (4) to two (2).

Councilman Overton: Yeah, I didn't...

Councilman Meyer: Oh, I'm sorry, was it you, Charlie?

Councilman Christmas: Yes.

Councilman Meyer: Okay, four to two (4-2 with Charlie Christmas and David Hachmeister opposing). Charlie and David.

Krystal Powless: David.

Auditor Stevens: Can we have a minute more discussion on the current situation for this particular employee? Will you agree to pay her at that rate of fourteen sixty-one ($14.61) through January?

Councilman Meyer: No, well, anybody want to make that motion?

Councilman Christmas: No.

Councilman Meyer: To pay this particular person fourteen sixty-one ($14.61)?

Councilman Christmas: We denied it.

Councilman Hachmeister: I thought we done denied it?

Councilman Christmas: We done denied it.

Councilman Meyer: We have done denied it.

Auditor Stevens: Well, we talked about the range.

Cliff Whitehead: Well, you denied the discretion, giving the broad discretion. You haven't denied the specific request.

Councilman Meyer: Now we're being asked for a specific amount for a specific person.

Councilman Christmas: You'll open a can of worms if you do that.

Auditor Stevens: We already have it though, Charlie. It already exists.

Councilman Christmas: You're opening a bigger can of worms then just your situation.

Auditor Stevens: I would go along with the current County average for part-time employees of twelve ninety-three ($12.93). That's the current County average for what you're paying in part-time employees. Twelve dollars and ninety-three cents ($12.93).

Councilman Meyer: Well, we just passed a motion to get some input from the rest, rest of the Office Holders for increase of the part-time.

Auditor Stevens: Alright. I won't have this employee afterthe end of January. I mean that's just the situation.

Councilman Meyer: I'm sorry about that, Debbie, but we, we lose good employees all the time. And hopefully we can replace them sometime. But we do, we lose good employees because we don't pay enough. I understand that. But we have to deal with our budget too. And I'm sorry we're losing a good employee there. But that's the way it is. I'm sorry.

Auditor Stevens: I'm going to live within my budget.

Councilman Meyer: I know, I expect you to.

Auditor Stevens: At that rate.

Councilman Meyer: I know. I understand. I understand.

Auditor Stevens: Thank you.

Councilman Meyer: Thank you. Okay, that's all I have in Other Business. Anything else?

Krystal Powless: I think we addressed everything I had.

Councilman Meyer: Okay.

Krystal Powless: And there wasn't anyone on the sign in sheet.

Councilman Meyer: Anybody from the audience like to address the Council? Any Council member have anything to bring up? Okay. I guess I'll announce our next meeting will be…

Councilman Christmas: February.

Councilman Meyer: February 1st, I think.

Councilman Christmas: I know our calendars are outdated here (inaudible).

Councilman Meyer: There it is. February 1st at 6:00 (PM) in this room. No other business, looking for a motion.

Councilman Christmas: Got it.

Councilman Meyer: Motion, meeting's adjourned.

ADJOURNMENT: Meeting adjourned at 6:44 PM.

WARRICK COUNTY COUNCIL

Gary Meyer, D.D.S., President

David Hachmeister

Ted Metzger

Paul Rudolph

(Not Present)
Greg Richmond, Vice President

Brad Overton

Charles R. Christmas

ATTEST:

Deborah K. Stevens, Auditor
Warrick County, IN

Minutes transcribed by Kristine Georges

Sec. 1 Be it ordained (resolved) by the Warrick County Council, Warrick County, Indiana, that for the expenses of the taxing unit the following additional sums of money are hereby appropriated out of the funds named and for the proposed specified, subject to the laws governing the same:

FUND	APPROPRIATION NUMBER	DESCRIPTION	AMOUNT REQUESTED	AMOUNT REQUIRED\
Coroner	1000-107-4444.00	Motorized Equip.	$25,950.00	Table
Total Coroner			$25,950.00	
Economic Development	1112-000-4173.00	Health Insurance	$18,583.00	18,583.00 Remove
	1112-000-4516.75	Industrial Incentive	$140,000.00	
Total Economic Development			$158,583.00	
Superior Court	1000-111-4115.00	Reporter III	$7,668.05	7,668.05
Total Superior Court			$7,668.05	
Health ILHDTA	1206-000-4315.10	Vector Control	$29,148.20	29,148.20
Total ILHDTA			$29,148.20	
Local Health Maintenance	1168-000-4362.00	Equipment	$8,101.21	8101.21
Total Local Health Maintenance			$8,101.21	

Taxpayers appearing in the meeting shall have a right to be heard. The additional appropriations as finally made will be referred to the State Board of Tax Commissioners. The Board will make a written determination as to the sufficiency of funds to support the appropriations made within fifteen (15) days of receipt of a Certified Copy of the action.

Adopted this 4 day of January, 2018

AYE

NAY

Brad Overton

ATTEST: Deborah Stevens

Auditor Warrick County