WARRICK COUNTY COUNCIL – BUDGET SESSION
COMMISSIONERS MEETING ROOM
107 W. Locust Street
Boonville, Indiana
August 20, 2019
5:00 PM

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

Council members present were: President Greg Richmond, Charles Christmas, David Hachmeister, Cindy Ledbetter, Brad Overton, and Rick Reid. Vice President Ted Metzger was not present for this meeting.

Council Administrator Krystal Powless was present.

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

Council President, Greg Richmond, called the meeting to order at 5:02 PM.

Pledge of Allegiance

ROLL CALL

Greg Richmond: Roll Call.

Krystal Powless: Greg Richmond?

Greg Richmond: Here.

Krystal Powless: Ted Metzger?

Ted Metzger: *(Councilman Metzger was not present for this meeting).*

Krystal Powless: David Hachmeister?

David Hachmeister: Here.

Krystal Powless: Cindy Ledbetter?

Cindy Ledbetter: Present.

Krystal Powless: Brad Overton?

Brad Overton: Here.

Krystal Powless: Rick Reid?

Richard Reid: Here.

Krystal Powless: Charlie Christmas?

Charlie Christmas: Yeah.

Councilman Richmond: Okay, 5:00 (PM). The order we usually take in the past is we start out with, pardon me, I'm hoarse for some reason or another. I don't know what's causing it. Personnel Committee Report read and discussed and voted on first. And then second we'll look at budget items and what we need to do with the budget and decide on raises and Part-Time last. So, we'll start with, start with the Personnel Committee Report. Do you have a chairman that will read it?

Councilman Hachmeister: Well, Brad mainly takes care of the writing-her-downer. You've got the same copy.

PERSONNEL COMMITTEE REPORT
SHERIFF

Councilman Richmond: First up is Sheriff on here, so, I'd like it read.

Councilman Overton: Ok, and I apologize if there's, if there's some discrepancies in what we talked about. Cause we we're kind of…

Councilman Hachmeister: It's all subject to change anyway.

Councilman Overton: Yeah, I know. I mean some of this stuff…

Councilman Richmond: This is just a recommendation from the Committee. It's not a real vote.

Councilman Overton: So, for the Sheriff, the Sheriff was requesting or is requesting several changes. One (1), he'd like for the Deputies to be placed on the new matrix pay system. And so we reviewed that and basically that ended up being two (2) against and one (1) in favor.

Councilman Richmond: Let's stop there. Alright, the matrix system, I think you've all had a chance to look at that. And if not, it's in this packet today. A lot of work and time went into putting that together to try to find a fair compensation for Warrick County Sheriff's Department Deputies. There were comparisons made to others our sizes. And what we have happening is some of our Deputies don't stay on very long. They'll come in and they'll leave because the grass is greener on the other side. And that's what brought along the matrix, a new way of doing things rather than the longevity system that we have in place now. It was a total cost of one-seventy-six-two-'o-eight ($176,208.00) for the difference to go to the matrix system. So, I'd like to have some discussion on that. See what people think and somebody can make a motion.

Councilwoman Ledbetter: I think the Personnel Committee, I think a lot of what we came to in discussion was that we felt we probably needed to do the Job Classification Study and also consider something such as an HR person. And if those things were to occur, things might change after that were initiated and that would be a better time to possibly consider changes in our pay system and the way that you know we propose salary changes. That is, might be best to do the job classification study first and/or hire a new HR person.

Councilman Richmond: And that's a question I had when I read this. Both times or all of the times here it says, HR person and/or job study. So what are we going to do? I know an HR person is in the budget for the Commissioners right now. And I talked with two (2) of the Commissioners today. And there's some shuffling that's going to occur in the office with a retirement. And they are looking into making a combination HR/Assistant Administrator to Roger position. Creating a position there. And so, if we do an HR person, their whole first six (6) months or so is going to be consumed by doing a job study if that's what the wishes are. I looked at Lawrence County today. And it cost forty-seven thousand dollars ($47,000.00) for Lawrence County to do a complete job study similar to what we had done in 1997, I think it was. It's been a long time. And a lot of their classifications were similar to ours. They had the COMOT and SE's, different things like that. And so for a professional organization to come in who's unbiased and do something like that, we're looking at a cost of somewhere, well, about the same thing. Forty-seven ($47,000.00) to fifty thousand ($50,000.00). It could be less. It depends on what we ask them to do. This one (1) was pretty extensive. It was very, very detailed. So, we need to be thinking about what we want to do then. Do we want to do a job study for one (1), maybe out of Rainy Day Fund or out of Council Budget and get that started independently or are we going to hire someone in our budget? And the budget discussion will come up after a while as to what we want to do with that and put the proper amount of money in there for that. They've requested fifty-five ($55,000.00). If we were to hire a full time HR person off the street, fifty-five ($55,000.00) is probably reasonable. But a combo might be a little bit different. Maybe less.

Councilman Overton: So, but if we're looking at a combination person, if we take someone who is currently in the job, yeah, we probably wouldn't have to spend fifty-five ($55,000.00). Maybe, let's just say be an additional twenty-five thousand ($25,000.00) on top...

Councilman Christmas: I think that's what they're looking at (inaudible) job.

Councilman Overton: Yeah. So, I mean the cost might be a little a little bit less than you said. And that's, that was the one (1) thing that on almost all of these job reclassifications that people are looking at an additional, that was a lot of these requests. Probably all of those in my opinion except, outside of the Deputies. Because I think, you know, I mean to me, I think that's a little different beast than everyone else around here. Because, I mean, granted the Sheriff's Deputies, basically their job, you know they have new things added to them, technology and those types of things as times change. But I mean, in the end, their job continues to be to keep the people of this County safe by preventing or responding to incidences. And that would be the one (1) that I really take exception (inaudible) support, went ahead, and I would support you know the request for that. Cause I think that's something, you know, I don't, to me I don't know that you, you have to put a price on what it would be, unfortunately. But with what they do and the dangers that their job, I mean, I would support doing that now.

Councilman Hachmeister: Well, I just felt that's a pretty big jump all at once. And I will have to say, the Sheriff wouldn't ask which he would prefer as far as the Jailor or Deputy or he'd prefer over raises instead of getting more help. Kind of confusing there on my part.

Councilman Richmond: I think he's concerned with keeping help when I talked to him.

Councilwoman Ledbetter: Well, I would be more in favor of a three percent (3%) raise for the Sheriff's Department until somebody can come in and do the job classification study and we've got an HR person that can look at changing the way we pay with something like a matrix for the whole County, not just the Sheriff's Office.

Councilman Richmond: My feelings, for what it's worth, I sympathize similarly as brad. I think that the people that are putting their life on the line for us; we need to keep good personnel who are familiar with our County. My tendency is the same thing that Brad said, look at the others with the job study/HR, whatever it turns out to be, that matrix I like. Charlie, you served on the police didn't you?

Councilman Christmas: Yes.

Councilman Richmond: How do you feel?

Councilman Christmas: I've got a lot of mixed emotions about is. When I was back there, I was only making three thousand dollars ($3,000.00) a year. You've got to understand. Right now forty-seven ($47,000.00) sounds like a lot. In this day and age, I was talking to some of the Deputies not too long ago. And you remember the days you walked the streets and didn't worry about a thing. They get out of the car they worry if they'll get shot now. And that's a fact. That is a fact. Whatever we can give them, I'm all for it. I'm sorry. Any way we can help them out and give them their salary. And we don't want to lose them people, I'm going to tell you something. This County is growing, but by the time the Deputies learn the County, where the streets are (inaudible). And he has a minimum of sixteen (16) weeks, may be eighteen (18) now. Eighteen (18) weeks at the academy, so that's four (4) months. When you first hire him, he's not even going to be available. And he's got at least another two (2) months of training on the road. So, you know, the first year, he's not even (inaudible). He is, but he isn't. So, I'm saying, we've got them, let's keep them. If we've got to pay a little extra to keep them and don't let them get away. Cause (inaudible) they'll go to Evansville. (Inaudible) I'm serious when I say this, (inaudible) Boonville (inaudible). They go to Evansville, if they get hired, they start off at forty-eight ($48,000.00). They work a year and a half (1 ½) down there (inaudible) full retirement. Full retirement. (Inaudible). That's why you see them jump. They get on there, they're going to go. Same way with the police department. So we need to do what we can to keep them for our people. We're hiring more people from out of the County than we are in the County.

Councilman Richmond: And we've been blessed in our County with, with people and not had emergencies so bad like they've had you know with shootings elsewhere. But a lot of these other communities didn't expect those things to start happening either and they did.

Councilman Christmas: They already have them here, you just don't see it like (inaudible). The news is very quiet about a lot of this stuff. Very quiet. Unless it blows up like it did across from our house out there. Woman got killed (inaudible), that stands out in public. (Inaudible) broadcast (inaudible). So, we've got a lot of it going on. A lot of bank robberies, or not bank robberies but robberies, burglars. A lot of crime going on in Warrick County. (Inaudible) know about it, but we've got it. So we need to keep these people.

Councilman Richmond: The matrix would solve asking for an increase in longevity happening all the time cause it's already worked out into the system. We need a motion on this one (1)?

Councilman Overton: I make a motion we approve the matrix system...

Councilman Christmas: I'll second.

Councilman Overton: Well, what's a proper way to read this in here?

Krystal Powless: Yeah, to just approve the matrix system that was submitted.

Councilman Overton: That was presented by the Sheriff.

Councilman Christmas: I'll second that.

Councilman Richmond: Motion by Brad. Second by Charlie to approve the matrix system for the Sheriff's Department. Any further discussion? All those in favor? All those opposed? Three to three (3-3). (Motion failed 3-3 with David Hachmeister, Cindy Ledbetter, and Rick Reid opposing) I knew that would happen.

Krystal Powless: And the three (3) against?

Councilman Richmond: The three (3) against were Cindy, Rick, and David.

Krystal Powless: Okay.

DEPUTY POSITION

Councilman Overton: So moving on. The Sheriff had requested a new Deputy. And he had had some documentation, one (1) thing that he brought out was the fact that based upon, and I can't recite the exact study that he had, but I think it was one (1) Deputy for every thousand citizens I think is what's recommended by that study that he presented. And I think, I believe we were at forty-four (44) officers and forty-nine (49) would put us at fully staffed. And the Sheriff went on to also mention that we have people that are currently, you know, I think a couple people that were out on sick leave and we've got Deputies that are in training. So, it's kind of like, one (1) of us may have already said this, but you know you really don't have everybody up and even though you've got forty-four (44) people there, you don't necessarily have forty-four (44) people on the streets at that given time. So, I think, you know, it would seem reasonable to me to add that extra officer. And yes there is additional costs for the vehicle. So that was a point that was brought up as well. But I, it kind of goes back to the concerns of the first one (1), honestly, and we all know it's not as if the Deputy is, you know, there's twelve (12) hours where there's just non-stop activity. We all know that. There are some down time with that. But I mean it's those times, it's the one (1) time when you need somebody there, whether it's a violent response or maybe you just to help you out of a, you know, out of an accident or something. I mean you're always going to be glad they're there to be, I don't know if you can ever be too safe. But I'd rather be too safe and not sorry than sorry and not safe. So.

Councilman Richmond: Discussion?

Councilman Hachmeister: Well, one (1) of the things I brought up as well, too, of course the Sheriff wanted another Jailor and another Deputy. And part of my reasoning would be if we added another Deputy, you could always, if they were shorthanded, always bring him in as a Jailor. Although there's what, eight thousand dollars ($8,000.00) difference in cost. Or less than that, seven hundred ($700.00) difference between the Deputy and the Jailor. But then that would give them the aspect of putting a Deputy on the road or putting him back in the Jail.

Councilman Overton: And the Sheriff had also mentioned that even though there are forty-four (44) currently, I forget the exact number. But we do have some school resource officers allocated out of that. So they're not, out of probably roughly nine (9) months out of the year, they're not out on the streets. We've really only got them for the summer time. So, take that for what it may be.

Councilwoman Ledbetter: I, I understand the need for a new Deputy, but the Sheriff was saying that there's safety issues in the Jail and not having a Jailor and he said something about going back to research that to bring data back to the Council to where he may be coming back to us this year and requesting a Jailor anyway based on safety issues. So, that's why I choose to vote for the Jailor as opposed to voting for the Deputy. Because I think he's going to be back later this year citing safety issues in the Jail, wanting to have a Jailor. But, like David said, if we can get this new Deputy on board and he does both, then there's the opportunity for that as well.

Councilman Hachmeister: And another thing too the Sheriff brought up as far as the time involved. Really, it's kind of the 11:00 (PM) to 1:00 (AM) timewise where they needed the most help in the Jail because of actually bringing people in off the road. A short time span. But also I brought up the fact too covering overtime with the Jailors when somebody's off sick. Of course, Sheriff said, can't get anybody to work overtime. That was kind of surprising.

Councilman Christmas: That is not surprising if you work in the Jail (inaudible). You ought to go up and spend about a week, one (1) week up there at the Jail some night. (Inaudible).

Councilman Hachmeister: I don't plan on getting locked up. It could happen anytime I guess. I don't plan on it.

Councilman Christmas: I didn't say be a guest. I just said spend some time up there.

Councilman Hachmeister: Well, a Jailor truthfully is like a Deputy.

Councilman Christmas: Yep.

Councilman Hachmeister: Now normally they've got a pretty easy job. But, what's it worth when they're plugging bullets at you.

Councilman Christmas: What's it worth (inaudible).

Councilman Hachmeister: And there's two (2) (inaudible) out of the Deputies, probably only a couples had a bullet fired at them. But what's it worth when it does happen?

Councilman Christmas: What about the shivs?

Councilman Hachmeister: Pardon?

Councilman Christmas: What about a shiv? Night shift's got more shivs. You know what a shiv is? When I say that, I think you all know what I'm saying. A shiv is a homemade knife. You can't believe some of the things they make them out of.

Councilman Hachmeister: Well, a lot of that too is how this Jail is put together. Completely different then like the one (1) we looked at in Tell City. You know, let's ditch this one (1) and a new one (1) put together or an old one (1).

Councilman Christmas: So, no matter where you go, there's weapons involved.

Councilwoman Ledbetter: The other option here even though we really didn't talk about it would be the other two (2) personnel supported a Part-Time Jailor with the full time Deputy. So that's an option as well that might help with some of those safety issues that we were concerned about. Or the Sheriff's concerned about.

Councilman Overton: Yeah, because one (1) of his comments was that it's hard to get someone to work in there Part-Time for whatever it was.

Councilwoman Ledbetter: Yes.

Councilman Overton: But, I think with the amount, with the twenty thousand dollars ($20,000.00), ended up that was fifteen ($15.00) bucks an hour. Is that what that was? Well, kind of what it ended up being. So, that was another option there and I think that might support some of those shifts and like, and I'm sure that's a terrible shift to try to cover. I mean whether it's in the Jail or if it's a hospital or somewhere else. I mean that's a horrible shift. So, I mean, those two (2) are kind of two (2) topics there that are kind of related I guess if you want to look at them that way. But, yeah, we did at least support some money for Part-Time for, for the Jailor.

Councilman Richmond: Rick, you have a comment?

Councilman Reid: It think we probably ought to give one (1) more Deputy and then just for protection, you know. (Inaudible) over the average right now. You know, they said forty-four (44) and it should be forty-nine (49) or something. I don't want them to spread themselves too thin on that.

Councilman Richmond: Need a motion.

Councilman Overton: I'll make a motion to approve the one (1) new Deputy hire.

Councilman Richmond: We have a motion from Brad for one (1) new Deputy.

Councilman Hachmeister: I'll second.

Councilman Richmond: Second by David. Any further discussion. All those in favor? That's all six (6) of us. Six, zero (6-0). Thank you.

JAILOR
PART-TIME AND FULL-TIME

Councilman Richmond: And then the Part-Time or well, go ahead and read that full time.

Councilman Overton: Yeah, so the Sheriff was requesting one (1) new Jailor at thirty-eight thousand two hundred ninety-five dollar ($38,295.00) plus benefits. I think we had one (1) recommendation was yes due to liability issues. And then there were two (2) against. And the Sheriff had brought up that, and I think it was with whatever time Dave said I believe was 11:00 PM to 2:00 AM. There's that time where it's very active and basically have to keep one (1) person in the, I don't know if it's the observation unit or whatever the Jailors say. So he can kind of the control center there. And then the other person will go out and help, they'll, gosh, I watch enough cop shows you'd think I'd have the terminology down. Book, they'll book them when they come in and then they'll also go out and try to do their rounds and sometimes that ends up being, you know, there could be some liability. You know, you've only got one (1) guy there and if something were to happen, they can do a lock down. Which he did mention that, also. So, that was some of our points there and I kind of mentioned that earlier in that other discussion about the part-time so I don't know if Dave or Cindy's got anything they want to add to that.

Councilman Hachmeister: Well, other than the Part-Time is, there again too, setting the salary for the Part-Time there. You know, you're not going to get, an hour, ten-sixty ($10.60) an hour probably somebody Part-Time plus most likely they haven't been training. That's where I thought the overtime was the best option for the Jailors. If they've got, like I said, somebody off sick, to cover over. And like I say, they can, if they wanted to hold a shift, have somebody stay over for, bring somebody in for, cover for just the hours they have the most problems with.

Councilwoman Ledbetter: Did the Sheriff say that he was going to hire someone to come in and do a safety or a count of the Jail? Is that what he said? Am I correct?

Councilman Overton: It was something. He was either going to hire somebody or there was going to be some kind of, something...

Councilwoman Ledbetter: A study of some sort.

Councilman Overton: I don't know if it was his or if it was some kind of, might even have been the State.

Councilman Hachmeister: It wasn't the Indiana Sheriff's Association he brought up?

Councilman Overton: No.

Councilman Hachmeister: Another organization...

Councilman Overton: But they look at the numbers.

Councilman Hachmeister: Yeah.

Krystal Powless: I was actually in there for this conversation a very short time. But I remember it was the State I thought was going to come in and do a study and he was waiting on the results for that to come back to you guys.

Councilman Hachmeister: Yeah, it wasn't the Sheriff's Association. But something similar that...

Krystal Powless: And the other thing was the overtime was brought up and he said he couldn't get people to cover the overtime.

Councilman Hachmeister: I've, you know, I've, I think it's kind of odd that no people, didn't want to work it or you can't turn around and tell someone they're going to stay.

Councilman Christmas: You're part of the old school like me. Got a chance to work overtime, you worked cause you needed the money.

Councilman Hachmeister: And like I said, the overtime and maybe if they're processing somebody at that time. Maybe two (2) hours to four (4) hours. But, I done forgot what I figured up. I may have it here. Well, putting twenty thousand dollars ($20,000.00) and one (1) figure that was throwed up.

Councilman Overton: I think that actually, that ends up if it's just one (1) person, it'd be roughly nineteen ($19.00). I just did some quick math and I think it's nineteen dollars ($19.00) an hour but you have to stay under that specific...

Councilman Hachmeister: Well, I figured at twenty-eight ($28.00) and if you covered a whole shift of over time, you'd have enough to cover about a hundred and eighty (180) shifts with overtime, the full shift.

Councilman Overton: So, I mean if, I guess we're kind of...

Councilwoman Ledbetter: Just to repeat. I think he's probably going to be back you know with that study and we may have to meet that need anyway. So I think we have to do something.

Councilman Hachmeister: Well, just because they come up with, unless the State has a mandate out of it and that won't happen 'til next year. You know, then the State mandates we have to have so many (inaudible). But I don't think they'd do that.

Councilman Overton: I thought if you at least put the twenty ($20,000.00) in now, and even if they turn around and say to hire somebody, you know...

Krystal Powless: Partly there.

Councilwoman Ledbetter: Yes, we are partly there.

Councilman Overton: Yeah, you're kind of there.

Councilman Hachmeister: Well, I, still, as far as the, put it in as far as overtime instead of part-time, they'd have it to use it.

Krystal Powless: If you did part-time though, you're talking about fifteen dollars ($15.00) an hour. Maybe.

Councilman Overton: If you take twenty thousand ($20,000.00) divided by fifty-two (52) and...

Councilman Hachmeister: You still have to send somebody to school for two (2) weeks. Don't we?

Councilman Overton: Yeah.

Councilman Hachmeister: Unless they've already been trained?

Councilman Overton: Yeah, it's roughly like fifteen ($15.00).

Krystal Powless: Well...

Councilman Overton: Yeah, fourteen-seventy-nine ($14.79), I think's what it is.

Councilman Reid: Would you do better by having two (2) part-timers in there? Cause you'll pay insurance the one (1) full time.

Councilman Hachmeister: Well, that's what...

Councilman Reid: Then you can train two (2) new ones and someone quits, you've got someone to fill in pretty quickly.

Councilman Overton: The only thing, if you're doing the one (1) part-time person then you're not paying, you're not making hardly anything then. And that's, not that I would ever want to go in there and do it. I wouldn't want to do it for, but I mean he's going to hire whoever he's gonna hire anyway. So, I don't know. I guess we could.

Councilman Richmond: Need a motion.

Councilman Overton: Make a motion to approve twenty thousand dollars ($20,000.00) for a part-time Jailor.

Krystal Powless: Include that fifteen dollar ($15.00) hourly rate in your motion.

Councilman Overton: Oh, well, should I be exactly right with the rate? Or can I be contingent on...

Krystal Powless: You can, you can...

Councilman Hachmeister: Throw a fifteen ($15.00) on there.

Krystal Powless: Yeah.

Councilman Overton: Okay, why don't we...?

Councilman Richmond: Once the twenty thousand ($20,000.00) runs out, it's out.

Krystal Powless: Yeah.

Councilman Overton: (Inaudible) we'll say fifteen dollars ($15.00).

Councilwoman Ledbetter: I'll second that.

Councilman Richmond: Motion by Brad. Second by Cindy. Discussion? All those in favor? That's all six (6) of us. (Motion carried 6-0). Thank you.

Councilman Hachmeister: Just (inaudible), what he said too, getting part-time.

Councilman Overton: Yeah.

Councilman Hachmeister: Unless...

INCREASE IN LONGEVITY

Councilman Overton: So, if we move to the next one (1), the Sheriff was requesting we increase the Jailor and Dispatchers longevity from two-fifty ($250.00) to seven hundred dollars ($700.00). I'm not going to read through all the currently longevity amounts. But, we felt that if that was increased, we actually was a zero (0) yes and three (3) opposed. The Committee felt that if it was increased, there would be an issue with other longevity requests or kind of a consistency throughout the County. So, none of us supported an increase in longevity, at least at that point in time for the Jailor and Dispatcher.

Councilman Hachmeister: Yeah, we done that five (5) years ago. Four (4)? No, it was longer than that. Increased the longevity for the Deputies as a perk to try to get them to stay. And, but that was set up just for the Deputies.

Councilman Richmond: Is there a motion?

Councilman Overton: I'll make a motion to...

Councilman Richmond: Deny?

Councilman Overton: Deny (inaudible).

Councilman Hachmeister: Second.

Councilman Richmond: Motion by Brad. Second by David to deny the request to increase the Dispatchers longevity from two-fifty ($250.00) to seven hundred ($700.00). All those in favor? Six, zero (6-0). Thank you.

DISPATCH UPGRADE

Councilman Overton: And the next item, I think we all apologize. I think we just overlooked this one (1). But the Sheriff was requesting to move two (2) Dispatchers to an Assistant IDAX Coordinator and Dispatch Trainer. He was estimating an amount of three-fifty ($350.00), three hundred fifty thousand ($350,000.00). Obviously, we just kind of neglected that one (1).

Krystal Powless: Did he talk about that one (1)?

Councilman Overton: No, and he forgot about it too.

Krystal Powless: If he forgot to talk about it...

Councilman Overton: So, I think we're kind of...

Councilman Christmas: Forget about it.

Councilman Overton: Yeah, I'd say we just kind of, unless somebody really wants to discuss that. But the Sheriff didn't, he neglected to bring that up as well. So I guess.

Councilman Hachmeister: So, no action.

PROSECUTOR

Councilman Overton: The Prosecutor was requesting moving the Child Support employees from a COMOT 1 and (COMOT) 3 to the Special Occupations category but is not requesting a change in salary beyond the raise that the Council might approve. And that was recommended at a two (2) yes and one (1) against. And Dave, I'll let you speak to your against comments. You could probably do that better than I could.

Councilman Hachmeister: Well, I didn't write down the reasoning of it. But other than, there again we're moving, moving job classifications around.

Councilman Overton: Yeah, and the only reason I really supported that one (1). It just seemed there wasn't a change in salary. So it was kind of like you weren't doing anything as far as increasing anybody's pay. And I think he was trying to keep that more in line. Was he trying to keep that more in line with what, with somebody in the drug court? There was somebody else that, he was kind of comparing them to someone else, if I'm not mistaken.

Kristine Georges: He was.

Councilman Overton: Yeah, so that's what he was trying, that's why he was trying...

Kristine Georges: They did more interactive stuff than clerical stuff.

Councilman Overton: Yeah, that's what it was. Yeah, sorry.

Councilwoman Ledbetter: They had certain duties under one (1) job title and they weren't able to do certain duties with, so he wanted to move them to a different job titles, right?

Councilman Overton: Well, I think that might have been, that was that prosecutor cause they could only do, prosecute certain drug crimes.

Councilwoman Ledbetter: Oh, okay.

Kristine Georges: Yeah, with the grant.

Councilman Overton: Cause you could only, so that's why he was wanting to change that one (1).

Councilman Reid: That goes back to job classification. Yeah, we need that.

Councilman Overton: So, but anyway. So that's kind of where we're at on that one (1), Mr. President.

Councilman Richmond: The SO category and the COMOT, that category, what's the difference?

Krystal Powless: The SO is supposed to be Special Occupations. And the COMOT is like clerical, administrative. I don't have it in here with me.

Councilman Richmond: So, it's more specialized in SO.

Krystal Powless: Um hum.

Councilman Richmond: Okay, do I have a motion?

Councilman Overton: I'll make a motion to accept the recommendation.

Councilman Richmond: Brad, Brad's making a motion to accept the recommendation of the Personnel Committee. Is there a second?

Councilwoman Ledbetter: I'll second it.

Councilman Richmond: Cindy seconds. Discussion? All those in favor? Five (5) and David against. Okay. Five to one. (5-1 with David Hachmeister opposing).

ATTORNEY POSITION FOR CURRENT GRANT FUNDED POSITION

Councilman Overton: The next one (1) the Prosecutor was also requesting to make an attorney position that's currently funded through a grant a permanent County position. And there is some, we all voted against that. And some of the rational was the Prosecutor said that for one (1), he may still get that grant. The grant hasn't been denied yet. He wouldn't know that 'til October.

Krystal Powless: Um hum.

Councilman Overton: Another reason was, of course, none of us have ever been a fan of adding anything extra to County General. So, he may still get that grant. And also, the attorney, the prosecutor said that he could move that to the Pretrial Diversion fund, which the Personnel Committee all supported three (3) to zero (0) to move that attorney to the Pre-Trial Diversion Fund. And that was, he had said that if this person can specifically only prosecute drug related crimes, currently. But if they were moved to...

Councilman Richmond: Pre-Trial?

Councilman Overton: Yeah, moved to Pre-Trial, that was the biggest, that was the big hang up is then they would, I mean the reason he wanted to move them out of that cause currently they can only handle drug prosecutions and moving them to County General freed them up to handle different kinds of prosecutions. If I've misspoke, please (inaudible).

Councilman Richmond: Sending them to Pre-Trial would then do what?

Councilman Overton: Moving, he was okay with moving them to Pre-Trial.

Councilman Richmond: Would he be able to, he or she be able...

Councilman Overton: Yeah, I think he was, I think he, he didn't really have any qualms with that.

Councilman Reid: You won't lose your grant?

Councilman Overton: What's that?

Councilman Reid: You won't lose your grant?

Councilman Overton: Well, I think that was the thing. I think our thought was...

Krystal Powless: We are losing the grant. That's the problem. Well, it's not sure.

(Several talking at once).

Councilman Hachmeister: (Inaudible) 'til October.

Krystal Powless: If he loses the grant.

Councilman Overton: So, that was the thing. He doesn't even know if he's going to get it yet. So, I think it's kind of one (1) of these ones where, well, I would say that if we, if we did vote to move it to the Pre-Trial Fund that would only be contingent upon the grant not, not receiving the grant.

Krystal Powless: Right.

Councilman Richmond: And the Pre-Trial, can he or she then prosecute anything and not restricted to drugs only? Did he say?

Councilman Overton: To the best of my recollection, he didn't express any concerns about that being a problem. Krystal would probably just need to follow up with him.

Krystal Powless: I doubt there's restrictions but I can find out.

Councilwoman Ledbetter: I don't recall him being in agreement with us moving, getting the money from the Pre-Trial Diversion. I thought we were in agreement to that. Cause when we asked him about that, he said he was using that money to buy barriers for the local high schools and was using it for other items. Part of the money might have been in there for this, but I'm not sure that he was in agreement for all of the salary. I think we were.

Councilman Overton: Oh, you know what, you're right. Cause what we were going to do, you're exactly right. We're going to continue to pay the amount that we're currently paying out of County General and then take the rest out of Pre-Trial. Thanks, Cindy.

Councilwoman Ledbetter: Yes.

Krystal Powless: And Pre-Trial does have enough money in Pre-Trial right now to fund it. If you're asking that question.

Councilman Overton: Yeah, so and that's where that ends. I think what we were in agreement on was keeping it as it is if he doesn't get the grant and then making up the difference out of Pre-Trial. I apologize. I don't think I brought my notes.

Councilman Richmond: So, you'd move the grant portion over to Pre-Trial only then?

Councilman Overton: Right.

Councilman Richmond: And pay fourteen-six-seven-six ($14,676.00)?

Councilman Overton: Continue to pay what, continue to pay what we're paying now out of County General. So, there really wouldn't, it would be a wash for us.

Councilman Richmond: Okay, any further discussion on this?

Councilman Overton: And he also said the cases from 2014 through 2018, cases filed have doubled. One (1) attorney responsible for all charge and decisions. Apparently that was some other pluses of moving them to County General.

Councilman Hachmeister: Well, they're increasing about two hundred (200) a year as far as the case load he's trying to bring up.

Councilman Overton: I think that's all I've got.

Councilman Richmond: So, if the motion would be to agree with the Personnel Committee's report, it's intention, the way I understand it, is to keep it as it is with fourteen-six-seventy-six ($14,676.00) from County General and the rest from the grant, forty-five-five-thirty-two ($45,532.00) if we get the grant. If no grant is allowed, then we continue paying the fourteen-six-seventy-six, County General and put the rest of the salary, forty-five, what is it now, five-thirty-two ($45,532.00) from Pre-Trial.

Councilman Overton: Yeah, I think that's actually Infraction Deferral.

Krystal Powless: Just as long as you understand I do the budget before he'll have the information on the grant. So, what I would do is put the fourteen-six-seventy-six ($14,676.00) in County General and the rest in the grant or the rest in Pre-Trial. If he gets the grant, then he wouldn't use the funding in Pre-Trial. So.

Councilman Overton: And I think we've been saying Pre-Trial. I think it's actually the Infraction Deferral Fund.

Krystal Powless: It's the same fund.

Councilman Overton: Okay, sorry.

Councilman Richmond: Does everyone understand the budget, how it's going to read?

Councilman Overton: I'll make a motion to accept the Personnel Committee's recommendation.

Councilman Richmond: Motion by Brad to accept the Personnel Committee's recommendation. Is there a second?

Councilwoman Ledbetter: I'll second it.

Councilman Richmond: Second by Cindy. Discussion? All those in favor? That's all six (6) of us. Six, zero (6-0). Thank you.

BONUSES

Councilwoman Ledbetter: I think this next one is two (2) no's and one (1) yes.

Councilman Overton: Um...

Councilman Richmond: Prosecutor continued.

Councilman Overton: Was it two (2) no's and one (1) yes? Sorry about that.

Councilwoman Ledbetter: Two (2) no's and one (1) yes

Krystal Powless: On me.

Councilwoman Ledbetter: That's okay.

Councilman Overton: No, that was my fault.

Councilman Richmond: Two (2) no's and one (1)... ?

Councilwoman Ledbetter: On, for the next.

Krystal Powless: Oh, on the next one (1).

Councilman Overton: Sorry, Krystal was trying to translate probably some (inaudible). That wasn't the best. Okay, so let's talk about that one (1). He wanted a bonus of fifteen hundred dollars ($1,500.00) for five (5) employees to be paid from Pre-Trial. He's done this the last two (2) years. This was coming out of the Pre-Trial Fund. And as you just said, it was two (2) against and one (1) for.

Councilman Richmond: I understand he's been doing this. He's been passing it around. Same people don't get the bonus every year?

Krystal Powless: Correct. He shares it with different employees each year.

Councilman Overton: And it's not a, different, not out of the taxpayers, not out of the General Fund. It's a user fee thing.

Councilman Hachmeister: I just felt that it's not, well, as far as other employees just because they have to fund...

Councilman Christmas: Slush fund.

Councilman Hachmeister: The other employees. Of course, then you come up to some of the other offices said well my money, my money has to go back into the General Fund. Why can't I pay employees extra out of that?

Councilwoman Ledbetter: I agree with David.

Councilman Hachmeister: Instead of the salaries. Cause it's a bonus and I don't know if they have been for sure passed around. I haven't tracked that.

Krystal Powless: Like one (1), one (1) group gets it one (1) year and then the next group gets it the next.

Councilman Hachmeister: Last year we had three (3); this year five (5).

Krystal Powless: No, there was more than that last year. But I'm just telling you the facts. Like he just shares it with different people in the office. Yeah.

Councilman Richmond: Need a motion.

Councilman Overton: I make a motion to, or well, somebody else could make a motion at any time. Yeah, somebody else do something.

Councilman Hachmeister: Well, I'll make the motion, the Committee's recommendation two (2) to...

Councilman Richmond: To deny?

Councilman Hachmeister: Well, accept the Committee's recommendation. It was two (2) to three (3) against.

Krystal Powless: Two (2) to one (1).

Councilman Hachmeister: So make that a motion.

Councilwoman Ledbetter: I'll second it.

Councilman Richmond: Second by Cindy to accept the Personnel recommendation of denying since it was a two (2) to one (1) vote. All those in favor of denying? One (1), two (2) three (3), four (4), five (5) of us. And one (1) will be against denying. Okay. Five to one (5-1 with Brad Overton opposing). I feel like...

Councilman Overton: Against the deny.

Councilman Richmond: Yeah.

Councilman Hachmeister: You can change your vote, Brad. It's been done before.

Councilman Richmond: I feel the same way. That it's kind of unfair to other employees, yet we've allowed and I've voted for it in the past. Because it's a fund that's available and it's not costing the tax payers. And it's something that, to me, he works real hard to build up that fund doing all these things that he doesn't really have to do sometimes.

Councilman Hachmeister: Well, I, and I've always done voted for everything too. But to add a little bit to it, I just kind of thought, well he can take the employees out to eat at lunchtime instead of doing bonuses and treat everybody. Of course, now he's, maybe slighted if somebody didn't get it through the years.

EMA

Councilman Overton: So, then next one (1), the EMA Director requested to combine the Deputy Director Part-Time position with the Operations Officer Part-Time position to one (1) part-time position the twenty (20) hours per week. This was not, there was no increase in cost at all and his rational was, if I'm not mistaken, was he thought there was going to be, you know, help with paperwork. Having this person in the office more and then hopes that this person could increase their knowledge and they can be a little more of an assistant, or provide more assistance to the director. Do you guys want to add something to that?

Councilman Christmas: A little background. Blane (inaudible) been there for years, plans on retiring at the end of this year. So, he takes that one (1) person away from him anyway. So, he's not really (inaudible) found somebody else in the hole.

Councilman Richmond: We are given a fifty percent (50%) rebate on this too.

Krystal Powless: Um hum.

Councilman Richmond: On the full time or any paid officers in there.

Councilwoman Ledbetter: The Personnel Committee recommendation was three (3) yes's and I'd like to make a motion to accept the Personnel Committee's recommendation.

Councilman Overton: Second.

Councilman Richmond: Motion by Cindy to accept the Personnel Committee Recommendation to grant this request.

Councilman Christmas: Second.

Councilman Richmond: Out of combining Deputy Director part-time position with the Operation Officer part-time position into one part-time position twenty (20) hours per week, ten-sixty ($10.60) an hour currently. And it was seconded by who?

Councilman Reid: Brad.

Councilman Richmond: Charlie?

Councilman Overton: It doesn't matter.

Councilman Richmond: Any discussion? All those in favor? Six, zero (6-0).

Councilman Hachmeister: And like I say, you stay under the ten-forty (1,040). Well, I guess that's customary on all of them, Krystal?

Krystal Powless: Right.

VETERANS AFFAIRS SERVICE OFFICER

Councilman Overton: Next, the Veteran's Affairs and Veteran's Service Officer wanted to increase, have a pay increase up to, up to a PAT III. And it's a difference of fifty-five hundred dollars ($5,500.00), five thousand ($5,000.00) or thirteen dollars ($13.00). And the biggest thing is he had mentioned his current administrative assistant was going to be retiring. He thought he might have an increased work load due to the Blue, Blue Water Navy Vets increase could increase his workload. But he wasn't sure if it would.

Councilman Christmas: That's because he's (inaudible).

Councilman Overton: Yeah, so he wasn't really sure and honestly he didn't have anything to back up these numbers as far as an increase in responsible at this point in time or anything else. I don't know if you guys want to add something to that. But the Personnel Committee recommended three (3) to zero (0) against that.

Councilman Richmond: Krystal, you got a figure from Vanderburgh County.

Krystal Powless: Yeah, he did email me today with a figure from Vanderburgh County saying that their Service Officer is forty-one-seventy-six ($41,076.00).

Councilman Overton: So, I think the committee was, once again, and not to jump too far ahead, almost all of these other requests going forward now are, we were kind of waiting for that job study to be completed for some of these other things. So, you're going to hear a lot of the same things shortly.

Councilman Richmond: So, he's PAT V now.

Councilman Overton: So, I make a motion to deny the request.

Councilman Christmas: Second.

Councilman Richmond: Brad makes the motion to deny. Second by Charlie Christmas. He's currently at thirty-four-four-forty-three ($34,443.00), somewhere in that.

Councilman Overton: No, thirty-nine ($39,000.00), oh, yeah, sorry. Sorry.

Councilman Richmond: Cause he's requesting to go to thirty-nine ($39,000.00). any discussion? All those in favor? That's all six (6) of us. (Motion carried 6-0).

HIGHWAY DEPARTMENT
CREW LEADER JOB DESCRIPTION

Councilman Overton: Highway Department. He's requested, he made three (3) separate requests to have a new classification of crew leader. And some of his reasoning was, I think the main one (1) was this, the current foremen gets pulled away from jobs and then the people there that are left on the job site didn't want, sounds like they didn't want to take responsibility to make the decisions.

Councilman Hachmeister: Didn't want to make, well, yeah. They said they didn't want to make the decisions.

Councilman Overton: Yeah.

Councilman Richmond: Wasn't there one (1) before that? Lead foreman stipend increase?

Councilman Overton: Oh, I'm sorry.

Councilman Hachmeister: Oh. Yeah.

Councilman Overton: Oh yeah, I apologize. Well, you want to just go ahead and do this crew leader thing for now? Cause I think the next one (1) with the Highway is the Foremen and then the other one (1). They kind of, they almost, they're kind of related. But

anyway, we all three (3) were against that. Because they didn't have a, they didn't have any increased responsibilities. I mean we felt like they could contact that Foreman you know at any time if they needed to by cell phone.

Councilman Hachmeister: They've got a cell phone and radio.

Councilman Overton: A radio and you know you could reach out to them. And it was actually going to be a difference of five dollars and fifteen cents ($5.15) an hour. Which was a pretty substantial amount.

Councilman Richmond: Ten thousand seven-one-two ($10,712.00) per employee.

Councilman Overton: Yeah, so, we all three (3) voted against that change in classification. And then once again, it kind of goes back to the possibility of having a job study done. And I don't, and just to kind of enforce that, I mean I didn't just use that as a cop out for things. But, I really think we need to look at that and then possibly, maybe, we may have to make some adjustments as time goes on next year.

Councilman Richmond: What I don't understand is the crew leaders, I've been studying about that. I've talked to them about that. There's two (2) of them. Fund 1176 and Fund 1135. What's the difference in the funds? Is one (1) of them Cum Bridge or Something?

Councilman Hachmeister: And one (1) Storm Water?

Krystal Powless: No.

Councilman Hachmeister: No? It's Highway and Cum, the other is paid out of Cum Bridge?

Krystal Powless: 1176 is Highway.

Councilman Overton: And I think that was the difference.

Krystal Powless: 1135 is Cum Bridge.

Councilman Overton: Yeah.

Councilman Richmond: So, it's the same thing basically.

Krystal Powless: Yeah. It's the exact same thing.

Councilman Richmond: A crew leader for each of them.

Krystal Powless: Yes.

Councilman Overton: One (1) would have two (2), then one (1) would have, there was two (2) coming out of one (1) and one (1) coming out of the other.

Councilman Richmond: So, both of these could be considered all into one (1)?

Krystal Powless: Um hum.

Councilman Overton: Yeah, that's what I was...

Councilman Richmond: So, is there a motion as to approve or deny?

Councilman Overton: I make a motion to deny the...

Councilman Richmond: Or to approve the report?

Councilman Overton: Yeah, to approve the report. I'm sorry.

Councilman Hachmeister: Second.

Councilman Richmond: Motion by Brad. Second by David to approve the Personnel Committee's recommendation to deny the request of Fund 1176 Highway Crew Leader moving from Heavy Equipment Operator. And same thing in Cum Bridge. All those in favor? Six, zero (6-0). Thank you.

FOREMAN STIPEND

Councilman Overton: And then if we jump up to the other one (1), he, he'd also requested the Lead Foreman stipend increasing from five thousand ($5,000.00) to seventy-five hundred dollars ($7,500.00). And really, if I'm not mistaken, the big reason for doing that was because they hadn't had an increase in their stipend for a while. And we all voted against that.

Councilman Richmond: Is there a motion?

Councilman Overton: I'll make a motion to accept the Personnel Committee's recommendation.

Councilman Christmas: Second.

Councilman Hachmeister: And I'll second.

Councilman Richmond: I heard Charlie first. So, motion by Brad and second by Charlie to accept Personnel Committee's recommendation to deny the request of the Lead Foreman stipend increase from five thousand ($5,000.00) to seventy-five hundred ($7,500.00). Discussion? All those in favor? That's all six (6) of us. (Motion carries 6-0).

Councilman Overton: I think on this (inaudible).

ADMINISTRATIVE STIPEND

Councilman Richmond: There's one (1) more on there.

Councilman Overton: Well, yeah, there's another increase.

Councilman Richmond: Yeah.

Councilman Overton: And I think I misspoke earlier cause I was using that one (1) as compared to (inaudible). Cause I think this next one (1) is the Administrator stipend increase. So, might have been a little confusing on my part. But this was the same thing. From twenty-five thousand ($25,000.00) to twenty-seven-five ($27,500.00) and the same rational was there just hadn't been an increase in the stipend for a while. The Committee recommended three (3), zero (0) against.

Councilman Richmond: Is there a motion?

Councilman Overton: I'll make a motion to accept the Personnel Committee's recommendation.

Councilman Reid: Second.

Councilman Richmond: Motion by Brad. Second by Rick Reid to accept the Personnel Committee's recommendation to deny Administrator Stipend increase from twenty-five thousand ($25,000.00) to twenty-seven-five ($27,500.00). Any discussion? All those in favor? Six, zero (6-0).

ENGINEER INCREASE

Councilman Richmond: The next one (1) is requested increase in Engineer's Salary.

Councilman Overton: The next thing is kind of unusual. There's, he's requesting the Engineer's Salary increase. The new State law allows for highly, allows for Engineers, there's going to be an additional twenty thousand dollars ($20,000.00) that the State will fund to pay the Engineers at no cost to the County. You know, and I repeatedly asked him that, if there was a cost to the County. But basically they're giving the Engineer twenty thousand dollars ($20,000.00) to keep Engineers in place.

Councilman Christmas: He's also the Highway Superintendent also. He receives two (2) salaries.

Councilman Overton: Yeah, so...

Councilman Christmas: Engineer and Highway Superintendent.

Councilman Overton: This seemed like such an odd thing.

Krystal Powless: Okay.

Councilman Overton: Okay?

Councilman Richmond: For Bobby, Steve or both?

Councilman Reid: Bobby.

Councilman Overton: It was Bobby.

Krystal Powless: The, what happens, the State reimburses the salary that you pay to the Engineer twenty thousand dollars ($20,000.00) right now.

Councilman Overton: Okay.

Krystal Powless: It's going to increase to forty thousand ($40,000.00). Now, whether you use that extra twenty thousand ($20,000.00) to increase his salary or not is up to you. Okay? But they are increasing the stipend back to you at forty thousand ($40,000.00) instead of twenty ($20,000.00).

Councilman Overton: So, I mean we're not mandated.

Krystal Powless: And I know I wasn't at the meeting to explain that and I apologize.

Councilman Overton: That's alright.

Councilman Richmond: So, Bobby's new salary would be eighty-six-'o-five-seven ($86,057.00) plus the Highway Superintendent's.

Councilman Hachmeister: If we allow the whole forty thousand ($40,000.00). We don't have to do that.

Councilman Overton: Well, yeah.

Councilman Hachmeister: Correct?

Councilman Overton: No, you didn't have to.

Krystal Powless: You don't.

Councilman Richmond: And this says an increase of sixteen-five ($16,500.00).

Councilwoman Ledbetter: So, what's his, Bobby's total salary with all the job titles?

Krystal Powless: Give me a second.

Councilman Hachmeister: I don't know. Is it one-thirteen ($113,000.00)?

Councilman Overton: It's somewhere in there.

Councilman Christmas: He's the highest paid employee.

Councilman Richmond: Engineers out in the private make good money.

Councilman Reid: And you want to keep them too.

Councilman Richmond: We have a good engineer.

Councilman Christmas: You know, we had an engineer that left and come back though.

Councilman Reid: Sherwood, yeah.

Councilman Richmond: Yeah.

Councilman Christmas: He come back, begging to come back. Couldn't hardly wait to get back.

Councilman Reid: (Inaudible).

Councilman Hachmeister: Well, made a job for him.

Councilman Richmond: I really think we need a separate Engineer and separate Highway Superintendent.

Councilman Christmas: I agree a hundred percent (100%) right there.

Councilman Richmond: That's a little more money.

Councilman Christmas: I agree with you on that one (1), Greg.

Councilman Richmond: He's got a lot on his plate and I worry about him.

Krystal Powless: Ninety-four-five-fifty-seven ($94,557.00).

Councilman Christmas: How much?

Krystal Powless: With his stipend, he, but the stipend is for him to do the work of the Highway Department. It's ninety-four-five-fifty-seven ($94,557.00). That is separate now from the Engineer. No, no, no.

Councilman Christmas: No, that'd be Engineer too.

Krystal Powless: I did, he makes sixty-nine-five-fifty-seven ($69,557.00) as the Engineer. And then he gets a stipend on top of that of twenty-five thousand ($25,000.00) for the Highway work.

Councilman Hachmeister: I thought it was more than that.

Councilman Christmas: I did too. I was told it was over a hundred thousand ($100,000.00).

Councilman Hachmeister: Well, you...

Krystal Powless: Sixty-nine-five-fifty-seven ($69,557.00). I mean am I missing something? And the stipend is twenty-five thousand ($25,000.00).

Councilman Reid: What about the...

Councilman Overton: Well, are you, wait, you're not (inaudible) the Highway.

Councilman Reid: Highway Department?

Councilman Overton: He's getting it for being the Superintendent and for the Engineer.

Councilman Hachmeister: That's twenty-five ($25,000.00).

Krystal Powless: I am. That's twenty-five ($25,000.00).

Councilman Richmond: The Superintendent is at twenty-five ($25,000.00).

Councilman Hachmeister: Yeah.

Krystal Powless: So, he gets sixty-nine-five-fifty-seven ($69,557.00) for the Engineer.

Councilman Richmond: The Engineering part is sixty-nine-five-fifty-seven ($69,557.00).

Krystal Powless: And then he gets another twenty-five thousand ($25,000.00) for the Highway Administrator.

Councilman Richmond: What's Storm Water Engineer making?

Krystal Powless: Um, okay.

Councilman Hachmeister: (Inaudible).

Krystal Powless: Okay, so Steve gets fifty-nine-three-forty-six ($59,346.00) for the Engineer. So basically ten thousand less than Bobby. But his stipend. I thought it was thirty ($30,000.00) but I've got to find it.

Councilman Richmond: Storm Water.

Councilman Reid: Yeah, he's in Storm Water.

Krystal Powless: His stipend is twenty-five ($25,000.00).

Councilman Richmond: Twenty-five ($25,000.00)?

Krystal Powless: Um hum. So he's ten thousand ($10,000.00) less than Bobby.

Councilman Richmond: And that's current. So this number would increase by, he's only requested sixteen-five ($16,500.00)

Krystal Powless: It's sixteen-five ($16,500.00). Um hum.

Councilman Richmond: Not the full twenty ($20,000.00).

Councilwoman Ledbetter: Well the first…

Councilman Richmond: So, he'd be making, there's no stipend request, no more stipend's going to go to Steve then, right?

Krystal Powless: No, there's no request for that.

Councilman Richmond: Only for Bobby.

Councilman Overton: I, you know the State's providing the funding. And I mean, I can't, like I said, it's just the weirdest thing. But…

Councilman Richmond: It would be a hundred eleven-'o-five-seven ($111,057.00). Steve won't be happy.

Councilwoman Ledbetter: And Personnel Committee recommended that two (2) to one (1).

Councilman Hachmeister: But we're paying extra out of it now. We can take some of the State money.

Councilman Richmond: Need a motion.

Councilman Reid: I make a motion for approval.

Councilman Richmond: To approve it?

Councilman Reid: Yes.

Councilman Richmond: And that's the recommendation also of the…

Krystal Powless: So, we're, we're approving this sixteen-five ($16,500.00)? That's the motion, correct?

Councilman Richmond: Yes.

Krystal Powless: Okay.

Councilman Richmond: Rick made the motion. Need a second.

Councilwoman Ledbetter: I'll second it.

Councilman Richmond: Cindy seconds to increase stipend to Engineer of sixteen-five ($16,500.00). Okay, I have a motion and a second. Discussion? All those in favor? That's all six (6)?

Krystal Powless: No.

Councilman Richmond: Five (5), five, one (5-1 with David Hachmeister opposing).

Councilman Hachmeister: No.

Councilman Richmond: Five, one (5-1 with David Hachmeister opposing). David.

Councilman Hachmeister: I get out and around too much.

Krystal Powless: I know, and that's not like him. And she went out and tried to call him and he didn't answer.

Councilman Christmas: Hmm.

ECONOMIC DEVELOPMENT
EVENT CENTER PERSONNEL

Councilman Richmond: Economic Development is next.

Councilman Hachmeister: Anybody carrying any Tylenol?

Krystal Powless: No, I don't. I only have baby aspirin.

Councilman Hachmeister: Any legal drugs?

Krystal Powless: Just baby aspirin.

Councilman Reid: Go back and look on…

Councilman Hachmeister: Do what?

Councilman Reid: Go back and look on Emmon's desk.

Councilman Hachmeister: Yeah, he's got a case of them.

Councilman Reid: Yeah.

Councilman Richmond: I didn't quite understand.

Councilman Overton: On legal drugs?

Councilman Richmond: No, Economic Development.

Councilman Overton: Yeah, so this one (1)...

Councilman Hachmeister: I, I'll make it.

Krystal Powless: I can go look.

Councilman Hachmeister: Alright.

Councilman Overton: Steve was requesting, basically he was requesting additional funding of eighty thousand dollars ($80,000.00). That part was clear. He did want two (2) part-time positions as well out of that eighty thousand dollars ($80,000.00). So that was basically, but he had requested for forty-eight ($48,000.00)? Why am I getting forty-eight-five ($48,500.00)? Was that not a number he had given us?

Councilman Hachmeister: I thought it was originally sixty thousand ($60,000.00) and twenty thousand ($20,000.00) part-time. Yeah, he'd like, he'd like to have that amount too.

Councilman Overton: Well, he said up to sixty ($60,000.00).

Councilman Hachmeister: To be able to work with. We kind of thought, well, he...

Councilwoman Ledbetter: He wanted to start the new person at eighty ($80,000.00) but he decided to do it sixty ($60,000.00) with two (2) part-time people at ten thousand dollars ($10,000.00). That was what he...

Councilman Overton: Yeah.

Councilman Reid: Big operation.

Councilman Overton: Well, the Personnel Committee actually had recommended the salary of thirty-eight thousand dollars ($38,000.00) annually and allowing the room for the two (2) part-time positions. So this would not exceed the eighty thousand dollars ($80,000.00). But the Personnel Committee did not support a sixty thousand dollar ($60,000.00) salary at all. And I think if I'm not mistaken, the biggest reason was for one (1), we really don't know what their responsibilities, I mean we know what they're going to have to do somewhat. But I mean we're kind of really early in the game as far as that, moving it up to that large of an amount.

Councilman Hachmeister: Well, he wanted to use the sixty thousand ($60,000.00) kind of for negotiations.

Councilman Overton: Right.

Councilman Hachmeister: I would rather, like he brought up with the thirty-eight ($38,000.00), (inaudible) sheet, but you can always go up.

Councilman Overton: Well, if you take the thirty-eight ($38,000.00) and roughly the thirty-five thousand dollars ($35,000.00) for the benefits, that's a total of sixty-three thousand dollars ($63,000.00). And then that leaves you seventeen thousand dollars ($17,000.00) to split up for these two (2) part-time positions. And you know, I've got a, I mean, I just have a problem as well with paying this person more than what we were already paying our Friedman Park supervisor or superintendent.

Councilman Richmond: I have that problem too, but I also understand that you're looking for a top notch marketer and scheduler. And they don't come cheap.

Councilman Overton: Well, but I, and since, Steve also said that they're already getting, they've got a lot of requests. So, I mean to some extent, this thing is going to sell itself. You know, I'm not saying you want to go pick somebody off the, randomly off the street.

Councilman Reid: You don't want to double book the place either.

Councilman Overton: No, I understand that. But I mean, controlling this, controlling this scheduling system doesn't necessarily require me to have a master's degree in, you know, in some type of administration.

Councilman Hachmeister: This is what I brought up in the Personnel Committee meeting. My niece does the same thing for French Lick. And anyway, course she's been there a few years. But that's about where she started was thirty-eight ($38,000.00).

Councilman Overton: Yeah, and I think...

Councilman Hachmeister: She makes more than that now.

Councilman Overton: And if we see that this is just blowing up and they're bringing in this that and the other, you know, then there's some flexibility if this person needs to make more money to try and, there is that option. I mean I was just kind of concerned at the beginning to, to move that amount up.

Councilwoman Ledbetter: One (1) of the reasons Economic Development gave for the sixty thousand ($60,000.00) was typically these people get a bonus for bringing in the business. But because they're a County employee, they're not able to receive those bonuses. So that's why he had that rate set at that amount.

Councilman Overton: Cause I had written down the forty-eight-five ($48,500.00) and if we went with that amount, plus the benefits. That puts you at seventy-three thousand ($73,000.00) and then that leaves you seven thousand dollars ($7,000.00) for a part-time person to do anything. Which I don't know who you're going to get for seven grand ($7,000.00) to go down there and get much of anything done. I'll make a motion to set the salary for the new Friedman Park Event Center Director at thirty-eight thousand dollars ($38,000.00).

Councilman Hachmeister: I'll second that.

Councilman Richmond: And that's basically the recommendation of the Committee, isn't it?

Krystal Powless: Yes, with the two (2), two (2) part-time staff also included in that.

Councilman Overton: Basically, there's a thirty-eight thousand dollar ($38,000.00) plus the benefits and then whatever else was left over, no more than eighty thousand ($80,000.00).

Krystal Powless: And at ten-sixty ($10.60) an hour? Like the others?

Councilman Hachmeister: Truthfully, he's gonna have to spend this money before he ever gets any income.

Councilman Overton: Yeah.

Councilman Richmond: Motion made by Brad. Who seconded that?

Councilman Reid: David.

Councilman Richmond: David. Okay, and I honestly think we underpay Joe.

Councilman Reid: Oh, yeah.

Councilman Richmond: Cause he's like the Superintendent of that park. I know we have a superintendent over both.

Councilman Hachmeister: But, if you remember, we were promised that that was the way it was not supposed to be.

Councilman Richmond: Yeah.

Councilman Hachmeister: But it got changed to that.

Councilman Richmond: Alright, we have a motion and a second. All those in favor? Is that all six (6) of us, Charlie? (Motion carried 6-0). Yep, thank you.

Councilman Christmas: Sorry.

Councilman Richmond: Just wanted to make sure.

AUDITOR
PAYROLL DEPUTY TO COMOT II
CLERICAL ASSISTANT TO COMOT IV

Councilman Richmond: Next up, Auditor.

Councilman Overton: Let's see. The Auditor wanted to increase the Payroll Deputy to the COMOT II. An increase of two thousand two hundred and eighty dollars ($2,280.00). Personnel Committee, it was three (3) against. And the main rational for this and as I said all of these other ones for job classifications was the fact that we are supporting a job study being done. Before we start, and the main thing is we don't want to conduct, we move all these over and we conduct a job study and we go, oh, this person should have been at this while this person has way too much. You know, and I think the job study's going to at least look into those things. And heck, who knows. Maybe it ends up some of these things were what some of these people requested anyways and that's what they recommend. So, I don't know. But, I think we, you know, and like I said before, I'm not just throwing smoke out there for a job study. And I'm...

Councilwoman Ledbetter: When was the last job study done?

Councilman Richmond: 1997.

Councilman Overton: 1997.

Councilman Christmas: '97.

Councilwoman Ledbetter: Yeah, probably time for a new one (1).

Councilman Overton: I would say so.

Councilman Reid: What is the difference between a (COMOT) III and a (COMOT) II?

Krystal Powless: A (COMOT) III and a (COMOT) II? You mean as far as salary?

Councilman Hachmeister: I don't know exactly.

Councilman Reid: Duties.

Councilman Hachmeister: Oh, you're talking about dollars?

Councilman Reid: What they do.

Krystal Powless: Oh.

Councilman Hachmeister: Well, it starts out you answer the phone and files and then you put paper in a copy machine it's a (COMOT) II, excuse me, that's a (COMOT) IV. And that's where we screwed a bunch of our stuff up over the years? And I say, I was on the first (inaudible) committee and we laughed at some of it goes on that way.

Krystal Powless: (COMOT) II's are more of your administrator and (COMOT) III's are more of your Deputies if that's a way for me to explain it. Or who's like an office manager/administrator. It's just a level above the Deputies.

Councilman Overton: And did we want to go ahead and take that one (1) and the next one (1) together. Cause I feel like we're just kind of repeating ourselves.

Councilman Richmond: Yeah, read that one (1) too then.

Councilman Overton: Yeah, the Auditor wanted to increase the Clerical from a COMOT, is a V a four (4)? I'm terrible at Roman numerals. Is a V a four (4) or five (5).

Councilman Richmond: Five (5).

Councilwoman Ledbetter: Five (5).

Councilman Overton: Okay. To an Administrative Clerk to a COMOT IV. There we go. And once again the Personnel Committee said we would, we wanted to deny that until we've done a job study completed.

Councilman Richmond: Okay, I'm looking for a motion.

Councilwoman Ledbetter: I motion to accept the recommendation of the Personnel Committee.

Councilman Richmond: Motion by Cindy to accept.

Councilman Christmas: Second.

Councilman Richmond: Is there a second?

Councilman Overton: Second.

Councilman Christmas: Second down here.

Councilman Richmond: Second by Brad, is that right?

Councilman Overton: Yeah.

Councilman Richmond: Okay, sorry. Any discussion? All those in favor? Five to one (5-1 with Rick Reid opposing). Rick Reid.

OFFICE HOLDERS SALARY INCREASE

Councilman Overton: Next one (1) is…

Councilman Richmond: Is Recorder in there too? It says Auditor, Assessor, Treasurer. Should be Recorder too.

Krystal Powless: Yeah.

Councilwoman Ledbetter: Auditor, Recorder, Assessor, Treasurer. Clerk should be in there.

Councilman Richmond: Clerk.

Krystal Powless: It may have just been when I tried to make other notes.

Councilman Christmas: How many more of these were waiting on recommendations of the Human Resources?

Councilwoman Ledbetter: This one (1) wasn't so much about human resources as it was about Brad wanted some more time to make this decision.

Councilman Overton: Yeah, cause I hadn't looked at, yeah, so, you guys can read the salary differences and read all those. But basically those Office Holders had requested an increase in their salaries from the given amount to the, that the subsequent amount that you can see there. One (1) of the biggest rational was, you know, just to kind of start with this, I mean it was mentioned that they weren't paid the same as surrounding Counties and there was documentation provided by the Auditor with some numbers that she had provided to us and you all have seen those numbers. We all got copies of them at our, at your desk, table. So, I just wanted to kind of look at this a little bit farther because I hadn't, I had neglected to look at this other fact book information. But there's some other things as well. I mean there was a mention that we had increased the Commissioners, had given them a five thousand dollar ($5,000.00) pay raise.

Councilman Christmas: Last year.

Councilman Overton: Last year. There was also talk of just that we're discriminating against these Office Holders because we have issued flat raises instead of always giving a percentage raises. And there was also a comments that it was, we were you know, discriminating because the other Office Holders, the Commissioners were all men. The Sheriff was a male. Just went on. I found the whole, I found that whole avenue of discussion about us discriminating, you know, it was very upsetting to me. And from a personal experience, you know, I have worked with women throughout my entire career and I wouldn't hesitate to bring any of them forward and, and you know, and have them speak to the fact that I've not discriminated against anyone. So, I really took great offense when those comments. And there was even talk possibly lawsuits and different things that could be brought against us because of what we're looking at because of the way these differences are. And I found the whole thing to be rather disturbing. I mean I really…

Councilman Richmond: Well, the previous three (3) Auditors were male.

Councilman Overton: Exactly.

Councilman Richmond: And Charlie was a male.

Councilman Christmas: Last time I checked.

Councilman Richmond: Yeah.

Councilman Overton: So we also do have other numbers provided here as well that base the salaries upon...

Councilman Richmond: Four (4) counties above and four (4) counties below and the mean.

Councilman Overton: Yeah, the Fact Book. The Fact Book data there as well.

Councilman Richmond: It's 2019.

Councilman Overton: Right. And if you want to speak to some of that information there, Greg, feel free to go ahead.

Councilman Richmond: If you, if you have this same sheet that I have here it starts out with the Treasurer's salary. Actually it lists the Counties population. It shows you the four (4) counties above; the four (4) counties below and the population rank with Warrick County in the middle of the five (5). And then if you look at the Treasurer's salary. The mean of forty-nine-one-sixty-one ($49,161.00) and change. Treasurer's currently getting in 2019, forty-nine-'o-four-eight ($49,048.00). So, slightly below the mean. And if you look at the rank on the number of employees. We rank fourth. And then going to the Auditor's salary, the mean is fifty-three-five-forty-one ($53,541.00) and our currently, currently our Auditor is number five (5) in rank, but the, it's slightly below the mean. Two thousand dollars ($2,000.00) below the mean at fifty-one-seven-eighty-two ($51,782.00). And we rank number one (1) in the number of employees in that office. And then going to the next one (1), the Clerk's salary. The mean is fifty-one-seven-twenty-two ($51,722.00) and the Clerk is quite a bit below that. Well, two thousand dollars ($2,000.00) or so. Twenty-five hundred ($2,500.00) at forty-nine-'o-four-eight ($49,048.00). Ranks number seven (7) but ranks number three (3) in number of people working in that office. And then the Assessor's salary, the means fifty-three-'o-one-three ($53,013.00). Our Assessor, even though the rank is five (5) right in the middle, it's below the mean at fifty-two-'o-four-eight ($52,048.00). But ranks number one (1) in number of employees in that office. The Recorder's salary, the mean is forty-seven-eight-fifty-six ($47,856.00). We rank number four (4) at forty-nine-'o-four-eight ($49,048.00), slightly above the mean. And employees rank third. The Surveyor's salary...

Councilman Overton: The Surveyor, just to let you know, the Surveyor wasn't present.

Krystal Powless: No, he wasn't there.

Councilman Overton: No, he (inaudible).

Councilman Richmond: But there is a mean of forty-nine-seven-sixty-one ($49,761.00) and he's forty-nine-'o-four-eight ($49,048.00). Close to the mean and ranks sixth. And then there's the Commissioners and the Council salary. And the Commissioner's salary does rank third. The mean is twenty-five-nine-'o-three ($25,903.00). So they're two thousand eight hundred ($2,800.00) or so above the mean. And for Council the mean is eight-nine-'o-eight ($8,908.00). And our, not net, but the other...

Councilman Reid: Gross. Gross.

Councilman Richmond: Is nine-seven-eight-five ($9,785.00). We rank fourth. Council has not accepted a raise in the last three (3) years.

Krystal Powless: No, it's been longer than that.

Councilman Christmas: Not since I've been on board.

Councilman Richmond: And some people don't understand what happened was back several years ago, probably five (5), maybe seven (7) or eight (8), the State of Indiana legislature was looking at and going to pass, it was on a, it was going to pass. That we were going to have approve not only our budget, the Libraries budget, the Solid Waste budget, but also Cities and Towns and Townships. We were going to have to do the whole thing. So we were talking about quite a bit more work and responsibility. And so the, I don't know what the bump was. But there was a pretty big bump that year. And since then I think there's been one (1) raise maybe. Somebody asked for one (1) one (1) year. But it's been a long time. That's kind of where the whole county is right now. And I think we should really look at mean and I want to see fair compensation. There's a lot of responsibility for our growing County.

Councilman Hachmeister: Well, out of those eleven (11) counties, similar to our size, one (1) of the offices is open nine (9) hours a day and one (1) is open eight and a half (8 ½). And three (3) of them actually are open eight (8), or open at nine (9), eight (8) to the public (9) to themselves so they don't get paid through lunch. So there's six (6) of them that I know don't get paid through lunch. They're actually working forty (40) hours a week. Which I know that doesn't apply to the Elected Officials.

Councilman Reid: I think they'd still (inaudible) their lunches.

Councilman Hachmeister: Do what?

Councilman Reid: I'm sure they still (inaudible) their lunches in those Counties.

Councilman Hachmeister: Not if you're there nine (9) hours and get paid for eight (8). And two (2) of them were eight and a half (8 ½).

Councilman Richmond: So, a half hour lunch unpaid. So we could look at the Personnel Committee here or we can look at it as the salaries as a whole. Probably should look at is separately because of what it is.

Councilman Overton: I make a motion to accept the Personnel Committee's recommendation.

Councilman Christmas: Second. Okay, the Personnel Committee's recommendation, there was two (2) no's and one (1) recommended a five percent (5%) increase. So it would be to deny the request.

Councilman Overton: (Inaudible) recommending the denying not the five percent (5%).

Councilman Richmond: Okay, the motion was by Brad. Who was the second?

Councilman Christmas: I was.

Councilman Richmond: Okay. Any discussion? Okay. All those in favor of accepting the Personnel Committee's recommendation? One (1), two (2), three (3), four (4). All those opposed? Two (2). Cindy and Rick. (Motion carried 4-2 with Cindy Ledbetter and Rick Reid opposing).

CHIEF DEPUTIES SALARY INCREASE

Councilman Overton: And the second one (1) was request to increase the First Deputy salaries to eighty-five percent (85%) of the Office Holders. This was voted three (3) nays and, three (3) nays unless there was some type of Indiana Code that was requiring us to set that amount. And the Counsel returned his conclusion is that a percentage is not a requirement of Indiana Code. So, I'll make a motion to accept the Counsel, or the Committee's recommendation.

Councilman Christmas: Second that motion.

Councilman Richmond: Motion by Brad. Second by Charlie to accept the Personnel Committee's recommendation to deny this requested eighty-five percent (85%) increase for the Chief Deputies. Any further discussion? All those in favor? Five to one, Rick Reid. (Motion carried 5-1 with Rick Reid opposing). That's all the Auditor's. Assessor, Treasurer, Recorder.

PARKS AND RECREATION

Councilman Richmond: Parks and Recreation.

Councilman Overton: Oh, that one (1) was...

Krystal Powless: Already taken care of.

COMMISSIONERS

Councilman Overton: So we have the Commissioners. The, for the Computer Specialist and a part time position. They didn't have a, basically all of these, if I'm not mistaken, yeah, all of these we had, until you get to the attorney. That one's separate. The next one (1), two (2), three (3), four (4), we were nays because we were waiting for the job study to be completed.

Councilman Reid: It looks like you recommended three (3) nays for the job study.

Councilman Overton: What's that?

Councilman Reid: It looks like you recommended three (3) nays for the job study.

Councilman Overton: Um...

Krystal Powless: Well, it was three (3) nays for the vote and, maybe I didn't word this right, Rick. Three (3) nays for the vote but then the Committee would like to have a job study performed or the HR Director to evaluate these positions.

Councilman Reid: I think you ought to just have a job study because an HR might be slightly prejudice on that two (2). You need someone totally, totally independent on that two (2).

Councilman Overton: And I think that's a good point to bring when we discuss that.

Councilman Richmond: Well, I was writing something from the other page. Sorry. You're talking about the one (1) where the Computer Resource Specialist is mentioned? That first paragraph?

Krystal Powless: He's talking about all of them at one (1) time.

Councilman Hachmeister: Yeah.

Councilman Richmond: And talking about the increase in Commissioners' salary.

Councilman Overton: The increase in Commissioners' salary, I don't think that has anything to do with the job study. Does anybody agree with that?

Councilwoman Ledbetter: Right.

Councilman Richmond: So, I need to take that out of this.

Councilman Overton: I'm sorry. I was trying to get this done more efficiently. Yeah, sorry.

Councilman Richmond: So, included with the Computer Resource Specialist...

Councilwoman Ledbetter: I would like to make a comment on that. We did talk about the possibility of contracting help for the Computer Specialist.

Councilman Overton: That's true.

Councilwoman Ledbetter: You know there may definitely be a need for somebody. So, I don't know if we want to consider allowing money for a contract for part-time computer needs.

Councilman Overton: Maybe just forget that I was trying to do all those at once. Let's just go back to that one (1). So, to increase the Computer Resources Specialist by five thousand dollars ($5,000.00). We'll stop at that. The Personnel Committee recommended three (3) to no against that until a job study was conducted. I'll make a motion to accept the Personnel Committee's no for a five thousand dollars ($5,000.00) increase to the Computer Resource Specialist.

Councilman Christmas: Second.

Councilman Richmond: Brad made a motion. Second by Charlie to accept the Personnel Committee's recommendation to deny the request of an increase of five thousand dollars ($5,000.00) for Computer Specialist until the job study is done, if there is one (1). All those in favor? That's all of us. Six, zero (6-0).

Councilman Overton: And then, Cindy, if you wanted to bring up the part-time thing go ahead.

Councilwoman Ledbetter: Is that for the, for the, oh, the part, is that the next one (1)? I'm sorry.

Councilman Overton: Well, it was inside that one (1).

Councilwoman Ledbetter: Okay.

Councilman Overton: I just pulled that out cause I was trying to kill two (2) birds with one (1) stone. And all I did was hit myself in the head.

Councilwoman Ledbetter: Oh, they, that's right, they wanted to increase the Computer Specialist by five thousand ($5,000.00) and they wanted to hire a part-time person. That's where I was getting confused. I don't remember how we voted on that. We did talk about contracts.

Councilman Overton: I think we just talked about it.

Councilwoman Ledbetter: We didn't make a decision, right.

Councilman Overton: Cause they didn't even have a, they didn't have an hourly rate. They really didn't have a job description. They didn't have anything yet even for that.

Councilman Reid: Let's wait for the job study.

Councilman Overton: Yeah. So, is that a motion?

Councilman Reid: Yeah, that as a motion.

Councilman Richmond: Be that as it, well we could leave that. That's in this first section. We denied that.

Councilman Reid: Yeah.

Councilman Overton: Okay.

Councilwoman Ledbetter: Okay. Until we have a job study. Right.

COMMISSIONER SALARY

Councilman Overton: So the next one (1), the Commissioners had asked to increase their salary by ten thousand dollars ($10,000.00) each and the President's stipend increased from twenty-two-ten ($2,210.00) to twenty-five hundred dollars ($2,500.00). And the Personnel Committee voted unanimously to deny that.

Councilman Richmond: So do I have a motion?

Councilman Overton: I make a motion to accept the Personnel Committee's recommendation.

Councilman Reid: Second.

Councilman Richmond: Motion by Brad. Second by Rick. Any discussion?

Councilman Overton: Oh, I'm sorry. Thought it was the vote.

Councilman Richmond: I think the ten thousand was extravagant. I know they're worth more than what they're being paid. But anyway. All those in favor? That's six, zero (6-0). Yeah, six, zero (6-0).

MAINTENANCE EMPLOYEE INCREASE

Councilman Overton: Alright. The next one (1), the Commissioners requested an increase of the head maintenance employee by five thousand dollars ($5,000.00) making him the Maintenance Engineer or Maintenance Manager. And they did provide a job description outlining some duties. If this happened, once again the Personnel Committee voted three (3) to zero (0) in favor of a job study before we did that. I make a motion to accept the Personnel Committee's recommendation.

Councilman Christmas: Second.

Councilman Richmond: Hang on a minute.

Councilman Overton: That's a guy that's prepared right there.

Councilman Richmond: So, who made the motion? Brad?

Councilman Overton: I did.

Councilman Richmond: And Charlie?

Councilman Christmas: I seconded it.

Councilman Richmond: And Charlie seconded. I'm going to abstain because this person is a brother-in-law. Okay.

Councilman Christmas: Who's that?

Councilman Richmond: Brad.

Councilman Christmas: Oh, that's right. I forgot about that.

Councilman Richmond: Yeah. All those in favor? One (1), two (2), three (3), four (4), five (5). And opposed, zero (0). And abstain, one (1), Greg. (Motion carried 5-0-1 with Greg Richmond abstaining).

COMMISSIONER ADMINISTRATOR SALARY INCREASE

Councilman Overton: The Commissioners also would like to increase the Commissioners' Administrator's salary by five thousand dollars ($5,000.00). And they did submit a job description. And once again, the Personnel Committee would like to have a job study done before that was, before we would recommend a salary increase would be accepted. I would make a motion to accept the Personnel Committee's recommendation.

Councilman Richmond: Motion by Brad. Who will second it?

Councilman Reid: Second.

Councilman Richmond: Second by Rick. Discussion? All those in favor? That's all six (6) of us. (Motion carried 6-0).

COUNTY ATTORNEY

Councilman Richmond: Now, the Attorney.

Councilman Overton: Okay, the Commissioners, the Commissioners requested an increase the Attorney compensation five hundred ($500.00) more a month. They will, can somebody else speak to this one (1), cause I'm having, I'm just kind of drawing a blank on that one (1).

Councilwoman Ledbetter: David, do you recall the discussion?

Councilman Overton: We, or was there a discussion? Or did that, did they walk out without discussing that? I think they did. Is that not?

Councilman Hachmeister: I didn't write anything under it?

Councilwoman Ledbetter: They didn't discuss it.

Councilman Overton: I don't think they discussed it. I think it was that one (1) and the other position...

Councilwoman Ledbetter: They left before.

Councilman Overton: Yeah, that was not brought up.

Councilman Hachmeister: Yeah.

Krystal Powless: Greg did have me look at the fact book today for the County Attorney. And in our category that we're in, the highest is sixty-five ($65,000.00) and the lowest is twenty-seven ($27,000.00). And that sixty-five ($65,000.00) kind of stands out all by itself, just so you know. So, again the lowest is twenty-seven ($27,000.00) and the highest is sixty-five ($65,000.00). We pay forty-eight ($48,000.00). So.

Councilman Hachmeister: Well, we pay a bunch more than that though.

Krystal Powless: Well, yeah.

Councilman Reid: What's this down below? Counsel also adding fifty-five thousand ($55,000.00) HR position?

Councilman Overton: Do we want to do anything with that Attorney one (1) before we jump to the HR?

Councilman Reid: Sure. I thought we were doing them all at one (1) time.

Councilman Overton: Let's leave that HR thing and job study, let's save those two (2) beasts to themselves since part of that dependent upon this whole...

Councilman Richmond: Do I have a motion for the five hundred ($500.00) more each month to accept the Personnel Committee's recommendation? They voted no.

Councilman Reid: I make a motion to deny.

Councilman Overton: Yeah, make a motion to deny at this time.

Councilman Richmond: To deny the Personnel Committee's...?

Councilman Overton: Well, I don't think the Personnel Committee, I don't think the Personnel Committee...

Councilman Richmond: Made a decision on this?

Councilman Overton: No. They left and they didn't even discuss it.

Councilman Richmond: Cause it says, recommendation, three (3) nays.

Krystal Powless: I know, but that's just...

Councilman Overton: That could have been something lost in translation.

Krystal Powless: Remember, I got notes from everyone. So, could have been...

Councilman Richmond: Alright, so I'll just scratch that out. And who made the motion and the second, I forgot.

Councilman Reid: I think we've just got a motion out from me.

Councilman Richmond: Brad, you made the motion to deny?

Councilman Overton: I don't know.

Kristine Georges: It was Rick and then it was Brad. They both said motion to deny. So, take that as you will.

Councilman Richmond: So, I'll put Rick down as making the motion and Brad as second to deny the five hundred ($500.00) more each month to attorney. Alright, call the question, all those in favor? That's all six (6) of us. (Motion carried 6-0).

JOB STUDY

Councilman Overton: Okay, so, next thing, I think before we go anywhere else, let's think about this job, I mean...

Councilman Richmond: Job study?

Councilman Overton: Job study, HR Director, whatever we want to call it currently. Rick brought up a point just a couple minutes ago about the, having the job study conducted independently to you know, make sure there's no, you know, favoritism or whatever else, however you want to put that. Looking at an independent arbiter looking at that. And I could definitely see some value in having that done even before we create this HR position. So, I mean, I think we might get somebody's expertise because if we hire somebody, I thought if we hired somebody part-time this person, if they're only working part-time, it could take them maybe the entire year to do this job study. And I don't think we want to have that done. So, I definitely would agree with what Rick said and think that it would be a good idea to have an independent firm conduct this job study.

Councilman Christmas: I think that's the best idea right there.

Councilman Richmond: As I recall the last time we had this done, they initially went out, interviewed, talked to people, employees, office holders, Department Heads, and collectively came to kind of a categorization and description and then the Council and the Department Heads and Office Holders were allowed some discussion in this. Ultimately the decision came upon the Council to decide whether to accept any, like if a certain Office Holder said no, that's not true of this person or not and they could argue their point. Do you remember some...?

Krystal Powless: That was my first...

Councilman Richmond: In fact, you might have still been in the Auditor's Office then.

Krystal Powless: I think I was actually involved in the interview process if I remember. But that's all I...

Councilman Richmond: Okay.

Councilman Overton: You were nineteen (19) weren't you?

Krystal Powless: Twelve (12).

Councilman Richmond: Because I remember we had like a Personnel Committee. You weren't on the Council then, were you?

Councilman Overton: I wasn't even born.

Councilman Reid: He wasn't even born.

Councilman Richmond: We had a Personnel Committee or somebody that actually met with Waggoner and Scheele representatives. There was two (2) of them that came down and did this. And then met with the Office Holders and Department Heads that were protesting any classifications that they thought were unfair. And you know, we had some that said, well, this is, you're giving too much. There weren't too many. Most of them said you weren't giving enough pay. And so, I think that there's a lot of flexibility for Council since by Statute the Council determines salaries. We're the primary operator in this whole thing. We actually call for the study ourselves. We pay for the study ourselves, put it in our budget. And we kind of are in charge of the study, not the Commissioners or anybody else from what I understand since we are in charge of salaries. So, I know that Waggoner and Scheele is used by thirty (30) or forty (40) counties in the State. They've been around since '97 when they were, they were, they only had about eight (8) or ten (10) counties back then. And the AIC, when I contacted them, this is the only one (1) they knew of. I did contact an HR person and I've got it somewhere in my paperwork at home, in Evansville, who was going to reach out. He's just resigned from a Company and is starting his own business who'd be willing to come in and talk to us about doing a job study. He didn't give any indication of cost or anything. And Waggoner and Scheele gave me a list of things that we would have to provide for them before they could give us an estimate. So, I need to get that list from them and back to you all if you so desire for us to move forward. I can get Krystal to do it or I can do it.

Councilman Reid: That would be fair.

Councilman Overton: I think what Greg said, you know, it's a good basis to look at that. You know, I would make a motion for up to sixty thousand dollars ($60,000.00) for a job study and based upon the comments that Greg had made and the qualifications and I think for that money to come out of the Council's budget. And I would also make a motion well, to add to that that I think the President and I don't know, the Vice President and maybe an additional Council member be part of this interview process with those people. So I guess we can discuss that later. But I think we ought to at least have three (3) people in there from the Council.

Councilman Richmond: Now, would this be to interview the company or interview their people after they're done with the study?

Councilman Overton: Interview the, interview the company we're going to hire. That's what I would like to do.

Councilman Christmas: Will you restate all that? I'm sorry.

Councilman Overton: Maybe we'll just stop first. I'll make a motion, I'll make one (1) motion for sixty thousand dollars ($60,000.00) for a...

Councilman Richmond: Up to.

Councilman Overton: Up to sixty thousand dollars ($60,000.00) for a job study coming out of the Council's budget. And I'll just stop right there.

Krystal Powless: Wait, I have a question on that motion.

Councilman Overton: Go ahead.

Krystal Powless: Do you want that sixty thousand ($60,000.00) out of 2019's budget or is this going to come out of 2020's budget. Like how soon do you want to start this job study?

Councilman Reid: As soon as possible.

Councilman Overton: Yeah, we have the money to do it. So take it out of 2019's budget.

Councilman Reid: I'll second that motion.

Councilman Richmond: Okay, it might take them awhile to get things in gear too.

Councilman Overton: Sure.

Krystal Powless: But, if we get something in writing, we can encumber it.

Councilman Richmond: We might pay a portion of this year and encumber it. Yeah.

Krystal Powless: Right.

Councilman Richmond: Okay, motion by Brad and Rick Reid to contact Waggoner, Irwin< Scheele right now concerning a job study and use up to sixty thousand dollars ($60,000.00) out of the Council budget for the Job study. Any more discussion? All those in favor? That's all six (6) of us. Six, zero (6-0).

Krystal Powless: Did we get a second on that? I'm sorry. I didn't write it down.

Councilman Richmond: Yeah, Rick did.

Councilman Overton: Rick did, yeah.

Councilman Richmond: And, now the second part of that is, I'm going to try to reach out and see if there's anybody else out there that will do it. And Krystal can help me. And if there is somebody out there we will interview two (2) or three (3) or just the one (1) to see if they're the one (1).

Councilman Overton: Yeah, I think that's good and at least get a couple people...

Councilman Richmond: Three (3) Council.

Councilman Overton: Yeah, let's say we get three (3) Council people.

Councilman Richmond: Would you like to name?

Councilman Overton: Well, you'd be one (1). I'll let you pick the other two (2).

Councilman Christmas: I'll serve.

Councilman Richmond: Who?

Councilman Christmas: I'll serve.

Councilman Richmond: Charlie. Okay. And I think somebody from Personnel. David?

Councilman Overton: There you go. There's three (3).

Councilman Reid: (Inaudible) twitch.

Councilman Overton: Does that even need to be a motion?

Krystal Powless: No, I don't think so.

Councilman Overton: I don't think it needs to be a motion.

Councilman Richmond: Alright.

HUMAN RESOURCES EMPLOYEE

Councilman Overton: And then do we want to look at the...

Krystal Powless: HR.

Councilman Overton: The HR position.

Krystal Powless: I think you should go ahead.

Councilman Overton: Maybe we ought to look at that.

Councilman Reid: Are the Commissioners going to do something with that, you said?

Councilman Richmond: Yes.

Councilman Hachmeister: They want to.

Councilman Overton: That's what they wanted to do that. They said they had a plan in place and...

Councilman Richmond: I had a discussion with them today.

Councilman Overton: Yeah, then maybe you could explain that a little bit more.

Councilman Christmas: (Inaudible) retiring and then (inaudible).

Councilman Hachmeister: I wouldn't put that, we're recorded and tell each one (1) of them individually.

Councilman Overton: Maybe you can just tell them you've got a plan in place to try to do something.

Councilman Richmond: They have a plan.

Councilman Hachmeister: (Inaudible) when they're not ready for it. Is what I'm saying.

Councilman Richmond: They have a plan in place because someone has announced they're retiring.

Councilman Hachmeister: Oh, no, I was...

Councilman Richmond: Is that alright?

Councilman Overton: Yeah, I wouldn't as far as anything else.

Councilman Richmond: And to replace that person, they were thinking of a combination of doing one (1) of the jobs that's in the office currently and the HR job. And one (1) of the jobs in the office now would be kind of upgraded a little bit to be an assistant administrator because if we would lose Roger...

Councilman Christmas: You'd be in trouble.

Councilman Richmond: We would be in, it would take a long time for somebody to get up to speed and somebody needs to be trained for that position and you know, Roger's as old as I am. The odds you know are there. So sometime, Roger is going to retire.

Councilman Christmas: And Roger's not in the best of health either. He's like me.

Councilman Overton: What do we want allocate an extra amount of money to that current person's position who's announced their retirement on top of that? Or how do we want to do that?

Krystal Powless: I can work that out if you just let me know what you would want to start the HR/Assistant Administrator at.

Councilman Richmond: And what did they tell me today? I've got so many papers up here.

Krystal Powless: Okay, I don't know what you want to do, but Roger is COMOT or a Special Exempt I and he's maxed out. He currently makes fifty-six-eight-sixty-one ($56,861.00). Okay. That's with his longevity. Like if you brought, I don't know what you're thinking, if you brought somebody in as a II in Special Exempt they would start out at fifty thousand one ($50,100.00).

Councilman Overton: Well, who's the current person? There's one (1) position that's, this person that's retiring.

Krystal Powless: I don't think we should talk about that.

Councilman Richmond: No, we shouldn't.

Councilman Overton: I didn't know.

Krystal Powless: Brad, it's not very much.

Councilman Overton: Okay.

Councilman Reid: Is it better to have an HR separately that position?

Councilman Richmond: I don't think, according to the Commissioners, we'll have enough work to do for an HR person full time.

Councilman Christmas: I wouldn't bet on that.

Councilman Overton: Yeah, I just...

Councilman Christmas: (Inaudible).

Councilman Overton: I would just, I would rather start off with that part-time. If we're gonna have, if they can take some existing responsibilities that are in place and then we could have these HR responsibilities, because it's, I mean we're not a six thousand (6,000) person company and that's one (1) thing.

Councilman Richmond: That would take a load off both Roger and Heather who are doing the job right now.

Councilman Overton: Yeah, so I mean, what would we say if...

Councilman Richmond: Well, the Special Exempt II...

Councilman Overton: I don't know a good number.

Councilman Richmond: Is fifty thousand one hundred ($50,100.00). That's starting.

Krystal Powless: If they have any longevity, of course, it would be more than that. If it's somebody they bring up.

Councilman Richmond: (Inaudible) hire from within with longevity, it would be more than that. If you go to a three (III), it's forty-nine-four-thirty-two ($49,432.00). And you know, they may hire somebody, the way they were talking who is not a credentialed HR person who's going to get their credentials too.

Councilman Overton: Well, then if that's the case...

Councilman Richmond: At that point in time we could bump them up once the credentials are there too.

Councilman Overton: That would be my thing. Cause I can't, I'm having a hard time putting somebody in this position right off the bat at you know, fifty-four thousand dollars ($54,000.00) or fifty thousand dollars ($50,000.00). I mean I understand you want to get a quality person and everything else. But I think basically, if they don't, I could go in there and say I'm an HR person but I've got zero (0) HR experience. I've never attended an HR class in my life. I don't have a degree in HR, so I think...

Councilman Reid: It would tell soon enough, though.

Councilman Overton: Right. And you've got to have, there's got to be some kind of, there's got to be some type of experience and background. They just can't decide, hey, today Rick Reid is the HR guy.

Councilman Reid: But you know it's going to be a lot cheaper hiring an HR instead of hiring an attorney to do all that mess too.

Councilman Overton: Oh, sure, sure, sure, sure.

Councilman Christmas: Our attorneys work for nothing. What are you talking about?

Councilman Reid: Yeah, right.

Councilman Overton: So, I don't know. What's the best thoughts on the salary on this? Because I honestly, or maybe we can hold this, this salary off, or just go ahead and get this salary done today, sounds like a good idea.

Councilwoman Ledbetter: If they've shifted responsibilities from the attorney, then how would that person do the attorney's responsibilities, (inaudible), needs and HR.?

Councilman Christmas: They don't.

Councilwoman Ledbetter: Hum?

Councilman Christmas: They don't do the attorney's (inaudible).

Councilwoman Ledbetter: HR doesn't?

Councilman Christmas: HR does not.

Councilman Richmond: HR keeps us out of hot water.

Councilman Christmas: Keeps us out of hot water so we don't need the attorney.

Councilman Hachmeister: Well, when we had the woman to do the contract, what did she get paid an hour?

Krystal Powless: I don't remember.

Councilman Richmond: I don't know the hour but it was like twenty-five thousand ($25,000.00) a year.

Councilman Hachmeister: I thought it was twenty-five ($25,000.00).

Councilman Christmas: I think you're right (inaudible).

Councilman Hachmeister: I was trying to figure out...

Councilman Reid: It was only part-time.

Councilman Hachmeister: Well, she was contracted.

Councilman Christmas: She did a good job.

Councilman Hachmeister: (Inaudible) paying her back an hour.

Councilman Reid: I don't know. She was good though. She was not liked, but she was good.

Councilman Richmond: The discussion I had with the Commissioners today on it on the phone, we're looking at, what we were looking at was Special Exempt II or III. The II is fifty thousand one hundred ($50,100.00) to start with. And the IIIwould be forty-nine-four-thirty-two ($49,432.00). Now, of course if you hire someone from within, there gonna have some years with them, like after fifteen years it'd be up another thousand dollars ($1,000.00) almost. Actually it's five hundred ($500.00) something. It's not a whole thousand ($1,000.00).

Councilman Reid: Just say the position would be at II or III and leave it like that and we can negotiate that part too.

Councilman Richmond: Okay.

Councilman Christmas: Let's negotiate the salary.

Councilman Hachmeister: Start low.

Councilman Richmond: And we could ask to make the line item I guess. There's not a salary ordinance needed cause nobody's hired yet. So we could have the line item budgeted in there at that, we could just add that additional line item, couldn't we, Krystal?

Krystal Powless: Yes.

Councilman Richmond: And when the changes occur in that office, then the one (1) retired would not be in there anymore and they'd redo the whole thing.

Krystal Powless: Right.

Councilman Overton: Maybe we should, maybe we should have the job classification study look at this. I mean I'm not trying to be you know to kick the can down the road. But maybe that's what we should look at. Because they could probably give you, they could say, hey, these are the responsibility is existing currently for this position and then here are the new HR responsibility. And maybe they look and they say, heck yeah, you need a forty (40) hour a week HR person. Maybe that's all it is. You know? So, I don't know. What are your thoughts on that? I mean we're bringing in this firm to look at evaluating job positions and stuff. That to me would seem like, it's an independent person going to be looking at it.

Councilman Richmond: Can you create a line item and not fund it?

Krystal Powless: Well, yeah.

Councilman Richmond: We could do that. I honestly don't think the job study is gonna be done until after.

Krystal Powless: That's what I'm concerned about, Brad, is how soon is that going to get done.

Councilman Richmond: Yeah, I think it took us six (6) months before.

Krystal Powless: And then Heather's responsibility in, you guys didn't move her up. And...

Councilman Overton: Well, then what do you want? What numbers were we looking at while I was talking?

Councilman Richmond: The Special Exempt II and III.

Councilman Overton: Is that this right here?

Councilman Richmond: On the bottom. The fifty-one hundred ($50,100.00) or the forty-nine-four-thirty-two ($49,432.00).

Councilman Reid: Fifty-one hundred ($50,100.00).

Councilman Overton: If it's, if it would be me, I'd be looking at starting at the, the Special Exempt VIII.

Councilman Richmond: Forty-one ($41,000.00)?

Councilman Overton: The forty-two-six-fifteen ($42,615.00).

Councilman Reid: You won't find someone.

Councilman Overton: Or the (SO) VII.

Councilman Richmond: The Administrator and HR combo?

Krystal Powless: And you're saying then if they're credentialed, you would...?

Councilman Overton: And then if they're credentialed or they come in and they've got a master's degree in HR and they're the world's greatest HR person and they've got some certification. But if it's someone that's just going to be taking phone calls every day and saying, hey, could you look at my benefit package and tell me what I've got. Then that person could go, well, sure, I'll pull that up and look at it. Here's Krystal, she's got five (5) PTO days left and Krystal's got 'x' amount of money left that she owes before she had to pay anything out of pocket for her insurance. Thanks, bye. You know, I mean if that's the kind of thing that you're getting, or if you're getting somebody that's going to say, yeah, we know this person over here, I've been talking to them, or they've been harassing me. I don't know what's going on. Can we look at that claim and I've got a better understanding. There's a big difference between that person's understanding and then somebody else that's just answering those kinds of phone calls. You know? Cause right now, I've, I, well, I've got questions. I don't know where my paystubs are. I haven't seen a paystub for in like a year.

Councilman Richmond: They're on line.

Krystal Powless: Yeah.

Councilman Overton: How do you get to it?

Councilman Reid: Talk to Debbie.

Councilman Richmond: I'll send you the link.

Councilwoman Ledbetter: Your last name and social security number.

Councilman Overton: Really?

Councilman Richmond: The last...

Councilman Overton: I just give my last name and social security number and you can get it for me?

Councilwoman Ledbetter: Sure.

Councilman Richmond: Last name and last four (4) digits of your social is your sign in.

Councilman Overton: Okay, so that's my thought is to make it a (SO) VII.

Councilman Richmond: (Inaudible). Okay, now rather we decide (SO) VII, II, III, whatever, the Commissioners are probably gonna do some shuffling this fall. So, what do we do with our current budget? They will come in and ask us to re-adjust it at that time?

Krystal Powless: Um hum. Um hum. I just don't want to say too much cause it's a Personnel issue and we don't know for sure if she is retiring and...

Councilman Overton: Wouldn't be any different from anything else.

Krystal Powless: I can assure you that I will have it straight when we go to budget it. You know, I just, we just need to make sure when that date is that they're leaving and that kind of thing.

Councilman Christmas: Let's shuffle at that time, Greg.

Councilman Overton: Yeah, that's what I would do.

Councilman Christmas: Don't jump the gun.

Councilman Richmond: So, don't put anything in right now.

Krystal Powless: You could go ahead and say what you're going to put in and then when that person retires, there can just be a reduction in that line item at the time. So, if that person retires at the end of this year, there can be a reduction and then we can also do a reduction January 1, for that position if they're, if we're no longer going to fund it. That way you can go ahead and know where you are going with this position.

Councilman Richmond: So, do we need to decide a classification?

Krystal Powless: I would put them in class...either that or put them in Special Occupations, SO, and don't put them in a classification. But it makes sense that they would probably be a Special Exempt position. I mean I don't know what other duties the Commissioners would give this person.

Councilman Christmas: (Inaudible) simple way, Greg.

Councilman Richmond: What?

Councilman Christmas: Don't be complicated about it.

Councilman Richmond: Yeah, I know. This slows us down. Why don't we just set up a compromise and look at Special Exempt 5, forty-five-eight-fifty-two ($45,852.00) for now. Is that okay with everybody?

Councilman Christmas: Yeah.

Councilman Richmond: It's kind of in between everybody's. This is just temporary anyway.

Krystal Powless: And this position is to be titled HR/Assistant Administrator?

Councilman Richmond: Yes.

Councilman Overton: (Inaudible).

Krystal Powless: I'm asking, okay.

Councilman Richmond: And it's classified as SE, Special Exempt 5. Alright, I really need a motion for that since we're going to put it in.

Councilman Christmas: Why don't you make the motion then you know what you want.

Councilman Richmond: I make a motion that we add the position to the Commissioner's Office of HR/Assistant Administrator at SE-5, but not, we don't have to fund it yet?

Krystal Powless: At forty-five-eight-fifty-two ($45,852.00), yes.

Councilman Richmond: Okay.

Councilman Christmas: I'll second your motion, Greg, just to make you happy.

Councilman Hachmeister: I'll go along with that as long as we don't fund it.

Councilman Richmond: G-R and Charlie Christmas. Okay.

Councilman Overton: As long as we don't fund it?

Councilman Hachmeister: Yeah.

Krystal Powless: I wouldn't, why would we not fund it? I'm so confused.

Councilman Hachmeister: Read through the lines my dear.

Krystal Powless: Okay.

Councilman Richmond: So, they don't bring somebody on right away and put them in there I guess. They're not going to do that.

Councilman Christmas: I know they're not going to do that.

Krystal Powless: They're not funding it 'til January 1, 2020.

Councilman Richmond: This is for January and this is for next year.

Krystal Powless: Yes.

Councilman Hachmeister: (Inaudible).

Councilman Richmond: Okay. This is, I'll clarify this. This is for 2020 budget year. And it's subject to change. Alright. Any further discussion? All those in favor? It that five (5) to one (1), Brad? Five to one, Brad. (5-1 with Brad Overton opposing).

Krystal Powless: Okay.

Councilman Richmond: Have we got through the Personnel now?

Krystal Powless: Can we, can we go to the restroom?

Councilman Overton: I thought we were done.

Councilman Richmond: Yes, I'm ready for a break.

(Break from 6:57 PM to 7:09 PM. Councilman Christmas returned shortly after the meeting resumed.)

SALARIES

Councilman Richmond: Since salaries/raises will take a long time we probably ought to go to that next. And in relation to, back to Office Holders, I'm going to throw something out on the table. I think that we should look, this is my personal feeling; I've been giving it a whole lot of thought to this. I think that we're pretty close, but there's a little bit more we could do and I feel like that if we look at putting everybody at the mean for their description and their office, and this is the major ones now. I'm not including the Surveyor. I'm including the ones that were mentioned earlier. The Clerk, Treasurer, Assessor, Auditor, Recorder. That's five (5).

Krystal Powless: I'm going to write them down so we know. Okay, Clerk...

Councilman Richmond: Clerk, Auditor, Assessor, Recorder, who else did I say, Treasurer. Okay.

Krystal Powless: Okay.

Councilman Richmond: I'm considering what I thought about a whole lot is the, bringing the them up to the mean. There was one (1) that was above mean and then the second part of my proposal would be similar to what Cindy had proposed as the five percent (5%) above the mean instead of the three percent (3%) and the two percent (2%) we might give everybody else. And that might make them a notch above but then we could go from there on and not worry about doing a bump for a while. But the one (1) that was at the mean, don't bring them down. But figure their, instead of a five percent (5%) it might be four point seven (4.7%) or something like that. So...

Krystal Powless: So, we're bringing them to the mean plus five percent (5%) is what you're saying.

Councilman Richmond: Yes.

Krystal Powless: Okay.

Councilman Overton: Bringing them to the mean plus five percent (5%)?

Councilman Richmond: Yes, bringing them to the mean plus five percent (5%), because we're looking at probably giving raises of three percent (3%) to everybody. So that would be two percent (2%) more than everybody else is getting.

Krystal Powless: Plus a little bit of mean that maybe they were, they needed.

Councilman Richmond: Yeah, the mean is not that much. What is it? Three ($300.00), four hundred dollars ($400.00) for most of them? Maybe five hundred ($500.00) for one (1) of them? So, you know, and I'm, I'm a big fan of helping the guy on the bottom too. Cause they have mouths to feed just like anybody else. And that's why I have been back and forth on percent one (1) year and straight another year. Maybe we need to tweak that a little bit. But somebody making twenty-five ($25,000.00) to twenty-eight thousand ($28,000.00) a year trying to feed their family, it's not easy. And you can make ten bucks ($10.00) an hour working at Burger King. So.

Krystal Powless: (Inaudible).

Councilman Richmond: I'm sympathetic to both sides. I think we need to reward our professionals and specialized, but we also need to take care of the needs of those who really put in the hard labor too.

Krystal Powless: Okay, the only one (1) I question, Greg, and I want to make sure that this would be right if you guys approve this. The Recorder right now is making forty-nine-'o-forty-eight ($49,048.00) and the mean is forty-seven-eight-fifty-six ($47,856.00). So, don't...

Councilman Richmond: That's the one (1) I was talking about.

Krystal Powless: Yeah, don't take her down to the mean. Just give her five percent (5%) on what she has now.

Councilman Richmond: Five percent (5%) on the mean.

Krystal Powless: Five percent (5%) on the mean, got it.

Councilman Richmond: Yes. Which is below what she's making now. And she won't get the full five percent (5%). She'll get maybe four point seven (4.7%) or something like that. It's still a nice little bump.

Krystal Powless: Okay, okay.

Councilman Richmond: I think the mean should be used as a breakpoint. That's just my proposal.

Councilman Reid: Is that your motion?

Councilman Richmond: I'll go ahead and make a motion.

Councilman Reid: I'll second that one (1).

Councilman Richmond: Okay, I don't like making motions as President. But, I have the right to.

(Councilman Christmas returned at 7:14 PM)

Councilman Reid: You want to tell that to Charlie now?

Councilman Richmond: Okay, Charlie.

Councilwoman Ledbetter: He's coming.

Councilman Richmond: Okay, I'll wait 'til he gets up here. Mean plus five percent (5%) for Recorder, Auditor, Assessor…Recorder, Auditor, Assessor, Clerk, and Treasurer.

Councilman Christmas: Okay.

Councilman Richmond: And I've been spending a lot of time in prayer. And this just kept coming to me. Okay, Charlie, what I'm proposing for the major Office Holders, the five (5), being the Recorder, Auditor, Assessor, Clerk, and Treasurer is we, in this latest study from the AIC Handbook of the four (4) above, four below Warrick in the middle. The mean salary for all of those. Adding five percent (5%) to the mean salary and having that as their salary for 2020.

Councilman Christmas: Okay.

Councilman Richmond: Cause we're probably going to give two (2%), three percent (3%) increase to regular employees, everybody else and all the other Office Holders/Department Heads.

Councilman Christmas: I'm good.

Councilman Richmond: Okay, cause that will give a little bit of a bump that way. Not what they're asking for but it's something.

Councilman Christmas: Do they ever get what they ask for?

Councilman Richmond: Most people don't. Okay, so I made the motion and Rick seconded it. And we're open for discussion.

Councilman Christmas: Second.

Councilman Overton: So, how many other departments or Elected Officials…is the only one (1) we're excluding is the Surveyor? I'm just trying make sure…

Councilman Richmond: Surveyor, the Coroner, Council, Commissioners…

Councilman Overton: Surveyor, Coroner, right. Yeah.

Krystal Powless: It's on the third page of your handout. So, the Prosecutor, Sheriff, you know, Surveyor…

Councilman Richmond: The Prosecutor and Sheriff all get theirs…

Krystal Powless: The Council.

Councilman Christmas: (Inaudible) the State.

Councilman Richmond: The Prosecutor and Sheriff, we shouldn't even consider. They get theirs…

Councilman Christmas: Sheriff's got a contract.

Councilman Hachmeister: They both done got big raises.

Councilman Reid: Yeah, they did. Huge.

Councilman Richmond: Surveyor, Commissioner, Council, Coroner. Those are the only Elected Officials I can think of that don't come under this.

Councilman Overton: Yeah, I think that's…

Councilwoman Ledbetter: So, the Treasurer, the Auditor, the Clerk, the Assessor, and the Recorder?

Councilman Richmond: Yes. Those five (5).

Councilman Overton: The Clerk wasn't even on…

Krystal Powless: Yeah, but she…

Councilwoman Ledbetter: She should be included in that. Yeah.

Councilman Richmond: I think those are the major ones that, whether they requested it or not. That's what we ought to look at.

Councilwoman Ledbetter: Greg, I would like to say, Mr. President, that I appreciate your time and reflection on the matter. I've been struggling with it and praying for it too because some of the terminology that's been used has really bothered me. I'm a member of this Council and I have to do what's best for the County as a member of this Council, so I've been struggling with the decision as well. And I appreciate what you've come forward with. Thank you.

Councilman Richmond: Yeah, cause I've had other figures floating around in my head and this just seemed to land. And it's held.

Councilman Reid: I agree with you.

Councilman Richmond: And we can have a vote and you're welcome to disagree. That's great. That's what we're here for. Seven (7) of us. Seven (7) opinions.

Unknown: Six (6) of us.

Councilman Richmond: Six (6) of us tonight. Yeah.

Councilman Christmas: I call for question.

Councilman Richmond: Alright. Question's been called for. All those in favor of mean plus five percent (5%) for Recorder, Auditor, Assessor, Clerk, Treasurer. One (1), two (2), three (3), four (4). And opposed? Two (2). Four to two (4-2) and the two (2) were David and Brad. (Motion carried 4-2 with David Hachmeister and Brad Overton opposing). Okay.

EMPLOYEE SALARIES

Councilman Richmond: Alright, now we need to consider blanket everybody. And then we'll consider part-time after we consider it. Now this is the year, since we did across the board last year.

Krystal Powless: We did a flat rate last year.

Councilman Richmond: Yeah. We did a flat rate last year. Now, I have a question on this. We did bump up the Engineer/Superintendent salary, Highway.

Krystal Powless: Yes.

Councilman Richmond: Do we want a three percent (3%) on top of that?

Councilman Christmas: No.

Councilman Richmond: I don't think so personally.

Councilman Christmas: No.

Councilman Richmond: Was there any others in the Personnel Report that we bumped up? I put all that stuff away.

Councilman Hachmeister: Nobody.

Krystal Powless: I'll check through that while you guys are talking.

Councilman Hachmeister: Wasn't anybody else (inaudible).

Councilman Richmond: Cause I think you wanted to put off most of them. But I want to make sure.

Councilman Overton: I'm pretty sure it was, Greg.

Councilman Richmond: Because when we do vote on this increase, we want to exclude those we don't want to get the three percent (3%). Because they've already been rewarded otherwise.

Councilman Christmas: I agree with that. Make that part of the motion.

Krystal Powless: Well, the, for example, the HR person. You put them at, you put them at a five (5)? I'd have to go back and look.

Kristine Georges: SO-5?

Councilman Hachmeister: Yeah.

Councilman Richmond: But that's in next year's budget.

Krystal Powless: Okay, right, so and SE-5, and that position gets the three (3%), if it gets the three percent (3%) that HR would also get the three percent (3%).

Councilman Richmond: Okay. Probably should.

Krystal Powless: Okay.

Councilman Richmond: So the only real one (1) that we have is the Engineer. I'll just call it Engineer.

Councilman Reid: What about the Commissioners?

Councilman Richmond: We didn't give them a bump. Oh, okay. E-n-g-i-n-e-e-r excluded.

Krystal Powless: And of course the Sheriff would be excluded in that.

Councilman Christmas: Yeah.

Councilman Richmond: Engineer, Sheriff.

Councilman Reid: Prosecutor.

Councilman Richmond: Prosecutor, Judges.

Krystal Powless: Right.

Councilman Richmond: Anybody else that automatically gets their increases? There's a, in the Courts, Probation Officers?

Krystal Powless: Well, yeah, they'd be excluded in that also. Because they're set. And I mean, just so you know, I know you're being very specific, I usually pull those out you know.

Councilman Richmond: Okay, yeah.

Krystal Powless: And, since we're doing this and we're talking about it. We're not doing a percentage on the stipends for the Engineer or the Assistant Engineer or any stipends. Stipends will remain what they are without the percentage. For example, like the Highway Lead Foremen, the stipend is five thousand ($5,000.00) and we wouldn't do three percent (3%) on top of that five thousand ($5,000.00) would we?

Councilman Richmond: No.

Councilman Hachmeister: No.

Krystal Powless: Okay.

Councilman Richmond: No stipend increase.

Krystal Powless: Okay.

Councilwoman Ledbetter: Like this Purdue, they only asked for a one point five percent (1.5%) place hold on salaries.

Krystal Powless: And you could exclude those and only give what they requested.

Councilman Christmas: That's all right.

Krystal Powless: But if you give them more, like, what happens is it goes into a pie for Purdue and they kind of pay them out of that and that cash carries over for them.

Councilwoman Ledbetter: Okay.

Krystal Powless: So if you did give it to them, it wouldn't be the end of the world. You know, so.

Councilman Richmond: So three percent (3%) on what they're making now. Cause they're going to get one and a half percent (1.5%) from Purdue?

Krystal Powless: Um hum. So...

Councilman Richmond: So they would only get one and a half percent (1.5%) more basically.

Krystal Powless: Correct. Even though you put it in there.

Councilman Overton: Would a, am I, is my math okay? It's a half a percent (0.5%) raise, sixty thousand dollars ($60,000.00)? Is that right?

Krystal Powless: I don't even know where (inaudible) this.

Councilman Overton: Well, two percent (2%) is two-forty ($240,000.00).

Krystal Powless: Probably. I...

Councilman Overton: One (1) is a hundred and twenty ($120,000.00). So, then half of that is sixty ($60,000.00). Am I right?

Councilman Hachmeister: Yeah.

Councilman Overton: Okay. Have we made any motions?

Krystal Powless: No.

Councilman Overton: I make a motion for a three point five percent (3.5%) raise across the board. That's roughly four-'o-eight ($408,000.00), Krystal, I don't know if you want to, why I'd rather have a job where I do numbers is crazy. Nobody ever saw my math (inaudible).

Councilman Richmond: Let's see, you did up to three percent (3%) raise costing us three hundred forty-eight thousand eight-twenty-six ($348,826.00)?

Krystal Powless: Yeah, I'm not, I can't find my paper. But, I trust you.

Councilman Richmond: Yeah.

Councilman Reid: I think three percent (3%) is adequate.

Councilman Richmond: Our growth quotient this year was, what, about three-eighty-four (3.84%).

Krystal Powless: Three...three point eight-five (3.85%).

Councilman Richmond: Three-twenty-five (325). That's something I wanted to tell everybody to make sure everybody understands. I mean us older councilmen realize that. But for the new council, some stuff's been out on Facebook about, we've got hundreds of new homes going up. So that's a whole bunch more tax money coming in. We work off a levy. And a levy's like a pie. And that pie is sliced into parts. Parks Department and General Fund and you have these different parts of the pie. Health Department. That pie's allowed to grow a percent, whatever the State says is the growth quotient, each year. And that means each levy grows only that much period. That's the maximum amount of tax dollars you can collect. It don't matter how many new buildings or businesses or whatever come in. Your levy, property taxes is not going to grow that much more. So, in understanding that, it's going to make tax rates for the home owners come down. It's going to help them in that side of it. But please understand, cause it's been on Facebook, and it's like we're going to make a whole bunch more money because of the fact that all these homes are going up. Well, no, not exactly.

Councilman Christmas: (Inaudible).

Councilman Richmond: So, that's the levy. I like the pie. I've always understood that very well. Someone explained that to me when I was a very young Councilman. You slice the pie up into parts and you can only grow what the State says. It used to be five percent (5%). That was the original tax freeze. But now it's according to inflation. So, in good economy years, we're gonna be up. Bad economy years, we won't grow as much.

Krystal Powless: Correct.

Councilman Richmond: So, all we can grow is that three point two-five (3.25%) or whatever. I can't remember.

Krystal Powless: Three point five (3.5%).

Councilman Richmond: Three point five (3.5%).

Krystal Powless: I think that's right. I left it on my desk.

Auditor Stevens: (Inaudible) three point five (3.5%). Um hum.

Councilman Richmond: Three point five percent (3.5%). So, we have a motion of three point five percent (3.5%) by Brad. Is there a second?

Councilman Christmas: I'll second it.

Councilman Richmond: Second by Charlie. And this would be for all those employees except mentioned earlier, the Engineer, Office Holders that already get it.

Councilman Reid: Include the Commissioners and Council?

Councilman Richmond: Oh, let's exclude Commissioners and Council. What do you think?

Councilman Overton: Yeah.

Councilman Richmond: Right now.

Councilman Overton: Yeah.

Councilman Richmond: We can decide on that later. And...

Kristine Georges: Would that also be the one point five (1.5%) for the Extension?

Councilman Richmond: Yeah, and we'd exclude one point five (1.5%) for the Extension.

Krystal Powless: Okay.

Councilman Richmond: Is that okay?

Krystal Powless: Okay.

Councilman Richmond: That's a long complicated motion. Alright, all those in favor of that motion, three point five (3.5%). One (1), two (2). Opposed? Four (4). Okay. So that's two to four and the four were David, myself, Cindy, and Rick. (2-4 with David Hachmeister, Cindy Ledbetter, Rick Reid, and Greg Richmond opposing).

Councilman Overton: (Inaudible).

Councilman Richmond: Okay. Any other proposals?

Councilman Reid: I proposed three percent (3%) instead of three and a half (3.5%).

Councilman Richmond: Okay, Rick Reid proposes three percent (3%).

Councilwoman Ledbetter: I'll second that.

Councilman Richmond: And second by Cindy. And this is also excluding the same as above, Commission, Council, and all of those others that get stipends, Engineer, Prosecutor, Sheriff, Probation Officers, Extension Agents getting only one and a half percent (1 ½%). Okay. So the motion is three percent (3%). Any discussion? All those in favor? One (1), two (2), three (3)... one (1), two (2), three (3), four (4), five (5). Oh, you for it too?

Councilman Hachmeister: No.

Councilman Richmond: Five to one (5-1 with David Hachmeister opposing). David is against. Okay.

Councilman Hachmeister: I'd rather give everybody two thousand dollars ($2,000.00).

Councilman Richmond: We'll do that maybe some other year. I think it's a balance. I'm back and forth personally.

COMMISSIONER SALARY

Councilman Richmond: Now...

Krystal Powless: Part-time. You always forget.

Councilman Richmond: Well, let's do Council and Commission. And then do, okay, first I'll put Commissioners. We have a good set of Commissioners right now. We're blessed. So, should we give them something?

Councilman Reid: They got a five thousand dollar raise last year.

Councilman Richmond: No, it wasn't.

Councilman Overton: No, they've never gotten a five thousand dollar ($5,000.00) raise last year.

Councilman Hachmeister: They got a thousand ($1,000.00).

Councilman Richmond: They got a thousand ($1,000.00).

Councilman Overton: You can look at that salary ordinance.

Councilman Reid: When did they get the five ($5,000.00)?

Councilman Overton: I don't know when they got a five thousand dollar raise ($5,000.00).

Krystal Powless: I don't think so.

Councilman Richmond: It might have been years ago. I don't know.

(Several speaking at once).

Councilman Overton: Go back, go back and look at the book. There's no five thousand dollars ($5,000.00) in there.

Councilman Hachmeister: They requested it last year.

Councilman Overton: Might have been five thousand ($5,000.00) between the three (3) of them. But I can tell you, we didn't give them five thousand dollars ($5,000.00) a piece.

Councilman Richmond: I think they deserve a little bit. They asked for ten ($10,000.00). Of course that's a little above.

Krystal Powless: I want to say it was twenty-two ($2,200.00). But I'd have to go back and look. I can look that up for you guys though.

Councilman Reid: When was it?

Krystal Powless: I don't want you to quote me, cause I don't, I feel like I remember, but I'd rather look it up for you guys and send it to you. Okay?

Councilman Hachmeister: According to the book it was a thousand dollars ($1,000.00).

Krystal Powless: Well, it may have been the year before.

(Several Speaking at once).

Krystal Powless: Well, no...

Councilman Richmond: They didn't get the twelve hundred ($1,200.00) everybody else did last year, did they?

Krystal Powless: I think they did. I think they got what everybody else got plus you gave, you gave the President a little bit more.

Councilman Richmond: President, yes. Okay.

Councilwoman Ledbetter: Well, they're three thousand dollars ($3,000.00) above the mean.

Krystal Powless: Um hum.

Councilwoman Ledbetter: I just don't want to see us right back in the same position we were in before with people feeling like there's an unequal pay.

Councilman Richmond: I don't, I don't like a big bump, but I do know this, it's hard to get people to serve as Commissioner. For years people were jumping all over it. Any more it's a job. I mean I was asked to be a Commissioner. I wouldn't have it.

Councilman Christmas: It's a full time job.

Councilman Richmond: It's your life. It's a full time job. Yeah. You're called at all hours of the day all the time.

Krystal Powless: I just called Dan, you know, about the elevator. I didn't know who to call.

Councilman Richmond: Is there something wrong with the elevator now?

Krystal Powless: Well, we hope not.

Councilman Christmas: We hope it's still working.

Krystal Powless: We hope we can get Charlie out of here.

Councilman Richmond: (Inaudible) carry you down.

Councilman Reid: (Inaudible) overnight.

Councilman Richmond: Maybe with four (4) of us. One (1) on each corner we can do that.

Councilman Christmas: You might, but I'll tell you one (1) thing (inaudible). There's a lot of steps out there.

Councilman Richmond: I know. Yeah. Alright, Commissioners. Any proposals?

Councilman Christmas: How about we give them a pat on the back and tell them they're doing a good job?

Councilman Reid: Second.

Councilman Christmas: Well, we can try.

Councilman Richmond: A three percent (3%) raise would be around seven-fifty ($750.00), wouldn't it? What do the Commissioners make?

Councilman Overton: Twenty-eight-two-forty-nine ($28,249.00).

Councilman Richmond: Yeah, a three percent (3%) raise would be around eight hundred ($800.00).

Councilman Reid: Is that your, is that your motion? Three percent (3%)?

Councilman Richmond: I would be around eight hundred ($800.00). Let's see, twenty-eight ($28,000.00) you say? Yeah, eight hundred and forty dollars ($840.00). That's three percent ($3%). I'd like motions to come from somebody else.

Councilman Reid: I'll make a motion for three percent (3%).

Councilman Richmond: Okay, motion by Rick Reid for three percent (3%). Is there a second? It would be eight hundred forty dollars ($840.00) approximately. I'll second it just to get something going. All those in favor? Four (4)?

Krystal Powless: Oh, four (4). You got four (4).

Councilman Richmond: Who's the fourth one (1)?

Krystal Powless: David.

Councilman Richmond: David, okay. Four to two (motion carried 4-2 with Cindy Ledbetter and Brad Overton opposing). Who's the two (2)? Cindy and Brad? Okay. Okay, three percent (3%) raise.

Krystal Powless: Okay.

COUNCIL SALARY

Councilman Richmond: Now, Council.

Councilman Overton: I vote to not give the Council any raise.

Councilwoman Ledbetter: I second.

Councilman Richmond: Okay, Brad makes a motion. Second by Cindy. Discussion? All those in favor; that's no raise? All six (6) of us. Six, zero (6-0). I think that was going to be obvious.

Councilman Christmas: Make sure you put that in big bold letters in the newspaper.

Councilman Richmond: Yeah.

Councilman Christmas: Cause they always say we give ourselves a big raise every year. I haven't had one (1) since I've been here.

PART-TIME SALARY

Councilman Richmond: Now, Part-Time.

Krystal Powless: Now, Part-Time.

Councilman Overton: Did you put Part-Time numbers in here?

Krystal Powless: No.

Councilman Richmond: What are they making now?

Krystal Powless: Ten-sixty ($10.60). The normal. There are some that make different. Like the CASA and I don't know, like the guy that serves the warrant at the Sheriff's. And you know, so if you say, you're going to give five cents ($0.05) or ten cents ($0.10) or a percentage, it would be for everyone. Not just…

Councilman Overton: One (1) thing you run into though, they can pay however they want. We give them that money, they can pay somebody eight bucks ($8.00) and hire five (5) Part-Time.

Krystal Powless: They can pay less. But that's the maximum they can pay.

Councilman Overton: Right.

Krystal Powless: Correct.

Councilman Richmond: Well, three percent (3%) would be thirty-one ($0.31), thirty-one ($0.31), thirty-two cents ($0.32) basically.

Councilman Hachmeister: Thirty-one point eight ($0.318).

Councilman Richmond: Yeah.

Councilman Overton: What is it? Eleven-sixty ($11.60)? Ten-sixty ($10.60)?

Councilman Richmond: Ten-sixty ($10.60).

Councilman Overton: We're going to bump them up, what? Thirty cents ($0.30)?

Councilman Richmond: Be ninety…ten-ninety-two ($10.92).

Councilman Overton: (Inaudible) much.

Councilman Richmond: Probably better make it even though. Ten-ninety ($10.90) or something.

Krystal Powless: So, ten-ninety ($10.90)? You guys need to make a motion.

Councilman Overton: Well, I make a motion to bump it up, what did you say, to eleven dollars and fifty cents ($11.50) an hour.

Kristine Georges: Oh my.

Councilman Reid: She's going to go Part-Time.

Kristine Georges: Can I go Part-Time? No, sorry.

Councilman Richmond: Brad says eleven-fifty ($11.50) as a motion. Is there a second?

Councilman Hachmeister: Brad…

Councilman Overton: So, is it eleven fifty ($11.50) an hour. Is that a bump up?

Councilman Hachmeister: Let me ask you too, though.

Councilman Overton: What, Dave?

Councilman Hachmeister: Cause Reed's probably not working at Scales now, but.

Councilman Overton: Oh, he, oh, well. Yeah, I guess I'll exclude myself from, even though he only made eight dollars ($8.00) an hour.

Councilman Richmond: So, you won't make the motion then?

Councilman Overton: Yeah, I guess I'll take it back. He only made eight ($8.00) so I don't guess, well, yeah. So, because he wasn't even at the ten-sixty ($10.60). I guess exclude me.

Councilman Richmond: They don't have to pay the full amount.

Councilman Overton: That's the thing that I'm getting at, is that you get, that's where you run into…

Krystal Powless: Well, and that's what I'm saying too. Instead of saying ten-ninety ($10.90), you've got these other ones too. You probably need to make it a percentage.

Councilman Overton: Yeah, I'll take myself out of there.

Krystal Powless: You see what I mean? Unless you're going to exclude the others. But like your Civil Process Officer, I don't know. I think maybe your cooks. I don't know without having it all in front of me. They make a little bit more than that. So.

Councilman Richmond: Okay, three percent (3%)?

Councilman Hachmeister: Yeah, like I say, other than you want to keep it even.

Krystal Powless: Oh, it's doesn't matter. I mean if you want me to do three percent (3%), round up?

Councilman Christmas: That'd be alright.

Councilman Reid: Yeah.

Councilman Christmas: Three percent (3%) and round up.

Councilman Richmond: Three percent (3%) and round up.

Councilman Hachmeister: Let's see. We've still got a cook at the Jail that's paid above that too.

Krystal Powless: And round up to the nickel?

Councilman Richmond: Yeah, that'd probably be better rather than pennies.

Councilman Overton: Gosh, are we going to start doing fractions next? Really?

Krystal Powless: Somebody's got a calculator over there.

Councilman Richmond: Okay, is there a motion for three percent (3%)?

Councilman Reid: I'll make that.

Councilman Richmond: Rick made the motion. Second by Charlie.

Councilman Christmas: I didn't say anything.

Councilman Richmond: Anybody want to second that?

Councilwoman Ledbetter: I'll second it.

Councilman Richmond: Second by Cindy.

Councilman Christmas: I've been beaten up enough times tonight.

Councilman Richmond: Any more discussion? All those in favor? One (1), two (2) three (3), four (4). You're going to abstain? Okay. Be four (4), zero (0)...four (4), one (1), and zero (0).

Krystal Powless: David voted for it.

Councilman Richmond: Four (4), one (1)...

Krystal Powless: Five (5), zero (0), one (1).

Councilman Reid: No.

Councilman Richmond: Four, one, one (motion carried 4-1-1 with David Hachmeister opposing and Brad Overton abstaining).

Councilman Reid: Brad.

Councilman Overton: I abstained.

Councilman Reid: So four (4), one (1), one (1).

Councilman Richmond: And then Brad abstained.

Krystal Powless: David voted for it.

Councilman Richmond: Against.

Councilman Reid: It's just a slow vote he has. That arm takes a while to come up.

Councilman Hachmeister: No, didn't ask for a nay. I just didn't vote for it.

Krystal Powless: Okay.

BUDGET SPECIAL REQUESTS
OFFICE EQUIPMENT
TREASURER – VETERANS AFFAIRS

Councilman Richmond: Alright. We need to look in the budget at special requests. Basically, it would be good, what we've done in the past is say we're going to freeze everything from last year. Same thing from last year's budget. You know, you buy the same amount of staples. You buy the same amount of paper and all this stuff. And not any increases in capital outlay like for a new chair, desk, stuff like that. That's all frozen and then we go through and look at special requests that the Office Holders and Department Heads might have made and flip though and look at your notes.

Councilman Overton: Speaking of chairs, I think the, wasn't it not, was it the VA or one (1) of them said that their chair was broken? Somebody said they had a broken chair. So, we might need to let somebody get a chair.

Krystal Powless: I'm sorry, so as you go through these, now, you can just ignore all of the salaried line items which all begin with the one-one (1, 1) numbers under the account. Cause I will calculate all of that.

Councilman Hachmeister: One (1) questions. Did Joe ever get back with you on the fuel costs yet?

Krystal Powless: Uh-uh. He has not.

Councilman Hachmeister: Okay.

Krystal Powless: He's, he's not in. I don't know if he's on vacation. But you know. He's not been in this week.

Councilman Hachmeister: I had asked him to get us pretty close. Of course in the meantime fuel's going down.

Krystal Powless: Yeah, he has not.

Councilman Hachmeister: Of course our, I don't know when the contract's due.

Councilman Richmond: Quarterly now. When will the next time...?

Krystal Powless: I can just make a note. I'll talk to him when he comes back in. The way it's dropping, it can be a pretty big deal.

Councilwoman Ledbetter: So, are we wanting to look at Office Equipment?

Krystal Powless: Yeah, so like anything that starts with a two (2) or three (3) or four (4). Anything below the one-one (1-1). So, in the account, anything below the one-one (1-1).

Councilwoman Ledbetter: Cause like the Treasurer wanted the replacement desk.

Krystal Powless: Right, and those are things we would look at.

Councilman Richmond: That's what we need to look at.

Krystal Powless: Yes.

Councilwoman Ledbetter: That was number three (3).

Krystal Powless: General, Clerk.

Councilman Christmas: A replacement desk.

Councilwoman Ledbetter: A replacement desk (inaudible).

CLERK - POSTAGE

Krystal Powless: So, keep in mind if you skip it, I'm either freezing it or lowering it to the lower requested amount. For example, the Clerk and her postage. She lowered her postage from nineteen-five ($19,500.00) to ten ($10,000.00). So, I would take the lower amount instead of freezing it back to the nineteen-five ($19,500.00).

Councilwoman Ledbetter: This is a little bit off topic but I just wanted to ask, cause we didn't discuss this. One (1) have that one (1) fund that is short.

Krystal Powless: When we get to that Fund…

Councilwoman Ledbetter: We can talk about it.

Krystal Powless: I'm going to bring that up. Yep. I went back through those today.

Councilman Richmond: You know, for just a chair, I think that they could come ask for that.

Krystal Powless: Hmm? Right.

Councilman Richmond: We don't really have to put that in the budget. If it were something major like a car.

Councilman Christmas: Desk is the same way.

Councilman Richmond: We can do an additional for something like that. It's not very much. But, yes, we need to look at what their notes are on those things.

AREA PLAN - COPIER

Krystal Powless: Okay, so where are we?

Councilman Richmond: I'm just leafing through the different budgets is what I'm doing. Looking at my notes. Sherri Rector said she needs to add a lease purchase.

Krystal Powless: Yes, and she did get those numbers to me and I, I forgot to bring…

Councilman Overton: Oh, is that for the copier?

Krystal Powless: Her copier has went out and she's supposed to go to that lease that the Commissioners set. And that money, actually I can, you can go ahead and I'll find my email from her. I meant to print that out.

Councilman Richmond: Does that tell you what line item to put that in?

Krystal Powless: And I, yeah, I can tell you.

Councilman Richmond: It used to be three hundred's (300) wasn't it?

Krystal Powless: Hang on a second.

Councilman Richmond: Since these new numbers are out…

Krystal Powless: It would be one-twenty-one-fifty-seven ($121.57) a month.

Councilman Christmas: Close. That's just the rental.

Krystal Powless: Yeah. Well, she's already got the funds in for the copy. So, let me go to her…

Councilman Richmond: That's like fifteen hundred ($1,500.00) for the whole year. You need to put that in a line item?

Krystal Powless: Um hum.

Councilman Richmond: Would that be under Subscriptions, Office Equipment, Equipment Maintenance probably.

Krystal Powless: Equipment Maintenance, I guess. Sherri (inaudible), Area Plan.

COMMISSIONERS – CONTRACTUAL SERVICES MENTAL HEALTH

Councilman Overton: I also wrote down on page thirteen (13), the Commissioners, I guess for a bump in the Contractual Services?

Krystal Powless: Yeah, we need to go through that budget.

Councilman Overton: Something about, I scratched out, that was quite a bit. I think they were asking four-ninety-four ($494,000.00). They even said four-eighty-eight ($488,000.00) or is it four-sixty-eight ($468,000.00). I think it was four-eighty-eight ($488,000.00). So that's a substantial bump from where they were at. But if it is, the Mental Health Services, I don't know that we've got any choice but to pay for those.

Krystal Powless: Oh, the Mental Health is set by Statute.

Councilman Overton: Yeah.

Krystal Powless: Let me get to that. So, can we look at the Commissioners? Can we all be on the same page?

Councilman Christmas: Page thirteen (13).

Krystal Powless: My OCD is coming out. Sorry.

Councilman Overton: So, shouldn't we just say if it's by a Statute then we've got to fund it.

Krystal Powless: Yes.

Councilman Overton: I would say that kind of falls out of the whole budget…

GROUP INSURANCE – JUVENILE DETENTION – INSURANCE LIABILITY COMPUTER RESOURCE SUPPORT

Krystal Powless: It's outside the levy also. So, if we're looking at the Commissioners' budget, I will make those adjustments to group insurance unless you tell me differently. If you remember in your booklet, I put down estimates for the group insurance. And so whatever I have written on that sheet would be the amount that I would need to budget. So, on the Commissioners it's two million eighty-six-five ($2,086,500.00). So, I assume if you don't talk about it, I'm freezing it. Like Juvenile Detention, they asked for eighty-eight ($88,000.00) and it was eighty ($80,000.00). So it goes back to eighty ($80,000.00).

Councilman Overton: Is that not something we're gonna have to pay?

Krystal Powless: Well, he had, there was, it's getting better. There was one (1) that was, it was one (1).

Councilwoman Ledbetter: One (1) (inaudible)?

Krystal Powless: Um hum. They didn't really have a placement for him.

Councilman Overton: Oh, yeah. (Inaudible).

Krystal Powless: And like, he asked for like three-seventeen-four-thirty ($317,430.00) in the Insurance Liability because the agent said. Do I go with more in Insurance Liability or do we keep it what it was last year?

Councilman Overton: Anybody, thoughts on that one (1)? The cost isn't there. I don't know why. I mean I don't know. Either that or they're going to have to come and ask for it. I mean it's not as if that's something that they can go spend extra. But I guess if we're gonna freeze it, freeze it.

Krystal Powless: Whatever you guys want me to do.

Councilman Overton: What do you guys want to do? Otherwise we're gonna sit around here. We've got to come up with something.

Councilman Richmond: We've had an awful lot of claims from that stupid flood that keeps happening.

Krystal Powless: Um hum.

Councilman Richmond: Had the air conditioning off all day yesterday in the hottest day of the year. I felt for you guys.

Councilman Overton: So, what do we want to do?

Councilman Richmond: Want to round it to three hundred thousand ($300,000.00)?

Krystal Powless: Okay.

Councilman Richmond: Is that okay? It's a compromise.

Krystal Powless: Yeah.

Councilman Overton: Was the next big thing that anybody else saw this one (1) from the Judge on page eighteen (18)? Anybody else got anything? Honestly, I don't…

Councilman Richmond: Before we leave Commissioners, what else did you change besides that Liability.

Krystal Powless: The Health Insurance, two million eighty-six-five ($2,086,500.00).

Councilman Richmond: Okay, what line it that?

Krystal Powless: 17300.

Councilwoman Ledbetter: What about this…?

Councilman Richmond: And you changed it to what?

Krystal Powless: Two million eighty-six-five ($2,086,500.00).

Councilman Richmond: Two million eighty-six-five ($2,086,500.00). Thank you.

Councilwoman Ledbetter: Do we want to allow room for contract for this extra computer support? Yes or no? We want to look at doing something contractually?

Councilman Richmond: Would that be under contractual services?

Krystal Powless: Um hum. You would, you could add a little money to that and I can make a note. You know, you earmarked it a certain amount towards…

Councilwoman Ledbetter: He has part time at the top eleven thousand dollars ($11,000.00) listed for that.

Councilman Richmond: How much would you want to put in there in addition?

Councilman Overton: Well, she's got the, I'm thinking the eleven thousand ($11,000.00). Is that what you said?

Krystal Powless: That doesn't mean you have to put eleven ($11,000.00).

Councilwoman Ledbetter: Well, that's what they have in there for that extra. I don't know what contractual services would cost for computer support. You'd probably be a little better at that than I would.

Councilman Overton: Yeah, that I really don't know. (Inaudible) other side of that. Yeah, I don't know. I mean that…

Councilman Richmond: So, we'd add to the one-thirty-three ($133,000.00)?

Krystal Powless: Um hum.

Councilwoman Ledbetter: But the comment, I think if I remember correctly, is that our Computer Support Guy, he needs more time to work on security issues and…

Councilman Richmond: Sure do.

Councilwoman Ledbetter: Yeah, and so they need somebody that can handle you know when a printer goes out or when somebody can't log on correctly and a lot of that can be done from a remote.

Councilman Reid: Right.

Councilman Overton: Yeah, and I think that's where we looked at, talked about the contractual services.

Councilwoman Ledbetter: Right.

Councilman Richmond: A bunch of cities and towns went on ransom today in Indiana.

Krystal Powless: Oh my God.

Councilman Overton: Where do, do we want to leave that in the Part, where do we want to…?

Councilman Richmond: I've asked Commissioners to look at insurance for that.

Councilman Reid: And they don't…

Councilman Richmond: They say it's so high.

Councilman Overton: Where do we want to put that then?

Krystal Powless: So if, let's say you're going to add five thousand ($5,000.00). I'm just throwing out a number. Then you would add that to the Contractual services line and I can earmark a note for that that the extra five thousand ($5,000.00) is to go towards Computer Resource Support.

Councilman Richmond: You want thirty-eight-six hundred ($38,600.00) then?

Krystal Powless: I, well, I don't, I just threw five thousand ($5,000.00) out there.

Councilman Overton: That's probably not a bad number to start out with. And if they actually get some use out of them, I mean even if they need some more. I mean I don't know.

Krystal Powless: Okay.

Councilman Overton: Does anybody got any ideas on that or you want to go for the eleven ($11,000.00) or ten ($10,000.00)?

Councilwoman Ledbetter: How about eight ($8,000.00)? Kind of in the middle.

Councilman Reid: Let's go eight ($8,000.00).

Councilman Richmond: Eight thousand ($8,000.00)? So, one-forty-one-six ($141,600.00)?

Krystal Powless: One-forty-one-six ($141,600.00).

Councilman Richmond: So those three (3) changes.

Krystal Powless: And the rest is frozen. I will say you probably want to look at Work Comp line item.

Councilman Richmond: Yeah, that's up.

Krystal Powless: Because we've paid out ninety-six-four-sixty-six ($96,466.00) and last year's budget, it was ninety thousand three-seventy-eight ($90,378.00). And their agent is saying, they're requesting one-'o-five ($105,000.00) or they're estimating one-'o-five ($105,000.00).

Councilman Overton: Well, let's go, I don't know. I'd be okay with that I guess.

Krystal Powless: I mean...

Councilman Overton: It's not like they can spend workman's comp on something else anyway.

Krystal Powless: So, one-'o-five ($105,000.00) or...?

Councilman Richmond: Yes.

Krystal Powless: Okay.

Councilman Overton: We catch the Commissioners shoving each other down the stairs (inaudible).

COURTHOUSE

Councilwoman Ledbetter: Page sixteen (16) for the Courthouse they have that seventy thousand ($70,000.00) for that xray machine and blade broom mower.

Krystal Powless: What page is that, Cindy?

Councilwoman Ledbetter: Sixteen (16).

Krystal Powless: Thank you. You said that.

Councilman Overton: Oh, yeah.

Councilwoman Ledbetter: We had talked about purchasing that out of the County Council account.

Krystal Powless: Yeah. I mean I think they could come to you. Like you could zero (0) it and they could come to you and request.

Councilman Reid: Let's go to zero (0).

Councilman Overton: Alright. I like Rick.

Councilwoman Ledbetter: Zero (0) it.

Councilman Richmond: So, seventy thousand ($70,000.00) goes to zero (0).

Krystal Powless: Um hum.

Councilman Richmond: That's what it was last year. Okay.

Councilman Overton: And then what, oh okay. That was the (inaudible). What about, oh, okay, I was thinking about that custodial employee thing. But I guess we did something with that.

Krystal Powless: Yeah. I mean they were requesting more I guess for their supplies. But...

Councilman Overton: No, the one (1) where they jumped up to eight thousand dollars ($80,000.00).

Krystal Powless: Oh, yeah. We added that employee back in. So those will be calculated.

SUPERIOR COURT

Councilman Overton: Somebody see anything 'til page eighteen (18)?

Councilwoman Ledbetter: What were you concerned about on here?

Councilman Overton: Where the Judge was wanting to bump up some salaries. I guess we're not even going to consider that anyways.

Councilman Richmond: Nope.

Councilman Overton: Okay.

Kristine Georges: Was it CASA?

Councilman Overton: No, it wasn't just the CASA, it was the, the new Judge. She came up and was asking for...

Kristine Georges: Oh, yeah. Law books.

Councilman Hachmeister: (Inaudible).

Councilman Reid: She wasn't using Law Books.

Councilman Overton: No, she wanted to reduce one (1) fund to, yeah, was it the Law Books?

Kristine Georges: She wanted to zero (0) the Law Books. She wanted to take money out of, twenty-five ($2,500.00) or thirty-five hundred ($3,500.00) out of another one (1).

Councilman Overton: Yeah, and give them all like a...

Krystal Powless: And give them all raises.

Kristine Georges: And give them, yeah.

Councilwoman Ledbetter: It says nine thousand six hundred thirty-thirty-five ($9,633.50) raises redistributed, not increased. But we're just going to do three percent (3%). Right?

Councilman Richmond: Yeah.

Councilwoman Ledbetter: Okay.

Krystal Powless: Let me ask you this though. Still lower the Law Books since that's what she requested or keep it at thirteen-five ($13,500.00).

Councilman Overton: She requested to lower it.

Krystal Powless: You're terrible.

Councilwoman Ledbetter: She said she's getting it all online.

Krystal Powless: Okay.

Councilman Richmond: I don't understand why the others can't either.

Councilman Reid: Yeah, the other one (1) raised it four thousand ($4,000.00) to twenty-four thousand ($24,000.00).

Councilman Richmond: Um hum.

CIRCUIT COURT

Krystal Powless: The big one (1) that stands out to me is on page nineteen (19). His Pauper Documents, Copies, he requested a hundred thousand ($100,000.00) because of the, you know.

Councilman Overton: Oh, yeah.

Councilman Richmond: What page are you on?

Councilman Reid: Nineteen (19).

Krystal Powless: Nineteen (19). But typically what you have them do is come to you and request so you can be updated on the progress of how that trial's going and you know, instead of putting it all in there. But if you guys want to put it all in there, that's fine. But that's a big increase.

Councilman Reid: That's huge.

Councilman Christmas: What, he said he's got three (3) murder trials, he said?

Krystal Powless: He's probably going to spend that much. And there's nothing you can do about it. It's just that, you could get him to come and talk to you guys about it.

Councilman Overton: He's already asked for ten thousand ($10,000.00) this year.

Krystal Powless: Correct.

Councilman Overton: Why don't we say forty ($40,000.00)?

Councilman Richmond: Okay, he asked for that hundred ($100,000.00) to be changed to eighty ($80,000.00) is what I have down. So, you're not going to leave him at twenty ($20,000.00) then?

Krystal Powless: We can put him at, Brad said forty ($40,000.00). And I think, you know that gets him started and then he'll come to you and let you know how it's going.

Councilman Overton: He's already spent ten ($10,000.00) this year and he's got more (inaudible) going so...

Krystal Powless: Unfortunately.

Councilman Overton: You got a bone in that water?

Councilwoman Ledbetter: Something (inaudible).

Krystal Powless: And he increased, forget it. If we don't talk about it we freeze it. I have to remember that.

Councilman Overton: There we go.

Krystal Powless: Never mind.

JAIL

Councilwoman Ledbetter: Prisoners' meals at twenty-two ($22,000.00) in the Jail went up fifty-three (53). (Inaudible). One-fourteen ($114,000.00) to one-twenty ($120,000.00).

Krystal Powless: Um...

Councilman Christmas: You got to feed them.

Krystal Powless: So, if you don't tell me to do anything, I'm going to leave it at one-fourteen ($114,000.00), what it was. Unless you tell me to increase it to his higher number.

Councilwoman Ledbetter: Page twenty-two (22). Meals-Prisoners.

Councilman Overton: Well...

Krystal Powless: What I always like to look at is as of June he's spent fifty-three ($53,000.00). So, that's kind of where you're...

Councilman Overton: What number's that?

Krystal Powless: 22170.

Councilman Overton: He's spent fifty-three ($53,000.00) so I'd say...

Councilman Christmas: We're halfway through the year.

Councilman Richmond: He is housing more prisoners from Vanderburgh.

Councilman Overton: I mean the worst he's going to have to do is ask us.

Krystal Powless: How about one-fifteen ($115,000.00) and you split the difference?

Councilman Overton: Sure.

Councilman Richmond: One-fifteen ($115,000.00).

Councilwoman Ledbetter: One-fifteen ($115,000.00).

Councilman Richmond: You said one-fifteen ($115,000.00)?

Councilman Overton: Yeah, that sounds like a good number.

Councilwoman Ledbetter: Yeah.

SOLID WASTE

Krystal Powless: Oh, how did you guys feel about Solid Waste? I mean are we okay?

Councilman Reid: What page is that on?

Krystal Powless: Well, she gave you a separate handout. So, maybe you stuck it in your binder. And if you didn't, I mean I can give you my copy.

Councilman Overton: Freeze it like everybody else's.

Krystal Powless: Freeze it?

Councilman Overton: Was there anything else that just was just earth shattering?

Councilman Richmond: Let me get that out. I don't remember.

Councilman Overton: Can the dump no longer take trash? Is it closing if we didn't do this?

Councilman Richmond: You're jumping around on me here. I'm still on...

Councilman Overton: Just saying. Sorry, I'm a little more bitter (inaudible).

Krystal Powless: There's not really anything jumping out. Like they did a pretty good job I think...

Councilman Overton: The one (1) thing they did ask for was a raise to those Part-Time folks that are out there.

Krystal Powless: But they, okay. They had a large increase in Site Repair and Maintenance. And she said that was for roof and fencing.

Councilman Richmond: Yes, here it is.

Krystal Powless: So, that went from nine thousand ($9,000.00) to fifty-eight thousand ($58,000.00).

Councilman Overton: Did you say nine thousand ($9,000.00) to fifty-eight thousand ($58,000.00)?

Krystal Powless: Um hum.

Councilman Reid: And that (inaudible).

Krystal Powless: Roofing and fencing is my notes.

Councilman Christmas: (Inaudible) budget.

Councilman Richmond: Which building you talking about?

Councilman Hachmeister: Well, the roof and the fences is messed up.

Councilman Richmond: You talking about Pelzer?

Councilman Hachmeister: Yeah.

Councilman Richmond: Yeah, the roof's in bad shape and we have no insulation. I mean the roof, they have to put barrels out to catch the water all the time. And they have no insulation. So they've got the estimates in recently.

Councilman Overton: That's the building we just put out there two (2) years ago?

Councilman Hachmeister: No, this is the shop.

Councilman Overton: Oh, I though you was talking about the Recycling Center.

Councilman Richmond: No, no, no, no, no.

Councilman Overton: I was like, holy smokes. We just (inaudible).

Councilman Richmond: This is the old trash building. The office even leaks. The office area leaks. But there is no insulation in that garage whatsoever. So they, they've got, they're wanting to put the roof on and insulate to save some costs of heating and cooling.

Krystal Powless: But I mean they are within their levy. I mean just, you know, if you decide that you think that does need a new roof. That old building, they are within their levy. I'm just saying you know. So what do you want me to do with that?

Councilman Overton: Well, if they've got a leaky roof and falling apart, probably have to fix a leaky roof.

Krystal Powless: Then she, the Equipment line item, went from thirty thousand ($30,000.00) to fifty thousand ($50,000.00) and it's for leasing trucks is what I wrote beside it.

Councilman Hachmeister: Well, I got the (inaudible) on the truck but they just bought another pick up, didn't they?

Councilman Overton: I mean, why do you have to drive so many? They bring the trash out to you. You're not driving out picking it up.

Councilman Richmond: No, going around to the sites. And...

Councilman Overton: I don't think they're talking about pickups are they?

Councilman Richmond: The Office Manager has one (1) she drives to and from work.

Councilman Overton: That's something else we ought to look at. We ought to look at mileage instead of paying for all these vehicles. Cause I tell you what, I bet you could pay it. We could come in a way lot less paying mileage that we do paying for twenty ($20,000.00), twenty-five ($25,000.00), thirty thousand ($30,000.00) a year trucks and cars and helicopters and whatever else we buy. I mean honestly. You know, I mean I work at a place with sixty-five hundred (6,500) people and I pay for my, I'm getting mileage checks. You know, they're not buying me a car.

Councilman Richmond: I brought the wrong paper with me but there's a couple of real old trucks that they haul those big containers to and from the sites and that's a lot of mileage. They're, this one (1) truck is in really bad shape.

Krystal Powless: It's up to you. I just want to point it out and know if I needed to leave that or take it back.

Councilman Richmond: They stayed within their levy.

Krystal Powless: Um hum.

Councilman Richmond: And a lot of this is going to be made up in the revenue side.

Councilman Overton: Oh, and the other thing, they were wanting to add trash, Hazardous Waste Day.

Councilwoman Ledbetter: Hazardous Waste Day.

Councilman Richmond: Yeah. Thank you for remembering that. Yeah, cause that's something people been crying for.

Councilman Overton: Yeah, I'll take good notes.

Councilman Richmond: My original paper I took notes on, I don't have it.

Councilman Overton: I mean I can get behind the Hazardous Waste thing. I think that's a good, I mean that's a good, that's a benefit for everybody in the County.

Councilwoman Ledbetter: I thought I had been missing it the last couple years, but we haven't had one (1).

Councilman Overton: Yeah.

Councilman Richmond: We haven't been able to afford it. We cut it out of the budget years ago. Cause ALCOA, ALCOA cut back their funding too on it. They were paying for half of it.

Unknown: They should have cut back their (inaudible).

Councilman Richmond: Well, I think that ALCOA is going to. See they, there was two (2) of them. We used to have two (2) of them a year. ALCOA paid for one (1); we paid for the other like that. Now what I think we're going to try to do is do one (1) and ALCOA's gonna pay fifty (50%) and we're gonna pay fifty (50%).

Councilman Overton: Well, I don't know, those don't seem like frivolous things. (Inaudible). Dave, what do you think?

Councilman Christmas: What page we on?

Councilman Hachmeister: On which one (1)?

Krystal Powless: (Inaudible).

Councilman Overton: Solid Waste.

Councilman Hachmeister: Solid Waste?

Councilman Richmond: The truck is an old truck they really need.

Councilman Hachmeister: I didn't have down exactly what truck it was.

Councilman Richmond: Yeah, it's one (1) of them that hauls to the sites.

Councilman Overton: It's not a pickup truck?

Councilman Richmond: No, no. We got a pickup truck last year.

Kristine Georges: "So we are looking at possibly, to be leasing some Mac trucks or roll-off trucks."

Councilman Richmond: That's in the minutes. Yeah, roll-off trucks.

Councilwoman Ledbetter: Boy, you're reading those minutes aren't you?

Councilman Richmond: Yeah.

Councilman Hachmeister: Well, they probably won't take them fishing or hunting, will they?

Councilman Richmond: No, not that.

Kristine Georges: Well, you were trying to decide, so I thought maybe that would help you with what trucks.

Councilman Overton: Alright. Those sound like David said. They're not taking those to Florida. So, probably have to...

Councilman Reid: That was South Carolina.

Councilman Richmond: That would look funny going down (inaudible).

Krystal Powless: So, we're okay with the budget they submitted? That's what we're saying?

Councilman Overton: Yeah, at least I am.

Krystal Powless: Okay.

WELLNESS TRAIL

Councilman Richmond: Did we do the Wellness Trail in EDIT and got all that built in?

Councilman Overton: I thought they squared that away.

Councilwoman Ledbetter: They, yes they did.

Councilman Richmond: Thirty thousand ($30,000.00) needed for Wellness Trail.

Councilman Hachmeister: No, that's, they've got it covered.

Councilman Overton: I think they, they need some (inaudible).

Councilman Richmond: Line item needed. Lights, mowing. Definitely needs some mowing in some areas.

Krystal Powless: I thought I was supposed to add thirty thousand ($30,000.00) for the Warrick Wellness.

Councilwoman Ledbetter: Add thirty thousand ($30,000.00) for the Warrick Wellness Trail and then there was some other type of trails that needed up keep and they figured that out.

Councilman Overton: Oh, that was the other trails.

Krystal Powless: Right. Yes.

Councilwoman Ledbetter: Is that the Pathways or something?

Krystal Powless: Yes.

Councilwoman Ledbetter: Okay.

Councilman Richmond: The Wellness Trail is the four (4) lanes basically from Epworth to Libbert.

Councilman Reid: (Inaudible) was emptying trash out there. (Inaudible) in trash cans and the lights.

Councilman Richmond: Yeah. So is there a line item for that.

Councilman Overton: Warrick Pathways.

Krystal Powless: There's gonna be.

Councilman Richmond: Okay. So you'll add that?

Krystal Powless: Yeah.

Councilman Richmond: Okay. And that's EDIT money.

Councilman Overton: Why don't you send that new trash truck to pick it up?

Krystal Powless: Do you guys mind, he did that adjustment where he, negative six hundred (-$600.00) in one (1) line item and added six hundred ($600.00) in another and where it worked out.

Councilman Overton: It's a wash.

Krystal Powless: Are you guys okay that I do that? Okay.

Councilman Richmond: That was Steve doing that?

Krystal Powless: Yes.

Councilman Richmond: Okay.

CUM DRAIN - TOURISM

Councilwoman Ledbetter: So what about number thirty (30) Cum Drain. They bumped Contractual Services up. Quite a bit of money.

Krystal Powless: Yes, and that was an account that I pointed out to Greg today. They're, yeah, something needs to be shaved out of there for sure.

Councilwoman Ledbetter: And then they have that eleven thousand ($11,000.00) for a new side by side?

Krystal Powless: Yeah.

Councilwoman Ledbetter: Was that the one (1) that was off in here?

Krystal Powless: Yeah, that and Election.

Councilwoman Ledbetter: Election, that's the other one (1) we've got to talk about, isn't it?

Krystal Powless: Yes. So, what page are you on, Cindy?

Councilwoman Ledbetter: Thirty (30).

Councilman Richmond: We need to discuss Tourism, don't we?

Krystal Powless: Well, I gave you guys a new Tourism handout tonight because Brad wanted to break down those line. Do you remember? And so they submitted that. It was the same dollar amount that she requested. It's just we broke them down into lines. So.

Councilman Overton: Which is what I think they ought to do. I was just asking for (inaudible).

Councilman Richmond: Okay, just wanted to make sure we touched on that. Cum Bridge. Is that what you're on?

Councilwoman Ledbetter: Yeah, it's number thirty (30).

Councilman Overton: Did somebody take my number thirty (30) out of my book?

Councilwoman Ledbetter: 1141.

Councilman Overton: Oh, there it is.

Krystal Powless: We definitely, it definitely has to be cut.

Councilman Overton: A new side by side?

Krystal Powless: At least seventy-five thousand ($75,000.00) out of it.

Councilwoman Ledbetter: Max levy, well this says max levy says one fifty-six-one-sixty-two ($156,162.00). Is that right?

Krystal Powless: Um...

Councilwoman Ledbetter: I have it wrote down from off of here probably?

Councilman Richmond: What's a side by side?

Councilman Hachmeister: A UTV.

Councilman Richmond: A UTV?

Councilman Hachmeister: Like a John Deere Gator.

Councilman Richmond: Is that for digging?

Krystal Powless: I brought them, Cindy, if I can find them.

Councilman Hachmeister: Huh?

Councilman Richmond: Is that for digging?

Councilman Hachmeister: No, it's like a four (4) wheeler except two (2) people can ride side by side in it.

Councilman Richmond: Oh.

Krystal Powless: (Inaudible) I don't know. (Inaudible).

Councilman Richmond: Why do we need that? Too lazy to walk, get a golf cart.

Krystal Powless: I shouldn't have brought so much stuff.

Councilman Hachmeister: Surveyor's got one (1).

Councilman Richmond: Okay.

Krystal Powless: That was the levy though. They have a little bit of cash to work with and they have a little bit of other money that comes in.

Councilwoman Ledbetter: (Inaudible) was four-twenty-two-two-sixty-nine ($422,269.00). Is that what I was supposed to be looking at? That amount to be raised by tax levy, two-fifty-three-two-eighty-three ($253,283.00).

Krystal Powless: Yes.

Councilwoman Ledbetter: Alright.

Councilman Overton: Is this not the Surveyor's, right?

Krystal Powless: Yes.

Councilman Overton: And he has to stay within his budget anyway.

Krystal Powless: Correct.

Councilman Overton: Or stay within the levy. Right?

Krystal Powless: He does. But you can't also can't budget more than it will allow. And if you continue to do what you're doing, he's going to run out of money. So, I'm saying you have, you have to shave this budget.

Councilwoman Ledbetter: Do we have to keep it below the two-fifty-three-two-eighty-three ($253,283.00). Is that right?

Krystal Powless: Yes.

Councilwoman Ledbetter: Okay.

Councilman Overton: Leave it the same as 2019 then. It was two-twenty-seven-eight-fifty-six ($227,856.00).

Krystal Powless: We could. You could just, the only thing is you didn't budget him any contractual services last year and he came back and asked for the seventy-five ($75,000.00).

Councilman Overton: 2019's budget was ninety thousand ($90,000.00) (inaudible).

Councilman Hachmeister: Yeah, but we gave it to him after we...

Krystal Powless: You gave it to him after. 2019 adopted was zero (0).

Councilman Christmas: After the fact.

Councilman Hachmeister: Yeah, he took it out of Contractual Services but then this way we cut him the next year. So we cut him the next year and he came back for the seventy-five ($75,000.00).

Krystal Powless: So, if I freeze everything, excluding salaries, do you want to give him a little bit in his contractual services to get him started? I mean, not a hundred and twenty-five ($125,000.00). But a little bit.

Councilman Overton: Well, so far he's spent thirty-six thousand dollars ($36,000.00).

Krystal Powless: You want to give him forty ($40,000.00)?

Councilman Hachmeister: Fifty ($50,000.00).

Councilman Overton: Anybody else got any comments?

Councilman Richmond: Did you say fifty ($50,000.00)?

Councilwoman Ledbetter: Bring him up to the maximum amount.

Councilman Reid: Let's go fifty ($50,000.00).

Councilwoman Ledbetter: Can we do fifty ($50,000.00)?

Krystal Powless: Probably. If fifty ($50,000.00) does not work, we will adjust it down to make it...

Councilwoman Ledbetter: Crunch the numbers.

Krystal Powless: Yes. Okay.

Councilman Overton: Okay.

Councilman Reid: What about that (inaudible) thing, motorized?

Krystal Powless: That's coming out.

Councilman Reid: Coming out? Okay, good.

Councilman Overton: Sorry, Rick, you won't be able to ride around with him.

Councilman Reid: Good.

Councilman Overton: I heard you got a new shovel.

Councilman Reid: Huh?

Councilman Overton: I heard you had a new shovel you're wanting to test out on the drains.

Councilman Hachmeister: I don't think you can get a used UTV for eleven thousand ($11,000.00) anyway.

Councilman Overton: Come on, Dave, what do you know about those things?

Councilman Hachmeister: You could get one (1) from Rural King.

Councilman Overton: Maybe they'll want Tractor Supply.

HEALTH

Councilwoman Ledbetter: (Inaudible) about the, the Health. I have max levy.

Krystal Powless: I looked at Health today and I thought their numbers looked pretty good. Here.

Councilman Richmond: Which Fund is that?

Councilman Overton: Health Maintenance. Page thirty-three (33).

Councilman Richmond: Local Health Maintenance, page thirty-three (33)?

Krystal Powless: It's kind of evening itself out where he's starting to bring in a little bit more than what he's expending. Plus he has this balance.

Councilwoman Ledbetter: Okay.

Krystal Powless: So I think it, I mean as long as you (inaudible).

Councilwoman Ledbetter: Okay.

Councilman Hachmeister: Guys, you ought to go out there every once in a while.

Krystal Powless: I mean your freezing it. So.

Councilwoman Ledbetter: Okay.

Councilman Overton: What? Out at the dog pound?

Councilman Hachmeister: Yeah.

Councilman Overton: Yeah, I'll do that. It's right on the way home. Are you suggesting I should stay, move to the, are you suggesting I should move to the dog pound? Or just observe the dog pound?

Councilman Reid: Work part-time.

Councilman Hachmeister: Go out there and observe.

Councilman Richmond: He needs two (2) part-time seasonal help I'll add to spray wide spread mosquito coverage.

Councilman Christmas: (Inaudible) dog pound. Be bringing one (1) home.

Councilman Overton: They haven't sprayed anyone for anything yet, have they?

Councilman Reid: No, they haven't.

LOCAL ROAD AND STREET

Krystal Powless: Tell me if I'm getting ahead of myself. But on page thirty-seven (37), Local Road and Street. Bobby said, he pointed out that that five-twenty-five ($525,000.00) is needed to pay the lease for a new loader. So, if I froze that back to five hundred ($500,000.00), there wouldn't be enough in there to pay his lease for his new loader. Do you want to leave that?

Councilman Richmond: Which one (1) is that?

Krystal Powless: The very last line item in Local Road and Street.

Councilman Richmond: Office Equipment? What's he want to buy?

Krystal Powless: A new loader. It's his lease for...

Councilman Richmond: Is that Office Equipment?

Krystal Powless: No. That's where...

Councilman Richmond: That's what was throwing me off.

Krystal Powless: I know. I'm going to look into that one (1) (inaudible).

Councilwoman Ledbetter: I have written in notes beside that, must have.

Krystal Powless: Um hum. Like I think he has a lease already and that's the amount he needs to pay.

Councilman Christmas: Oh, okay.

Krystal Powless: Yes.

Councilman Richmond: So stay at five-twenty-five ($525,000.00) then?

Krystal Powless: I just want to make sure that was okay.

MISDEMEANANT

Krystal Powless: Oh, Fund, (page) thirty-nine (39), just want to mention to you how this works. There's only so much that comes in and I will only budget the amount that will hold and the rest will go into the County General line item which is the way I've done it for a long time. So just, if those numbers look weird, that's why.

Councilman Richmond: Is that Misdemeanant?

Krystal Powless: Yeah.

ELECTION

Councilwoman Ledbetter: There's Election, forty-nine (49).

Krystal Powless: Page forty-nine (49). Let me get there. Okay, I had that we need to at least cut, I should say you, at least cut eight thousand ($8,000.00).

Councilman Reid: What page are you on?

Councilman Hachmeister: Forty-nine (49).

Councilman Reid: She said thirty-nine (39).

Krystal Powless: Here's what's going to happen. I mean really and truly we're probably going to be okay. Because she's not going to spend everything that's budgeted this year and that will roll over to fund next year. But when the State looks at it, that they're going to think she's gonna spend what we budgeted. Okay? So you really need, you're gonna have to cut it or the State's going to cut it. And I always advise you guys to cut it. I don't let them do it for you. So, at least eight ($8,000.00).

Councilwoman Ledbetter: Well, that line 31440, that Contractual Services, Election Supplies, that's up forty-five thousand dollars ($45,000.00).

Krystal Powless: Yes.

Councilwoman Ledbetter: And then those absent voter boards up at the top are up too. I guess those would probably be necessary.

Krystal Powless: You want to compare to 2016 is really what you need to do.

Councilwoman Ledbetter: Yeah.

Krystal Powless: So, yeah, you could trim that Contractual Services down to forty ($40,000.00) or forty-two ($42,000.00) like it was in 2016. And that's probably your answer right there.

Councilman Christmas: What's that Special Election (inaudible), now?

Krystal Powless: Yeah, I don't know how that's gonna work out. We're probably going to be paying for it out of Rainy Day.

Councilman Christmas: I bet we do.

Councilman Richmond: The Attorney's fees were a lot more than the Special Election.

Councilman Reid: (Inaudible).

Councilman Richmond: Yeah.

Councilman Reid: What'd they (inaudible)? About twelve (12)?

Councilwoman Ledbetter: Is that what we want to do? Take that line item down to forty thousand ($40,000.00)? That 31440?

Krystal Powless: And here's what will happen. I don't want you guys to get really scared. You know, cause it is an election year, when she doesn't spend all the budget this year, then that will roll over into her operating cash. So, if she does get in a little bit of a bind next year, she could come to you for an appropriation after we take a look at the numbers then. So.

Councilman Overton: Okay.

Krystal Powless: Forty ($40,000.00)?

Councilman Richmond: That's what I have.

Krystal Powless: Okay.

PARKS AND RECREATION

Krystal Powless: Are you guys all on Park and Recreation? I just feel like we, this one (1) also concerns me.

Councilwoman Ledbetter: Well, can we take the truck out of there since we already gave him a truck? Is that right? That thirty-five thousand ($35,000.00)?

Krystal Powless: Did you give him a truck?

Councilwoman Ledbetter: Did he, did he not get a new truck last month?

Councilman Richmond: We gave him twenty ($20,000.00), didn't we?

Councilman Reid: Twenty ($20,000.00).

(Several Speaking at Once).

Krystal Powless: That's right.

Councilman Hachmeister: I think he ended up spending twenty-one ($21,000.00).

Krystal Powless: Um, what line item is that, Cindy?

Councilman Richmond: 44000.

Krystal Powless: (Inaudible) turn the page. So that's zero (0).

Councilman Richmond: Thirty-five thousand ($35,000.00) goes to zero (0).

Krystal Powless: Here's the problem in Parks. He has cash. He does have some cash. But he's spending a little bit more, like, when I say a little bit more, about seventy thousand ($70,000.00) more than what he's bringing in. Which is okay, cause he has a cash balance of four hundred thousand ($400,000.00). But eventually...

Councilman Christmas: It will catch up.

Krystal Powless: It will catch up unless something changes. And you did just reduce, you know, take out that amount.

Councilman Richmond: One hundred twenty-two thousand ($122,000.00) more expenses than revenue. Yeah.

Krystal Powless: And you know, another thing I can do, and I talked to Greg about this, I could supplement just a little bit more from EDIT.

Councilman Richmond: And that was my thought. All that's coming out of EDIT right now is their insurance package, right?

Krystal Powless: Some of it. Some of it.

Councilman Overton: Well, I know that the, Ben and Steve, Ben is getting some numbers together for Steve to try to update the cabins and perform some other updates out there from Economic Development. So, I know some of that, some of those issues are going to be addressed, hopefully.

Councilwoman Ledbetter: When you say, you said something, I forgot the words. About the seven (7), the money that's short. The seventy thousand ($70,000.00) that's short. How long is it going to take for that to...?

Krystal Powless: It's going to take a while.

Councilwoman Ledbetter: It's going to take a while.

Krystal Powless: A while. And when I say, I'm like nine (9) years of whiles.

Councilwoman Ledbetter: Cause there is talk about an Interlocal Agreement with Economic Development and the Parks Board as it relates to the Events Center.

Krystal Powless: Putting some of the, um hum.

Councilwoman Ledbetter: And then I don't, do we charge less for cash when people come to the Parks? That's one (1) way to avoid credit card fees is to give a break for cash.

Councilman Reid: No so much for cash but more for credit card.

Councilwoman Ledbetter: Yes, to give them a break.

Councilman Richmond: He said ninety percent (90%) of it comes over the phone. They won't do internet.

(Several Speaking at Once).

Krystal Powless: (Inaudible) that happens, it's going to take care of itself and I think by cutting that truck then you're close anyway. You know, for now. But it's just something we'll have to keep an eye on each year to make sure...

Councilwoman Ledbetter: Well, and he only figured in two percent (2%) increases on his raises. Not three percent (3%).

Krystal Powless: Exactly.

Councilman Richmond: So, should we think about asking Steve for a bump in EDIT over to Park subsidies which would reduce his budget some.

Krystal Powless: In my opinion, I like that idea, but like Brad said, since they're working already to get him to maybe update the cabins and do other things, I don't know that we should do that.

Councilman Richmond: That's true, yeah. Cause I don't know whether any of that would be in this eight hundred seven thousand five-fifty-nine ($807,559.00) expense.

Councilman Overton: Okay. I get it.

Krystal Powless: Okay, so I'm supposed to freeze everything except for raises and take out the truck. And I feel like, I feel like we'll be in a better position.

Councilman Richmond: Yeah, seven hundred thirty ($730,000.00). Be around seven hundred thousand ($700,000.00). That's close. I can live with it. We're good. What's next?

E911

Krystal Powless: Do you guys care if I leave the two thousand dollars ($2,000.00) in E911 for training and travel? You know they have plenty of money in E911, and they requested two thousand ($2,000.00), but they never requested anything for training and travel. I know that's not very much money. But I want to make sure, you know, it's not a freeze, but you're okay with that.

Councilman Richmond: Training and travel, I've got zero (0), requested budget.

Krystal Powless: I adjusted that. There was a two thousand dollar ($2,000.00) request.

Councilman Richmond: Oh, okay.

Krystal Powless: And I wrote that in.

Councilman Richmond: Okay, thank you.

Councilwoman Ledbetter: And then is there a five thousand dollar ($5,000.00) on Equipment?

Krystal Powless: Yes, there is a five thousand dollar ($5,000.00) on Equipment. But they had five thousand ($5,000.00) last year.

Councilwoman Ledbetter: Okay.

REASSESSMENT

Krystal Powless: Okay, I had in Reassessment, page sixty-three (63) that she really needed that postage to be ten thousand ($10,000.00) versus the nine thousand ($9,000.00). There's plenty of money in Reassessment.

Councilman Richmond: Yep. That's okay. Cause there's money there.

Krystal Powless: Okay.

Councilman Richmond: And she's going to talk to us I think about some software.

Krystal Powless: Okay.

Councilman Richmond: That will probably come out of Reassessment.

Krystal Powless: Um hum.

(Several Speaking at once).

Councilman Overton: Oh, did they?

Councilman Richmond: Yeah, it's all part of that Energy Savings thing.

Councilman Overton: (Inaudible).

ADULT PROBATION

Councilman Richmond: Adult Probation is State mandated.

Councilman Overton: I think everything else is stuff that Krystal has to (inaudible).

Krystal Powless: Now, you know why this takes me so long to get done.

Councilman Overton: Okay.

EDIT/ROAD

Krystal Powless: You guys all understand on EDIT Road, all those numbers are new. This is the first year we're going to budget that. Okay?

Councilman Richmond: What page is that?

Krystal Powless: Page sixty-three (63). The EDIT Road Construction.

PRE-TRIAL DIVERSION

Councilwoman Ledbetter: On sixty (60), you're going to add a line to Pre-Trial, right? For that salary?

Krystal Powless: Um hum. Alright.

Councilwoman Ledbetter: Is that it? We done?

COMPUTER – CONTRACTUAL SERVICES

Krystal Powless: We could stay, right? Okay, hang on. I'll look at it.

Councilman Overton: I thought that thing looked a lot bigger.

Councilwoman Ledbetter: (Inaudible) discussion about this cost savings on this air.

Councilman Overton: Okay.

Krystal Powless: Um, sorry guys. Okay, so page fifteen (15), the Data Processing or the Computer budget.

Councilman Richmond: Fifteen (15)?

Krystal Powless: Uh huh. The Contractual Services line to Low increased a little bit. Do I keep that at the increase?

Councilman Richmond: Contractual Services, what?

Krystal Powless: It increased from one-seventy-one ($171,000.00) to two-thirty-four ($234,000.00). But you know it has to do with the new tax and accounting software purchase that we made.

Councilwoman Ledbetter: Wasn't there like an extra sixty thousand ($60,000.00) a year for so many years we had to pay?

Krystal Powless: Um hum.

Councilman Richmond: Yeah.

Krystal Powless: So, I need to keep that, correct?

Councilman Richmond: Um hum.

STORAGE GUARDIAN

Krystal Powless: And then the, if you remember, Debbie talked about that Storage Guardian. She increased that line from twelve thousand ($12,000.00) to twenty-one ($21,000.00) because the twelve thousand ($12,000.00) was not getting the job done. Do you want me to keep...?

Councilman Overton: Weren't the Commissioners, they're supposed to look at, not that they got anything figured out by now, they did mention that they would look at that to see if there were other options with that. But I guess if it's there, and she's got a bill for it, she's gonna have to pay it.

Krystal Powless: Okay, so leave the Guardian at twenty-one ($21,000.00) then? Or move it to twenty-one ($21,000.00)?

Councilman Overton: Somebody else needs to talk. I feel like, I mean all these notes go back (inaudible) two (2) of us.

Krystal Powless: Alright. Anything else?

Councilman Richmond: I hope not.

Krystal Powless: As I'm going through this, if...

Councilman Christmas: Call Greg.

Krystal Powless: Call Greg. If I have an issue, yes, I can text Greg if he doesn't, if we can't come to a consensus, I may send a group text and say, is this how I was supposed to do this.

Councilman Overton: Sure. Just stop by, just stop by the house on your way home.

Krystal Powless: Yeah.

Councilman Christmas: Send me an email. Don't sent a text. (Inaudible).

Krystal Powless: And don't be asking for this right away. It takes me a little while to get it done.

Councilwoman Ledbetter: Is the meeting over?

Councilman Reid: Motion to adjourn.

Councilman Richmond: Motion to adjourn is Rick Reid.

Councilwoman Ledbetter: I'll second.

Councilman Richmond: Second by Cindy. All in favor, aye.

Councilman Reid: Aye.

Councilwoman Ledbetter: Aye.

Councilman Richmond: At 8:26 PM. (Motion carried 6-0).

ADJOURNMENT: Meeting adjourned at 8:26 PM.

WARRICK COUNTY COUNCIL

Greg Richmond, President

Ted Metzger, Vice President

Charles R. Christmas

David Hachmeister

Cindy Ledbetter

Brad Overton

Richard Reid

ATTEST:

Deborah K. Stevens, Auditor
Warrick County, IN

Minutes transcribed by Kristine Georges