WARRICK COUNTY COUNCIL MEETING
BUDGET SESSION II
COMMISSIONERS MEETING ROOM
107 W. Locust Street, Suite 303
Boonville, Indiana
August 27, 2020
5:00 P.M.

The Warrick County Council met in Regular Session in the Warrick County Courthouse, 107 W. Locust Street, Boonville, Indiana. All Council Members were present in person or by Zoom Conference Call as allowed by Emergency Health Declaration for the State of Indiana due to COVID-19 Pandemic.

Administrator Krystal Powless was in attendance.

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

Council President, Greg Richmond, called the meeting to order at 5:00 P.M.

MOMENT OF SILENCE

PLEDGE OF ALLEGIANCE

ROLL CALL

Greg Richmond: Roll Call.

Krystal Powless: Charlie Christmas?

Charlie Christmas: Present.

Krystal Powless: David Hachmeister?

David Hachmeister: Here.

Krystal Powless: Cindy Ledbetter?

Cindy Ledbetter: Present.

Krystal Powless: Ted Metzger?

Ted Metzger: Present.

Krystal Powless: Brad Overton?

Brad Overton: Here.

Krystal Powless: Richard Reid?

Richard Reid: Present.

Krystal Powless: Greg Richmond?

Greg Richmond: Here.

BUDGET REVIEW
EMPLOYEE SALARIES

Councilman Richmond: Okay, Budget Review, basically, this is the last time we look at the budget this year. What I wanted to start with is, I kind of try to operate in life by the Golden Rule. Do unto others as you would have them do unto you. Like you to consider all this right now, what's going on. We have twenty-seven (27) pays is how the Commissioners are going to do this. And really it boiled down to, that was the only way they could do it legally with the current Fair Labor Standards. In the past, we've staggered it. I know when I was teaching, we even missed a pay and went three (3) weeks one (1) time. But, that no longer, it might work for salaried, but it doesn't work for hourly. And that's the problem. A lot of our workers, a lot of them are hourly. So, to solve it, they're going to twenty-seven (27) pays in 2022. They are considering the possibility of a bi-monthly in '23. Sorry, excuse me. '21 is twenty-seven (27) pays and '22 to maybe a bi-monthly. But, it's just under consideration. (Inaudible) made about that, yet, but the '21, 2021, twenty-seven (27) pays has been decided. I've got some information here about three (3) different positions in the County and how it would affect them. An Office Deputy, this is not a Deputy Sheriff, would be taking home thirty-six dollars and fifty-seven cents ($36.57) less per pay. That's seventy-three dollars and fourteen cents ($73.14) less a month. And many people do their budgets on monthly. That's how I do mine. And then the second employee would, a step up from that would be taking home less than, excuse me, be taking home forty-eight dollars and thirty-two cents ($48.32) less per pay. That's ninety-six dollars and sixty-four cents ($96.64) less per month. Commissioner would be taking home thirty-two dollars and fifty-six cents ($32.56) less per pay; sixty-five dollars and twelve cents ($65.12) less per month. And a Jailer working out at the Jail would be taking home forty-two dollars and forty-two cents ($42.42) less per pay. That's eighty-four dollars and eighty-four cents ($84.84) less per month. So, this does have an impact on families that are going through COVID situations. Perhaps spouses are out of work. Lots of things to be considering here. And then there is the insurance issue. Our insurance costs just keep going up every year. And we have to keep digging into our cash balance, our Rainy Day Fund, to pay the insurance. So, some considerations, some changes might be taking place in the future. I don't know when. That's not for us, that's not our jurisdiction. But, I think we need to be aware of it as we plan to pay salaries for our County employees, what might happen. Anyway, with that, I'm going to make a motion that we give a salary raise, salary increase of one (1) percent to help make up for these losses.

Councilman Overton: And I support that the last time for a raise, really in no, not in relationship to this insurance or adjustment to the pay adjustments. So, my support continues from last week when I supported the one percent (1%) raise just across the Board cause at this point in time we can afford that and I think it's something that's our employees deserve. So, I would second the one percent (1%) pay raise.

Councilwoman Ledbetter: Is that one percent (1%) going to cover what's lost in the twenty-seven (27) pays?

Councilman Richmond: No, it would take, Debbie figured it out. One point nine-three percent (1.93%) to cover the entire loss. That's why I was holding out for two percent (2%) in the past and I changed my mind since that wasn't going to get anywhere and thought, well, I'll try for one percent (1%). Cause a complete wash would be one point nine-three percent (1.93%).

Councilman Overton: And I thought I would just like to give them something period. Not even, not even, like I said, I'm not even considering that part. I'm just looking at considering trying to get folks at least a bump up cause I know times are tough and right now, we can still afford that without putting us in a pinch. And you know, it's quite possible the way the numbers are looking that it's (inaudible) quite possible, I mean the numbers look like we'll be fine for next year to handle that, otherwise I wouldn't have supported the one percent (1%) increase myself. So, that's my input on that.

Councilman Richmond: Any more discussion?

Councilman Metzger: You keep saying it's a loss, but it's not a loss. It's a loss per paycheck. The annual salary's still totals the exact same amount.

Councilman Richmond: But, you understand, when you're looking at it and breaking it down by the month, which is the way most people do their budgets, it's, it's less per month. Yes, they are going to get the extra pay, but that extra pay will be less when you average out your monthly. It's a lesser amount.

Councilman Metzger: And that happens every seven (7) years?

Councilman Richmond: Every seven (7) years, yes. And if the Commissioners change to bi-monthly, two (2) pays a month, that will go away.

Councilman Overton: And, Ted, like I said, I'm not, I'm not trying to cover for any losses. I just think the employees at least, we try, deserve a raise for the fact that we can do that. I think Greg and I may be looking at this from two (2) different perspectives. But, I don't know, I don't know which pill would be easier to swallow, but I would at least like to try to give them a raise if at all possible.

Councilman Richmond: Any more discussion?

Councilman Christmas: Yeah, Greg?

Councilman Richmond: Yes.

Councilman Christmas: Greg?

Councilman Richmond: Yes, Charlie, go ahead.

Councilman Christmas: This is Charlie. Okay, listen, you know, this I my last year on the Board and I've been there for about seven (7) years. The Council has never, ever given themselves a raise. I think we ought to include ourselves in this raise this time. I won't be affected by it.

Councilman Overton: (Inaudible) and we always do that. We can consider that after the fact.

Councilman Richmond: I would be agreeable to amend, if we need to amend. As it stands right now, it's one percent (1%) period. I didn't think about the other.

Councilman Overton: If you'll, why don't you rescind. I'll still second it, but, cause I will not support giving us a raise ever. I'm just not going to do it. I'll vote against it if you don't pull it back and exclude us. I hate to do it. I don't mean to be that way. But, I just won't do it because of principle.

Councilwoman Ledbetter: What about the Commissioners? Are the Commissioners going to be involved in that one percent (1%)?

Councilman Richmond: Everybody was involved to start with if you took what my motion was. But, I'd forgotten about Council. I feel a little different towards Commissioners, but, if it takes, whatever it takes to get the one percent (1%) to be considered, I will change and adapt.

Councilwoman Ledbetter: I will agree to the one percent (1%) as long as it doesn't include the Commissioners and the Council.

Councilman Richmond: Okay, so I'll rescind my earlier motion and make a motion that we give our, all of our employees and office holders one percent (1%) excluding the Council and Commissioners.

Councilman Overton: I'll second that.

Krystal Powless: Just to clarify, it will be one percent (1%) on the initial hire, correct?

Councilman Richmond: Yes.

Councilman Richmond: One percent (1%) on initial hire rate. Thank you for doing that, telling me that. Okay, any further discussion? I'm going to call for the vote and if David and Charlie will wait a few minutes while I do the ones that are here first. All those in favor raise your right hand. One (1), two (2), three (3). Okay, Charlie, what's your vote? Charlie? Are you there, Charlie?

Councilman Christmas: I hear ya. I'm thinking. I'm thinking. (Inaudible) ask me, come back.

Councilman Richmond: Okay, David?

Councilman Hachmeister: Nay.

Krystal Powless: Charlie, we have to have a vote from you.

Councilman Christmas: No.

Councilman Richmond: I didn't hear...

Councilman Christmas: No. (Motion failed 3-4 with Charlie Christmas, David Hachmeister, Ted Metzger, and Rick Reid opposing).

Krystal Powless: Oh, my. Gosh.

Councilman Richmond: Alright, we just, may as well adjourn the meeting. Motion?

Councilman Reid: Motion.

Councilman Richmond: I'm done. We're closed. (Everyone was dismissed).

ADJOURNMENT: Meeting adjourned at 5:12 P.M.

WARRICK COUNTY COUNCIL

DocuSigned by: Greg Richmond 3354AE3D...

Greg Richmond, President

Charles R. Christmas

DocuSigned by: Cindy Redbetter 8C2CF...

Cindy Redbetter

DocuSigned by: RICHARD REID C53AF64ABDADFED...

Richard Reid

Brad Overton

Brad Overton, Vice President

DocuSigned by: David Hachmeister 58A252C...

David Hachmeister

DocuSigned by: Ted Metzger E49BB928FFA449...

Ted Metzger

ATTEST:

Deborah K. Stevens

Deborah K. Stevens, Auditor
Warrick County, IN

Minutes transcribed by Kristine Georges

Duplicate signature pages to accomodate electronic signatures.
K Georges, O.R.S.

This page left intentionally blank.

K. Georges
Official Recording Secretary

Councilman Richmond: One percent (1%) on initial hire rate. Thank you for doing that, telling me that. Okay, any further discussion? I'm going to call for the vote and if David and Charlie will wait a few minutes while I do the ones that are here first. All those in favor raise your right hand. One (1), two (2), three (3). Okay, Charlie, what's your vote? Charlie? Are you there, Charlie?

Councilman Christmas: I hear ya. I'm thinking. I'm thinking. (Inaudible) ask me, come back.

Councilman Richmond: Okay, David?

Councilman Hachmeister: Nay.

Krystal Powless: Charlie, we have to have a vote from you.

Councilman Christmas: No.

Councilman Richmond: I didn't hear…

Councilman Christmas: No. (Motion failed 3-4 with Charlie Christmas, David Hachmeister, Ted Metzger, and Rick Reid opposing).

Krystal Powless: Oh, my. Gosh.

Councilman Richmond: Alright, we just, may as well adjourn the meeting. Motion?

Councilman Reid: Motion.

Councilman Richmond: I'm done. We're closed. (Everyone was dismissed).

ADJOURNMENT: Meeting adjourned at 5:12 P.M.

WARRICK COUNTY COUNCIL

Greg Richmond, President

Brad Overton, Vice President

Charles R. Christmas

David Hachmeister

Cindy Ledbetter

Ted Metzger

Richard Reid

ATTEST:

Deborah K. Stevens, Auditor
Warrick County, IN

Minutes transcribed by Kristine Georges

This page left intentionally blank.

This page left intentionally blank.

This page left intentionally blank.