WARRICK COUNTY COUNCIL MEETING
FINAL REVIEW
COMMISSIONERS MEETING ROOM
107 W. Locust Street
Boonville, Indiana
September 3, 2020
7:00 PM

The Warrick County Council met in regular budget session in the Warrick County Courthouse, 107 W. Locust Street, Boonville, Indiana. All Council Members were present for this meeting in person or by Zoom Conference Call as allowed by Emergency Health Declaration for the State of Indiana due to COVID-19 Pandemic except for Councilwoman Cindy Ledbetter, who was not present for this meeting.

Attorney Cliff Whitehead and 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 7:00 PM.

BUDGET FINAL REVIEW
EMPLOYEE RAISES

Councilman Richmond: We'll call the meeting to order for our Final Review of the budget. And to start with we have the discussion of twenty-seven (27) pay period. I have one (1) speaker, John Lashley, concerning Warrick County raises.

John Lashley: Hello, I'm John Lashley and I would for the Warrick County Storm Water. I know you guys have been having trouble on deciding if and how you want to do your raises. I've never been a percent man. I've seen it, you know, when I worked down at ALCOA. I seen a contract, a five (5) year contract come through on percentages, and it really created a lot of animosity between the people cause it starts to create a gap. What I've noticed is we have a hundred and eighty-nine (189) people that make at or below forty-one thousand three hundred dollars ($41,300.00) a year. And if, say you do a one percent (1%), that's what, three hundred sixty dollars ($360.00) for them. Now, your individuals, the ninety-five (95) on the top of that, are going to get anywhere between five hundred ($500.00) and a thousand ($1,000.00), maybe even more than that. I don't mind, I've heard rumors of, of a one (1) time bonus. I'm not necessarily a fan of that, but if that's what we've got to do, then do it. I'm good with that. But, I'd just rather see, you know, a dollar amount put on it. I mean, I've heard people say, that the people on top are more crucial, more important to the County. They do more for the County. I mean, to a certain degree, you're right. They have a better education than I do. But, just because I'm the one (1) down in the hole digging it, doesn't mean I'm less important to getting that job done than the guy telling me to dig the hole. I mean, that's, that's about all I have and I appreciate your time. Thank you.

Councilman Richmond: Thank you.

Councilman Metzger: Thank you.

Councilman Richmond: Okay, who else has anything to contribute to the discussion tonight? Heather, do you?

Heather Soberg: Not (inaudible).

Councilman Richmond: So, that leaves it up to this Council as to, to decide what to do. Are there any discussion from the Council or a motion?

Councilman Christmas: Well, I want to see them get a raise. Okay? I was the negative vote last time, so that gives me the right to bring it back up. I'd like to see the employees get a raise. What kind of raise they get, that has to be decided by this Council. Everybody deserves a raise. I'm open to discussion.

Councilman Hachmeister: Okay, one (1) of the things that's, we don't know yet, as far as our insurance. If we would do a percentage, the lesser paid would probably be in a bind off of the one percent (1%) on paying either an increased premium or a higher copay. And that's what I was looking at as far as the lesser pays with the amount that would, you know, be a burden on them as well. I know, so, too, they, you look at the less paid per pay period a partial bind where if we, I'd rather see a flat pay raise. But, if we can do a seven hundred dollar ($700.00) bonus, probably easiest paid twice a year. I would make that as a motion for every employee except Council and Commissioners.

Councilman Overton: Are you saying that as not a pay raise? Just a one (1) time lump payment or bi, bi-annual payment?

Councilman Hachmeister: And I, well, that'd really be up to the Commissioners. But, I think that would work out best on a bi-annual payment and they decide when to pay it. Whether or not, you know, after the first quarter and after the third quarter, in the middle. That'd really be up to them. Split up, I believe it would help the employees.

Councilman Overton: But, you don't want to make this a permanent raise?

Councilman Hachmeister: Well, I would prefer that, if you'll go along with it. I'd prefer to do a seven hundred dollar ($700.00), if we can pass that. But, I'll rescind that as far as the one (1) time bonus and make my motion as a seven hundred dollar ($700.00) pay raise if it will pass.

Councilman Richmond: So, are you making a motion, let me make it clear, for a bonus or a one (1) time, for one (1) time?

Councilman Hachmeister: I would prefer a, a raise at this time.

Councilman Richmond: Well, make a motion one (1) way or another, we'll vote it up or down.

Councilman Hachmeister: Like I say, I rescinded my motion as far as the bonus, but I'll make it as a seven hundred dollar ($700.00) pay raise for all employees not including Commissioners or Council.

Councilman Richmond: Let me write all this down.

Councilman Reid: (Inaudible) pay?

Councilman Hachmeister: I figured doing a one percent (1%), that would be equal to eight and a quarter ($825.00) for employees, but the Council really didn't like that. So, that would balance as far as the one percent (1%), (inaudible) all employees to eight and a quarter ($825.00): But, my motion is at seven hundred ($700.00).

Councilman Richmond: So, you're making a motion for a seven hundred ($700.00) pay raise that would go into the Salary Ordinance and that would be divided out over the twenty-seven (27) pays? And it would be on the salary schedule? Right?

Councilman Hachmeister: If that is in a pay raise, yes, it would be in the twenty-seven (27) pays.

Councilman Richmond: And as to you referring to the one percent (1%), the only person that can make that motion that's here tonight is Charlie. Well, I guess Charlie or Ted or Rick could. It has to be a dissenting vote. So, we've got a motion on the floor for a seven hundred dollar ($700.00) pay raise. This is not a bonus. This is the pay raise. Any second? Is there a second?

Councilman Reid: I'll second that.

Councilman Richmond: And it's seconded by Rick Reid. Now, let's discuss.

Councilman Overton: Krystal, do you have the numbers, what the one percent (1%), the one percent (1%) raise? Did that end up being roughly eight hundred and thirty dollars ($830.00) per employee?

Krystal Powless: Oh, I don't have that. I just had the totals.

Councilman Overton: The total cost?

Krystal Powless: The total cost was about a hundred twenty-one thousand ($121,000.00) for one percent (1%).

Councilman Overton: What, what was the other? You did a dollar amount on the last one (1). And I apologize for not (inaudible) numbers.

Councilman Richmond: Yeah, she had them for seven-fifty ($750.00) and seven hundred ($700.00).

Councilman Hachmeister: What did you ask?

Krystal Powless: He's asking for the totals, dollar amounts for the raises that I had calculated. And he's looking at that.

Councilman Richmond: Seven-fifty ($750.00) was two hundred nineteen thousand dollar ($219,000.00) cost. So, it would be less than that. I don't know how much.

Councilman Hachmeister: I've got, well, at seven hundred dollars ($700.00), looking at a hundred and ninety ($190,000.00), I don't have that total figured here on me.

Councilman Richmond: It would be fifty dollar ($50.00) times the number of employees.

Councilman Hachmeister: Pardon?

Councilman Richmond: Be fifty dollars ($50.00) times the number of employees.

Councilman Hachmeister: Fifty dollars ($50.00)?

Councilman Richmond: That's the difference. See, I've got a figure for seven hundred fifty ($750.00).

Councilman Hachmeister: Oh, okay. Okay.

Councilman Richmond: And it's two hundred nineteen thousand ($219,000.00) would be our cost for seven hundred fifty ($750.00). So, your seven hundred ($700.00) proposal would be fifty dollars ($50.00) per employee less.

Councilman Hachmeister: If you guys will go along with seven-fifty ($750.00), I'd rather make it seven-fifty ($750.00). But, I'd say I got the motion and second for seven hundred ($700.00).

Councilman Richmond: Well, we'd have to have Rick...

Councilman Reid: I can rescind mine.

Councilman Richmond: And go back to seven-fifty ($750.00)?

Councilman Reid: Yeah, that's fine.

Councilman Richmond: Okay, so David has rescinded his motion for seven hundred ($700.00), and Rick has rescinded his second.

Councilman Reid: Second.

Councilman Hachmeister: I want to know everybody wants, is thinking as far as dollar amounts.

Councilman Richmond: Okay, and this will go on the salary schedule would be included to work in next year, too. That will help a little bit, bump up each pay. But, so, I have a motion and a second. Any further discussion? It's a seven-fifty ($750.00) raise.

Councilman Overton: Hold on a second.

Councilman Hachmeister: I've got, as far as a seven-fifty ($750.00), be about two hundred thirteen thousand ($213,000.00).

Councilman Richmond: We're waiting on Brad. I think he's figuring something else.

Councilman Overton: You can go ahead and call your vote.

Councilman Richmond: Okay, I'll call the question. All those in favor of a seven hundred fifty dollar ($750.00) raise, raise your right hand. One (1), two (2), three (3) here. David, what's your vote?

Councilman Hachmeister: Aye.

Councilman Richmond: So, four (4). All those opposed?

Councilman Overton: I'll tell you what, apparently this is the only thing that we're going to be able to get through. I've wanted the percentage raise. I don't know why we couldn't have supported that the last time, because that would have been over and done about four (4) times ago. And I think the percentage raise really keeps us out of whack, or keeps us from getting out of whack in our salary structures, because that's what we're continuing to do by these flat raises. But, I would like to get something across, so I guess we better pass something. So, I don't vote for that the first time. I didn't vote against it. I'll vote for the seven-fifty ($750.00) and I'm not doing this just because of the insurance thing. I just think everybody deserves a raise and at least we've got to get something across cause otherwise nobody would have voted for the percentage raise. Last time would have had all this done to begin with which is slightly aggravating. But, there's four (4) votes for it.

Councilman Richmond: Four (4) here. One (1), two (2), three (3), four (4) here. And one (1) Dave. That's five (5) and one (1) nay is Ted. (Motion carried 5-1 with Ted Metzger opposing). Alright.

GENERAL BUDGET DISCUSSION

Councilman Richmond: The Budget, I went through and I had some questions that I'm going to sit down with Krystal on, because I don't have anything but my notes. Sometimes my notes might be a little off and there was some incompletes that I had on a couple of those. You know, all those different adjustments we went through the second time when we adjusted the Parks and Recreation, Friedman Park situation. And there were, oh, several other little instances. The Prosecutor changed funds on some things. So, I have some questions about that. That's, that's all I had. So, Krystal and I can straighten those things out. And the twenty-seven (27) pay issue, how they're going to do it, is the Commissioners' baby. They can do it any way they want to. And we have no say so in that. Is there anything else to come before us on this budget, Final Review?

PART-TIME RAISE DISCUSSION

Councilman Hachmeister: What about Part-Time?

Councilman Richmond: Well, we didn't address that really.

Councilman Hachmeister: I know.

Councilman Richmond: Cause we were freezing everything.

Councilman Hachmeister: They're at ten-ninety-five ($10.95) now, is that correct?

Krystal Powless: Yeah.

Councilman Richmond: I know some might have a problem finding people to work for ten-ninety-five ($10.95) since you can get some of the hamburger places around fifteen dollars ($15.00). But, we can only afford so much. And for a lot of these people it might be a second job. Anybody want to do anything with Part-Time? I don't have any takers here, Dave.

Councilman Hachmeister: Okay, I would like to see them get some kind of raise. A nickel ($0.05) or dime ($0.10) where it shows we think of them. I know in the past, a lot of people would say, well, we don't, a nickel ($0.05) or dime ($0.10) don't amount to a damn thing. But, I didn't figure anybody would do any more than that.

Councilman Richmond: Well, make a motion for a number and I'll put it to a vote.

Councilman Hachmeister: And I hate to go to eleven-'o-five ($11.05), but even a dime ($0.10) raise ain't gonna hurt us much. It's not going to do much to them. But, it's a dime ($0.10) raise.

Councilman Richmond: So, is that your motion?

Councilman Hachmeister: On our Part-Time that's already making ten-ninety-five ($10.95), make it eleven-'o-five ($11.05). That is my motion.

Councilman Christmas: How much?

Councilman Richmond: Motion by David to raise Part-Time from ten-ninety-five ($10.95) to eleven-'o-five ($11.05). Is there a second? Is there a second? Is there a second? I sympathize with it, but, I can't second it right now. I think we have to stay with what we've got.

Councilman Christmas: You know, it's pretty, when they, when they can go to McDonald's and get fifteen dollars ($15.00) an hour, it's kind of hard for us to offer them eleven ($11.00).

Councilman Richmond: Yeah, it is.

Councilman Christmas: That's Part-Time, fifteen dollars ($15.00) an hour, Part-Time, flipping burgers.

Councilman Richmond: Yeah. Okay, so that dies for lack of a second. Any other things to come before us? Anyone else from the public to speak? I'll take a motion.

Councilman Reid: Motion to adjourn.

Councilman Richmond: Motion by Rick. Seconded by? Anybody want to second it to adjourn?

Councilman Hachmeister: All of the above.

Krystal Powless: David.

Councilman Richmond: What?

Krystal Powless: David.

Councilman Richmond: David. Okay. All those in favor?

Councilman Christmas: Aye.

Councilman Reid: Aye.

Councilman Richmond: That's all six of us. Six, zero (6-0).

ADJOURNMENT: Meeting adjourned at 7:19 PM.

WARRICK COUNTY COUNCIL

Greg Richmond, President

Brad Overton, Vice President

Charlie Christmas

David Hachmeister

Cindy Ledbetter

Ted Metzger

Richard Reid

ATTEST:

Deborah K. Stevens, Auditor
Warrick County, IN

Minutes transcribed by Kristine Georges

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K Georges D.R.S.

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WARRICK COUNTY COUNCIL

DocuSigned by: Greg Richmond 3354AE8B73B4CA...
Greg Richmond, President

Brad Overton
Brad Overton, Vice President

Charlie Christmas

DocuSigned by: David Hachmeister 58A252CAE84142A...
David Hachmeister

DocuSigned by: Cindy Ledbetter 3C2CFD0CF9F9495...
Cindy Ledbetter

DocuSigned by: Ted Metzger E49EB928FFA4497...
Ted Metzger

DocuSigned by: RICHARD REID C53AF64AB2AD4E0...
Richard Reid

ATTEST:

Deborah K. Stevens
Deborah K. Stevens, Auditor
Warrick County, IN

Minutes transcribed by Kristine Georges

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K Georgs
Official Recording
Secretary