

## **REGULAR MEETING      RUSH COUNTY COUNCIL      SEPTEMBER 11 & 12, 2018**

The Rush County Council met to conduct 2019 budget hearings on Tuesday, September 11 and Wednesday, September 12, 2018 at 9:00 a.m. with County Council Members Gerald Mohr, Charles Smith, Janet Kile, Warren Norris, Marvin Hedrick, Scott Barnes, and Steve McCorkle, Jodi Harr, Auditor and County Attorney Leigh Morning in attendance.

Council Chairman Gerald Mohr called the meeting to order at 9:00 a.m.

### **FIRST READING OF THE 2019 BUDGETS**

Office and Department Heads presented their proposed budgets during the first reading of the 2019 budget on September 11, 2018. Following is a summary given by each department:

Prosecutor Phil Caviness requested an increase in pay for his office staff in the amount of \$2,860.00. With the change in hours worked increased by the commissioners, he would like their pay to be equal to that of the other courthouse employee who currently works thirty five hours per week. He would also like to hire an additional deputy prosecutor. One of the reasons needed is the changes being made by the state for cash bonds. His office along with the public defender and judges are working together to control cost and collect fines and fees on a more timely manner. Due to an opening in the IVD office, Caviness offered changing the full time administrative assistant position to part time to help defray cost in the prosecutor office.

Superior Court Judge Brian Hill made the same request as the prosecutor for an increase in pay for his office staff. He would like them to receive a two percent increase in addition to the \$2,860.00 for a total increase of \$2,907.84. Since the time proposed budgets were submitted, he requested to increase account 30083 medical, which he uses for psych evaluations, from \$900.00 to \$2,500.00.

Court Services Director Ashley Stevens presented the Probation Department Budgets. These salaries are set by the state. She reported they are increasing efforts to collect more probation fees to build the Adult Probation and Juvenile Probation User Fee Funds.

Circuit Court Judge Northam requested a salary increase for his staff due to the additional hours added to their work week beginning in January, 2019. He agreed with Caviness and Stevens that they need to actively pursue court collections. The proposed courthouse renovation amount does not include the roof since the commissioners are actively handling that situation. Regarding the legal fees, he would like the Umbaugh study to be done to find funding for the courthouse renovations. He intends to close out the courthouse renovation endeavor before he retires, win or lose.

Public Defender board member David Malson presented the budget for the public defender department. The Public Defender salary is set by the state. They have requested \$140,000 for

pauper attorney fees. He does not believe this will be enough. The Supplemental Public Defender Fund does not have enough money in it to fund what is budgeted. He also requested an increase in salary for their support staff due to increase in hours worked. The State is considering changes to increase public defender salary at a higher rate.

Coroner Ron Jarman presented his proposed budget. He proposed a reduction to his 2019 budget.

The Extension Office was represented by Gracie Marlatt and members of the Extension Board. They would like an increase for office staff due to increase in hours worked. Discussion was held on whether the Part Time Educator should be a contract instead of an employee.

Joyce Miller was present to present the Soil & Water budget. She updated the council on what is happening within their office. Miller provided a report showing the actual financing of the office including federal and state funding. For every \$1.00 spent by the county, an additional \$20.87 is invested into the county with federal and state funding.

Treasurer Cindra Humphrey requested additional pay for her staff since they will be required to work thirty five hours beginning January 1, 2019. According to Humphrey, her staff prefers to have the time off rather than additional pay. It is easier for her to plan and schedule her time off knowing the consistency of the days off for her staff. She also believes it hurts the moral of the staff asking them to work more for the same pay. She also noted that in two years you will have a brand new treasurer for the first time in forty years. You will need the current staff to assist the new treasurer.

Recorder Kevin Spilman explained most of his expenses are paid from the Recorder Record Perpetuation Fund.

Surveyor Marvin Rees only requested an increase in salary.

Area Plan Director Gregg Duke reduced his budget for 2019. He does not anticipate needing a large amount for Ordinance Updates.

EMA Director Chuck Kemker noted he proposed his salary higher than needed but he does request the council leave it at \$47,774 which includes the increase granted last month. His auto insurance increased so he asked that not be cut. The truck currently used in the EMA office is in need of major repairs which is more than what is in his budget. He can purchase a new Dodge Ram 2500 for approximately \$37,000 which is the state bid price. Councilman Mohr asked how Kemker determines what events, activities, etc. that he participates in. Kemker stated he does it by request as needed.

Clerk Angela Buckley requested an increase in salary due to additional hours to be worked. She agreed that her staff would rather have the day off than additional pay. Buckley has

included travel/training expenses in her budget rather than paying them from unappropriated funds. She is using her other funds as much as possible to save dollars in the tax funds.

Assessor Mary Ann Bridges stated her staff would rather have the days off than additional pay. Nick White will continue to do assessments on new construction only. He will be paid from part time. All other assessments are being contracted for Nexus to handle.

LEPC Chuck Kemker reported no changes to their budget.

Health Department Board Member Tai Morrell and Sherry McKinney were present to answer any questions regarding the health department proposed budget. They have advertised for all open positions.

Auditor Jodi Harr noted she reduced her budget in order to move as much as possible to the new Human Resources budget. She will need to purchase a new copier next year. A new lease was signed for the GIS Plotter which resulted in an increase in the GIS budget. Councilman Barnes asked her thoughts on a 35 hour work week. She commented from a management view within her office, it would be helpful for employees to work the extra hours; however, she feels like the employees should be compensated for the extra hours.

I.T. Director Randy Herbert advised with the approval of the new phone system in the courthouse, the council could reduce account 30040 by \$10,000. His salary is in the Cum Cap Budget. He works approximately forty to forty five hours per week.

Solid Waste Director was not present; however, board member Warren Norris ask if there were any questions.

12:00 recessed until 1:30 for lunch

1:30 Chairman Mohr reconvened the budget hearings.

Sheriff Jim Cowan had one comment regarding salaries versus hours worked. Currently, Jail employees make \$16.35 per hour, Courthouse employees make \$18.27 per hour and highway employees make \$18.45 per hour. Rushville City has requested that E911 funds pay the salary of three of their dispatchers for 2019. He explained the proposed changes to the rank, specialty and longevity pay proposed by the Merit Board. This information was generated based on information given on the Job Classification Study conducted this year.

Commissioner Paul Wilkinson was present to answer any questions regarding the commissioner's budgets. Based on recommendation of the new HR Director, he would like to see some money budgeted for vacation pay outs when employees leave employment with the county.

Highway Superintendent Jerry Sitton requested a 2% pay increase for his employees.

HR Director Tony Personett was present to answer any questions. Auditor Harr prepared his 2019 budget.

At the conclusion of the budgets being presented, the following actions were taken:

### **EMA TRUCK**

Discussion was held as to whether the Sheriff had a truck that he was getting ready to trade in that could be used for EMA. He does but it is only a half-ton. It would not pull the big EMA trailer. Highway Superintendent Jerry Sitton commented he would have two  $\frac{3}{4}$  ton pickups available at the first of the year.

### **SECOND READING OF THE 2019 BUDGET**

The council requested Auditor Harr to make the following changes to proposed budgets for them to look at on Wednesday:

- One percent pay increase for all employees
- Add amount for longevity plan \$66,000 to the commissioners being proposed by HR
- Remove the longevity pay from the proposed sheriff, jail and E911 salaries(except for the one deputy who is still entitled to longevity under the old plan)
- Use the 2018 rank and specialty pays for sheriff/jail
- Remove Armed Bailiff, Legal fees-mandate, and Building renovations from the county general circuit court budget.
- Cut \$40,000 from the Pauper Attorney line in the Public Defender budget
- Cut \$10,000 from the IT phones.
- Increase the medical line in Superior Court to \$2,500.
- Cut \$40,000 for EMA Vehicle
- Leave the HR Director salary at \$60,000.
- Cut the IVD Administrator salary to 0.00; however, add a part time account in the amount of \$18,096

### **EMA SALARY**

Discussion was held on the increase of the EMA Salary. In September, the council increased the Director pay by \$7,500 per year which was an additional \$3,462 for the remainder of 2018. After further consideration, some felt that large of an increase was not warranted. Janet Kile made the motion to increase the base of \$40,274 by \$3,000 to equal a new salary of \$43,290 to make it divisible by 26 evenly and that there not be an additional 1% increase. Marvin Hedrick seconded. Kile, Smith, Norris and Hedrick voted yes. McCorkle and Mohr voted no. Barnes abstained because he was not present at the July meeting when it was agreed to increase the pay. Motion carried.

At 5:10 p.m. Smith made the motion to recess until 9:00 a.m. Wednesday, September 12, 2018. Norris seconded. Motion carried.

At 9:00 a.m. Wednesday, September 12, 2018, Chairman Mohr reconvened the meeting.

Minutes from the August 22, 2018 Regular Council Meeting were reviewed. Smith made the motion to approve the minutes. Barnes seconded. Motion carried.

### **TRANSFERS**

Judge Brian Hill requested a transfer in the amount of \$500.00 from County General 1000.30098.000.0201 GAL fees to County General 1000.10068.000.0201 Court Administrator. This will cover the vacation payout for a past employee who was paid from this account. Warren Norris made the motion to approve the transfer. Steve McCorkle seconded. Motion carried.

Sheriff Jim Cowan requested a transfer in the amount of \$3,411.00 from County General 1000.20040.000.0005 Gas/Oil/Tubes to County General 1000.30051.000.0005 Auto Insurance. Steve McCorkle made the motion to approve the transfer. Marvin Hedrick seconded. Motion carried.

Sheriff Jim Cowan requested a transfer in the amount of \$5,000.00 from E911 1222.30009.000.0000 Internet Service to E911 1222.10019.000.0000 Overtime. Steve McCorkle made the motion to approve the transfer. Scott Barnes seconded. Motion carried.

### **SECOND READING OF 2019 BUDGET CONTINUED**

Auditor Harr presented the changes requested by the council. The council made the following changes:

- Add \$20,000 back into the Public Defender Pauper Attorney line.
- Change the IT Salary to \$60,000
- Highway and Solid Waste Employees will also receive a 1% salary increase
- Extension Office
  - Part Time Educator changed to \$0.00
  - Added a contract line in the amount of \$30,264
  - Reduced mileage to \$3,939

Discussion was held with EMA Director Chuck Kemker regarding his pay for 2019.

Sheriff Cowan commented that the changes were made to his departments salaries as requested; however, the council should remember that the current specialty pay is paying for things that are required for the deputy's jobs. The council recommended the sheriff work with the commissioners to pass a new policy prior to the salary ordinance being adopted in December.

## **LONGEVITY**

Marvin Hedrick made the motion for all full time employees to receive \$100 per year of service of full time employment with Rush County to be capped at twenty years of service and to be paid in July and December each year beginning in 2019. This motion excludes the one sheriff deputy already receiving longevity pay as part of a past longevity plan at the sheriff's department. Charles Smith seconded. All were in favor. Motion carried.

## **2019 SALARY**

Scott Barnes made the motion for a one percent increase to all full time county employees, with a favorable recommendation to the commissioners to keep the current courthouse employees hours per the current personnel policy due to financial restraints; however, effective upon approval of updates to the personnel policy, new hires will follow the new personnel policy of which will include a seventy hour biweekly pay period. Steve McCorkle seconded the motion. All in favor. Motion carried.

## **SOLID WASTE ADOPTION**

A motion was made by Warren Norris to adopt the 2019 Solid Waste Budget in the amount of \$112,590.00. Charles Smith seconded. Motion carried.

## **RUSH COUNTY ADOPTION**

A motion was made by Marvin Hedrick to adopt the 2019 Rush County Budget in the amount of \$21,223,869.00. Scott Barnes seconded. Motion carried.

Commissioner Paul Wilkinson thanked the council for their hard work on finding a budget that works for the taxpayers and the county employees. He recognized that they have a tough job.

Councilman Steve McCorkle stated he has the utmost respect for all of the council; however, he would like for the council to reconsider the EMA salary.

Councilman Marvin Hedrick requested the council start working on the Job Classification and salary study in January 2019.

The next county council meeting will be held on Wednesday, October 10 at 9 a.m.

Steve McCorkle moved to adjourn the county council meeting. Marvin Hedrick seconded the motion. Motion carried

/Gerald Mohr/  
Gerald Mohr, Chairman

/Warren Norris/  
Warren Norris

/Charles Smith/  
Charles Smith

/Janet Kile/  
Janet Kile

/Marvin Hedrick/  
Marvin Hedrick

/Scott Barnes/  
Scott Barnes

/Steve McCorkle/  
Steve McCorkle

ATTEST:

/Jodi Harr/  
Jodi Harr, Auditor