

COUNCIL MEETING
SPECIAL SESSION
February 5, 2024
3:00 p.m.

ATTENDANCE

COUNCIL MEMBERS:

Stephanie Campbell, President
Jay Alcorn, Vice President
Larry Parker
Phillip Gick

COMMISSIONER:

Rick Woodall

AUDITOR'S OFFICE:

Evelyn Williams

The Putnam County Council met on February 5, 2024, at 3:00 p.m. The meeting was held at the Putnam County Courthouse. Stephanie Campbell opened the meeting with a pledge to the flag.

WAGES & SALARIES

SHERIFF'S DEPARTMENT – Gick stated they have multiple sources of information. They had the wage study done and the Sheriff also did his own survey of salaries. Gick stated his initial thought for Merit Deputies is to go with the medium. He believes from the figures the Auditor provided they would be able to do so. His math shows if they go with the medium; 21 officers would be \$168,000 (\$8,000/officer). Discussion was made on the Jail LIT and whether putting them at medium, would the fund stay sustainable. Woodall stated his concern is the employees that didn't get a raise, at what point are they addressed. Gick stated he is interested addressing the employees with long term employment and are not recognized for the experience they bring to the job.

HIGHWAY DEPARTMENT – Peck had given the Council a letter with his recommendations. Alcorn and Gick believe the positions should be rated and set at a certain level but not bring up the employees' salary to that amount until their skill level reaches a certain point. Campbell stated fund 1176 is sustainable if they decide to go with the medium, but they would have to watch the additional. \$32,593 is the amount to bring them to the medium. Gick stated the one that didn't receive a raise, they are around 8% over the high point of the study. Another position is \$4,000 less than the high point. Discussion was made about the fact that they both have the same title but have different years of experience. Gick would like to come back to the ones that didn't receive a raise at some point to address if need be.

HEALTH DEPARTMENT – Gick stated his impression is that lack of funding increases is not the situation, but that lack of space for additional employees is the issue.

Dr. Amos, Health Officer - \$40,000 was requested for the Health Officer from the HFI fund.

Allison McCarty, Environmental Services Division Manager - \$54,000 requested. Discussion made. Allison would be making \$4,000 more for her supervisory role and experience. The other two would be up to \$50,000.

Tia Kirchner, Medical Office Manager - up to \$45,000 requested. She doesn't currently make that because she's still in training.

Brian Williams, Assistant Administrator & Preparedness Coordinator – up to \$43,000 for admin position and up to \$21,034 for Preparedness position requested.

Joni Young, Administrator & Registrar - \$50,000 was requested for Administrator and \$19,500 for Registrar.

Joni asked about the study showing some positions exempt and some nonexempt. She's asking for them to make all of them nonexempt because of her nurses' requirement to work on weekends and some evenings.

Gick asked if they could reach toward finding the Health Department a new space that would be an efficient size for additional employees. Cambell asked if they can get additional space and add additional employees will they hire the new with their salaries reflected. Joni Young stated yes, that's their practice.

The Council will meet for a wage and salary discussion on February 19th at 1:00 p.m.

ADJOURN

Parker made a motion to adjourn the meeting. Gick seconded. The motion passed.

Stephanie Campbell, President

Jay Alcorn, Vice President

Phillip Gick

Larry Parker

**Attested by Auditor's Office
Evelyn Williams**