

**COUNCIL MEETING**  
**SPECIAL SESSION**  
**January 31, 2024**  
**1:00 p.m.**

ATTENDANCE

COUNCIL MEMBERS:

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

COMMISSIONERS:

Tom Helmer

AUDITOR'S OFFICE:

Evelyn Williams

The Putnam County Council met on January 31, 2024, at 1:00 p.m. The meeting was held at the Putnam County Courthouse. Stephanie Campbell opened the meeting with a pledge to the flag.

**SHERIFF'S DEPARTMENT**

Sheriff Baugh started by complimenting his employees and his concern for the public's safety due to losing staff to higher pay elsewhere. He gave statistics on the turnaround in the jail staff and Merit Deputies.

Doug Nally went through a presentation with historical perspective and their current issues. Mr. Nally brought up the issue with the wage study not being current and based on 2023 figures. He stated they grabbed wages from six county agencies and some police departments to come up with an average. He's hoping they can attract quality applicants with wage increases that would put them in the medium to high range instead of the lower end.

Gick stated that he knows of one county where when they sign on, they must sign for an x number of years and if they don't fulfill it, they must reimburse for the training they were given. Sheriff Baugh stated he has considered that as part of the solution. He stated that they started doing a \$500 sign on bonus for the jail and it worked out well. Chief Sheriff Deputy Sutherlin stated they have 3 firearm instructors that aren't compensated for it with the classes they hold. They have several employees certified instructors in different areas that train other staff and aren't compensated. Deputies are required to have 24 hours of annual training. Chief Sutherlin went through the large number of areas they are required to be certified in and the number of hours it takes to do so.

- Mental Illness
- Addiction
- Disabilities
- Endangered Persons
- De-Escalation
- Hazardous Materials
- Domestic Violence
- Child Abuse

- CPR/First Aid/AED

Shelody Birkmeir stated the jail side would like to be more competitive with the department of corrections pay.

### **HEALTH DEPARTMENT**

Joni Young and Brian Williams – Brian presented a study that was done by the Indiana Department of Health in 2022 showing the number of employees per county for health departments. Brian stated going by the study they should have 15 employees, they have 8. He also presented a study for health departments only that showed an average, a minimum and a max pay amount per position.

Discussion was made on the grants and the requirements to get them. Joni and Brian went through the long list of equipment, trailers, storage building and other items that it helps pay for. Joni went into detail how the grant gives a certain amount of money to the Environmentalist to be paid. However, he is not being paid that. She went into detail of his duties and responsibilities. Discussion was made on several adjustments that need to be made to correct 2024 salaries in the Health Department. Discussion was made regarding having the funding for more staff and not having the space to put them.

Joni presented spreadsheets for each job in her department that showed the certifications and ongoing training that is required for each. She went into detail on the constant changes they go through. Indiana code changes being the biggest reason. She stated two of her employees have been asked more than once by the State to come work for them. Joni discussed how the revenue they've brought in and how it's doubled in the past 10 years.

### **ADJOURN**

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

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**Stephanie Campbell, President**

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**Jay Alcorn, Vice President**

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**Phillip Gick**

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**Larry Parker**

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