

COUNCIL MEETING
SPECIAL SESSION
January 25, 2024
9:00 a.m.

ATTENDANCE

COUNCIL MEMBERS:

Stephanie Campbell, President
Jay Alcorn, Vice President
Larry Parker
Phillip Gick
Wayne Huffman
Danny Wallace
Tom Helmer
Evelyn Williams

COMMISSIONERS:

AUDITOR'S OFFICE:

The Putnam County Council met on January 25, 2024, at 9:00 a.m. The meeting was held at the Putnam County Courthouse. Stephanie Campbell opened the meeting with a pledge to the flag.

WAGE STUDY AND SALARIES

Campbell stated they were there for discussion only and they will make decisions at a later time.

COMMUNITY CORRECTIONS

Jamie France thanked the Council for having the wage study done. He found his department's salaries were within range except for Angie Shea. He's requesting bring her salary up to the medium point. Gick asked if the funds that support her salary are consistent. France stated yes, they are fees collected and a grant. It's the 25th year of the grant. He stated his board voted to approve her salary increase.

EMS

EMS Chief Kelly Russ stated the paramedics and EMT's are happy with the increase they received at the first of the year. Chief Russ presented a letter requesting her and Assistant Chief Taylor's salary be increased and explaining why.

Gick asked about the grant money received for the department and whether it was for salaries or equipment. Chief Russ stated it was for equipment and that there are few grants available to help sustain salaries. Alcorn asked who she was comparing her department to in her request letter. Chief Russ stated she used comparable counties and their different departments. Gick asked if those compared departments were under management of fire departments, etc. Chief Russ stated that some are.

ADULT PROBATION

Chief Probation Officer Teresa Parrish stated that she was present to ask for an increase for the salary for Ashley Underwood and bring her to the high range. The increase would be sustained by grants and user fees. She presented the Council with a list of her duties. Probation Officer Nichols went through Underwood's job duties.

Gick asked if the unobligated user fees would be sufficient to cover the increase. Chief Parrish stated yes, and grant funding has increased from last year.

ASSESSOR

Assessor Don Badolato stated that as most were aware, the Assessor's Office salaries are skewed due to a lot of turn around and starting salaries at a lower rate. Several current employees have earned their Level 1 and 2 and Chief Deputy Amy is in the process of earning her Level 3. Badolato stated he has dedicated employees. He stated he had a part time employee last year that is no longer there. He would like that dollar amount to help fund an increase for his employees. Discussion was made on the different levels and what it entails. Campbell brought up the soil levels and if it falls under his department. Badolato stated normally yes, over the years it's migrated to the Plat Office. He would like to bring it back to his department. Badolato stated if they could at 5% on to the medium range, he believes it would bring everyone to the 2024 salary range.

HIGHWAY DEPARTMENT

Highway Engineer Peck stated the way the highway is set they don't have a tier system for years of service. Peck went through the list of employees stating their years of service and what their jobs entail. Employees that have 20 plus years of experience, he would like to have them at the high range of the study. An employee with more than 15 years' experience isn't at the medium range. He would like to have that changed. Peck stated he would like the Council to consider the equipment his employees run that require a special license.

Commissioner Hemer stated that the administrative secretaries should be increased because a job was eliminated last year, and they took on some additional duties. Gick stated if their duties have changed from what was on the job descriptions submitted. Peck believed they were the same. Campbell stated they are going to try to come up with a way to determine how to compensate for years of service and the type of experience a certain job requires.

GENERAL DISCUSSION

Gick stated they will need to consider what the increases will do in the long run for a department's funds and whether it's sustainable. Discussion was made on E911 Director Costin's retirement coming up and how to replace him. Wallace stated they will have to pay close attention to the incumbent's experience. Parker stated the county needs to consider hiring an IT employee that will service all the county departments. Judge Headley stated he will be coming back to the Council for additional to get qualified employees in his office when his two retire. Gick stated he doesn't think they need an IT department but work with one party that oversees everything.

Gick stated the appropriated amount for EMS was significantly higher in 2024 than 2023. He's not sure how that will sustain with the revenue stream. Deputy Williams presented an email from Auditor Barish showing the revenue and appropriations for all LIT funds. Campbell stated they need to address the coroners first deputy, Circuit Court employees retiring, Superior Court's office manager pay since their job descriptions didn't include it. Discussion was made on EMS request and how it's not sustainable. Campbell stated to Commissioner Helmer the Veterans office employees

are being paid salary but working part time needs to be addressed. Commissioner Helmer stated they no longer have a vehicle and therefore no longer do transportation. Gick asked if fund 1235 PSAP can sustain E911 salaries. Deputy Williams stated it's sustainable with taking them to the medium wage study amount.

Parker stated salaries should be stair stepped with the Highway Department for years of experience and service. Campbell stated she met with the Health Department to answer some of their questions. The Council discussed the Auditor's secretary stipends for Council and Commissioners. Discussion was made on pay for years of service. The importance of the Assessor's office was discussed and the requirements to get certified by the state. The Council discussed bringing back annual evaluations.

Discussion was made on the Plat Office and having it supervised and having a backup that would be able to perform the same duties.

Campbell stated one thing that will need to be decided is whether to change the part time hourly rate, longevity, election board, and PTABOA.

ADJOURN

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

Stephanie Campbell, President

Jay Alcorn, Vice President

Phillip Gick

Larry Parker

Danny Wallace

Wayne Huffman

Attested by Auditor's Office
Evelyn Williams