

COUNCIL MEETING
REGULAR SESSION
April 20, 2021 at 6:30 P.M.

ATTENDANCE

COUNCIL MEMBERS:

David Fuhrman, President
Stephanie Campbell, Vice President
Phillip Gick
Danny Wallace
Larry Parker
Keith Berry
Rick Woodall
Trudy Selvia
Kristina Alexander
4 Individuals

COMMISSIONER:

ATTORNEY:

AUDITOR'S OFFICE:

AUDIENCE:

The Putnam County Council met in Regular Session on April 20, 2021 at the Putnam County Courthouse at 6:30 p.m. Dave Fuhrman opened the meeting with the pledge to the flag.

SHERIFF – SALARY ADJUSTMENT 2021

Sheriff Scott Stockton passed out information for the Council to review. The Council also received information from the County Attorney regarding the job descriptions turned in and reviewed for these positions back in 2018. The employees are currently paid per hour and the Sheriff wants to convert them to salary. He stated they would no longer get paid overtime.

The Sheriff had asked for this during the budget hearings last year for 2021. The positions received the 3% across the board raise but the request of a 5% raise and the bump in pay for making them salary (exempt) employees was not approved. The Sheriff was before the Council asking them to review it again.

Danny Wallace stated he knew from past work experience the Jail Commander and Assistant Jail Commander had to step in and fill other job positions at times. He questioned what the Matron had to do that created overtime. The Sheriff explained the overtime was from preparing for meetings, budget hearings and administrative responsibilities throughout the year. He felt the Matron was the executive arm of the department. He felt the position should make more money than the other positions in his department such as the Jail Commander.

Dave Fuhrman pointed out on Matron the additional money being requested from what was currently being paid to the employee was \$5,614 but the average over four years for overtime was \$1,483.07. Jail Commander requesting \$4,871.56 more than position currently getting paid but average over four years was \$2,926.16. Jail Assistant Commander requesting 4,765.36 more than position currently getting paid but average over four years was \$2,847.98.

Phil Gick asked the Council's attorney Trudy Selvia who determined whether these positions were exempt vs. non-exempt. Ms. Selvia stated it was set by criteria in the law. There was a check list, if the position checks off certain job criteria it was exempt from overtime or compensatory time.

Auditor Kristina Alexander stated job descriptions were submitted by the departments back in 2018 when the personnel policy manual was being updated. The job descriptions submitted were turned into Waggoner Irwin Scheele & Associates who the county hired to do the manual. It was their determination the Matron was non-exempt and the Jail Commander along with the Assistant Jail Commander were exempt. The job descriptions were not submitted to the Commissioners and Council for review and approval.

If the county goes by the recommendation of the company the Matron could not be made salary exempt. And the county has been paying the Jail Commander and the Assistant Jail Commander overtime and they were determined as exempt which does not allow for them to be paid for overtime.

After some discussion, Danny Wallace suggested tabling to have more time to review and get more clarification. Trudy Selvia asked what additional information did the Council need? She felt this was something that should be addressed during budget hearings. The Council felt the job descriptions needed to be reviewed and approved by the Commissioners and Council. And to get a clearer understanding of exempt vs non-exempt.

Phil Gick questioned if the Sheriff would want to rethink his numbers when they have clarification and the Sheriff replied he would. If the Council decide to leave it as approved in the 2021 budget hearing, they would like the \$8,000 they deducted from overtime to be approved to put back into the account.

Danny Wallace made the motion to table. Keith Berry seconded. The motion carried unanimously.

MERIT LONGEVITY

Chief Deputy Matt Demmings passed out information. Currently it was awarded on January 1st of the year the deputy hits the tier. Not on the anniversary date. It was calculated in the budget process if a person for example hits 5-year anniversary the following year they start the deputy at the 5-year longevity bump on January 1st.

Phil Gick said he felt the current format for the longevity was confusing on what year they received the bump and giving it to them on January 1st instead of their anniversary date. The current format could be interpreted different ways. It needed to be concise so there was no room for reading it different ways.

Sheriff Stockton and Chief Deputy Demmings agreed there was confusion which led to it being brought before the Council to approve a new format where it would be clear to everyone when a deputy would receive their longevity pay.

The Council asked how they wanted to change the format. Sheriff Stockton said he wanted it as the following:

Corporal	+\$1,400
Sergeant	+\$2,400
Lieutenant	+\$3,200
Captain	+\$4,800
Major	+\$6,400

Merit Deputy Pay: **Use anniversary date**

Probationary/No Academy:	\$42,178.00
Date of Hire thru end of the 5 th year:	\$45,206.00
First day of 6 th year thru end of 10 th year:	\$50,346.00
First day of 11 th year thru end of 15 th year:	\$54,454.00
First day of 16 th year thru end of 20 th year:	\$57,535.00
21+ years	\$59,590.00

Auditor Kristina Alexander said when a deputy is eligible for longevity increase a payroll status change form needed to be filled out by the Sheriff's department and given to the Payroll/HR deputy in her office to adjust the deputy's pay record.

Phil Gick made the motion to adjust the current table to the one handed out tonight (listed above). Pay raise would be issued on their anniversary date not on January 1st. And the pay increase would reflect on the following payroll after the anniversary date. Larry Parker seconded. The motion carried unanimously.

ADDITIONALS

8897-10117-0854	\$25,000	Approved but not appropriated Title IVD Unappropriated
8897-10210-0854	\$ 6,000	Approved but not appropriated

Auditor Kristina Alexander explained during the budget process last year the monies for the attorneys were approved but not appropriated.

Phil Gick made the motion to approve. Stephanie Campbell seconded. The motion carried unanimously.

1000-18888-0068	\$30,000	Nurse 1 & 2 positions Health Department CARES COVID
1000-28888-0068	\$460,298.95	Appropriate funds

Auditor Kristina Alexander explained the second distribution of CARES COVID money the county received last year was to have been receipted into the CARES fund but then moved to the County General fund and then appropriated to spend. These two additional appropriations correct the remaining funds.

Danny Wallace made the motion to approve. Keith Berry seconded. The motion carried unanimously.

ANNUAL JAIL REPORT

Sheriff submitted to Dave Fuhrman and he conveyed to Council.

MINUTES

March 16, 2021 – Phil Gick made the motion to approve. Larry Parker seconded. The motion carried unanimously.

BOARDS

Larry Parker said they were having issues with the remodeling of the EMS building. The contractor was finding problems not anticipated. Rick Woodall had brought up wanting to set up a Park Board and to have an active Drainage Board.

Phil Gick said he had listened to the webinar regarding the America Rescue funds (7M county portion). It was not very informative, but it did suggest entities concentrating on 3-5 priorities for the funds.

Heritage Lake representative in the audience asked the Council to consider one of those priorities being a water system at Heritage Lake. They were all currently on a well system. He had brought it up yesterday at the Commissioners meeting as well. Dave Fuhrman said it went back to what the county has said for some time, Heritage Lake should incorporate themselves into a town. This would open-up a lot of funding options to them. They had more leverage as a municipality.

ADJOURN

Keith Berry made the motion to adjourn. Phil Gick seconded. The motion carried unanimously.

David Fuhrman, President

Stephanie Campbell, Vice President

Larry Parker

Phillip Gick

Danny Wallace

Keith Berry

Attest: Auditor's Office