

COUNCIL MEETING
SPECIAL SESSION
February 19, 2024
1:00 p.m.

ATTENDANCE

COUNCIL MEMBERS:

Stephanie Campbell, President
Jay Alcorn, Vice President
Danny Wallace
Phillip Gick

AUDITOR'S OFFICE:

Evelyn Williams

The Putnam County Council met on February 19, 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.

WAGES & SALARIES

Gick stated it was his understanding that the sheriff, jail, EMS, and 911 were evident on their funding sources. Campbell believes they didn't finish talking about EMS. Gick stated the salary study showed the Health Department nurses being exempt, but the department disagrees. Campbell wasn't sure what put them in that category as far as the wage study goes. Gick stated in his opinion that the wage study is a guide not scripture.

Gick stated 911 has a funding source. He doesn't think the study would make it deficient enough to adjust the rates for LIT. Campbell - \$53,124 to get to the medium mark. Discussion on the state's 911 distribution and LIT funding. Discussion was made on the director's upcoming retirement. His salary was increased last year; however, the study shows it's still underpaid.

Campbell – EMS – EMT's were still under what their raise request was according to the study. Campbell stated that the consensus was not to give the department heads what they asked for. Gick stated he expected more of a gap between the department head and the assistant. Discussion was made about the Chief's letter to the Council. Alcorn stated the study doesn't accurately reflect the job the assistant is doing. Alcorn's opinion, \$76,000 for assistant chief and \$81,000 for the chief would be sufficient.

Judge Headley – asks the Council to consider the person that has the longest run of years of service is retiring (42 years). She didn't get a raise. He's asking for a 5% raise for her. Gick believes longevity is one of the things missing in the wage study. His employee that's retiring has a lot of built-up time (almost 500 hours) and another employee that's retiring with a lot of time. Discussion was made on Circuit and Superior's Office Manager positions.

Cambell stated she doesn't want to forget about the employees that didn't get any type of a raise because of the study. The Head Custodian asked them to consider giving his employee a raise because of his dedication and the great work he does. Gick stated

part of the reason for the study is to get positions more in line with where they should be. Discussion was made on employees that fell above the medium range but below the high range that didn't get a raise and what the right if any compensation would be. Discussion was made about the Treasurer's deputy position that fell in this range. Gick suggested a set dollar amount for the ones that fell in that range.

Council agreed to: Over the high by less than \$1,000 - 2% raise, more than \$1,000, \$0, under high and no raise, 3%.

Discussion was made on the Plat Office wage study salary being skewed. It has the position under a director title, and it is not. Discussion was made on the Veterans Office and their work schedule. Alcorn didn't know if there was any way the Council could address the issue. The council agreed to Veterans part time/salary employee 5%.

The Highway Department was discussed on creating tiers for new hires, tiers and skills level pay amounts.

Adult Probation – User Fees, 2 employees. Parrish asked to bring the salaries up to the higher range. The council agreed to leave them at the medium point.

Coroner and 1st Deputy – whether 1st Deputy should be at the 85% of elected officials pay. They agreed it should be.

Part-Time Hourly Rate – currently \$15/hour. Discussion was made. The council agreed that the rate should be \$17/hour if the figures from the Auditor come back to a good range. Specialty part-time rates were discussed, and it was agreed to have the Auditor run figures for different ranges to see if they are fundable.

Extension & Soil/Water shared position – currently at the medium range. Alcorn and Wallace agreed that the director should address the pay at budget time and not take it from other pockets to cover pay.

Pay structures/tiers for new hires, experience, certifications were discussed.

Court's Reporter/Office Managers – Circuit Court, current \$46,309, didn't get a raise because it was over the high range. Superior Court – Judge Bridges would like to have at least \$45,000. Gick's suggestion was to come up with a stipend for the Office Manager part.

Council agreed to change account numbers for Superior and Circuit Court to reflect Court Reporter AND Office Manager. Council agreed to give Janet Jordan current salary with a 3% raise and make Superior Courts same position be the same dollar amount as Janet's with the 3% raise.

ADJOURN

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

Stephanie Campbell, President

Jay Alcorn, Vice President

Phillip Gick

Danny Wallace

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