

Council Meeting
December 15, 2009 – 5:05 pm

The meeting was called to order by President Spaetti. Councilmen Spaetti, Ebert, Winsett, Kress, Waninger, Kroeger, Bunner, and Attorney Wetherill were present.

Council Meeting 12/15/2009 cont.

Minutes

11/17/2009 minutes; Winsett stated that in the discussion of the 27 pays, the Warrick County option was also discussed. Kroeger made a motion to approve the minutes after the addition. Kress seconded. All in favor.

11/24/2009 minutes; Winsett made a motion to approve the minutes. Ebert seconded. All in favor.

Drainage Advisory Board Projects

Drainage Board President Al Logsdon discussed the drainage projects completed in 2009. \$34,203.02 was spent on clearing Isaac Wright Drain, Sam Finch Drain, Huffman Drain, Lake Drain, Crooked Creek, and \$1,887.40 was spent on pipe and chemicals. More projects were planned but were delayed due to high water and bad weather. FEMA agreed to provide \$104,000 with a 25% county match to assist in clearing drains damaged during the severe weather. \$49,800 remains of the FEMA funds and extensions have been filed to continue the clearing work.

Logsdon requested the council appropriate \$50,000 from Rainy Day and the remaining \$49,800 of FEMA funds at their January meeting so the work can be continued.

Logsdon thanked the council for the financial support of the work proposed by the Surveyor, Drainage Advisory Board and Drainage Board Members.

Transfers

Coroner - Coroner Schulte requested a transfer of \$47.98 from Sanitary Clothing Disposal to Clothing Allowance. Ebert made a motion to approve. Kroeger seconded. All in favor.

Jail – Sheriff Lindsey requested a transfer of \$100 from Overtime to Jailer and \$600 from Overtime to Part-time Cooks. Kroeger made a motion to approve. Bunner seconded. All in favor.

Tourism Budget

Spencer County Tourism Director Melissa Wilkinson discussed the promotions done in 2009 and the 2010 plan and budget. Bunner made a motion to approve. Kroeger seconded. All in favor.

Sceptre Mechanical

Mickey Toler of Sceptre Mechanical submitted an SB-1 form requesting tax abatement. Sceptre will be adding 14,000 square feet to the building and purchasing an approximate \$900,000 worth of equipment. He anticipates hiring 8 to 10 employees with salaries totaling approximately \$350,000.

Winsett congratulated Toler and his family and stated the council should do all they can to encourage local small business.

Attorney Wetherill stated that a resolution needs to be prepared by an attorney representing Sceptre and a hearing will need to be set. Kroeger stated the council will accept the SB-1 as being filed as of this date. Kroeger also discussed the Proposed Criteria for Tax Phase-In. Bunner stated he would be in favor of offering Sceptre the same incentives the council previously offered Rock Creek Shavings.

Winsett made a motion to accept the SB-1 with the intent to discuss the abatement at the re-organization meeting at the first of the year. Bunner seconded. All in favor.

911 Dispatcher Budget

Shelton explained that the E911 Fund income is steadily declining and the cash in the fund cannot support the current budget. Shelton requested the council transfer two dispatcher positions from the E911 budget to the Jail budget. The E911 income comes from the 911 fee charged on land lines and cell phone bills. The fee charged on cell phones are much less than land lines and the numbers of land lines has greatly declined. Kress made a motion to transfer two dispatcher positions from the E911 budget to the Jail budget. Winsett seconded. All in favor.

Luce Township Sewer

Matt Steinkamp was not present at the meeting. Kroeger asked if a timeline has been sent to IDEM, as requested in the letter dated November 25, 2009. LTRSD President Ed Ingram stated it is currently being worked on. Ingram also stated approximately half of the income surveys have been returned.

Council Meeting 12/15/2009 cont.

Alan Stephens discussed an issue with notary seals on recorded easements. Kroeger stated the sewer project is not a county project and the council has nothing to do with these type issues. He said the council cannot control the sewer board.

Salary Ordinance Amendment – CH Maintenance Supervisor

The council was given a request from the commissioners to amend the salary ordinance for the Courthouse Maintenance Supervisor. The request was made as follows:

Spencer County Council Members

The Supervisor of Courthouse Maintenance, Mr. Bill Glenn, has been performing his duties in a professional manner. His expertise in solving current problems and providing advice on dealing with problems in the future is first class. His service appears to be saving the county money now and I predict the same for as long as he serves in the current position.

During the summer months, Mr. Glenn approached the commissioners on an individual basis and requested to be included in our insurance program. We took official action at a commissioners meeting to let him receive health insurance through the county program. I am sorry to report that we did not do our research into this matter and did not learn until after the fact that part time employees are not eligible for insurance coverage. At the time of our board action he was considered a part time employee. Also, I was not aware that there were any additional part time employees used in our county offices.

Following our action, it came to our attention that the county prosecutor utilizes the services of a part time secretary. This part time employee approached our board at an official meeting and requested the same coverage provided the supervisor of courthouse maintenance. At that time we tabled the request and began the process of determining how to best solve the dilemma that had been created. I contacted Mr. Kent Irwin, a noted consultant, who specializes in personnel issues and is currently contracted to assist our county officials in the process of updating our personnel policy handbook.

Mr. Irwin advised us to take the following action: Revise the supervisor of courthouse maintenance's hours of work and the hourly pay schedule to make that position full time. The commissioners, on a vote of 2 to 1, changed the work week to 35 hours at a pay scale of \$8.57 per hour. This hourly wage is equal to the funds required to pay for the services under the 2009 and 2010 Spencer County Budgets. There is no increase of funding required. The commissioners also expanded the duties of the position to include serving as an advisor on maintenance of all county owned buildings.

You are requested to amend the salary or wage ordinance to officially concur with our decision to change the position of supervisor of courthouse maintenance from part time to full time at the hourly wage stated above. That position would then qualify for health insurance as a full time employee.

Sincerely,
Al Logsdon
Commissioner

Logsdon was not present at the time of the discussion.

Bunner stated that he knew at the time that the extension of the health insurance benefit was a violation of the policy. He said it is the council's responsibility to hold the commissioners accountable. He said it is just a manipulation of the numbers to cover-up a mistake and the council should stick to the policy.

Spaetti asked if Glenn was willing to work for the stated wages. Commissioner Attorney Lueken stated yes, he will continue to do the job he was doing, plus lend his expertise to all other county buildings. The ordinance is the same amount of money that was originally appropriated.

Ebert said no one is exempt from making a mistake. He said the commissioners just did not realize the repercussions. Bunner said this is not the way to correct the mistake. He said the council was told that the maintenance position took 15 hours per week at a rate of \$20 per hour and he has not been told how that has changed.

Winsett stated Glenn's ability to do the position is not in question. Bunner stated the council needs to uphold the original commitment made.

Kroeger stated the council has always looked at the position as a part-time position. Bunner said this is expanding the position into a full-time position and it should be reverted back to part-time.

Discussion was had on the benefits Glenn has brought to the county. Bunner said it is not about the person but the position.

Winsett stated he would like to hear the commissioners' side of the argument.

Bunner made a motion to revert the position back to 15 hours per week and remove the health insurance benefit. Kress seconded. The motion was defeated with a vote of three to four, with Bunner, Kress, and Kroeger voting affirmative and Spaetti, Ebert, Winsett, and Waninger opposing.

The council asked for the issue to be added to the agenda for the re-organization meeting.

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Re-organization Meeting

Winsett made a motion to set the re-organization meeting for January 5, 2010 at 7:00 am. Ebert seconded. All in favor.

Payday Schedule for 2010

Shelton requested the council vote to move the last payday in 2010 from December 31 to December 30. Kroeger made a motion to approve. Bunner seconded. All in favor.

Redevelopment Commission Appointment

Attorney Lueken requested the council re-appoint Eugene Steinkamp and Ron Pund to the Redevelopment Commission for 2010. Waninger made the motion. Ebert seconded. All in favor.

27 Pays in 2010

Discussion was had on the 27 pays in 2010. Several councilmen received calls of concern from county employees. Two county dispatchers and two county deputies expressed concern about the bi-weekly checks being less than they were in 2009. They understood that the annual salary is more but they budget monthly for their expenses not annually. It was explained to the dispatchers that since they are set up as hourly the 27 pays will not affect their pays.

Discussion was had on the options available. The council agreed to have Shelton send a survey to the county employees asking their preference on the following three options:

option 1: continue to be paid every two weeks on Friday and salary divided between the 27 paydays (current schedule).

option 2: completely change the pay schedule to being paid two times per month, i.e.: the 15th and the last day of the month. Each paycheck would be larger (divided by 24 v. 26 or 27) but there will be more time between paychecks. (Remember some months have 31 days extending the time between paydays even further)

option 3: extended pay period for five pay periods in the middle of the year. Starting in April or May five pay periods would be extended by one working day. Normal payday on Friday would be moved to the next Monday, then two weeks later it would be moved to the next Tuesday, etc until it ends up back on Friday again. This would allow the salary to be spread over 26 pays instead of 27, but everyone (whether paper check or direct deposit) would have their check delayed during those 5 weeks.

The issue will be discussed at the re-organization meeting.

Kress made a motion to adjourn. Bunner seconded. All in favor. The meeting was adjourned at 7:49 pm.

County Council,

President

Attest:

Cindy Shelton, Auditor

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