

**THE MORGAN COUNTY COUNCIL MET IN A REGULAR SESSION ON
WEDNESDAY, JULY 5, 2017 AT 6:30 P.M.**

MEMBERS PRESENT: BRYAN COLLIER, PAUL PRATHER, VICKIE KIVETT, DAVE ZOLLER, DANIEL ELLIOTT, KIM MERIDETH, AND VIRGINIA PERRY. ALSO PRESENT WERE DAN BASTIN, MORGAN COUNTY AUDITOR; DEB VERLEY, ADMINISTRATIVE ASSISTANT; AND ROD BRAY, COUNTY ATTORNEY.

Minutes

Vickie Kivett made a motion to approve the June 6, 2017 minutes as presented. Motion seconded by Virginia Perry. Motion carried 7-0.

Additional:

• *Prosecutor*

Bob Cline, Deputy Prosecuting Attorney, was present to request an additional appropriation of \$845 from the General Fund (1000) into Account #1000-108-4395 (Instruction & Education). Mr. Cline stated that this amount was used to send an employee to a school for child pornography cases. They were reimbursed for this from IPAC and would like the Council to put the funds back into the account. Paul Prather made a motion to approve the additional appropriation as requested. Motion seconded by Daniel Elliott. Motion carried 7-0.

Budget Reduction:

• *Commissioner*

Norman Voyles stated that the Board of Commissioners put a Veterans Service Officer on board. The salary for this position was approved at \$30,000, but the position was not filled until June. Mr. Voyles asked that the Council reduce the Commissioner budget by \$30,000 and transfer this amount to a Veterans Service Officer department. Paul Prather made a motion to reduce the Commissioners' budget by \$30,000. Motion seconded by Kim Merideth. Motion carried 7-0.

Additional:

• *Veterans Service Officer*

Daniel Elliott made a motion to approve an additional appropriation from the General Fund (1000) as follows: \$19,210 into Acct #1000-152-4163 (VSO Compensation)
500 into Acct #1000-152-4211 (Office Supplies)
3,000 into Acct #1000-152-4441 (Office Equip/Furniture)

Motion seconded by Paul Prather. Motion carried 7-0.

Transfer:

• *Veterans Service Officer*

Rick Baum, Veterans Service Officer, sent a letter requesting a transfer of \$1,900 from Account #1000-152-4163 (VSO Compensation) into the following accounts:

\$550 into Acct #1000-152-4211 (Office Supplies)
450 into Acct #1000-152-4361 (Vectra Spec Claims Software License)
150 into Acct #1000-152-4322 (Postage)
250 into Acct #1000-152-4323 (Travel-Mileage)
150 into Acct #1000-152-4395 (Education/Instruction/Conference)
350 into Acct #1000-152-4441 (Office Equipment)

Paul Prather made a motion to approve the transfer as listed. Motion seconded by Virginia Perry. Motion carried 7-0.

Norman Voyles introduced Rick Baum, Veterans Service Officer. Mr. Baum stated that the office was empty and he has been putting it together. He has completed training and is now certified by the Indiana Department of Veterans Affairs. Mr. Baum gave a review of his resume and stated that when his son came back from Iraq with a brain injury, he began looking for ways to better serve veterans.

Bryan Collier stated that he was excited to have this position filled and helping those that deserve it.

Additional:

- *Highway Dept.*

Larry Smith, Morgan County Highway Engineer, was present to request an additional appropriation of \$159,500 from the Local Road & Street Fund (1169) into Account #1169-000-4365 (Contractual Service). Mr. Smith stated that with the additional funds the state provided through the Community Crossings Grant, they have been able to pave additional roads. There are 60 miles of roads that previously had line striping that currently do not. The annual budget for this is typically \$40,000 per year. This additional appropriation would be used for thermoplastic line striping. It lasts six to eight years, compared to paint, that lasts approximately a year. The cost is 40 cents a lineal foot and paint is 10 cents. Paul Prather made a motion to approve the additional appropriation. Motion seconded by Vickie Kivett. Motion carried 7-0

Transfer:

- *Highway Dept.*

Larry Smith requested a transfer of \$260,000 from Acct #1169-000-4263 (Road Maint/Repair) to Acct #1169-000-4361 (Contractual Paving). Mr. Smith stated that the funds in the Road Maint/Repair fund are used for chip sealing, but sometimes the Board of Commissioners does more paving than chip sealing and this year they are doing more paving. Kim Merideth made a motion to approve the transfer. Motion seconded by Vickie Kivett. Motion carried 7-0.

Additional:

- *EMS*

Donnie Warren, Morgan County EMS Director, was present to request an additional appropriation of \$505,500 from the Cumulative Capital Development Fund (1138) into Account #1138-000-4445 (EMS Ambulances). Mr. Warren stated that at the last meeting, they discussed paying for the ambulances rather than leasing or borrowing money to pay for them. The county would be able to save tens of thousands of dollars by not financing the purchase. \$462,000 would be used for three ambulances, \$24,264 would go towards radios, and the remainder would go towards wrapping the ambulances, which he does not have estimates for yet. Kim Merideth made a motion to approve the additional appropriation. Motion seconded by Daniel Elliott. Motion carried 7-0.

EMS 2017 Pay Rate

Mr. Warren stated that at the last meeting, he presented a proposal to pay EMS Department employees on a tiered scale:

1-5 years of experience	\$44,995 per year	\$13.52 per hour	(2,080 hours and 832 overtime hours)
6-10 years of experience	\$47,494 per year	\$14.27 per hour	“ “
10 + years of experience	\$49,996 per year	\$15.02 per hour	“ “

Mr. Warren stated that he looked at the Jennings, Knox, Scott, Owen, and Washington Counties pay scales. Jennings County starts at the same pay no matter how many years of experience they have (\$32,000 per year) and it takes 20 years to reach the top of the pay scale (\$43,000); they have tremendous turnover. Owen County will pay an additional 11 cents per hour for every certification above the first two (maximum of five certifications). Daniel Elliott stated that if they institute this type of pay scale for EMS, then they would have to do the same county-wide. Vickie Kivett stated that the probation department is paid based on experience, education, and years of service. Daniel Elliott stated that he was not ready to approve this type of pay scale without analyzing how it would affect every department. Bryan Collier stated that he could understand a weighted pay scale, but that Mr. Elliott made a good point. Mr. Collier stated that this decision rests with the Board of Commissioners. Ryan Goodwin, Morgan County Commissioner, stated that the Commissioners do not have the authority to set the rate of pay; they can make recommendations, but the Council approves the Salary Ordinance. Mr. Goodwin contacted Commissioners in other parts of the state and of the counties that have matrix systems in place, it applies to all public safety positions. Mr. Goodwin stated that this is a more progressive employee-driven mindset that the county needs to embrace in order to provide service to the taxpayers and commended Mr. Warren for taking a stand toward a more appropriate level of compensation based upon ability and performance. Mr. Collier asked if the

Commissioners would be willing to revamp the entire pay system and have tiers in various departments. Virginia Perry stated that she would approve of the pay scale at the amounts listed above and made a motion to move forward. Motion seconded by Vickie Kivett. Motion carried 6-1. Daniel Elliott was opposed.

Deputy EMS Director

Donnie Warren introduced Troy Whedon, Deputy EMS Director. Mr. Warren stated that the Council has not yet set the salary for this position. Mr. Warren stated that Mr. Whedon has been working on the EMA ambulance and will continue to work as a flight medic with IU Lifeline. Mr. Whedon stated that he was born and raised in Martinsville, has 17 years of experience, and listed several medical certifications. Bryan Collier stated that based on the previous vote, they would have to at least match the \$15.02 per hour (\$49,996 annually). This position will be similar in hours to the Director position, 40 hours per week, one 24 hour shift and two 8 hour shifts. Kim Merideth stated that job performance needs to be rewarded and made a motion to approve the Deputy Director's salary at \$50,000 per year. Motion seconded by Virginia Perry. Motion carried 7-0.

Pre-Trial Deferral Fund

Roger Wiltermood, Martinsville Police Department, was present to request approval of an additional appropriation (as required by IC 33-37-8-4(b)(10)) for three license plate readers. Officer Wiltermood stated that the license plate readers are mounted on police vehicles and capture information such as warrants, driver's license status, sex offender, terrorist, etc. The Martinsville Police Department currently has one reader and would like to purchase three more. There will be no cost to the county. Bryan Collier stated that as the traffic from I-69 increases the flow of vehicles, this would be money well spent. Daniel Elliott made a motion to approve the additional appropriation. Motion seconded by Kim Merideth. Motion carried 7-0.

Proposed Personnel Policy Amendment – Conflict of Interest

Ryan Goodwin stated that the Conflict of Interest Ordinance was passed by the Board of Commissioners last week. The ordinance deals with a dollar figure on gifts and gratuities for not only elected officials, but also county employees. This language mirrors the language found in the Indiana Code, including the dollar figure of \$250. This language would be added to the existing Conflict of Interest page in the Personnel Policy. Mr. Goodwin felt it important to state that none of the county officials were for sale, but it is important to develop relationships with vendors and sometimes this is done over a social event. Dan Bastin stated that the amendment has not been drafted yet, but the idea was to see if the Council would be agreeable to the proposed language as an amendment to the Personnel Policy. The Council came to a consensus to agree to the language.

Proposed Personnel Policy Amendment – Recruitment Procedure

Mr. Goodwin stated that he is not looking for action yet on a proposed amendment to the Personnel Policy regarding a recruitment procedure. This would ultimately be a step-by-step approach to advertising positions that the county has available. It is not designed to take any power away from an elected official or department head that has the responsibility of hiring. This lays the groundwork to make sure that positions are advertised both internally and externally. This amendment would include both full and part time positions and appointed positions where the compensation is over \$6,000 per year. Some of the components included are job descriptions that are approved by both the Council and Board of Commissioners, rates of pay, advertising, and job posting requirements. Mr. Goodwin stated that this would put the county in the position to say that they are doing the best job possible to attract the best candidates possible. The Council came to a consensus to agree to move forward.

Redevelopment Commission Net Assessed Value Pass-through Resolutions

- *Morgan County, Mooresville, Martinsville*

Rod Bray stated that as attorney for the Morgan County Redevelopment Commission, Indiana Code requires that every redevelopment commission in the county must notify taxing units if they will allow any of the assessed value to flow through to the other taxing units. Each of the three entities are stating that based on the indebtedness they have, and the anticipated expenses for 2018, that they are not going to have any assessed value flow through to the other taxing units. Mr. Bray stated that a notice was sent to the schools and other taxing units to notify them.

Other Business

The Council discussed canceling the August 8th meeting unless an emergency arose. It was agreed to change the meeting time of the August 28th budget workshop to 9 am.

Adjournment

Kim Merideth made a motion to adjourn the meeting. Motion seconded by Vickie Kivett. Motion carried 7-0.

MORGAN COUNTY COUNCIL

Bryan Collier

Paul Prather

Daniel Elliott

Vickie Kivett

Dave Zoller

Kim Merideth

Virginia Perry

ATTEST:

Dan Bastin, Morgan Co. Auditor