

**THE MORGAN COUNTY COUNCIL MET IN A SPECIAL SESSION ON MONDAY,
OCTOBER 18, 2021 AT 5:00 P.M.**

MEMBERS PRESENT: KIM MERIDETH, VICKIE KIVETT, KELLY ALCALA, JASON MAXWELL, TROY SPRINKLE, CHIP KELLER AND MELISSA GREENE. ALSO PRESENT WERE DAN BASTIN, MORGAN COUNTY AUDITOR; DEB VERLEY, EXECUTIVE ASSISTANT; JOSH MESSMER, COUNTY ADMINISTRATOR; AND JIM WISCO, COUNTY ATTORNEY.

PLEDGE OF ALLEGIANCE

PRAYER (*Vickie Kivett*)

2022 Morgan County Budget Adoption Hearing

Kim Merideth reviewed the 2022 Morgan County budget (see attached) by fund totaling \$43,719,116.00 with a total levy of \$13,765,893.00 and a total rate of 0.5069. Vickie Kivett applauded the fellow Council members and stated that they kept with their goals and mindset; they are making the progress that they need to be making for their constituents. Vickie Kivett made a motion to adopt the budget as presented. Motion seconded by Jason Maxwell. Motion carried 7-0.

Job Descriptions

Daree Fry, Morgan County HR Director, stated that there are three job descriptions (Assistant Parks Director, Treasurer Chief Deputy, and Soil and Water Director) that were brought to HR by a department head or board and they all start January 1, 2022. They were given a favorable recommendation by the job maintenance committee. Once reviewed by the committee, the job description is sent to WIS for a classification. The description is then sent back to committee for approval and the description is then sent to the Commissioners and Council. Kelly Alcala stated that although it's the Commissioners' decision, she would prefer that the working hours be listed on every full time job description in the county. Kelly Alcala made a motion to accept the job descriptions as discussed. Motion seconded by Troy Sprinkle. Motion carried 7-0.

Commissioner Update

Bryan Collier, Morgan County Commissioner, stated that they met Thursday with department heads and elected officials regarding changes in the county's group health insurance plan. They are educating employees regarding high deductible health plans and HSAs as this is the direction that they are slowly moving.

Mr. Collier requested that the Council consider the mid-point of the wage study versus ceiling. They will need an updated wage study before they go into next year's budget process and while the wage study helps them, there will be certain positions that have circumstances that will have to be taken into consideration why they need to vary from the study. There are a small portion of employees that have not received a pay raise for two years. These employees include, but are not limited to: Auditor, Surveyor, County Administrator, Commissioners' Executive Assistant, Health Officer, Assessor, and a few others. Dan Bastin noted that if the Auditor does not receive a pay increase, then neither does the Chief Deputy. These positions total a little over \$400,000 in gross wages. Going forward, Mr. Collier stated that he would be willing to forego future wage increases to give these positions a 1% stipend as a show of appreciation. Mr. Collier stated that some of these positions could be stagnant for three or four years and that leads to morale issues. Using the position of Auditor for example, when Mr. Bastin leaves the position next year, if the new auditor is still making \$66,000 after four years, how motivated would they be to do a whole lot more within those four years? Mr. Collier would like to start working on job performance evaluations that could be implemented in January of 2023.

Mr. Collier stated that an ordinance regarding trash, grass, junk cars and other nuisances will be up for a second reading and they will be discussing B.O.T. (Build Operate Transfer) at the Commissioners' meeting. Mr. Collier invited the Council to attend the meeting. Health insurance changes are coming soon and the new website will be live on November 9th.

Adjournment

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

MORGAN COUNTY COUNCIL

Kim Merideth

Vickie Kivett

Kelly Alcala

Troy Sprinkle

Jason Maxwell

Chip Keller

Melissa Greene

ATTEST:

Dan Bastin, Morgan Co. Auditor