

**Owen County Council Regular Meeting  
May 12, 2008 at 7:00 p.m.  
Commissioners' Room 2<sup>nd</sup> Floor of the Owen County Courthouse  
60 S. Main Street  
Spencer, IN 47460**

Present: Irma Jean Franklin, Donnie Hall, Anton K. Neff, Nick Robertson, Patty Steward, Kristin Szczerbik, and Mike Wood.

Guests: Bob Siscoe, Tami Snodgrass, Donna Hardy, Michael Stanley, Cris Lunsford, Chester Richardson III, Mark Evans

**MEETING WAS OPENED WITH THE PLEDGE TO THE AMERICAN FLAG**

**IN THE MATTER OF APPROVAL OF MINUTES FOR APRIL 14, 2008**

**Ms. Steward moved to accept the minutes as published. Ms. Franklin seconded the motion. The motion passed 6-0 with Ms. Szczerbik abstaining.**

**IN THE MATTER OF CAMERAS IN THE COURTHOUSE—Speaking Dan McBride**

Mr. McBride presented information to the members pertaining to the number of cameras needed for Courthouse Security.

**Ms. Szczerbik moved to approve an additional appropriation of \$10,603 in the EDIT Fund 247 into line item 4321 to purchase cameras for courthouse security from J. Smith & Co., Inc. of Indianapolis. Mr. Neff seconded the motion. Motion passed 7-0. (Motion # 34)**

**IN THE MATTER OF A MILEAGE ISSUE DISCUSSION—Speaking Auditor Lawson**

Information was presented stating that the State currently pays \$.40 per mile. The current Federal rate is \$.505 for privately owned vehicles when driven by employees for official business.

**Mr. Neff moved to increase the mileage reimbursement rate from \$.40 per mile to \$.505 to reflect the current Federal rate. Ms. Steward seconded the motion. Motion passed 7-0. (Motion # 35)**

An ordinance will be prepared and advertised with the effective date.

**IN THE MATTER OF AN EMS UPDATE—Speaking Director Cris Lunsford**

Mr. Lunsford presented a list of 6 items he wished to discuss as follows:

1. Billing seminar May 28-29 in St. Louis—class registration is \$450 for each person and he requested the registration and hotel bill for him and Mike Mallo be paid from his training line item. He stated that the billing seminar is beneficial in learning how to correctly bill local patients.
2. He is currently working on a quote for a remount ambulance—no figures just yet. Currently Chevrolet does not make a remount. A remount would be cheaper than a new. He will try to provide the amounts of new vs. remount at next meeting.
3. He updated the members on the run volume—totals jumped from 603 in May of 2001 to 824 in May of 2008. On yearly basis totals went from 1729 in 2001 to 2535 in 2007. The 3<sup>rd</sup> ambulance is being used quite often.

4. Cris compared fuel mileage—Chevrolet has a slightly better mileage performance than Ford.
5. Mr. Lunsford spoke about the Rope Rescue training and equipment. Since the Rope & Water Rescue Group disbanded, EMS has added those rescue responses. In Task Force 7 there is only 1 team in Rope and Water Rescue. He would like to purchase some basic equipment and he will present prices at the next meeting. He is applying for a grant through FEMA.

**Mr. Robertson moved to appropriate \$1,286.00 in Rainy Day Fund 277 to line item 4300 to purchase Rope Equipment for the EMS. Ms. Steward seconded the motion. Motions passed 7-0. (Motion # 36)**

6. Mr. Lunsford explained he has a person off work with a back injury and two others will be having surgery causing issues with overtime. He wanted to inform the members of these issues. He will return with specifics concerning Workman's Comp as the information becomes available to him.

### **IN THE MATTER OF APPROPRIATIONS AND TRANSFERS**

a. EDIT—April Additional Appropriation Hearing—members signed Resolutions presented in April concerning the 3 computers and 1 server for the Sheriff's Department, the computer for the Prosecutor's office and \$70,000 set aside in the EDIT Fund for repair of the Courthouse roof.

### **IN THE MATTER OF THE WAGE COMMITTEE REPORT—Speaking Auditor Lawson**

Ms. Lawson stated the Wage Committee is composed of Patty Steward, Anton Neff, Wiley Truesdel, Judge Nardi and herself. They have met several times, sent out and had returned to them surveys requesting specific information from elected officials and department heads.

Ms. Steward explained communication was a key factor. The committee chose the Lawrence County Employee Wage Structure as a model on which to begin their study. The committee then worked on definitions focusing first on the clerical side realizing there are other groups to be considered.

Mr. Neff explained that in addition to Support (clerical) staff, the other identifying groups of positions include Public Safety, Elected Officials, Highway/Construction, those who have salaries mandated by law, Professional, and Specialty.

He continued there will be Position Level Definitions A-D ranging from part-time to ultimate decision making and interfacing with other offices. He stated that the Performance/Skill Sub-levels 1-3 is designed to give the office holder discretion for the associated position.

Longevity, Cost of Living Adjustments (COLA) and Short-term Committee work ahead were also mentioned.

Mr. Neff had prepared a spreadsheet as a tool to provide information to the Council. It was shown on the Monitors as he explained it to the members.

The conversion according to Mr. Neff's figures for support (clerical) base salaries only would be \$53,590 which does not include FICA, MEDICARE or PERF. He continued with more examples that if longevity was \$150 per year the cost goes up to \$77,000. Another example showed that if the base salary was increased by \$1,000 the cost goes up to \$119,700. He shared more examples as he explained his worksheet. It was stressed that these are just numbers plugged in to the spreadsheet to begin the discussion. These are not "real" numbers at this time.

Mr. Neff commented that perhaps the Council should advise office holders and department heads what to put into their budgets so there can be an amount advertised that will allow some flexibility of those in charge to determine who and how much to offer the employee in the form of a salary.

Ms. Lawson suggested that a line item be put in the Commissioners' Budget for Conversion cost for advertising purposes.

Also, Mr. Neff commented that perhaps there should be consideration concerning Probationary pay.

Ms. Steward mentioned that this conversion might take more than a year to put in place.

Mr. Wood stated it was important to be fair and he believed this presentation appeared to be fair.

Sheriff Richardson shared a concern about a newly elected official moving an employee to another classification within a department. Members explained this should not become an issue for officials.

Ms. Szczerbik complimented the Wage Committee on the work they had completed. She did caution, however, as Ms. Steward stated earlier, that people need to keep open minds and realize this is a work in progress and may not, when all the numbers are plugged in, be able to be accomplished in one year.

Mr. Neff concluded there is no doubt the conversion will be a major task. The worksheet for today was for Council information only at this time.

**IN THE MATTER OF COUNCIL COMMENTS**

Ms. Szczerbik reported she attended an Options for Better Living meeting last week in Monroe County. last week. She has the local contact information for the members she will forward to them.

She also suggested that the liaisons contact their departments before the budget hearings to find out what conferences and/or training would be required so that no one is "short-changed" on their travel/conference appropriations.

**Mr. Robertson moved to adjourn. Mr. Hall seconded the motion. Motion passed 7-0. Meeting adjourned at 8:45 p.m.**

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Donnie Hall

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Irma Jean Franklin

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Anton Neff

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Nick Robertson

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Patty Steward

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Kristin Szczerbik

Attest: \_\_\_\_\_  
Angie Lawson

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Michael Wood