

## POSEY COUNTY COUNCIL TUESDAY, APRIL 12, 2022

The Posey County Council met in regular session at the Hovey House on Tuesday, April 12, 2022, at 9:00 am. The following members were present at the said meeting: Heather Allyn, Tom Schneider, Aaron Wilson, Dave Pearce, Marilyn Brenton, Stefani Miller, County Attorney Joe Harrison, and Auditor Maegen Greenwell. Council member Brandon Deig was absent.

H. Allyn called the Posey County Council meeting to order at 9:00 am with the Pledge of Allegiance.

Deacon Mark McDonald led the Council in prayer.

### MINUTES

S. Miller made a motion to approve the March 8, 2022, Council minutes as presented with a change in meeting dates in the heading; M. Brenton seconded. The motion carried with a vote of 6-0.

### CLERK'S REPORTS

T. Schneider made a motion to approve the Clerk's Report; S. Miller seconded. The motion carried with a vote of 6-0.

### TREASURER'S REPORTS

D. Pearce made a motion to approve the Treasurer's Reports. A. Wilson seconded. The motion carried with a vote of 6-0.

### EMS DIRECTOR ROLE

Posey County Commissioners Bryan Schorr, Bill Collins, and Randy Thornburg addressed the Council regarding the EMS Director's role and salary. Mr. Schorr stated the Commissioners have narrowed their applicants and are planning to offer the position to a candidate. Mr. Schorr listed the duties of the Director. Mr. Schorr stated the Commissioners are asking Council to increase the salary for this role from \$48,500.00 to \$70,000.00 yearly. Mr. Schorr stated paramedics currently make \$58,000.00, and the Commissioners feel the Director's pay should be above that. Mr. Schorr stated the average EMS Director salary for the Counties that compare in size to Posey is \$67,683.00. Mr. Schorr stated the Commissioners used that figure plus a 3.3% increase.

S. Miller asked if the Director would be a paramedic working on the truck and how do the Commissioners see overtime working? B. Schorr stated he suggests moving to a straight salary, with the Director working as needed as a paramedic.

M. Brenton asked if the \$67,000.00 included overtime. M. Greenwell stated the factbook includes figures; however are self-reported numbers by each Auditor in the Counties that chose to participate. Mrs. Greenwell stated she could not attest to the numbers being accurate or even where the numbers come from; however, when she compiles the data, she is reporting the base salary that is approved yearly on the salary ordinance. Mrs. Brenton asked where the Commissioners came up with the salary figures. Mr. Schorr stated the factbook.

H. Allyn asked if it was a requirement that the Director be a paramedic. Mr. Schorr stated no. Mrs. Allyn stated the position was advertised at \$48,000.00, and applications were received. Mr. Schorr stated the salary was not advertised. Mrs. Greenwell stated the salary was advertised on Indeed but not in the printed advertisement in the local paper.

Mrs. Allyn stated she is concerned that hiring a director at \$70,000 that isn't making overtime doesn't help the paramedic shortage and will not provide a solution to the staffing issues that are already occurring. Mrs. Allyn stated if the salary is approved at \$70,000.00, it is her opinion that the job is reposted to see if the Commissioners can receive more applicants.

Mrs. Allyn stated she takes issue with increasing the Director's pay that much, as the County has been telling the paramedics and EMTs that the County cannot pay for 24-hour shifts.

Mrs. Brenton stated the pay difference that is being requested between this director's pay and other department heads is worrisome. Mrs. Brenton stated from an HR standpoint, this is creating a significant pay disparity, and the Council will end up seeing more requests like this one. Mr. Schorr stated the Commissioners expect to come back to increase those salaries.

T. Schneider asked if any qualifications were advertised in the job posting. Mr. Schorr stated not all qualifications were advertised, more of the leadership aspect.

D. Pearce asked if any conditions and expectations would be on the new director to show growth and improvement. Mr. Schorr stated this was discussed during the interview process. Mr. Schorr stated this was done mainly by asking leading questions to the candidates.

M. Brenton asked with such a large increase, is this what the applicant has stated it would take to do the job? Mr. Schorr stated yes, that is correct.

Mr. Schorr stated the Commissioner recently increased the EMS billing rates, and the EMS department does have a revenue outside of tax dollars. Mrs. Allyn stated correct, but other costs are also increasing, including the increase in the cost of the recently purchased ambulance. Mr. Wilson stated those revenue numbers and the impact the rate increase will have are unknown numbers. Mr. Schorr stated in January, the collection was \$61,000.00; before the rate increase, in February, the collection was \$86,813.00, and in March collection was \$116,390.00.

T. Schneider asked if the Council would approve the \$70,000.00, could the Commissioners consider a probationary period. Mr. Schorr stated the Commissioners do hold these positions accountable, and once a year, the Commissioners bring in these department heads to discuss the performance of these departments.

A. Wilson asked if the salary could be kept at the current amount with a bonus given at the end of the year as a performance review. R. Thornburg stated he did not feel this would work because you aren't getting the qualified candidates at that salary.

H. Allyn stated since giving an estimated \$7,000.00 increase to the paramedics and EMT's with the recent sleep stipend agreement, she could agree to a \$7,000.00 increase to the director's salary. Mrs. Allyn asked if this had been brought before the advisory committee.

M. Brenton stated the issue is the difference between finding value in what the candidate can bring to the County versus what the County knows is the value of the position with the County. Mrs. Brenton stated you hire on what is budgeted.

S. Miller asked if the Commissioners would agree to the \$7,000.00 salary increase and allow the director to gain overtime by working as a paramedic when needed, to help get to that desired salary. Mr. Schorr stated you would still have your paramedics making more than the director with the sleep stipend, overtime, and 24-hour workdays. Mrs. Allyn stated a paramedic makes \$44,000.00. Mr. Schorr stated with the increase in pay and sleep stipend they will make \$58,000.00. Mrs. Allyn stated the salary ordinance states \$44,352.00 with a sleep stipend of seven to eight thousand. Mr. Schorr stated they have built-in overtime because they are 24-hour employees.

T. Schneider stated the director should not be pushed to work as a paramedic; the focus should be on maintaining the operation of the department.

A. Wilson made a motion to table this discussion and allow Council to look into this more. M. Brenton stated she did not know if the Commissioners could keep their candidate interested if this is drug out another month.

D. Pearce asked if the County could create an assistant position to assist with the business operation side?

Greg Elderkin, Posey County Paramedic, addressed the Council regarding what employees are looking for in a director. Mr. Elderkin stated what he and others are looking for is a director that is consistent, a good leader, and someone who is able to listen. Mr. Elderkin stated the Director should be covering shifts until the department becomes fully staffed, as that is the number one priority. Mr. Elderkin stated the County could be recruiting more effectively for paramedics, and the County could become an advanced EMT training institute. Mrs. Allyn asked what it takes to become a training institute. Mr. Elderkin stated the County could partner with an area hospital to become certified.

D. Pearce asked what the single most time-consuming task on the business side of the director's job was. Mr. Neaveill stated employee management. Mr. Pearce asked if there was someone in the building that can do the scheduling. Mr. Neaveill stated he has a secretary that is shared among EMA, EMS, and Dispatch. Mr. Neaveill stated she is currently handling the billing side of the business. Mr. Neaveill stated he utilized his team leads and training officer and they are compensated six hours of overtime a month to do extra tasks.

H. Allyn made a motion to amend the director's salary to \$60,000.00 and give the three-team leads a \$1,500.00 increase a year; A. Wilson seconded.

T. Schneider stated it is the Council's responsibility to listen to the discussion that has been had and approve or deny the request. Mr. Schneider stated unfortunately, the Council does not have an extensive background in what it takes to be the EMS Director and are taking direction from the Commissioners.

The motion carried with a vote of 5-1.

Mrs. Greenwell asked to clarify if this includes the ability to gain overtime. H. Allyn asked what the handbook says. Mrs. Greenwell stated the handbook states this position is salary but the Commissioners have a written agreement to allow the EMS and Dispatch directors the ability to gain overtime compensation. B. Collins stated nothing Council did today changes that.

#### **ADDITIONAL APPROPRIATION REQUEST**

Posey County Circuit Court is requesting an additional appropriation of \$44,167.14 for the Supplemental Public Defender fund. M. Greenwell, speaking on behalf of the Circuit Court, stated these funds would be used to pay attorney fees as needed. T. Schneider made a motion to approve this request; S. Miller seconded. The motion carried with a vote of 6-0.

Posey County Health Department is requesting an additional appropriation in the amount of \$61,719.39 to the Health Department fund to pay Deaconess Hospital for COVID 19 vaccinations. Donnie Martin stated these funds are grant funds. A. Wilson made a motion to approve this request; S. Miller seconded. The motion carried with a vote of 6-0.

Posey County EMA is requesting an additional appropriation in the amount of \$1,000.00 to the donation line of the EMA fund. Larry Robb stated these funds would be used to purchase hazmat supplies for the EMA trailer. Mr. Robb stated these funds were donated from Enterprise Pipeline. D. Pearce made a motion to approve this request; M. Brenton seconded. The motion carried with a vote of 6-0.

Posey County Auditor, Maegen Greenwell, is requesting an additional appropriation in the amount of \$500.00 to the Soil and Water District Technician salary line. Mrs. Greenwell stated this line was overlooked when the \$500.00 additional salary was approved. A. Wilson made a motion to approve this request; S. Miller seconded. The motion carried with a vote of 6-0.

Posey County Sheriff, Tom Latham, is requesting an additional appropriation in the amount of \$200,000.00 to the equipment line of the Sheriff's County General department. Sheriff Latham explained these funds are needed to pay for the body cameras that were recently purchased; however, Sheriff Latham stated he has secured grant funding for a major portion and would like to change the requested amount to \$57,000.00. M. Brenton made a motion to approve the request for \$57,000.00; S. Miller seconded. The motion carried with a vote of 6-0.

#### **REIMBURSEMENT REQUEST**

Posey County Sheriff, Tom Latham, is requesting reimbursement in the amount of 1,866.64 to the Accident Report fund; Sheriff Latham stated this was a duplicate paid invoice. M. Brenton made a motion to approve this request; T. Schneider seconded. The motion carried with a vote of 6-0.

#### **DEPARTMENT UPDATES**

Posey County Clerk, Kay Kilgore, stated early voting has begun for Posey County. Mrs. Kilgore stated early voting can take place Monday through Friday at the Courthouse between 8 am and 4 pm; and also on Saturday, April 23, 2022, from 9 am to 4 pm and Saturday, April 30, 2022, from 9 am to 4 pm at the Courthouse.

Posey County Treasurer, Vicki Peerman, reminded Council that the tax bills have gone out and the deadline will be May 10, 2022.

Posey County Sheriff, Tom Latham, gave the following inmate housing update:

28 Vanderburgh County  
20 DOC  
73 Posey County  
121 total inmates

\$31,500.00 was billed to Vanderburgh County in March.

Sheriff Latham stated they are currently down four jailers.

It was asked if the salary increase attracted any applications. Sheriff Latham stated yes and no.

Heather Allyn

Heather Allyn, President

Stefani Miller

Stefani Miller, Vice President

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Brandon Deig

Marilyn Brenton

Marilyn Brenton

Dave Pearce

Dave Pearce

Thomas R. Schneider

Thomas Schneider

Aaron Wilson

Aaron Wilson

ATTEST: Margen L. Greenwell