

**POSEY COUNTY COUNCIL, WEDNESDAY, FEBRUARY 22, 2023**

The Posey County Council met in regular session at the Hovey House on Wednesday, February 22, 2023, at 10 am. The following members were present at the said meeting: Heather Allyn, Aaron Wilson, Dave Dausman, Zach George, Brandon Deig, Tom Schneider, Jerry Chastain, County Attorney Josh Clayborn, and Auditor Maegen Greenwell.

H. Allyn called the Posey County Council meeting to order at 10:00 am with the Pledge of Allegiance.

H. Allyn led a moment of silence for the passing of former Sheriff Bill Cox.

**MINUTES**

T. Schneider made a motion to approve the minutes from January 10, 2023; B. Deig seconded. Z. George stated that a correction needed to be made to the minutes. Z. George stated that A. Wilson's name was on the minutes twice, and Mr. George's name was not on the minutes. T. Schneider made a motion to amend the minutes and reflect the change; B. Deig seconded. The motion carried with a vote of 7-0.

**TREASURER'S REPORT**

Posey County Treasurer, Vicki Peerman, addressed the Council in regard to the Treasurer's Report. Mrs. Peerman stated that she did submit the Treasurer's Report, but there will have to be a correction made to the report. Mrs. Peerman stated she would make an adjustment or add it to the next month's report. Mrs. Peerman stated she moved money into the Fifth Third Bank with an agreed amount of interest. Mrs. Peerman stated that the interest that was agreed upon was not the amount that was applied.

A. Wilson made a motion to approve the January Treasurer's report; T. Schneider seconded. The motion carried with a vote of 7-0.

**CLERK'S REPORT**

J. Chastain made a motion to approve the January Clerk's report; B. Deig seconded. The motion carried with a vote of 7-0.

**TREASURER'S YEAR-END REPORT**

Posey County Treasurer, Vicki Peerman, stated that the total interest that the county received last year was \$301,148.13. Mrs. Peerman stated that the county is doing much better this year based on the January and February reports.

Mrs. Peerman stated that per I.C. Code, all outstanding checks and warrants that are over two years old are required to be purged. Mrs. Peerman provided a list of the checks and warrants to the Council members.

Z. George made a motion to approve the destruction of the warrants and checks that are outstanding per the I.C. Code; J. Chastain seconded. The motion carried with a vote of 7-0.

**ADDITIONAL APPROPRIATION REQUESTS**

Soil and Water District Coordinator, Jeri Ziliak, is requesting an additional appropriation in the amount of about \$5,600 into the County General Soil and Water District Coordinator line. Mrs. Ziliak stated this is needed to pay out the remaining time and benefits for her retirement as well as enough money to cover the cost of training the new Coordinator for approximately two weeks. Mrs. Ziliak stated that there were about eight candidates that applied for the position. A. Wilson made a motion to approve the additional appropriation for about \$5,600; T. Schneider seconded. The motion carried with a vote of 7-0.

Posey County Prosecutor, Thomas Clowers, is requesting an additional appropriation in the amount of \$5,200.00 into the Federal Forfeiture fund for task force expenses. Mr. Clowers stated that this was requested last year; however, the Prosecutor's office did not receive the claim in time, and that money went back into the Federal Forfeiture Fund. Mr. Clowers stated these were federal funds that were sized several years ago. A. Wilson made a motion to approve this request; B. Deig seconded. The motion carried with a vote of 7-0. Mr. Clowers stated that the current balance in the Federal Forfeiture fund is currently \$80,649.

Posey County Assessor, Nancy Hoehn, is requesting an additional appropriation in the amount of \$70,000 for the program update line of the Reassessment fund for the exchange server replacement for the County email. D. Dausman made a motion to approve this request in the amount of \$70,000; A. Wilson seconded. The motion carried with a vote of 7-0.

Posey County Sheriff, Tom Latham, is requesting the following additional appropriations:

\$350.00 into the uniform line of the Sheriff's Reserve fund

\$180.00 into the uniform line of the Sheriff's Reserve fund

Z. George made a motion to approve the above request; J. Chastain seconded. The motion carried with a vote of 7-0.

Posey County Auditor, Maegen Greenwell, is requesting an additional appropriation in the amount of \$10,000.00 into the tower rental line of the E911 fund. Mrs. Greenwell stated this was discussed at budget hearings; however, it was inadvertently left from the budget line. J. Chastain made a motion to approve the additional \$10,000 to the Tower Rental line; B. Deig seconded. The motion carried with a vote of 7-0.

#### **MULBERRY BRIDGE**

Posey County Commissioner President, Bill Collins, stated that the County has an opportunity to receive a grant to replace the Mulberry Street Bridge. Mr. Collins stated that the amount that the county would receive from the grant would be \$5.5 million. Mr. Collins stated that originally the grant was going to be 80/20 from INDOT, making the County match \$1.1 million. Mr. Collins stated that he received an email from INDOT asking if the County could fund 100% of the cost for the engineering and right-of-way work. Mr. Collins stated that the total cost for the engineering and right-of-way work would be \$872,000. Mr. Collins stated that construction contracts would be let in July of 2027. Mr. Collins stated that the total cost that the County would have to pay with the additional request from the State would be \$1,807,000.00.

J. Chastain made a motion to approve the commitment of no more than \$1.8 million towards the matching of the grant towards the Mulberry Street Bridge; T. Schneider seconded. The motion carried with a vote of 7-0.

#### **SALARY STUDY**

Waggoner, Irwin and Scheele Representative, Kent Irwin, was available via Zoom call to discuss updates on the Salary Study project. Mr. Irwin stated that the plan is to have the salary study complete by the end of June 2023. The council has requested that the Sheriff Department, Jail, EMS, Dispatch and Highway Department be completed before the June date. Mr. Irwin stated that he believes that his company can complete those departments by the end of April 2023. Mr. Irwin stated that when doing the salary study, Waggoner, Irwin, and Scheele took jobs in the Posey County area and matched them based on the job description that was provided and not based on the title of the job.

#### **DEPARTMENT UPDATES**

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

29 Vanderburgh  
6 DOC  
103 Posey County  
138 total

Posey County Highway Superintendent, Steve Schenk, stated that it cost the county \$340,000 plus to do a little under 10 miles of Recycled Roads. Mr. Schenk stated that it costs, on average, about \$34,000 a mile. Mr. Schenk stated that the Highway Department did a little over 6 miles of chip and seal roads, costing in total of \$303,379 in 2022. Mr. Schenk stated that the chip and seal road cost, on average, \$48,000 a mile. Mr. Schenk stated that those prices are for the material only and are not including the labor. Mr. Schenk stated that the county spent a total of \$1,011,215 on Overlay Chip and Seal Roads on a little over 7 miles. Mr. Schenk stated that the Overlay Chip and Seal Roads averaged about \$137,000 per mile. Mr. Schenk stated that on the overlay on the existing blacktop, the county spent a total of \$928,000 doing a little over 10 miles. That averages out to about \$92,000 per mile. Mr. Schenk stated that for the Community Crossings grant, the county receives \$1 million from the state. Mr. Schenk stated that the Highway Department did 14.699 miles and spent a total of \$1,877,588. Mr. Schenk stated that in total, the Highway Department resurfaced 48.36 miles and spent a total of \$4,461,112.26. Mr. Schenk stated that \$1 million came out of Community Crossings and \$2 million came from Edit.

Mr. Schenk stated that there are currently three openings in the Highway Department. Mr. Schenk stated that there are five applicants, but no one has CDLs. Mr. Schenk stated that the Highway Department is starting its own training program to get new hires their CDLs.

Posey County EMS Director, Paul Micheletti, stated that the department received the \$370,000 Mobile Integrated Health Grant, and it will be going into effect on July 1, 2023. Mr. Micheletti stated that his plan is to develop a new fund to place the \$370,000 into.

Mr. Micheletti stated that he would like to address the pay for the EMS Training Officer position. Mr. Micheletti stated that he would like for the training officer to receive a \$1,500 bonus to their salary per year. Mr. Micheletti stated that he does have the funding available in his lines due to having two openings. Z. George made a motion to approve the \$1,500 bonus for the training officer to be added to their salary effective on the March 8, 2023 payday; J. Chastain seconded. The motion carried with a vote of 7-0.

Mr. Micheletti stated that he has reached out to several candidates regarding the two job openings within the EMS Department. Mr. Micheletti stated that the part-time pay rate had been the same wage for years without an increase. Mr. Micheletti stated that the part-time employees do not get paid overtime, benefits, or retirement making it easier to pay those employees at a higher rate. Mr. Micheletti is asking that the Council increase the part-time pay rates to \$20.00/hour for EMTs and \$25.00/hour for Paramedics. Mr. Micheletti stated that there are currently four part-time Paramedics that are working for Posey County EMS. H. Allyn questioned if Mr. Micheletti was aware that the part-time Paramedic would be making more on the hour than a full-time Paramedic. Mr. Micheletti stated that he was aware and that it would save on overtime costs due to the full-time employees having to work extra shifts. Mr. Micheletti stated that there would be a decrease in the amount of money that the County would pay due to the full-time employees not obtaining as much overtime and paying more part-time employees. Mr. Micheletti stated that 47 shifts had to be filled in November and 35 shifts in December. A. Wilson made a motion to approve the part-time hourly rates of \$20.00/hour for an EMT and \$25.00/hour for a Paramedic effective on the 3/8/2023 payday; D. Dausman seconded. A motion carried with a vote of 7-0.

Mr. Micheletti stated that when employees pick up extra shifts, the employees are picking up 12-hour shifts because the sleep time pay is only \$10.00/hour, and that is not worth it. Mr. Micheletti is requesting that the employees receive time and a half for any overtime or extra shift that is picked up, including during their sleep time. Mr. Micheletti is also wanting to his employees to receive holiday pay for the entire shift that is worked instead of only receiving an additional 8 hours.

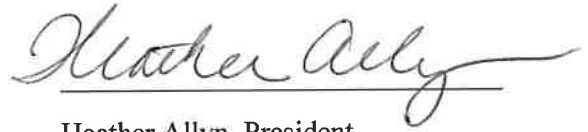
Posey County Purdue Extension Office Director, Kristen Lowry, stated that she is asking for the support for an educator line at the extension office when speaking with state elected officials.

Posey County E911 Director, Jamie Bradford, gave an update regarding the radio study that was done on February 9, 2023, and February 10, 2023. Mrs. Bradford stated that when the company gets the information compiled from the study, the company will be setting up a meeting with herself as well as anyone in the council, commissioners, or advisory board that would like to attend.

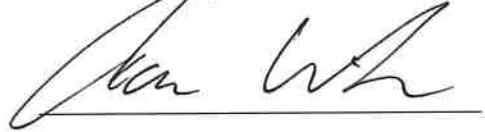
Posey County Council Vice President, Aaron Wilson, stated that the advisory board that was created to discuss the Sheriff's Department pay has gotten together and chosen a salary proposal to advertise. A. Wilson stated that the starting salary for a deputy would be \$54,500 with a \$2,500 increase per rank and years of service. A. Wilson stated that the starting salary for a jail officer would be \$43,000, with a \$2,500 increase per rank and years of service. A. Wilson stated that shift differentials have also been proposed, with 2<sup>nd</sup> shift being a \$1,500 increase, the split shift being a \$2,000 increase, and 3<sup>rd</sup> shift being a \$2,500 increase. A. Wilson stated that there would also be a college or special assignment incentive of \$1,000 for an associated degree, \$2,000 for a bachelor's degree, and \$2,000 for a special assignment. Posey County Sheriff, Tom Latham, stated that the special assignment consists of being an instructor of any sort. A. Wilson stated that the County had lost four deputies since October 2022, and they may be losing another deputy soon, and something needs to be done. Sheriff Latham stated that every year that county employees receive a raise, each level would increase by that amount as well. H. Allyn questioned some of the large increases in the pay scale; in particular, the detectives were mentioned. Sheriff Latham stated that the detective positions would be considered administrative positions and that the detectives would not be eligible for overtime. Sheriff Latham stated that the overall cost for the county is \$292,930 for 2023. Sheriff Latham stated that if moving forward with this salary proposal, the matrix will be eliminated. T. Schneider stated that the matrix is not completely being eliminated due to the pay scale still having levels for longevity. Sheriff Latham stated that employees would not receive the special assignment and an education incentive; they are only able to receive one or the other. Sheriff Latham stated that they will be receiving the higher amount of the two; the most that an employee is able to receive for the special assignment and/or education is \$2,000. Sheriff Latham stated that the employees will receive a shift differential based on the shift that they are assigned to, meaning if an employee is assigned to day shift and covers a shift for an employee assigned to third shift, the employee will still receive day shift pay due to the employee being assigned to day shift. T. Schneider stated that he would like to wait to move forward with the raises until the salary study comes back at the end of April. A. Wilson stated that he believes the county should move forward and advertise the second salary proposal and hold off on the shift differentials, education, and special assignment incentives. A. Wilson made a motion to advertise the

second salary proposal for the salary amounts and the incentives listed that were made by Sheriff Latham; Z. George seconded. The motion carried with a vote of 7-0.

No further business was discussed, and the meeting was adjourned.



Heather Allyn, President



Aaron Wilson, Vice President



Brandon Deig



Dave Dausman

Jerry Chastain



Zach George



Thomas Schneider

ATTEST: 