

## POSEY COUNTY COUNCIL, WEDNESDAY, OCTOBER 11, 2023

The Posey County Council met in regular session at the Hovey House on Wednesday, October 11, 2023, at 9 a.m. The following members were present at the said meeting: Heather Allyn, Aaron Wilson, Brandon Deig, Dave Dausman, Jerry Chastain, Tom Schneider, Zach George, County Attorney Josh Clayborn, and Auditor Maegen Greenwell.

H. Allyn called the Posey County Council meeting to order at 9 a.m. with the Pledge of Allegiance.

Pastor Wayne Nall led the Council in prayer.

### MINUTES

A. Wilson made a motion to approve the minutes from September 12, 2023; T. Schneider seconded. The motion carried with a vote of 7-0.

### CLERK'S REPORT

A. Wilson made a motion to approve the August Clerk's report; J. Chastain seconded. The motion carried with a vote of 7-0.

### TREASURER'S REPORT

A. Wilson made a motion to approve the September Treasurer's report; Z. George seconded. The motion carried with a vote of 7-0.

### J&K RADIO

Posey County E-911 Director Jamie Bradford introduced Tommy Simmons from J&K to the Council. Mr. Simmons explained to the Council that the current microwave system is inadequate and stated that the purpose of the microwave is to link all public safety sites together. Mr. Simmons stated that the current connections between the sites are not adequate. Mr. Simmons stated that the proposed microwave solution would improve the connections. T. Schneider questioned why Posey County has not had this system before. Mr. Simmons stated that Posey County currently has a microwave system but it is not what Mr. Simmons would consider a public safety system and is low grade equipment. T. Schneider stated that in the previous years, it had been understood that the equipment that Posey County currently has was adequate even though it was not due to the system not working properly. Mrs. Bradford stated that there is not currently an FCC License for the current microwaves because it was not required based on the microwaves that Posey County bought. Mrs. Bradford stated that Posey County should have bought an FCC License. Mrs. Bradford stated that there is a large dead spot in the middle of the county. Mrs. Bradford stated that by adding a tower at State Road 68 and Stillwell Road, the dead spot should be eliminated. Mrs. Bradford stated that most towers in the entire county will be raised to help with the West Franklin area problems. H. Allyn questioned if adding a new tower and raising all current towers was included in the \$810,000. Mr. Simmons stated that the new tower and raising of the current towers are included in that price. J. Chastain questioned if Posey County spends the money, then there will be no more issues. Mr. Simmons stated that this product is 99.999% reliable. A. Wilson questioned where J&K is located. Mr. Simmons stated that the Indianapolis location is the closest to Posey County out of the three Indiana locations they have. A. Wilson questioned if J&K was in business five or six years ago. Mr. Simmons stated that J&K is a family business that has been in Indiana for fifty-seven years. A. Wilson questioned if J&K was approached by Posey County when the microwave system was redone in the past. Mr. Simmons stated that J&K was not approached. H. Allyn questioned if this change would require new radios, switchboards, or any new equipment. Mr. Simmons stated that there would be possibly miscellaneous equipment at dispatch. Mr. Simmons stated that the radios are separate and should not need

to be replaced. J. Chastain questioned that within the \$810,000, everything would be up to 99.999% compliance without any additional funding. Mr. Simmons stated that it would. Mr. Simmons stated that the new microwave will allow the system to be more efficient and provide the 99.999% compliance. Posey County Auditor Maegen Greenwell stated that the contract between Posey County and J&K had not been signed by the Commissioners. Mrs. Greenwell informed the Council that the County Attorney, Joe Harrison, stated that it would not be appropriate to sign the contract with no guarantee of funding from the council. J. Chastain and Z. George stated that they would like to see the contract. D. Dausman stated that he would like to see retainage in the contract to protect Posey County fiscally. D. Dausman stated that retainage would mean that the last ten percent of the payment is held for a year in order to make sure everything is working properly. Mr. Simmons stated that he would need to run the possibility of retainage through the company controller. Mr. Simmons stated that he could possibly have an answer this afternoon. Z. George made a motion to approve the appropriation request of \$810,000 for the new microwave system with the request for the ability to review the contract; A. Wilson seconded. The motion carried with a vote of 7-0.

### **LOCAL INCOME TAX DISCUSSION**

H. Allyn stated that she has suggested that Posey County set an increase of 0.1% for Public Safety Tax and 0.1% for EMS LIT. County Attorney Josh Clayborn stated that the 0.1% for Public Safety Tax would be divided between Posey County, Mount Vernon, Cynthiana, Griffin, New Harmony, and Poseyville on a percentage basis tied to population. Mr. Clayborn stated that the 0.1% EMS Lit will be used strictly for Posey County EMS. Mr. Clayborn stated that Posey County Council makes up 64.9 votes out of 100 for the Local Income Tax Council. H. Allyn stated that these tax increases will affect the population that lives in Posey County and the population that is employed in Posey County. D. Dausman questioned if the council was aware of the dollar amount of impact that the projected raise would have on Posey County Government. Posey County Auditor Maegen Greenwell stated that the EMS Lit will give Posey County Government an additional \$838,776 and the Public Safety Tax increase will give Posey County Government an additional \$98,903. H. Allyn stated that if this increase is approved and filed by November 2023, the increased rates will go into effect in January 2024.

Poseyville Town Council Representative Justin Rutledge stated that Poseyville appreciates the work that the Council does. T. Schneider stated that the tax increase being voted on is necessary.

Z. George made a motion to approve the 0.1% increase for Public Safety Tax and 0.1% increase for EMS Lit; T. Schneider seconded. The motion carried with a vote of 7-0.

A. Wilson left the meeting.

### **2024 BUDGET**

Posey County Auditor Maegen Greenwell stated that the council met in September and established a draft budget. Mrs. Greenwell stated that the Auditor's Office then inserts the information into Gateway. Mrs.

Greenwell stated that the Form Four is created following the entering of the information is to adopt a budget and levies. Mrs. Greenwell stated that if any changes are made in the current meeting, the council will need to meet again in order to review the updated Form Fours. Mrs. Greenwell stated that if salaries are the only change made, the salary ordinance can be changed, and additional can be done in 2024. H. Allyn questioned when Form Four needed to be turned in. Mrs. Greenwell stated that Form Four needed to be signed and completed within the next seven days. H. Allyn stated that the Form Four document has to be signed in person and cannot be stamped. H. Allyn suggested leaving the budget as it is and making any adjustments needed to the salary ordinance.

D. Dausman stated that the EMS Director is making \$7,000 less than his employees due to scheduled overtime. H. Allyn questioned if it was the same in the highway department. Highway Superintendent Steve Schenk stated from the audience that it is the same in the highway department. Z. George stated that he has no concerns with the budget outside of the salaries. J. Chastain made a motion to pass the budget as presented and to revisit the salaries; Z. George seconded. The motion carried with a vote of 6-0.

#### **FORM FOUR**

Posey County Auditor Maegen Greenwell stated that Posey County Form Four, Posey County Solid Waste Management Form Four, Griffin Bethel Township Fire Form Four, and Wadesville Center Township Fire Form Four need to be signed and approved. T. Schneider made a motion to approve the Form Fours; B. Deig seconded. The motion carried with a vote of 6-0.

#### **SALARY**

H. Allyn stated that some employees work thirty-five hours while others work forty hours. H. Allyn stated that the E-911 Director works forty hours per week, and the EMS and EMA Director work thirty-five hours. H. Allyn stated that hours per week should be addressed as well. H. Allyn stated that some employees make overtime, and some do not. Z. George questioned if the Sheriff's Office is forty hours per week. Posey County Auditor Maegen Greenwell stated that is correct. H. Allyn questioned Posey County Sheriff Chief Deputy Jeremy Fortune if he was forty hours per week and with no overtime. Mr. Fortune stated that was correct. T. Schneider stated that exempt and non-exempt employees fall under the Fair Laborers Standard Act. County Council Attorney Josh Clayborn stated that was correct. Mrs. Greenwell stated that the County Commissioners are responsible for setting the hours worked per week, and the County Council is responsible for the Fair Labor Standard Act Status. Mrs. Greenwell stated the council determines the salaries along with being exempt or non-exempt. T. Schneider stated that he does not recall deciding which employees were exempt or non-exempt. T. Schneider stated that he does recall the commissioners changing the work week from forty hours to thirty-five hours per week. J. Chastain stated that the EMS Director's salary is closer to \$75,000 than \$62,000 due to Paul Micheletti working forty hours instead of thirty-five. Mrs. Greenwell stated that the Auditor's office is projecting the EMS director to make around \$78,000 after overtime. Z. George questioned if every employee in EMS works thirty-five hours work week. Mrs. Greenwell stated that all EMS employees are based on forty-hour weeks except for the director's position, which is based on thirty-five hours per week.

J. Chastain stated that after meeting with the judges, he believes the court reporters were not raised as much as they should have been. H. Allyn stated that salaries were compared to Mount Vernon offices, and there were no court reports within the city to make a comparison. H. Allyn stated that she was contacted by the judges as well. H. Allyn stated that Posey County will never be able to compete with some areas. H. Allyn stated that the range of some court reporters in Vanderburgh County goes into the \$60,000 area. H. Allyn stated that Posey County will not be able to compete with that amount. H. Allyn stated the current budget is approved at \$47,500. J. Chastain stated that he is recommending \$50,500 for the court reporters. H. Allyn stated that the prosecutor's office has made the same amount as the court reporters in past years. D. Dausman stated that the percentage of increase for other offices compared to the recorder's office is significantly different. D. Dausman stated that he would like to discuss the recorder's salary further. H. Allyn stated that Commissioner President Bill Collins requested that the head of maintenance position be increased. H. Allyn stated that there is already a difference in the head maintenance position versus the other positions. H. Allyn gave the present commissioners an opportunity to speak, and they declined. Mrs. Greenwell stated that any changes needing to be made will need to be made by December.

H. Allyn questioned the Council if they should place longevity consistent with all merit officers or keep it as it is. Z. George questioned what positions that this would affect. H. Allyn stated that it would affect the Sheriff's Chief Deputy position. H. Allyn stated that this final decision could be made in December, as well as the decision regarding the EMS Director, Court Reporter, Recorder, and prosecutor positions.

Purdue Extension Employee Kristin Lowry stated that her office staff was made aware of the job description questionnaire two weeks after the due date. Mrs. Lowry stated that there was a twenty-four-hour turnaround with the job description. Mrs. Lowry stated that the job description of the Purdue Extension Office Manager is similar to those of a First Deputy in other offices. Mrs. Lowry stated that the Office Manager does more than secretarial work. Mrs. Lowry stated that the Office Manager does account balancing and financial management for the extension office as well. Mrs. Lowry stated that it does not make sense how some employees in a certain category are receiving a small increase, and others are receiving a significant increase based on the salary study. Mrs. Lowry stated that longevity makes a difference. H. Allyn stated that the Sheriff's Department is the only department that receives longevity.

Posey County Treasurer Vicki Peerman stated that the reason that employees were switched to a thirty-five-hour week was due to getting control of the comp time. Mrs. Peerman stated that the update was much easier for payroll and for the employees as well. Mrs. Greenwell stated that the thirty-five-hour week eliminates the total comp hours accrued. Mrs. Greenwell stated that any comp time accrued from thirty-five to forty hours is straight that, and any comp time accrued above forty hours is time and a half.

EMS Director Paul Micheletti stated that the Highway Superintendent position is different from the EMS Director position and should not be compared. Mr. Micheletti stated that his employees receive regular pay, scheduled overtime, and sleep time just by walking in the door. Mr. Micheletti stated that for the Highway Department's overtime is for hours worked over their normal hours and EMS Employees are paid more based on their normal hours with no extra shifts. Mr. Micheletti stated that he makes \$8,681.00 less than his employees, who only work their scheduled hours compared to his salary. Mr. Micheletti asked if the council understood. Z. George stated that the confusing part to him is that the EMS Director is an appointed position that makes overtime, and the Sheriff's Chief Deputy does not make overtime and is also an appointed position. Z. George stated that the Council is attempting to understand who made the decision on the hours worked per week for each department and why the decision was made. Mr. Micheletti stated that he wants to make sure that it is clear that the EMS employees are making more than the EMS Director by walking through the door and working no overtime shifts. Mrs. Greenwell stated that during the week that EMS Employees work three scheduled shifts, the employees work a total of seventy-two hours. Mrs. Greenwell stated that comparing an employee who works seventy-two hours in a week to an employee who works thirty-five hours in a week is hard to do. Mrs. Greenwell stated that the proposed hourly rate of the EMS Director is \$34.61 per hour, a Paramedic is \$23.80, an Advanced EMT is \$22.00 per hour, and an EMT is \$21.00 per hour for 2024. Mrs. Greenwell stated that the EMS Director is being paid eleven dollars more on the hour compared to a Paramedic. D. Dausman stated that it cannot be looked at the salary that way due to the blocked scheduling that the EMS Employees work. H. Allyn stated that the Council has discussed if it was possible for EMS to work twelve-hour shifts and to hire more employees. H. Allyn stated that there are some EMS Employees making close to \$100,000. Mr. Micheletti stated that those employees are working overtime. H. Allyn stated that the salary on the salary ordinance is based on forty hours for employees not including any scheduled overtime. H. Allyn stated that for the Highway Superintendent, it does not matter how many hours the Superintendent works because he does not get paid for more than forty hours. H. Allyn stated that if the EMS Director position received an additional raise, it would make sense for the position to receive a forty-hour per week salary with no opportunity for overtime. Mr. Micheletti stated that he is also a paramedic and works as a paramedic for some shifts. Z. George stated that clarification is needed on the hours per week that are worked. Mrs. Greenwell stated that she is not able to clarify because she is not sure why the hours per week are different. J. Chastain questioned if overtime compensation is received after thirty-five hours. Mrs. Greenwell stated that straight time is earned until forty hours, and overtime is earned from any hours labored over forty. Mrs. Greenwell questioned if the Council wanted to have a special meeting. H. Allyn stated that the Council will look at calendars following the meeting to figure out a day for a special meeting to discuss salary changes.

### ADDITIONAL APPROPRIATION REQUESTS

Jeremy Fortune, Posey County Sheriff Chief Deputy, is requesting the following additional:

\$1,000.00 into the equipment line of the K9 Fund. Chief Deputy Fortune stated that this donation was received from the Mount Vernon Lions Club.

\$100.00 into the training line of the K9 Fund. Chief Deputy Fortune stated that this was a donation. Chief Deputy Fortune stated that he was unsure where the donation came from.

\$2,000.00 into the firearms line of the Firearms fund. Chief Deputy Fortune stated that this donation was made by WSI.

T. Schneider made a motion to approve the following additional; Z. George seconded. The motion carried with a vote of 6-0.

Area Plan Director Mindy Bourne is requesting the following additional:

\$1,120.00 into the legal services line of the Area Plan County General fund. Mrs. Bourne stated that this additional is to cover attorney fees from Trent VanHaaften.

\$9,200.00 into the Clerical Assistant line of the Area Plan County General fund. Posey County Auditor Maegen Greenwell stated that this money will be used to cover the additional employee given to Area Plan for the remainder of the year. Mrs. Greenwell stated that this line was created for this new position. H. Allyn questioned if an employee was found to fill the position. Mrs. Bourne stated that there was, but the person who would be taking the position had to give her previous employer a thirty-day notice. Mrs. Bourne stated that the new employee has been working two days a week and will start full-time on October 20<sup>th</sup>.

D. Dausman made a motion to approve the following additional; J. Chastain seconded. The motion carried with a vote of 6-0.

Posey County Auditor, Maegen Greenwell, is requesting an additional appropriation of \$210,000.00 into the Building Repair line of the Cum Cap fund. Mrs. Greenwell stated that this additional will be used to cover the expenses of remodeling the existing Purdue Extension office in the Coliseum to suit the remaining probation officers that are currently in the Courthouse. H. Allyn questioned if that amount included moving the extension office. Posey County Commissioner Greg Newman stated that the additional is only to cover the renovation. Mr. Newman stated that the estimate from the engineer was higher than anticipated. Mr. Newman stated that by getting the additional appropriation, the Commissioners would be able to bid out the project and decide from there if any bids would be approved. H. Allyn questioned if it had been decided where the Purdue Extension office would move to. Mr. Newman stated that it was being discussed but had not been decided. H. Allyn questioned if the entire current Purdue Extension office area would be used. Mr. Newman stated that it would all be used. Mr. Newman stated that there will be two restrooms for drug tests, and the rooms need to be soundproof. Mrs. Greenwell stated that electrical and HVAC need to be moved. H. Allyn stated this is the proposed amount and the bids will hopefully be less. T. Schneider made a motion to approve the additional appropriation of \$210,000.00; J. Chastain seconded. The motion carried with a vote of 6-0.

Posey County EMS Director, Paul Micheletti, is requesting the following additional appropriations:

\$70,000.00 into the sleep timeline of the EMS County General fund. Mr. Micheletti stated that this additional is to cover the remaining sleep time for the remainder of the year. Mr. Micheletti stated this is due to the increasing of the sleep time rate from \$10.00 per hour to the employee's hourly rate. H. Allyn stated that the sleep time line budget increased for next year. Mr. Micheletti stated that Posey County has to budget for the employees not being called out and receiving pay from sleep time.

\$10,000.00 into the vehicle maintenance and repair line of the EMS County General fund. Mr. Micheletti stated that this additional appropriation is to cover the cost of repairs of an older fleet. Mr. Micheletti stated that Posey County has used a lot of money in order to keep the older fleets running. Mr. Micheletti stated that within the next six to nine months, Posey County EMS is receiving a remount within the next couple of weeks and receiving a new ambulance in the first quarter of 2024. Mr. Micheletti stated that with this remount and new ambulance, we will be doing a lot better.

\$28,925.00 into the operating supplies line of the EMS Maintenance fund. Mr. Micheletti stated that the additional appropriation will be used to replace the Life Pack 15 Monitor/Defibrillator. Mr. Micheletti stated that Posey County EMS has a \$6,500 credit for trade-in. Mr. Micheletti stated that the additional appropriation will also be used to buy a keyboard for charting to replace a broken keyboard and lockers for the Poseyville EMS station. T. Schneider stated that this is just an appropriation out of the EMS Maintenance portion of the revenue. Mr. Micheletti stated that was correct. Mr. Micheletti stated that he is trying to be fiscally responsible and not ask for an increase in lines that are getting low.

T. Schneider made a motion to approve the following additional; J. Chastain seconded. The motion carried with a vote of 6-0.

Posey County Auditor Maegen Greenwell, speaking on behalf of Chief Probation Officer Michelle Fortune, is requesting an additional \$6,000.00 into the drug screening line of the adult probation fund. Mrs. Greenwell stated the additional appropriation would be used to fund the costs of drug screens through the end of the year. B. Deig made a motion to approve the \$6,000 additional appropriation; T. Schneider seconded. The motion carried with a vote of 6-0.

#### **TRANSFER REQUEST**

Posey County E911 Director Jamie Bradford, requests a transfer of \$3,500.00 from the equipment line of the E911 County General fund to the contractual services line of the E911 County General fund. Mrs. Bradford stated that this transfer will cover the total cost of the maintenance contract and help cover other IOT/IT Resources contracts through the end of the year. J. Chastain made a motion to approve the transfer of \$3,500.00; B. Deig seconded. The motion carried with a vote of 6-0.

Posey County Auditor Maegen Greenwell is requesting a transfer of \$900.00 from the part-time clerical line in the Auditor County General fund to the travel line in the Auditor County General fund. Z. George made a motion to approve the transfer of \$900.00; D. Dausman seconded. The motion carried with a vote of 6-0.

#### **DEPARTMENT UPDATES**

Posey County Sheriff Chief Deputy Jeremy Fortune gave the following inmate housing update:

30 Vanderburgh

19 DOC

111 Posey County

160 total

\$43,012.50 was taken from Vanderburgh County in July

\$37,762.50 was taken from Vanderburgh County in August

H. Allyn questioned how the Sheriff's Office is on staffing. Chief Deputy Fortune stated that three new deputies were sworn in yesterday. Chief Deputy Fortune stated that there are three deputy positions open, with two people who have passed the test and are waiting for interviews. Chief Deputy Fortune stated that five people applied, one person showed up, and one passed the last test. H. Allyn questioned where the applications were coming from. Chief Deputy Fortune stated that one of the new deputies that was hired is from Spencer County; one is from Illinois, and the other one is from Mount Vernon. Chief Deputy Fortune stated that the other candidates that the Sheriff's Office hopes to interview are from Spencer County and Wadesville. Chief Deputy Fortune stated that he believes people are applying because of word of mouth.

H. Allyn questioned how the jail staffing is going. Chief Deputy Fortune stated that he is unsure but as far as he knows we are fully staffed.

Area Plan Director Mindy Bourne introduced the new Area Plan Administrative Assistant, Taylor Elmendorf, to the council.

H. Allyn questioned Posey County EMS Director Paul Micheletti if the cameras at the gas pumps had been watched. Mr. Micheletti stated that he has not, but all gas pumps are locked, and one is under a camera.

Mr. Micheletti gave the following update:

222 Request

160 Transports

\$108,209.00 was collected in September.

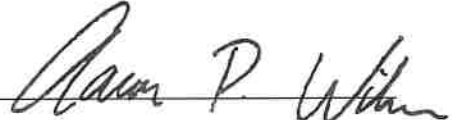
Mr. Micheletti stated that Posey County EMS is down one paramedic and one EMT. Mr. Micheletti stated that EMS is in the interviewing process. Mr. Micheletti stated that there were no Paramedic applications. Mr. Micheletti stated that he anticipates the EMT position will be filled before the next meeting. Mr. Micheletti stated that the open Paramedic position is from Amy Woodley moving to the community paramedic position. H. Allyn questioned how Amy Woodley was doing in the community paramedic position. Mr. Micheletti stated that she is doing great and has appointments with citizens from all over Posey County. Mr. Micheletti stated that Amy is responding to incidents and working closely with the health department. H. Allyn questioned if the position was housed in the health department. Mr. Micheletti stated that the

position is located at Black Township. Mr. Micheletti stated that the Community Paramedic vehicle needs to be stored in a sheltered area due to the narcotics and medications kept in the vehicle, and Black Township had the sheltered space.

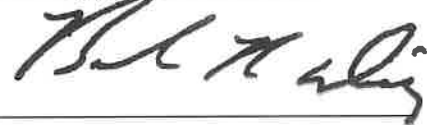
No further business was discussed, and the meeting was adjourned.



Heather Allyn, President



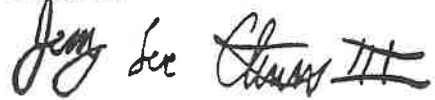
Aaron Wilson, Vice President



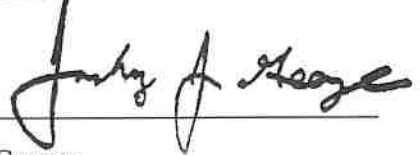
Brandon Deig



Dave Dausman



Jerry Chastain



Zach George



Thomas Schneider

ATTEST: 