

Gibson County Council Regular Session Agenda January 11, 2022

The Gibson County Council met in Regular Session on January 11, 2022, at 9:00 a.m. at the North Annex Meeting Room.

Members Present: Dan Beard, William McConnell (resigned 1/1/2022), Derek McGraw, Jeremy Overton, Craig Pflug (absent), Jay Riley, and Michael Stilwell. Also present: Mike Watkins, Auditor, Kristy York, 1st Deputy to Auditor, Wendy Williams, 2nd Deputy to Auditor
The Council opened the meeting with the Pledge of Allegiance to the Flag.

Election of 2022 Officers - Councilman McGraw motioned to appoint Jeremy Overton as Council President, seconded by Councilman Riley. The vote was 5-0.

Councilman McGraw motioned to appoint Craig Pflug as Vice President, seconded by Councilman Stillwell. The vote was 5-0.

Councilman Bill McConnell submitted his resignation; Councilman McGraw took a moment to recognize Mr. McConnell's accomplishments, time of service, and thanked him for all his years of public service.

Approval of Minutes - December 14, 2021, minutes were approved as written.

Treasurer's Report – December 2021 report was acknowledged.

Department Reports

Park Board - Engineer Holden told Council that Will Neiderhaus had resigned from the Park Board. Gwen Hopkins will finish Mr. Neiderhaus last one-year term, which will end 12/2022; at that time a new appointment will be needed. The Judges appointment is up now so a new appointment is required, and they think they have someone to fill that seat. Bryan Blacklock is President; Jim Hook is Vice, and Rachel Johnson is taking the Treasurer's position that Gwen previously held, and the extension office ex-officio, Megan Hollis, will hold the Secretary's position. The Council needs to appoint Ms. Gwen Hopkins to fill Will Neiderhaus position as he was Council's appointment.

Sheriff Department – Sheriff Bottoms submitted his 2021 collections and jail population reports to the Council. Councilman Overton has copy of commissary fund report. Sheriff Bottoms questioned his 2022 budget and the prospect of buying a new car. They will look at budgets to see where this item was placed. Sheriff Bottoms is still looking for applicants at the Sheriff Department as they are still short 9 Jailers and 1 Dispatch Officer. They are testing on Saturday in hopes of filling some vacancies.

Health Department – Director Hornby gave Council reports. They are averaging 60 new COVID infections per day. She thinks the rise in cases is coming from everyone being indoors plus the holidays are contributing to this. They are vaccinating walk-ins on Mondays, Tuesdays, and Wednesdays; anyone can be vaccinated at this time. The Johnson & Johnson vaccine will go away when the supplies are exhausted. They tested 78 yesterday out of trailer and they are fielding a lot of questions from the public. She feels the vaccine is helping with the death rate.

EMS - Director Pond reminded Council that in November he had asked about using 1st responders and he was told to ask about insurance. He would like the Council's approval to allow 1st responders to work. The 1st responders will come from fire department, mostly. They are trying to work up a class to train these part time employees. It will help fill holes where they have vacancies. The part time people are

making \$13.10 per hour, and he would like to pay these 1st responders \$12.00 per hour. The council has no problem with this. This position will be added to the salary ordinance. Emergency Medical Responder (EMR) is the official title, with an hourly rate of \$12 per hour; this position cannot work more than 24 hours per week. They will stay within the guidelines for what they are trained. He would like to give this a try and see if it helps their employee shortages.

Director Pond explained the new contract with Malcon to collect fuel tax and Medicare reimbursements. These collections are to be split 50/50 with Malcon. They are afraid this will deplete their budget. They would like a new line created to track this; a transfer will be made to get started and if he needs money, an additional can be requested later in the year. Director Pond feels 2022 will be a record year for income; their highest on record is \$1.6 million.

New Business

2022 Appointments

Community Corrections Board - Councilman McGraw
 E911 Advisory Board - Councilman Beard
 Gibson County Solid Waste - Councilman Pflug
 Safety Committee - Councilman Beard
 Sheriff's Pension Board - Councilmen Overton and Riley
 Evansville Urban Transportation System – Retired Councilman McConnell's replacement
 Chamber of Commerce Ex-Officio – Councilman Stillwell
 Council Finance Committee - Councilmen Overton, Riley, and Pflug
 Regional Economic Development – Councilman Overton
 Gibson County Development - Councilman McGraw
 Gibson County Redevelopment - Phil Young and Bruce McIntosh
 Gibson County Economic Development - Councilman McGraw
 Gibson County Advisory Planning Commission – Councilman Stillwell
 Park Board – accept Will Neiderhaus resignation and appoint Gwen Hopkins to fill out the remainder of this term. Councilman Beard made the motion, seconded by Councilman McGraw. The vote was 5-0.

2022 Meeting Schedule – The Council looked over this schedule. Councilman McGraw motioned to approve the 2022 meeting dates, seconded by Councilman Riley. The vote was 5-0.

Personal Service Transfer Request

Community Corrections Fund 9122 Amount \$20,621.70	from 01-01-13 OT/PT To cover insurance in 2021	into 01-01-17 Insurance
Fund 2002 Supreme Court Admin Fees Amount \$12.78	from 01 01 10 Prob Officer To cover deficit in 2021	into 01 01 15 Perf/Insurance
Fund 1000 Superior Court Officer Amount \$211.86	from 36 01 18 Prob Admin Asst To cover year end salary 2021 to encumber into 2022	into 36 01 15 Juvenile Prob
Fund 1000 Superior Court Amount \$257.09	from 36 01 18 Prob Admin Asst To cover year end salary 2021 to encumber into 2022	into 36 01 30 Prob Officer

Councilman Riley motioned to approve all transfers as read, seconded by Councilman Beard. The vote was 5-0,

ADDITIONAL APPROPRIATIONS REQUESTS TO ADVERTISE

Fund 2000 Adult Admin Probation	\$15,000	Judges Supplement (Circuit, Superior,
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Fund 8895 IV-D Prosecutor Incentive	\$5,000	and Magistrate @ \$5,000 each)
Fund 2502 Prosecutor Deferral User Fees	\$5,000	Judges Supplement (Prosecutor)
		Judges Supplement (Chief Deputy Prosecutor)
Fund 1000 43 Public Defender	\$5,000	Judges Supplement (Public Defender)
2004 Circuit Court User Fees	\$56,000	Approved in 2021, unused amount needs appropriated for 2022.

Councilman Riley motioned to approve the advertisement of the above additional appropriations, seconded by Councilman McGraw. The vote was 5-0,

Fund 1000-51 Health \$5,000 Continuation of Health Nurse Supplement
 Councilman McGraw motioned to approve advertisement of this additional, seconded by Councilman Riley. The vote was 5-0. Director Hornby is not certain this additional is required, as she has a reimbursable grant coming that they can pay salaries from. She feels they can hold off on this and pay from grant funds. Councilman McGraw rescinded this motion, seconded by Councilman Riley. The vote to rescind was 5-0.

Pavment of Garmong invoice – Kay Vore is asking where the Council would like this invoice paid. Council requested a pre-construction line be added to the 1233 Fund. \$22,000 will be transferred out of professional services into the new pre-construction line. Councilman Overton explained that the EDIT budget had \$500,000 set aside for bond payments in 2021 and none of it was used. He feels this leftover money could be used to purchase the property they are trying to acquire for jail property. This item is still pending.

Union Contract - President Overton has written a letter to the Commissioners. He has shared that letter with the Council and asked them to be prepared for comments and questions. President Overton clarified that he does not feel the Commissioners have been open to the Council regarding the changes to the contract. In early 2021 Commissioner Fleetwood told President Overton that they had entered a new era of Commissioners and they would be working together. President Overton stayed in contact with Attorney Spindler and in July he told President Overton he felt like they would have input on the negotiations. Councilman Pflug met with EMS Director Pond, Commissioner Montgomery, and Union Representative Rick Voyles on 8/16/2021 to explain the budget requested could not be handled all at one time. They met again on 8/31/2021, that meeting ended with the same conversation, same result. On 8/19/21 President Overton asked Attorney Spindler for an update on negotiations and an expected timeline. A follow-up email went out on 8/26/2021 and Attorney Spindler returned the email stating he had left a voicemail for Union Representative, Rick Voyles; this was the last he heard on this matter. In the November 2021 Council meeting, President Overton reminded Commission Montgomery that they should consult with Council prior to approving changes in the contract. No information or communication was received from Commissioner Montgomery. Commissioner Key sent an email to President Overton on December 7, 2021 and President Overton understood the email to say Commissioner Montgomery had approved the contract and the Highway Department had already voted to approve the changes without consulting with Council. Commissioner Montgomery stated in the December 28, 2021 meeting that Councilman Overton was unaware of the changes made in the Townsend era of all take and no give. President Overton believes that some concessions were made by the County at the time, regardless, since that time, health insurance costs have increased by more than \$110 per week or \$5700 annually per employee; this has been completely absorbed by the County. At that time, the Highway Supervisor made \$40,000 per year; it is now \$50,644. Since that time, salaries for the highway employees, largely, have increased by \$2.19 per hour; approximately \$4500 annually. President Overton believes those salary ordinances and the ability to continue to pay such large shares of premiums were largely made possible by Mr. Townsend's negotiations in 2012. The Council fears the costs associated with the proposed contract changes could make it impossible to provide raises and/or continue to cover increases in future insurance coverage. Employees and Union Leaders should be informed of those

consequences prior to the Commissioners signing a contract that includes future increases to insurance. Commissioner Fleetwood had told President Overton that he would like to see the County employ 70 people at the highway department. President Overton feels with the current revenue streams, this is impossible; the County would have very little if any money to buy materials and equipment. Commissioner Fleetwood also disagreed with the Council on having legal counsel of their own. Gibson County's Council is one of the only Council's in the State without their own legal representation; President Overton feels they are not going to be able to avoid this any longer. He also feels adding the following four items would add extra difficulty to filling shifts in EMS, Sheriff, Jail and having full crews for the Highway Department.

- A. Eliminating the requirement for a doctor's signoff on more than 2 sick days (sets the County up for abuse). President Overton thinks the language says this is left to the discretion of the Highway Superintendent; President Overton feels the Auditor's Office should have overreach on this matter, not the Highway Superintendent.
- B. Taking major medical leave up from 4 weeks to 6 weeks and inclusion of spouse and children. They will be allowed to take these days in one day increments, which will cause difficulties and set the county up for abuse. President Overton feels paternity leave is an appropriate addition, however the addition of the spouse and children seems excessive. He felt the bereavement policy change was appropriate as well, providing all Council agree.
- C. Two personal days were added as well as two Holidays.

President Overton feels that A and B are unacceptable to the Council. In his letter, he will request Commissioner provide the Council the following information to move forward with decisions regarding 2022 Salary Ordinance:

- Proposed contracts with changes highlighted for Clerical, EMS, and Highway
- Timeline on Employee Handbook update that outline how the changes will impact non-union employees.
- What did the County Taxpayer get out of the negotiations process?

President Overton told other Council Members that with their permission he would send the letter to Attorney Spindler for dissemination to the Commissioners.

Councilman Beard asked for clarification on the sick days and doctors signoff; Councilman Beard does not have a problem with this change. He feels if you know someone is abusing sick days, they will use up their days and when they have no more sick time remaining, they will receive a write up. Wendy Williams explained that the entire county has this language in the employee manual; you can use 3 days without having a doctor's signoff. A doctor signoff is required after a 3-day absence; she feels everyone should be required to do the same thing. Councilman Beard agrees it should be uniform. Paternity leave is included in FLMA, unless they have paid time off. Maternity leave is paid thru major medical. Councilman Overton feels this should be clarified in the contract if it is going to be included.

Councilman Riley feels everyone needs to come together so employees are not in limbo. Councilman Overton agrees with this statement, but as far as he is aware, EMS has not negotiated their contract, nor does he feel a special meeting will be helpful until they have proposed contracts to share. Rick Voyles told Attorney Spindler that there is nothing scheduled on the EMS contract. Attorney Spindler feels it will be consistent with what has already been negotiated. Executive schedule will be set as soon as they have something. Councilman McGraw feels they need to move forward now and quit holding the employee's salaries hostage. Councilman Overton will put this information on letterhead and send it to Attorney Spindler. Councilman Overton and McGraw expressed concern about the changes in the contract that will affect monetary values. Councilman McGraw explained the County only has so much money and communication is key to everything. Auditor Watkins asked Council if they wanted to discuss the comp time addition to the contract. As Auditor Watkins understands this new change is if the highway employee works overtime, they will have the option to take overtime pay or bank the comp time. He feels a special set of records will have to be kept for this item, so we always know the amount of liability. Councilman Riley also feels language is needed to specify comp time might not always be an option if adequate department coverage is not available. Also, payroll department cannot have 35

employees requesting overtime pay at 35 different times; there must be stipulations. The highway department will need to understand that even though this item is in the contract, when the money is depleted from the budget, they will have to cut overtime. Payroll Department asked if they could receive their banked time paid out any time of the year. Councilman Overton feels the Auditor's Office should be involved in the executive session. They will have to be conscience of overtime; it is the same as comp time. If we have them sign off on comp or overtime, then the comp time will be transferred so you always know the balance of this line.

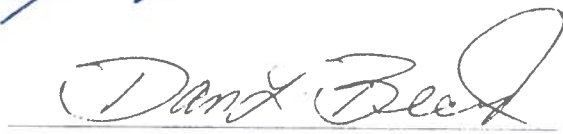
Ft. Branch Library – Library Director Happe told Council that she attended the December 2021 Council meeting in error as the library project had not been advertised. Now that this project has advertised, she is back and asked that the minutes reflect her presence.


Councilman McGraw motioned to adjourn.

Minutes from the January 11th, 2022 meeting


Jeremy Overton, President

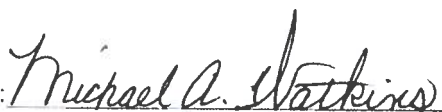
Craig Pflug, Vice- President


Dan Beard, Councilman


Derek McGraw, Councilman


Jay Riley, Councilman


Michael Stilwell, Councilman

Attest: 
Michael A. Watkins, Gibson County Auditor