

THE SHELBY COUNTY COUNCIL MET ON THURSDAY AUGUST 30, 2001 TO DISCUSS SALARIES FOR THE 2002 BUDGET.

PRESENT WERE COUNCIL MEMBERS MCCLAIN, EBERHART, KARMIRE, KASTER, GRAHAM, RIGGINS, CARMONY AND THE AUDITOR.

PRESIDENT MCCLAIN OPENED THE MEETING FOR DISCUSSION OF THE 2002 SALARIES. JASON KARMIRE WANTED CLARIFICATION FROM MIKE FLYNN ON CERTAIN EXECUTIVE POSITIONS AND SO'S THAT WOULD NOT RECEIVE ANY INCREASES AFTER ONE YEAR.

JASON KARMIRE POINTED OUT THE PROSECUTOR'S OFFICE ATTORNEYS AS AN EXAMPLE. JASON SAID IT GOES FROM ZERO TO 6 MONTHS, ONE YEAR AND NOTHING AFTER THAT. MR. FLYNN SAID THERE IS HIRE IN, ONE YEAR AND THREE LIMIT. MR. FLYNN SAID THE SALARY COULD BE SET ANYWHERE IN-BETWEEN AND YOU COULD HIRE IN ANYWHERE IN THE RANGE MR. FLYNN SAID THEY WOULD GET A 3% COLA LIKE ANYONE ELSE. JASON ASKED WHY SOME RECEIVED RAISED BASED ON 5 YEARS AND SOME STOPPED EARLY. JASON SAID THIS IS AN ISSUE AND THOUGHT THIS COULD NOT BE DISCUSSED TONIGHT BUT LATER ON. MR. FLYNN SAID THAT EXECUTIVE POSITIONS DO NOT GET A 6-MONTH INCREASE BUT ONLY ONE AT ONE-YEAR.

BOB CARMONY ASKED IF THEY WANTED TO MAKE A CHANGE IN THE SYSTEM AND WERE THEY UNDERCUTTING THE EFFECTIVENESS OF THE PROGRAM. MIKE FLYNN SAID THE SALARY COULD BE SET WITHIN THE RANGE BASED ON QUALIFICATIONS.

JASON SAID HE WOULD LIKE TO SEE NUMBERS FOR EXPERIENCE. JASON SAID HE WOULD LIKE TO SEE A REVIEW ON THIS AND SOME ANSWERS FROM THE CONSULTANT AS TO WHY THEY DID THIS AND WHAT THE LOGIC WAS. JASON WANTED TO KNOW HOW THE BASIS ON THE FIRST DEPUTIES PAY INCREASE? MIKE EXPLAINED THAT THE FIRST DEPUTIES WAS BASED ON THE ELECTED OFFICIALS PAY INCREASE.

JASON KARMIRE NOTED THAT CINDY EDWARDS IN THE PROSECUTOR'S OFFICE WAS NOT TIED TO THE PROSECUTORS INCREASE. MIKE SAID THE HE DISCUSSED THIS WITH THE PROSECUTOR AND THEY WERE TOLD TO BRING BACK WHAT THEY THOUGHT WAS FAIR. MIKE SAID THEY TOOK THE TWO HIGHEST AND THE TWO LOWEST AND LANDED SOMEWHERE IN BETWEEN.

JASON SAID THE JAIL OFFICERS NEEDED TO BE BROUGHT UP DUE TO THE FACT THEY KEEP LOSING OFFICERS AFTER THEY ARE TRAINED. JASON SAID THE COST WOULD BE ABOUT \$650.00 PER OFFICER. MIKE SAID THAT WHEN THE CITY LOSES AN EMPLOYEE THE COUNTY ALSO DOES BASED ON MARKET VALUE. MIKE SAID HE WAS CONCERNED HOW FAR THEY WOULD GO WITH THIS BEFORE IT COST AN EXORBITANT AMOUNT OF MONEY. MIKE SAID THE COMMUNICATIONS OFFICER IS EASY TO SOLVE BUT NOT THE CORRECTIONAL OFFICER. BOB CARMONY SAID HE WAS INCLINED TO THINK THAT A 10% INCREASE WOULD SLOW THAT DOWN.

BOB CARMONY SUGGESTED A REVIEW COMMITTEE AND SUGGESTED STAYING WITHIN THE FRAMEWORK TO MAINTAIN THE INTEGRITY AND TO FOLLOW THE SALARY SCHEDULE. BOB SAID THAT HE FELT THAT THE CONSULTANT DIDN'T TAKE INTO CONSIDERATION THE MARKET OF THE CITY AND THAT THEY SHOULD MATCH THE CITY. BOB SAID THE

RAMIFICATIONS COULD BE GREATER THAN THEY EXPECT. JASON SAID THAT THEY COULD MAKE UP THE DIFFERENCE FOR THE HEALTH INSURANCE IN PAY. PHIL KASTER ASKED WHAT CAN THEY AFFORD AND THAT THEY COULD ONLY AFFORD SO MUCH? PHIL SAID IT DOES NO GOOD TO GIVE THE STORE AWAY AND KEEP THE EMPLOYEES. PHIL SAID IF YOU GO THROUGH ALL OF THIS TO KEEP THE EMPLOYEES AND CAN'T AFFORD IT WHAT HAVE YOU ACCOMPLISHED?

JASON SAID SOME OF THE THINGS HE HAS BROUGHT TO ATTENTION ARE MINOR AND NEEDS CLARIFICATION AT THIS TIME. JASON SAID THINGS ARE TIGHT AND FELT WE NEEDED TO FOLLOW THE PAY STUDY SINCE WE HAVE PAID FOR IT. BOB CARMONY SUGGESTED APPROVING THE SALARY STUDY AND TO MAKE A GOOD FAITH EFFORT TO FURTHER STUDY THIS AND REVIEW AND THEN COST IT. THEN THE COUNCIL COULD LATER DECIDE. PHIL SAID THE ADDITIONAL APPROPRIATIONS HAVE KILLED THEM AND THAT NEEDS TO STOP. JASON SAID THE OFFICE HOLDERS NEED TO LOOK DEEP IN THEIR BUDGETS FOR FUNDS. JASON SAID IF THEY MAKE CUTS THEN THE OFFICE HOLDERS NEED TO LIVE WITHIN THEIR MEANS.

BOB CARMONY SUGGESTED A COMMITTEE SHOULD BE THE ONES TO DECIDE WHAT ADDITIONAL INFORMATION THEY NEED. SEAN EBERHART SUGGESTED THAT JASON KARMIRE SERVE ON THE COMMITTEE ALSO. PRESIDENT MCCLAIN SAID THEY ONLY HAVE SO MUCH AND THEY NEED TO LIVE WITHIN THEIR MEANS.

PRESIDENT MCCLAIN SAID THAT HE WANTED TO HEAR EACH COUNCIL MEMBERS VIEW. COUNCILMAN RIGGINS SAID THAT HE AGREED WITH THE SALARY ORDINANCE AND TO LIVE WITHIN THE STUDY, AND THAT MONEY WAS AN ISSUE, IF IT'S NOT THERE IT'S NOT THERE.

SEAN EBERHART SAID THEY HAVE THE PARAMETERS AND THE 3% COLA BUILT IN AND HE RECOMMENDED NO NEW POSITIONS. SEAN WANTED TO CLARIFY IF THEY COULD ADD IN NEW POSITIONS AT THE BUDGET HEARINGS. PHIL KASTER SAID ONCE YOU OPEN THAT FLOOD GATE AND GIVE THE FIRST ONE IT'S TOUGHER AND TOUGHER TO SAY NO AND LET EMOTIONS GET IN THE WAY.

JASON KARMIRE SAID HE FELT THE SCHEDULE WAS NOT PERFECT AND AGREED TO NO NEW POSITIONS. JASON SAID HE FELT THAT OVERTIME WAS ANOTHER ISSUE AND WANTED TO WAIT UNTIL THE BUDGET HEARINGS. BOB CARMONY SAID THAT HE NEEDED TO KNOW HOW MUCH MONEY HE HAS AND WHAT THE PROPOSAL IS AND THAT WAS THE PLACE TO START. BOB WANTED TO KNOW WHAT THE PROPOSAL IS AND JASON SAID TO DEFINE WHAT THAT IS. BOB ASKED HOW COULD YOU DO THIS WITH OUT KNOWING WHAT THE REVENUES ARE. JASON SAID IF YOU START WITH THE SALARY STUDY, 3% COLA AND NO NEW POSITIONS.

GREGG GRAHAM SAID THAT REGARDING THE POSITIONS THAT ARE OVERPAID AND ABOVE THE PAY STUDY HE WANTED ASSURANCE THAT THOSE EMPLOYEES WILL GET RAISES BEYOND 5-10 YEARS BECAUSE THEY HAVE LITTLE INCENTIVE TO STAY. JASON SAID IT IS AN ISSUE THAT KEEPS COMING UP AND NEEDS TO BE ADDRESSED BY THE COMMITTEE. GREGG SAID THE POINT IS THAT THOSE EMPLOYEES WHO ARE NEED TO STAY HERE 5-10 YEARS BEFORE THEY GET ANYTHING. SEAN SAID THE SALARY ORDINANCE COULD BE AMENDED LATER TO ACCOMMODATE. SHERIFF DEBAUN SAID HE USED THE MATRIX WITH A 3%.

THE AUDITOR SAID THAT REGARDING THE REVENUES SHE HAS KEPT IN CLOSE TOUCH WITH JASON AND HERB. MRS. BRUNK SAID THE TREASURER CUT THE INTEREST REVENUES BY \$38,000.00 THE LAST 6 MONTHS OF THIS YEAR AND \$100,000.00 FOR NEXT YEAR. THE AUDITOR SAID WITH THE PAY STUDY IN PLACE THEY WOULD STILL NEED TO CUT APPROXIMATELY \$842,000.00. MRS. BRUNK SAID IF THE OVERTIME WAS REDUCED TO THE CURRENT LEVEL THEY WOULD HAVE APPROXIMATELY \$750,000.00 TO CUT. MRS. BRUNK SAID THAT THERE NEEDS TO BE CLARIFICATION ON WHAT STUDY THEY ARE APPROVING. MIKE SAID THE 2002 ORDINANCE IS NOT READY FOR APPROVAL AND THAT WHAT HAS BEEN APPROVED IS THE 2001 SALARY ORDINANCE. MIKE SAID THE ELECTED OFFICIALS USED THE DRAFT FOR THE 2002 144'S.

SHERIFF DEBAUN SAID THAT HE USED THE MERIT DIVIDED BY THE NUMBER OF DEPUTIES AND FIGURED THE INCREASE AT \$714.00 PER EMPLOYEE SOME WOULD GET MORE OR LESS. FOR TWO YEARS THE INCREASE IS \$907.23, 10 YEARS \$1,196.31 AND 10 YEAR CAP IS AT \$1,409.31. TOM SAID THE CITY EMPLOYEES GET A \$1,200.00 RAISE AND THE COUNTY DEPUTIES \$714.00 AND THE COUNTY WAS GOING TO TURN INTO A TRAINING GROUND.

BOB CARMONY SAID THE COLA IS ONLY TO KEEP UP WITH INFLATION AND TO MAINTAIN THE SAME PURCHASING POWER AND NOT THE SAME AS A MERIT INCREASE AND WAS A DIFFERENT CATEGORY. PRESIDENT MCCLAIN STATED THAT WE CAN COMPETE THIS COUNTY BROKE, NO NEW POSITION AND HE DOESN'T SEE PAYING HIGHER RAISES AND NEW DEPUTIES AND WANTED TO STAY WITHIN THE PAY STUDY SCHEDULE AND AFTER THE FIRST OF THE YEAR THEY COULD SEE HOW THINGS ARE AND THEN MAKE AMENDMENTS IF THE MONEY IS THERE.

A MOTION WAS MADE BY KARMIRE TO USE THE 2001 PAY SCHEDULE WE GIVE A 3% ADJUSTMENT, IT WILL BE CAPPED AT 3% PLUS THE STEP UP FOR EACH POSITION SOME EMPLOYEES MAKE NOT GET ANYTHING SOME MAY GET 2%, SOME MAY GET THE FULL THREE. WE THEN TAKE THE FIFTY SOME ODD THOUSAND, THE SECOND YEAR INSTALLMENT, DO THE ADJUSTMENTS FOR THE INDIVIDUALS WHO ARE SUPPOSE TO HAVE IT, NO NEW HIRES, OVER TIME GETS LOOKED AT AND ADJUSTED AT THE BUDGET HEARINGS AND THE DEPUTIES BASED ON THE ELECTED, SECOND EBERHART. MIKE SAID HE PRESENTED THIS SAME IDEAL 4-5 MONTHS AGO AND THIS IS WHAT THE ELECTED OFFICIALS PREPARED THEIR 144' FROM. MIKE SAID THE 144'S WAS FINED TUNED BY THE AUDITOR AND HIMSELF AND THIS IS WHAT IS RECOMMENDED. MIKE SAID HE ALSO TOLD THE COUNCIL THAT NOT ALL EMPLOYEES WOULD GET 3% INCREASE. MIKE SAID THERE WAS THREE CLASSES OF EMPLOYEES, 14 MAKING MORE THAN THE STUDY, 40 EMPLOYEES THAT FALL SOMEWHERE LESS AND WOULD BE MAKING MORE OVER THE DRAFT IF GIVEN THE FULL 3% AND 97 EMPLOYEES STILL BELOW THE SCALE. A VOTE WAS TAKEN OF 4-2 (GRAHAM, RIGGINS).

MINUTES FOR THE PUBLIC HEARING WAS APPROVED AS PRESENTED KARMIRE, SECOND CARMONY, VOTE 4-0-3 (MCCLAIN, KASTER, RIGGINS)

PRESIDENT MCCLAIN SAID THAT EFFECTIVE TODAY ANY CONTACT WITH COONROD AND ASSOCIATES MUST BE APPROVED BY EITHER HIM OR JASON OR BY THE BOARD. PRESIDENT MCCLAIN SAID THAT SERVICES HAVE BEEN REQUESTED THAT ARE UNNECESSARY AND IS NOT BEING USED TO THE BEST OF THEIR NEEDS.

A MOTION TO ADJOURN WAS MADE BY EBERHART, SECOND KARMIRE
VOTE 7-0.

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ATTEST:

MARGARET L. BRUNK
SHELBY COUNTY AUDITOR