

DUBOIS COUNTY COUNCIL

FEBRUARY 23, 2009

The Dubois County Council conducted its monthly meeting on February 23, 2009, at 4:30 pm, in the Council Chambers of the Courthouse Annex. Present at the meeting were Board members Gregory A. Kendall, Jerry R. Hunefeld, Donna L. Schroeder, Mark A. Brescher, Scott J. Knies, Bonnie J. Luebbehusen, Martha A. Wehr, and Auditor Janet L. Sendelweck. President Kendall asked if there were any additions or corrections to the minutes of the last meeting. On a motion by Mark A. Brescher and seconded by Donna L. Schroeder, the minutes were approved as written. The motion carried unanimously.

RE: 2-1-1 UPDATE

Jane Chappell, 2-1-1-Steering Committee Co-Chairman, appeared to update the Council on the success of the 2-1-1 program and thank the Council for their donation. She will report on the program again in six months.

RE: HEALTH DEPARTMENT – SALARY FOR NEW PART TIME EMPLOYEES

Donna Oeding, Health Department Administrative Director, appeared to inquire if the part time data entry clerk and part time nurse she will be hiring will be subject to the policy of 90% salary reduction for 1 year for new employees. The Council deferred the decision until after a discussion concerning this policy was held later in the meeting. Later during this discussion, it was determined that the 90% salary reduction applied only to full time employees. It was the unanimous consensus of the Council that part time employees are to be paid according to the discretion of the department head based on the part time pay scale established by the 2009 budget for each department.

RE: ASSESSOR – AERIAL PHOTOGRAPHY

Assessor Gail Gramelspacher appeared to request an additional appropriation from the Plat Book Fund in Other Services in the amount of \$45,000 for new aerial photography for GIS. On a motion by Bonnie J. Luebbehusen and seconded by Mark A. Brescher, the additional appropriation was approved unanimously.

RE: ASSESSOR – SALARY FOR PART TIME EMPLOYEE

Assessor Gail Gramelspacher appeared to request permission to pay her part time employee Leah Giesler the part time rate of \$8.50 per hour rather than her current rate of \$7.30 per hour plus the 20 cent per hour pay increase given to part time employees for 2009. During the her training period, Leah was paid below the part time pay scale, but now she no longer needs supervision to do her job and the Assessor feels she deserves to be paid according to the part time salary scale. On a motion by Martha A. Wehr and seconded by Jerry R. Hunefeld, the part time rate of \$8.50 per hour was approved unanimously.

RE: SHERIFF – NEW CAR

Sheriff Terry Tanner appeared to confirm the Commissioners' approval to use \$75,000 to pay off 2 cars currently held under a 6 year lease program and use the balance toward the purchase of a new vehicle. 3 additional cars are to be purchased under a future lease agreement with a future \$75,000 additional appropriation.

RE: COMMISSIONERS – AMEND SALARY ORDINANCE

The Dubois County Commissioners, Randall L. Fleck, John G. Burger, and Lawrence M. Vollmer, appeared to request a modification to the current salary ordinance which requires a 10% reduction in salary for twelve (12) months for newly hired employees with no experience. The Commissioners expressed their concern about the probationary period of one year being too long and proposed shortening the 10% salary reduction period to three (3) months. The Commissioners also asked that the amendment be retroactive to January 1, 2009, and that the Council grant no exceptions to the policy. On a motion by Jerry R. Hunefeld and seconded by Bonnie J. Luebbehusen, Ordinance No. 2009-2, which was approved by the Commissioners, was approved unanimously.

AN ORDINANCE ESTABLISHING A REVISED PROBATIONARY PAY
SCHEDULE FOR NEW EMPLOYEES OF DUBOIS COUNTY, INDIANA

WHEREAS, The Dubois County Executive and Fiscal officers did on September 7, 1999, establish a policy whereby new, full-time employees of the County would initially be employed for a fixed period in a probationary status, having reduced compensation; and,

WHEREAS, Based upon the experience of the County officials with subsequent new employees, the County Executive and/or Fiscal officers have amended said original Ordinance on three (3) occasions, the final of which was an elimination of the probationary employment policy; and,

WHEREAS, It is now determined that a modified probation of three (3) months should be observed, with reduced compensation during that probationary period.

NOW THEREFORE, BE IT ORDAINED, That the compensation provisions, as contained in the Dubois County Employee Policy Handbook (Section III R) and in the wage and salary schedule and scale adopted from time to time and included in the annual Budget of Dubois County, shall be amended to add and shall be administered subject to the following provisions:

“The maximum wage or salary paid to a new employee of the County (excluding those covered by the Appendix to this Handbook), which employee does not have 12 months prior employment experience with Dubois County, shall be reduced so as to result in a maximum annualized wage or salary equal to the salary or wage established for the position held by the new employee during the first three (3) months of employment by the County shall be 90% of the normal salary or wage for the position held by said new employee. It is recognized that the schedules and appropriations of wages and salaries represent maximums, and that any office holder or supervisor may pay an employee a wage or salary less than the maximum. No exception shall be made from this policy as to any new employee.”

The foregoing policy and amendment to the Employee Handbook shall become effective as of January 1, 2009, and shall be applicable to employees first employed subsequent to the effective date hereof.

RE: 9-1-1 – ADDITIONAL APPROPRIATION

Janice Love, 9-1-1 Director, appeared to request an additional appropriation from the Emergency Telephone Surcharge Wireless in Other Services in the amount of \$130,000 due to the State's requirement of separating the land line and wireless surcharge monies. On a motion by Martha A. Wehr and seconded by Scott J. Knies, the additional appropriation was approved unanimously.

RE: HUNTINGBURG – JOINT 400 W UPGRADE

Brian Small, Huntingburg City Engineer, appeared to request that the County join with Huntingburg to upgrade 400 W in the amount of \$160,000. It was the unanimous consensus of the Council to approve the joint project subject to the availability of funding.

RE: MATRIX – COURTHOUSE TELEPHONE SYSTEM UPGRADE

Auditor Janet L. Sendelweck appeared to request an additional appropriation in Capital Outlay in the Cum Cap fund for a Courthouse telephone system upgrade in the amount of \$13,000. It was the unanimous consensus of the Council to advertise for the additional appropriation.

RE: NEXT MEETING

The next meeting of the Dubois County Council will be held on Monday, March 30, 2009, beginning at 4:30 pm, in the Council Chambers of the Courthouse Annex.