

## JOINT MEETING DUBOIS COUNTY COUNCIL AND COUNTY COMMISSIONERS

OCTOBER 6, 2015

The joint meeting of the Dubois County Council and County Commissioners was held in the Council Chambers of the Courthouse Annex in Jasper, Indiana, beginning at 6:00 p.m. (EST) on October 6, 2015. Meeting called to order with Pledge of Allegiance. Present at the meeting were Council Board Members Gregory A. Kendall, Charmian R. Klem, Craig M. Greulich, Jerry R. Hunefeld, Mary E. Beckman, Nick Hostetter, Martha A. Wehr and Commissioners Randall L. Fleck and Lawrence M. Vollmer.

- Jerry R. Hunefeld      Approximately 3 years ago suggestion was made to make changes in wages. Budget time was not the proper time for such discussions. No one will get what they want in budget, but compromise can be reached. Joint study committee should consider supervisor salaries and multi-year plan should be established for wages, with completion date by May 1, 2016. A nine point goal is proposed.
- Randall L. Fleck      I am in the process of comparison of Dubois County Wages with those of other Counties of similar size.
- Lawrence M. Vollmer      Stated it is important to look at the size in County population but also must look at cost of living difference in various areas of the State. Department heads must be based on supervisor responsibility and number of employees.
- Gregory A. Kendall      Stated he believes that time required outside normal business hours should be a factor in wages. Also benefits (health insurance) must also be considered. The cost to the taxpayer must always be considered.
- Nick Hostetter      Suggested that the supervisor positions should be divided between Council Members to review the jobs and pay levels, for comparison purposes.
- Craig M. Greulich      Stated that Dubois County must balance the budget. Pay should be based upon responsibility. If Dubois County would be a public business, we would be cutting jobs to meet the budget. The County is surviving on other funds rather than the general fund.
- Martha A. Wehr      Said it is difficult to compare the jobs expected from offices in various Counties. There is concern that the general fund is in a deficient balance. Also believes that an outside study should be done.
- Charmian R. Klem      Stated that consideration should be given to regular employees as well as supervised. Jasper used a University program when considering salaries as part of a survey.
- Mary E. Beckman      Stated Council members are not HR people. Must have knowledge to compare jobs, wages and abilities. Must have some expert knowledge that will gain trust for the Council's decisions. May be able to use volunteer HR personnel.
- Jerry R. Hunefeld      How do we know that information we use is correct? We do not know what an employee's job is, what they do, what are each truly worth. It is not a matter of truth. It is a matter of knowing the facts.

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Steve Berg	Must look an employee and supervisors. Wage should be based on hours worked.
Janice Love	There are many things to compare and this may differ from County to County. The Department head must decide who deserves wage increase. Feels that length of County employment and night work assignment should be considered.
Donna Oeding	Commissioners and Council should come to offices to see what each Department does. Department head is responsible to see that job gets done, and can do nothing without good employees. Department head must be an HR person and must run their Department.
Gary Eck	If use of professional, understand what they are saying. Know what their suggestions are.
Sheriff Staff	We are getting more and more work.
Sheriff Staff	We are not keeping local youth in the County and they are leaving for higher pay.
Donny Lampert	Employees and supervisors must be considered together. Do assessment of employees, even if it takes a period of time. Go to various departments in order to learn jobs. Employees have knowledge and Council must learn that by discussion.
Gail Gramelspacher	Must give consideration of length of service. Must also look at staffs in other Counties. Must have enough employees to get job done. Does not feel that Supervisor should be required to compare one employee with another. They are each doing their job and should be paid accordingly.
Sonya Steltenpohl	Feels strongly against giving extra to new employees or making exceptions to Handbook.
Bridgette Jarboe	Every office is different. Every position is different and new employee should receive less. As person moves from office to office, benefits should follow. Wages should increase with experience.
Gregory A. Kendall	Department heads should be involved in the next meeting.
Steve Berg	Should not have strict rule on 10% pay reduction for 90 days. Cannot hire good people.
Janice Love	Disagrees and says it takes 2 years to learn job.
Nick Hostetter	We need an HR Director. We need to talk to supervisors.
Craig M. Greulich	Has changed mind and feels that the County does need HR Director. Need to review comp time use (part time with comp time).
Gregory A. Kendall	It takes a consultant to set up a plan and then use plan when we hire HR person.
Martha A. Wehr	Everyone should be considered, length of employment should be considered.
Charmian R. Klem	Hours should be considered in pay rates, night work should be considered. Survey may give more information as to what employees desire (pay vs

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benefits). Survey is in process. Need to know what is desired. Will take two weeks. Results must be made available to everyone.

Mary E. Beckman Cost of benefit study has been volunteered. We need HR person.

Jerry R. Hunefeld Hears people saying we need HR expert. We should do it now.

Next meeting should be held November 17, 2015 at 6:00 p.m. in the Council Chambers at the Dubois County Annex.

**RE: ADDITIONAL APPROPRIATION**

Highway Supervisor Berg requested an additional appropriation from the Cum Bridge Fund in the amount of \$100,000 for materials. On motion made by Jerry R. Hunefeld, seconded by Craig M. Greulich, the appropriation was unanimously approved

Highway Supervisor Berg requested an additional appropriation from the Cum Bridge Fund in the amount of \$350,000 for 1200 S Bridge 147. On motion made by Martha A. Wehr, seconded by Charmian R. Klem, the appropriation was unanimously approved.