

RE: County Highway

Minutes
Vermillion County Council-Special
November 9, 2009
Commissioners Courtroom, Courthouse, Newport, Indiana

Vice-President Randy Dreher called the meeting to order at 6:30 and declared a quorum of Mike Carty, Lavonna Mattick, Mike Costello, and Randy Padish. John Cheesewright and Lary Langley were absent.

Also present were: Attorney Don Darnell, Auditor Phyllis Orman and First Deputy Amy Tolbert.

Dreher led in the Pledge to the Flag.

Milisa Carty, Paula Neild, Bill Clark, Tim Wilson, Harry Crossley and Kim Hawkins were all present to discuss ongoing issues with the county highway department. One issue was comp time. Neild gave the council a list of the comp time accumulated by each employee in the department and the value of that time. The total comp time accumulated throughout the department would have a value of just over \$62,000. It was explained that the most comp time an employees can accumulate is 380 hours. Carty asked who set the maximum and it was explained that the commissioners had done so years ago. Crossley explained that a lot of employees bank their comp time in case of a serious illness or injury which would require them to be off work for an extended time.

In additional to comp time, employees receive 10 sick days each year and are allowed to carry over up to a total of 30 days from year to year, meaning that an employer can actually accumulate a total of 40 sick days at the start of the year. Cary acknowledged that this is the information they requested but that it now raises more questions. Crossley explained that comp time is not paid, but taken as time off by employees. Carty said, unless we have to lay them off, then we have to pay it. Costello asked if the handbook referred to comp time and was told yes. He then asked where they were going to pay \$62,000 from when they lay people off. Crossley asked if they were going to lay off the whole department and Costello said no. Crossley that the two employees with the lowest seniority will likely be laid off, which Crossley said didn't make sense because they don't carry the insurance.

Clark said the hours accumulated by employees have been built up over a lot of years. Clark also added that the weather dictates 90 percent of their overtime.

The council also reviewed a sample of a spreadsheet which showed the hours worked by county employees during a month and what duties were performed during those hours. Crossley asked the council of divert some EDIT money to the highway department to

help fund it. Costello said the commissioners have to write a plan to use the money and that he thought Spurr was working on it.

Crossley asked the council to consider helping with the cost of the highway departments insurance by paying it through the general fund. Carty said he thought they already did that. It was explained that the council voted to do that for the rest of 2009 but not for 2010. Costello said it was not presented in the budget.

Costello moved to adjourn, seconded by Mattick. Motion carried unanimously.

Meeting adjourned at 7:03

Read in full and approved by the Vermillion County Council on the 14th day of December 2009.

John Cheesewright

Mike Carty

Lavonna Mattick

Randy Dreher

Lary Langley

Mike Costello

Randy Padish

Attest: _____
Phyllis Orman, Auditor