

**JOINT SESSION OF THE BOARD OF COUNTY COMMISSIONERS &  
THE COUNTY COUNCIL OF THE COUNTY OF FLOYD**

**August 19, 2021**

**3:30 P.M.**

**County Commissioners Meeting Room  
2524 Corydon Pike**

Shawn Carruthers called the meeting to order and led the *Pledge of Allegiance*.

**Commissioners Present:** President Shawn Carruthers, Vice President John Schellenberger and Tim Kamer

**County Council Present:** President Brad Striegel, Vice President Denise Konkle, Connie Moon, Danny Short and Dale Bagshaw.

**Absent:** Adam Roberts and Tony Toran

**Also Present:** Auditor Jacqueline Wenning, Recorder Lois Endris, Clerk Danita Burks, Assessor James Sinks, Treasurer Steve Burks, Sheriff Frank Loop, HR Director Michelle Portwood, Magistrate Julie Flanigan and Judge Carrie Stiller

**1. Discussion regarding potential benefit changes and COLA.**

Michelle Portwood stated she received feedback from some department heads stating that it would be hard to only carryover 5 vacation days due to scheduling.

Tim Kamer and Denise Konkle stated that there may need to be exceptions to the rule depending on department needs.

She also said that there were concerns that the Cost-of-Living Adjustment (COLA) would just be a one-time occurrence and not calculated annually.

Magistrate Flanigan stated all of the elected officials would like to discuss bringing the salaries up to where they should be, as was done for Operations, before discussing the changes to the handbook and benefits. They will not negotiate these types of changes before the budget cycle is completed.

Magistrate Flanigan stated all they are asking is to have an honest discussion on where the salaries need to be and then discuss the COLA and benefits. She stated she cannot keep quality support staff with the present salaries.

Judge Stiller stated that, in the past, employees received extra days off instead of raises but now they want to take 4 days away that were given in lieu of raises.

Sheriff Frank Loop stated the elected officials want be engaged with the Commissioners and Council to make the decisions on salaries.

Danny Short stated that the Council messed up by allowing some raises for almost 20% this year to certain department.

Sheriff Loop stated that he feels the Salary Appeals Committee should be done away with so all of the Council can hear from the department heads concerning raises instead of only two Council members.

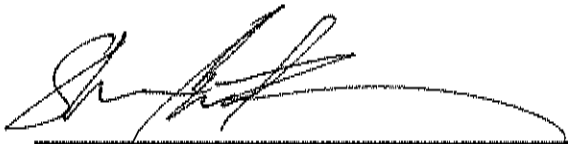
Connie Moon stated that she disapproves of some of the raises that have been given. Other departments question why they can not get the same raises.

Diana Topping stated that two third deputies in her office make \$31,500.00 a year, which comes out to \$15.14 an hour. With the proposed handbook changes of up to 3% COLA and taking away two personal and two sick days will calculate to approximately \$460.00 a year added to their pay. She stated that, according to the MIT living wage calculator, about 70% of the court house employees make less than the low end of the livable wage. She asked that they work with the department heads and discuss the salaries and benefits to discuss what is fair to all employees.

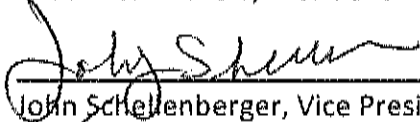
A number of employees spoke on how the handbook has changed over the years. With the present handbook, new employees walk in to the building with a lot of time off and if they don't stay, they cash out all of that time. In the past, the time off was earned gradually.

**Motion to adjourn. Moved by John Schellenberger. Seconded by Denise Konkle.**  
**Motion passed unanimously.**

**BOARD OF COMMISSIONERS**



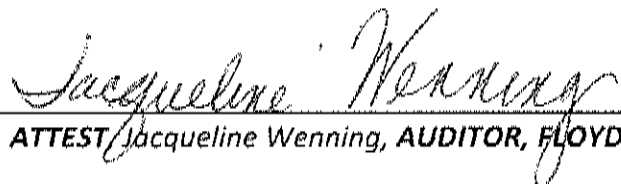
Shawn Carruthers, President



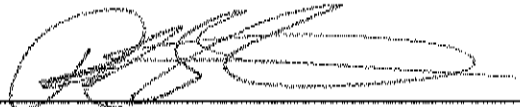
John Schellenberger, Vice President



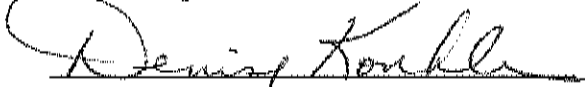
Tim Kamen, Commissioner

  
**ATTEST Jacqueline Wenning, AUDITOR, FLOYD COUNTY**

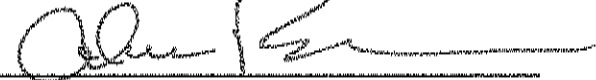
**FLOYD COUNTY COUNCIL**



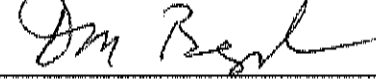
Brad Striegel, **PRESIDENT**



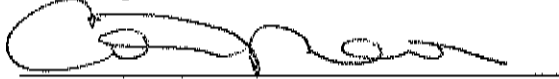
Denise Konkle, **VICE PRESIDENT**




Adam Roberts, **MEMBER**



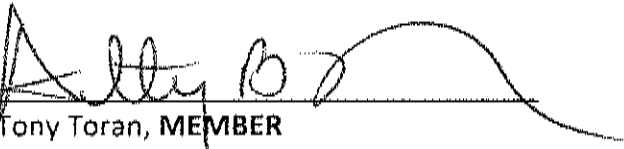
Dale Bagshaw, **MEMBER**



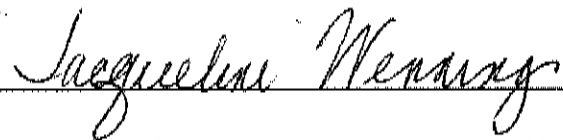
Connie Moon, **MEMBER**



Danny Short, **MEMBER**



Tony Toran, **MEMBER**



— **ATTEST, Jacqueline Wenning, AUDITOR, FLOYD  
COUNTY**