
Jennings County Council Meeting

Government Annex Building, Commissioners Meeting Room

August 11, 2020 6:00 pm

The meeting opened with Howard Malcomb leading the Pledge of Allegiance. All members were present with the exception of Mike Gerth (Dave Woodall came in late).

Charlie Weber made the motion to approve the prior meeting's minutes. Mandy Creech seconded. Motion passed unanimously.

Nicci Lucas, HR, reported on the job reclassifications through FLSA testing. This involves the classifications for the new time keeping. This will go in front of the Commissioners later this week. This determines if a job is exempt or non-exempt and classifies a job category. Nicci said that all full-time county employees are considered salaried, under the salary ordinance, they have to make a certain amount over the year. They have to put in the hours they are scheduled per week or the shortage of time has to be taken out of their Comp time, Vacation, Personal or Sick time that they have. The Chief Deputies were brought up as in this testing they would not get Comp Time. Much discussion is held on this. Nicci said it is ultimately up to the Commissioners to decide if the Chief Deputies are non-exempt or exempt. Nicci said all she was doing was the testing and present the results. She reported currently everyone is paid for 35 hours a week, over 35 to 40 is straight pay Comp Time and over 40 hours is time and a half comp time. Nicci said her recommendation to the Commissioners will be that the 1st Deputies (Chief Deputies) be non-exempt and would be able to receive Comp Time.

Tessia then reported that she has the Salary Ordinance, this has been changed to hourly rates. She is asking for this to be approved so that the Kronos time keeping system may be implemented. Charlie made the motion to approve the new ordinance. Dave seconded. Motion passed unanimously.

Tessia spoke on additional appropriations that were presented last month for the 2016 Go Bond for \$756.00 and the Rainy Day Fund for \$74,920.00. Charlie made the motion to approve this. Bob Ellis seconded. Motion passed unanimously.

The Violation Fund would need a reduction of \$40,000.00. Marie Shepherd, APC, felt this should be in the Unsafe Building Fund. Tessia explained that there was an appropriation for the Unsafe Building and this is to cover that. Dave made the motion to approve this. Charlie seconded. Motion passed unanimously.

Charlie brought up the budget stating that many departments requested more money than what was in last year's budget. He said that the Council needs to meet with these departments and make decisions. This needs to be finished by August 20. They will meet August 19 at 8:30 am. Charlie asked about the Commissioners Budget, Tessia said she submits for them. Charlie asked about changes for their health

County Council

Page 2

August 11, 2020

insurance. Tessia said additional appropriations will have to be asked for when the insurance amounts come in or a percentage could be figured in. Nicci said it would be 19%. Discussion was held on this.

Charlie also brought up that an additional appropriation was requested a few months ago for Indiana Unemployment. He said Indiana governments can elect out of paying the percentage amount on employees and pay what the actual unemployment costs are. He said this would be easier to budget for. Tessia said she talked to one of the Commissioners about it. Charlie said he thought it needed to be filed by November. He felt the Auditor could file the paperwork. Tessia said she will find out.

Dave made the motion to adjourn. Mandy seconded. Motion passed unanimously.



Tessia Salsman, Auditor



Mandy Creech



Howard Malcomb, President

Bob Ellis



Dave Woodall



Charlie Weber



Paul Belding

Mike Gerth