

Joint Meeting

**Switzerland County Board of Commissioners
and
Switzerland County Council**

Wednesday, November 8, 2017, at 6:40 p.m.

The Switzerland County Council and The Switzerland County Board of Commissioners met in a joint session pursuant to law and by being duly advertised.

Those present: council members: Glenn Scott, Rachel Schuler, Lisa Fisher, Mike Bear and Andy Haskell, commissioners: Josh South, Mark Lohide, and Jerry Monjar, and auditor, Gayle Rayles.

The meeting was opened at 6:40 p.m. by Commissioner President, Josh South.

#1 Employee Health Insurance

Mike Kramer with Pinnacle Advisory Group was present to explain the county's health insurance plan. He went over the stop loss policy, which is the only insurance premiums the county pays since the county is self-insured. There are several more people who will be under the stop-loss threshold of \$60,000.00 in 2017. This and overall industry costs will drive up the cost of our premiums in 2018 about 15%. There are administrative fees but they will not change for 2018. By far, the county's largest expense is the medical claims we pay.

Mike stressed the importance of employee education and getting them back to having their wellness screenings done on a regular basis. There was a discussion on a health fair for all employees to go over the wellness plan and basic benefits. The discussion included different means of enticing people to participate in the wellness plan including the HRA program we currently have and punitive actions.

Josh mentioned that he feels the amounts the employees currently pay toward their health insurance is way below the industry standard. Currently those with single coverage pay 1% and those with family coverage also pay 60% of the additional family coverage premium. He wants to consider an increase in the percentages possibly starting in 2019.

#2 School Endowment By-Laws

Mark said that Adam Cole had made the suggested changes to the School Endowment By-Laws and for the most part the changes were to correct some wording. There was one item that was missed when the by-laws were originally written. Wording has been added to say that no current school board member can serve on the School Endowment Board.

Mark said that one of the other items changed was to allow a member to attend a meeting through electronic media. There was quite a bit of discussion on this change with concerns about members abusing this policy.

School Endowment By-Laws (continued)

The third significant change has to do with the amount of compensation for board members being specific in the by-law. Several people felt this type of information needed to be in a separate ordinance that would be approved by council when future changes are made.

After some discussion, Josh made a motion for the commissioners to approve the Switzerland County School Endowment By-Law as proposed with no restriction on the telecom meeting attendance and removing the language pertaining to board members compensation, Jerry seconded the motion and all the commissioners agreed.

Andy made the exact same motion for council. Lisa seconded the motion and with no further discussion Glenn called for the vote. Rachel, Lisa and Andy were in favor. Mike and Glenn were opposed. The motion passed 3 to 2.

#3 Highway Trucks

Mark said that Darrell had quotes on replacement trucks for the highway department from International, Freightliner and Mack. The average cost is \$140,000.00 each. The price includes everything except salt beds. The ones we already have will work with new trucks. Mark said the new trucks quoted include plow attachments and the plows, which we already have. They commissioners would like to replace three of the nine trucks this year. As discussed in previous meetings, the trucks have a lot of miles on them and there are issues with the beds separating. Highway Department mechanic, John Day, said that we are better off replacing them. Josh said he would be inclined to go with John's recommendations since he has been the one working on them for years.

Andy asked is they had gotten a quote on leasing trucks. Mark said they had not.

Josh reminded council that when the commissioners asked for chip and seal money in April, council asked them to spend commissioners' money first and then ask for assistance if they needed it; now they are asking.

After further discussion, Glenn made a motion for council to give \$420,000.00 in Casino Revenue to the commissioners to replace three dump trucks; Rachel seconded the motion. The vote was unanimous in favor of the motion.

#4 Employees Health Insurance Premium Increase:

Glenn opened a discussion on the county covering the additional health insurance cost the employees would be paying in 2018 due to the fact that they are not receiving pay increases. There was a lengthy discussion on this idea. Josh stated that he had planned on changing the percentages the employees currently pay, increasing the rate over a number of years to be closer to industry standards.

Glenn asked Gayle if she felt the added cost would be about the same as flat raises discussed at a previous meeting. Gayle said that she thought it would be approximately the same or less.

Employees Health Insurance Premium Increase (continued):

Glenn made a motion for the County to cover the 2018 additional premium the employees would pay due to the rate increase; Lisa seconded the motion. The vote was unanimous in favor of the motion.

There was a discussion on the Council's decision not to give pay increases. Josh pointed out that this would be changing the percentage that the Commissioners set years ago. Josh said he felt the Council should have given raises and had the employees who take advantage of our plan pay the additional. Even if the cost were the same as the increase, it would be fairer to those who do not use our insurance.

Mark said that he felt the highway department employee who was responsible for writing all of the Community Crossing Grants the county received deserved a pay increase.

Lisa pointed out that the employee he was speaking of, as well as others she mentioned, received much higher salaries than those in other counties our size.

There being no further business to discuss Mark made a motion to adjourn. Lisa seconded and all agreed. Meeting adjourned at 8:10 p.m.

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Attest: _____
Gayle A Rayles, Auditor
Switzerland County, Indiana