

**CASS COUNTY
JOINT SPECIAL MEETING
December 28, 2022**

The Cass County Commissioners and County Council met at 3:30 p.m. in the Commissioners Hearing Room. Present for the meeting were Commissioners; Ryan Browning, Ruth Baker, Commissioner Elect Mike Deitrich, Council; Brian Reed, Tracy Williamson, Dave Redweik, Damon Foreman, Dean Davenport, Bruce Ide, Shawn Shoemaker, Councilman Elect Derek Pullen, Attorney Jeff Stanton and Auditor Cheryl Alcorn. Commissioner Mike Stajduhar was absent.

Those attending from E-911 Board – Mike Deitrich, Rick Bair, Ed Schroder, Tracy Williamson

Brian Reed opened the meeting with the Pledge of Allegiance.

Special meeting was called for purpose of discussion regarding E-911 Dispatch Salaries and Bonus Pay.

Commissioner Browning introduced recommendation to increase full time position salaries \$10,000 each to begin January 1, 2023 and one-time bonus pay for the year 2022 in the amount of \$7,500 to each full-time dispatcher and \$20,000 to the Director. Increasing salaries and bonus pay will help to retain current employees and attract applicants. Remove the training probationary pay period and increase the starting full-time dispatch salary from \$36,000 to \$46,000.

Dean Davenport and Dave Redweik questioned the timing of the recommendation. Why wasn't this addressed during budget season.

E-911 Director Tara Grigsby explained Dispatch has been operating with seven full time employees since she became director. That number will reduce to six employees as of this Thursday. That number should be twelve to run efficiently. The number of employees have declined over the past four years.

Commissioner Browning added, if we lose one more employee we lose our E-911 Dispatch and will need to source out to a neighboring county for services.

Director Grigsby asked for clarification of part time pay. Councilman Reed responded part time employee pay is at the discretion of the department head, by using the part time pay scale approved by council. Current part time scale for E-911 Dispatch is \$10 to \$21.50, to provide retirees to remain on staff as part time receiving current hourly rate at time of retirement.

Commissioner Browning asked council to keep in mind our E-911 Dispatch serves Ambulance, Sheriff, Logansport Police, Fire Departments, Coroner, Animal Control, and Emergency Management. If we out source to a neighboring E-911 service that opens up to problems in dispatching the wrong fire department or officer when response time is crucial.

Sheriff Schroder informed the council this year Dispatch Office scheduled 52 interviews of which only 24 showed and from those 19 were offered the position. Eight of the 19 accepted the position, six of the eight have quit. As a member of the E-911 Board, we have explored other options to offer potential employees. Increasing the salary is the most effective way to attract people to apply.

ORD. 22-09 2023 SALARY AMENDMENT – Brian Reed presented ordinance providing a salary increase of \$10,000 for E-911 full time positions. Ordinance includes increase of base salary from \$36,000 to \$46,000 and the removal of the 90 Day Probation Period. Ordinance reiterates the current provision for retired employees remaining as part time status shall continue current hourly rate at time of retirement.

During discussion it was noted the Assistant Director's salary is listed incorrectly at \$52,745, correct amount should read \$50,745 with notation of additional \$2,000 stipend.

Bruce Ide made a motion to approve Ordinance 22-09 correcting the Assistant Director salary increase from \$52,745 to \$50,745 with a \$2,000 stipend, Tracy Williamson seconded. Motion carried unanimously.

ORD. 22-10 E-911 DISPATCH BONUS PAY – Ordinance to provide one-time bonus pay for the year 2022 to the Director in the amount of \$10,000 and each full time Dispatcher \$7,500 employed as of December 31, 2022 including one trainee.

Bruce Ide open discussion of a sign-on bonus for applicants that successfully complete training and one year of employment.

Dave Redweik made a motion to approve Ordinance 22-10 amending Director's bonus payout from \$10,000 to \$15,000; adding the provision of said bonuses to be paid by the second payroll of January 2023; amending employee that commences training before December 31, 2022 is entitled to a one-time bonus of \$7,500 provided the employee successfully completes training and one full year of employment, Bruce Ide seconded. Motion carried unanimously.

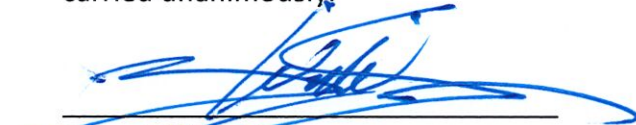
Commissioner Browning appreciated the council working with the Commissioners and E-911 Board and encouraged to continue joint sessions in the future.

PUBLIC COMMENT – Lora Redweik, 5524 N 600 East, Twelve Mile – Are the bonus pays taxed? Do current dispatchers or just the one in training, have to wait twelve months before receiving bonus? If a dispatcher leaves before the end of the year will they still receive bonus pay?


Council replied, bonus pay is taxed and only the one current trainee will need to complete one year of employment to receive bonus pay. Council is confident dispatchers will not leave before the end of the year. Purpose of the bonus pay and salary increase is to entice dispatchers to stay

ADJOURNMENT

Dave Redweik made a motion to adjourn, Shawn Shoemaker seconded. The motion carried unanimously.



Tracy Williamson



Dave Redweik



Dean Davenport



Damon Foreman

absent
Bruce Ide

abstain
Derek Pullen



Shawn Shoemaker

ATTEST: 

Cheryl Alcorn, Auditor