

48 Commissioners discussed the sick leave payout for exempt employees and the
49 changes to be made for 2019. Ms. Hall explained her understanding that annual leave
50 hours are statutorily wages and considered wages earned and must be paid, but sick
51 leave isn't treated the same. She said some departments track employee hours when
52 tracking costs for grant purposes. Commissioners would like to work on the personnel
53 policy section regarding exempt employee leave in order to provide consistency among
54 the departments.

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56 A Facility Dude maintenance presentation was requested by the commissioners for
57 presentation at department head meetings. Treasurer McCormack explained why she
58 doesn't like the program and why she believes it isn't worth it. She feared the employee
59 running the program would spend too much time inputting the data and would be taken
60 out of the work force and not maintaining the buildings. Commissioner Branch explained
61 his impression that it manages equipment maintenance. Treasurer McCormack said
62 most department heads do not like the program and wondered if a poll could be taken at
63 the meeting to see how many are opposed. Her concern was that the maintenance
64 supervisor told her he is at the desk 90% of his time doing the facility dude work. It has
65 taken him away from maintenance work on the ground.

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67 The District Court budget was reviewed and requests discussed. There are two court
68 Administrators with two very different compensations, stated Cari Hall. The District
69 Court Administrator previously provided her salary survey, but did not work through Ms.
70 Craig or Ms. Hilts for her wage request increase.

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72 Walt Stalder is the county's radio tech and does the repairs and maintenance for
73 communications. It was thought he should be added to Central Services. Ms. Craig
74 could not find comparable salaries for his position as many contract out the radio
75 programming portion and has each an employee for repairs and maintenance. She also
76 asked if more state funds could be contributed and they could not.

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78 Treasurer McCormack commented that the current expense carry over for November
79 2018 is more than it has been in a very very long time at \$2.3 million. The beginning
80 fund balance will be over \$1.4 million going into 2019. The options were discussed such
81 as paying off both fair and current expense loans at around \$340,000. It might be paid
82 off in March of 2019. Commissioner Hover discussed the budgeted amounts for the
83 loans going into 2019. He suggested budgeting in the extra into current expense
84 reserve but not move it in yet until liquid cash then pay the loan off then at a point in the
85 year we feel comfortable move it into current expense reserve. Both Leah and Cari
86 agreed that would be good. Ms. Hall then discussed her calculations of \$1.78 million.
87 Commissioner Hover would like to know the amount of unspent budget in each fund
88 budget to get an idea of how much will carry over there actually will be.

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90 Commissioners discussed the retirement rules for employees whose last day is
91 December 31st. The commissioners believe a pre-payment before the end of the year
92 would compensate the person before actually retiring. An MOU would be necessary to

93 pay a flat rate of \$1500 then do a 1099. It is critical to provide the proper training in that
94 department.

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96 Commissioners discussed the Jail overtime budget was discussed because the
97 statement has been there is overtime because they were not fully staffed but now that
98 they are fully staffed there appears to be the same five employees who consistently use
99 it at the end of the year even though they are fully staffed. It comes down to managing
100 the overtime and people according to the budget provided. Right now the overtime is at
101 \$270,452 which is the highest it has been even though the department is fully budgeted.
102 It will likely be over \$300,000 at the end of the year. Management needs to come into
103 the picture.

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106 The board adjourned at 5:00 p.m.

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