

**LAKE COUNTY BOARD OF COMMISSIONERS**  
**Special Meeting**  
**August 20, 2015**  
**10:00 a.m.**

Chairman Walls called the meeting to order at 10:02 a.m.

Commissioner Brunn said the prayer and the Pledge of Allegiance was said.

Deputy Clerk Lori DeWolf called the roll with the following Commissioners present:

Colleen Carrington-Atkins, John Brunn, Dan Sloan, Barb Stenger and Karl Walls.

Absent and excused John Fairbanks and Chuck Vayda

Commissioner Sloan moved for approval of the agenda, seconded Commissioner Carrington-Atkins, and by voice vote, carried.

**PUBLIC COMMENT** – *Limited to 5 minutes each, please!*

Larry Collier was present and stated it was a shame that the discussions being made today, can't be done with all Commissioners present.

Discuss results of the interviews and deliberate over preferred candidates.

Commissioner Brunn began with his choices. Mr. Deisch was his third choice, and Mr. Goodroe being his second choice. He stated Mr. Tucker was his first choice and gave examples why he would choose him over the other two.

Commissioner Stenger agreed with Commissioner Brunn and felt Mr. Tucker was superior with his interview. Her second choice would be Mr. Deisch and third choice would be Mr. Goodroe.

Commissioner Sloan agreed with both Commissioner Brunn and Commissioner Stenger and that Mr. Tucker has a business background and will be extremely good at catching on. His second choice was Mr. Deisch and third choice Mr. Goodroe.

Commissioner Carrington-Atkins stated since there are only three choices, Mr. Tucker was her first choice also.

Chairman Walls felt Mr. Tucker was an A+ candidate. With his knowledge and experience of negotiating and knowing what is best for the employees. His second choice was Mr. Deisch.

Commissioner Sloan moved for approval for the board to offer the position to Mr. Kris Tucker and for the Personnel Committee to begin contract negotiations. If Mr. Tucker does not accept this position, to move on and offer it to Mr. Deisch, seconded by Commissioner Brunn.

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Discussion followed regarding having two separate motions on the table and Commissioner Sloan explained the reason why he made the motion in this matter, so someone is in place by the end of September, 2015. Commissioner Stenger would like to discuss with the Full Board what negotiations should be done through Personnel prior to the Personnel Committee meeting. Discussion followed regarding the negotiations and salary rate. Commissioner Sloan called the question.

Roll call vote on the above motion is 4 yes, 1 NO Commissioner Carrington-Atkins and 2 absent and excused Commissioners Fairbanks and Vayda.

Discussion followed regarding directions with the Personnel Committee. Commissioner Sloan stated he is firm on the \$70,000.00. This is something the County can afford and the County does offer a generous benefit package and with the projects going on, the County has the money for this.

Commissioner Carrington-Atkins brought up to have 2/3rds votes on decisions as this is a very important decision to make and agree to get input from other Commissioners. Chairman Walls stated this is out of the ordinary, but agrees to have the Personnel Committee take the lead and come back to the Board. He stated if anyone has any ideas, choices, concerns, etc. to email the Personnel Committee with questions.

Commissioner Carrington-Atkins moved for approval that any votes on the salary and benefits for the County Administrator's position be a 2/3rds vote requirement. Failed due to no second.

Being no further business, meeting was recessed at 10:30 a.m.

The Board reconvened at 1:02

**PERSONS SCHEDULED TO ADDRESS THE COMMISSIONERS**

Lake County Employees were present to explore retiree health benefits –

Chairman Walls asked that those who wish to speak to please come up to the table to be heard.

Lori DeWolf was present to discuss what was received from Carol Wallace and read such for the record, *See Exhibit "A"*. Ms. DeWolf also reviewed the cost savings that could be realized if or when Ms. Wallace retires.

Commissioner Sloan stated that this has been going on for several months and spoke on the fairness issue and named several issues. Ms. DeWolf answered Commissioners Sloan's concerns, 1<sup>st</sup> on the MERS Retirement issue and explained such. Some of the issue differences are because of the decisions made by the unions not by the Commissioners.

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Georgia Simpson was present and stated she has worked here for 24 years and many employees have worked here for many years. She stated she agrees with Commissioner Sloan on his statement of being fair with several issues and she does not want this consideration to end in 2017, which the insurance benefit could change. When she started at the County, she was told that after 20 years, she would have health insurance forever, and this has been changed 6 times since then. She suggested approving all current employees to have health benefits the same as the unions with no end date, and make changes with new hires. The Commissioners need to look at the fairness for the whole group, not just a selected few.

Tim Smith was present and thanked the board for taking the time to be here with the employees and listen to their concerns. He stated he started in 2003 and was told he would have insurance when he retired and would receive this after 65, but 2 years ago, unbeknownst to him, the over 65 was removed from the Personnel Policy, therefore taken away from us. If changes are made, those still active employees, should still be the same as it was when hired.

Commissioner Sloan reported on the current health plan that went into effect in 2009 and as we go into the future, we “PAY AS YOU GO” for Health Insurance at retirement, but for Pension funding, it is prefunded. The unfunded liability will continue to grow. Mr. Smith stated on “fairness”, but doesn’t always go that way. When you are hired to do a job, you do it, so where do you draw the line.

Commissioner Carrington-Atkins stated in terms to Commissioner Sloan’s response, that down the road the County may not be able to fund Retirement Insurance, giving us no financial security. Mr. Smith stated that as of a certain date, when there are new hires, changes then could be made.

Julie Hoffman was present and agrees with Ms. Simpson is saying, but this is not to end in 2017, but to work together with the Commissioners and the unions to be the same across the board. She explained the \$300,000 was spread over 20 years.

Clerk/Register/CFO Myers stated that of the 2 Million Projection, 1.8 Million could be the Unions cost.

Chairman Walls stated you never know what Health Care costs will be and Clerk/Register/CFO Myers has done a good job keeping those costs down. He is not opposed to a change, but is opposed to just making a decision for 2 years.

A lengthy discussion followed regarding changes not being made at this time, the board needs more time to review the presentation that was held on 8/12/15.

Sue McConnell was present and stated she’s worked for Lake County for 24 years and the comment in the paper made by Commissioner Sloan was awful. Not just correction officers are

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in danger, she has had microphones thrown at her and Mr. Gagliardo has had guns pointed at him. This makes the Courthouse look like we are 2<sup>nd</sup> class, the county denied raises for employees, but elected officials all received a raise and three got raises a couple of years ago. Ms. DeWolf explained why the year 2017 was in the original motion, and Cherie Sable stated it could be stopped, which could be included in the motion.

Discussion followed regarding the non-funded liability and that you can't project what will happen and the unions will never give up retirement health insurance. Clerk/Register/CFO Myers stated, if there was a Trust Fund, this Trust Fund must be used ONLY for Health Insurance, nothing else. She continued to state that the budgets have never been over budget, and we have the money and in 2016 to look at a package for everyone as we can't foresee what will happen after July 2016. There are a lot of options to look at.

Commissioner Brunn commented on an email he received to be at the July 22<sup>nd</sup> meeting as the auditor would be there to review the 2014 audit and it was stated the General Fund was under budget by a lot, which increased the fund balance and has never been in better shape. Chairman Walls commended Clerk/Register/CFO Myers on the budgets and current contract with the Health Insurance.

It was stated to have the new Administrator take this on as one of his first job and see what he can come up with.

Larry Collier stated he has been on both sides and past mistakes have been made. There is always a fight for benefits and it won't hurt anyone to retire in a few months. When the new Administrator comes in they can work with the employees on this issue.

Chairman Walls stated this issue is not done and will be on the Commissioners plate to move forward with it.

*Commissioner Carrington-Atkins left at 2:10 p.m.*

Ms. Hoffman stated she doesn't have the luxury of time and thought this was going to be approved today. Chairman Walls stated he can't make a decision and this was to talk to the employees and get ideas.

There was no further business and the board was adjourned at 2:20 p.m.

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*Exhibit "A"*

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August 19, 2015

Dear Commissioners,

First I would like to say I am sorry I could not be here for this meeting. I am at training that only occurs every two or three years so I could not miss it. And yes you can teach an old dog new tricks.

I have worked for Lake County for 34 years, I am into my 35<sup>th</sup> year. Except for Sheriff Hilts I have been here longer than any other employee. At one time I knew every commissioners name, spouse's names and some children's names. The offices and commissioners worked together for the good of the County and the employees. Employees and commissioners communicated. Over time it has come down to a "what's in it for me" attitude, offices don't communicate with each other, commissioners and employees don't speak and some have never visited offices in this building. The attitudes and the morale of this courthouse are at the lowest I've ever seen.

When I was first employed there was a union in the courthouse offices. It was found that whichever union negotiated first, the rest followed suite, what the first negotiators got the rest got. Since it seemed that the Sheriff Department always negotiated first, the courthouse employees and the Board of Commissioners agreed that it would save everyone money, employees in dues and the Board in attorney fees and negotiating time, if the employees left the union and negotiated as a committee. In return the courthouse employees would not receive less than the Sheriff Department. At the time some of sat down, chuckled and hoped none of us were here long enough to regret this. I am the only one that still remains.

We are not asking for more, we are only asking that we be treated equally, as to benefits. The difference in the jobs, responsibility and, in the case of the Sheriff Deputies, danger should be reflected in the wages, not in benefits. Once we are retired we are all just retired county employees. The responsibility of the jobs have been lifted.

As I said previously, the attitude and moral in the courthouse is at the lowest that I have seen. You, as the Board of Commissioners are our leaders and as such should be looking out for your employees as well as the good of the County. This is not an easy balancing act but I have faith you are up for the task.

In closing I would like to state a quote I heard once. "Attitude reflects Leadership"

Sincerely,



Carol L. Wallace  
Friend of the Court  
Lake County

ENC.

	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>
Carol wage	51129	51675	52182	52708	53235
Carol longevity	1000	1000	1000	1000	1000
Carol	52129	52675	53182	53708	54235
Kew	43290	45532	47541	50622	51129
Savings	8839	7143	5641	3086	3106.00
Savings in wages + longevity over 5 yrs = 27,815.00					
Vacations					
Carol 1 <sup>st</sup>	\$ 3933				
Carol 2 <sup>nd</sup>		3975			
Carol 3 <sup>rd</sup>			4014		
Carol 4 <sup>th</sup>				4054	
Carol 5 <sup>th</sup>					4095
		20071.			
Kew 1 <sup>st</sup>	\$ 832				
Kew 2 <sup>nd</sup>		876			
Kew 3 <sup>rd</sup>			914		
Kew 4 <sup>th</sup>				1947	
Kew 5 <sup>th</sup>					1966
					6535
pay savings in vacation pay - 5 years \$ 13,536.00					

Unproductive hours					
	150	45	37 1/2	232	1950 - 232 = 1717.50
Case	Vacation	Sick	FB		
1 <sup>st</sup>	3933.00	1177.90	983.25		
2 <sup>nd</sup>	3775.00	1192.50	992.75		
3 <sup>rd</sup>	4014.00	1264.20	1063.50		
4 <sup>th</sup>	4254.50	1216.35	1013.63		
5 <sup>th</sup>	4675.00	1228.50	1023.75		
	<u>20069.50</u>	<u>6622.45</u>	<u>5617.88</u>	=	<u>31109.83</u>
Case	1 <sup>st</sup>	832.50	999.00	832.50	1950 - 120 = 1830
	2 <sup>nd</sup>	875.63	1073.25	875.63	
	3 <sup>rd</sup>	914.25	1097.10	914.25	
	4 <sup>th</sup>	1947.00	1168.20	973.50	1950 - 1792.50
	5 <sup>th</sup>	1946.50	1179.90	983.25	
		<u>6535.88</u>	<u>5517.45</u>	<u>4579.13</u>	= <u>16,632.46</u>
* 14477.37					
- 2 weeks in unproductive when observed time					
	Sys x 1950 =	9750	Sys x 1950 =	9750	
	vac/sick/FB	9075	Sys x 1712.5 =	8587.5	
		150		1,162.5	