

January 26, 2023

MINUTES OF JANUARY 26<sup>th</sup> MEETING

Commissioners were all present. Staff recited the pledge at 9:00. Purchase orders and bills were reviewed and signed. Pending issues were discussed with the following resolutions approved and signed:

V109-140	Minutes of January 24, 2023:
1 <sup>st</sup> -Rush	2 <sup>nd</sup> -Crowe Roll call: Rush-yes, Crowe-yes, Striker-yes
V109-141	Credit Card Update for 2023
1 <sup>st</sup> -Crowe	2 <sup>nd</sup> -Rush Roll call: Crowe-yes, Striker-yes, Rush-yes
V109-142	Bills
1 <sup>st</sup> -Rush	2 <sup>nd</sup> -Crowe Roll call: Striker-yes, Crowe-yes, Rush-yes
V109-143	Garmann Miller Fire Pump Replacement Phase II Agreement
1 <sup>st</sup> -Crowe	2 <sup>nd</sup> -Rush Roll call: Rush-yes, Crowe-yes, Striker-yes

Michele Scott, **Dog Warden**, discussed her frustration with the position. She was told at hire it was her department to run but stipulations are put on hours, one thing after another, time sheets, calls are all written on her time sheets, holidays, lunches. They are considered emergency response. Only one in the office Monday, Tuesday and Fridays no lunch break and open to the public. Dog tag sales are coming to an end. 9 out of 10 days I don't get to have a complete lunch. On call at all times. Phone calls, public. Only day with 2 present is Wednesday. FLSA says 30 minutes of uninterrupted lunch break. Wants a paid lunch. No breaks, not fair. Holidays: I don't come in unless called out. Not for strays unless vicious. I am a ten-hour employee and don't mind taking 2 hours vacation since only paid 8 hours on a holiday. Now I work Friday because Holiday is on another day. Commissioner Rush explained she is getting the 8 hours and is consistent with other employees/policy. She noted she has always had the Fridays off until a Holiday. Deputy has a Dr apt tomorrow so I adjust my schedule to cover. But shouldn't have to come in just because it is a Holiday. I want option of vacation or unpaid. Takes away from my day off. It makes no sense to her but understands they can do but takes away from her time. She is on call. That is the only day away from the job she has (Friday). She would take 2 hours vacation on that day, or unpaid, if not called out. She was called out twice the last 2 week period and is willing to adjust her hours. She wants to continue the four tens. That is how she was hired. The former Dog Warden worked four tens and didn't adjust his schedule as she saw on his time sheets. She's worked too hard in life to get where she is but not staying where she is not happy. She loves her job and the people she works with and feels they have made great moves forward. Can they work on the Holiday thing? Paid lunch? Commissioner Crowe-nothing says she can't lock door during lunch half hour. Phone calls-depending on type of call-tell them you'll be there shortly. The lunch, our staff works thru sometimes, it happens. Take later. Michele-all of a sudden this became an issue. It was always paid, not sure why changed? Still 40 hours week. I give this job more than I should. Wants a continued paid lunch not sure why changed. Commissioner Rush-last year I signed off on all time sheets, I looked and questioned why people weren't showing lunch hours. Trying to be consistent. Look at me for the change. Michele-shouldn't be unpaid. Our facility is only open 3 days a week, do we want to take away to from the public? I shouldn't be charged. Deputy is frustrated who is working thru lunch then staying an extra half hour. FLSA (FLSA) State of Ohio says you do not need a lunch, etc. Should be uninterrupted or it's paid. Can we work with this? Commissioner Crowe-we will look up and see what other counties are doing. We can't tell you you have to take vacation to have time off regarding the Holiday. Michele-options. I need the ten-hour days or it puts me behind, I have a routine. Commissioner Striker-on Friday if you need 2 hours why don't you just come in 2 hours? Michele-I was told to change my schedule to 8 hours days to make up. Policy says only paid 8 hours on a Holiday. Those two hours are always made up. Never an issue. Makes no sense. Takes away from me and my time. Commissioner Striker-we will discuss and research. Michele-I want to be happy or I have opportunity to go elsewhere. Commissioner Rush-favor? Your paperwork we discussed on Friday was in your folder. Michele-that made me realize I needed to talk to you. I was frustrated, I apologize I didn't check my folder. V109-144

Commissioners and USDA had an on-line meeting regarding the **North Annex lease**. Teresa Black will be the new contact for the Leasee. She anticipates moving the project forward with her expertise. Next meeting Feb. 9.

Roll call resulted as follows:

\_\_\_\_\_, YES/NO  
President of the Board-Timothy L. Striker

\_\_\_\_\_, YES/NO  
Roger E. Crowe

\_\_\_\_\_, YES/NO  
Fred M. Rush

Attest \_\_\_\_\_  
Clerk of the Board

PROSECUTOR

V109  
144