

HONORABLE REAGAN TAYLOR COUNTY JUDGE EXECUTIVE PRESIDING

The Madison County Fiscal Court convened in a work session on the 5th day of November, 2015 at 9:30AM in the Fiscal Court Room. Present was the Honorable Reagan Taylor in the chair presiding and the following members of the Fiscal Court: Roger Barger, Tom Botkin, Larry Combs and John Tudor were present. Madison County Sherriff Department, Chief Deputy Tony Terry, County Attorney, Marc Robbins, and Madison County Clerk, Kenny Barger was also present.

It being determined a quorum was present, the meeting was called to order.

Judge Taylor asked for the court to take a moment a silence for the healing and for comfort for the family of Richmond Police Officer Daniel Ellis who was critically injured yesterday when he was shot investigating a robbery.

IN RE: Presentation of the Madison County Employee Classification:

Assistant Judge Executive Collen Chaney opened by informing the court that this project had been in the works for 5 months. In our employee open feedbacks, we received numerous requests for a clear path for moving up in County Government. Our focus and goal today is to get your feedback of the actual process. We start out today by introducing the classification proposal, explaining the modification to the administrative code that will be required, explaining the impact on supervisors and employees, and wrapping up by discussing the financial impact to the Madison County.

A power point presentation was then presented to the Court. A copy of the presentation will be a part of the approved minutes.

Benefits of Classification: See Presentation Sheet

Methodology: See Presentation Sheet

Administrative Code Modifications: Several Comments were made about part time jail employees. The court also agreed to no longer add the 6 month probationary period to any new hires.

Performance Evaluations: Judge Taylor stated that training would be provided to supervisors in this process. Additional comments from the magistrates about the evaluations being reviewed by Humans Resources and the Judge's office was discussed.

Training Assessment: See Presentation Sheet

Consumer Price Index: See Presentation Sheet

How to present increase recommendations of Fiscal Court?

When would an employee receive an increase?

Ms. Chaney concluded the presentation with the following information.

Financial impact on County

Recommended Course of Action

Implementation (If approved by Fiscal Court)

At this point, Magistrate Combs asked how the Madison County Clerk's Office and the Sheriff Department would be handled. Judge Taylor explained that we do not have the authority to make the decisions for these two departments. We do however, with the Coroner's Office and the Madison County Detention Center. Clerk Barger added that the court only approves his entire budget, not the line item.

The court took a brief intermission from 10:22AM-10:26AM. Everyone returned to the bench.

Judge's Report:

Judge Taylor stated that he did not have anything to report. Employees can set their own destiny. We have needed this for a lone time. All successes must be structured and we must have a vision.

Comments from Magistrates:

Magistrate Botkin stated that he liked the categories and progressive approach. I would like more information on the types of committees. It looks pretty sound to me.

Magistrate Tudor commented that the classification would be well worth it in regards to being able to reward employee efforts. This will give use better employees and I feel as if this is a great way to do it.

Magistrate Barger stated that it looks good and a lot of hard work went into it.

Magistrate Combs stated that the court has to be kept informed. This will be ok. We can revise and delete what needs to be changed. This will allow us to treat everyone fair and equal.

Assistant Judge Executive Chaney wrapped up by asking that everyone give it some thought and send her requests for any additional information they may need.

ANNOUNCE NEXT COURT DATE:

Judge announced the next court date for November 10th, 2015 in Berea at 9:30AM.

IN RE: ADJOURNMENT

Motion from Larry Combs to adjourn, seconded by John Tudor. Hearing no objection, the meeting adjourned at 10:37AM.

REAGAN TAYLOR MADISON CO. JUDGE/EXECUTIVE