

Meeting Date: 10/17/2023

Meeting of: Madison County Fiscal Court

Meeting Type: Special Called

HONORABLE REAGAN TAYLOR COUNTY JUDGE EXECUTIVE PRESIDING

The Madison County Fiscal Court convened in a special called session on the 17th of October 2023 at 9:30AM in the Madison Room of the Courthouse Annex in Richmond, Ky. Present was the Honorable Reagan Taylor in the chair presiding and the following members of the Fiscal Court: James Brian Combs, Stephen Lochmueller, Billy Ray Hughes, and Tom Botkin were present. Madison County Jailer Steve Tussey, Chief Deputy Anthony Terry, Madison County Clerk Kenny Barger, Deputy Judge Executive Jill Williams, Treasurer Sarah Stewart, and HR Director Morgan Elliston were also present.

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

IN RE: Resolution 2023-123-Discretionary Funds for Resurfacing Crestview Drive, Pin Oak Drive, and Pine Drive:

Judge Taylor presented Resolution 2023-123—Discretionary Funds for Resurfacing Crestview Drive, Pin Oak Drive, and Pine Drive for the Court's approval. This Resolution is to adopt and approve the execution of a Memorandum of Agreement between the Madison County Fiscal Court and the Commonwealth of Kentucky, Transportation Cabinet, Department of Highways for the resurfacing of Crestview Drive, Pin Oak Drive, and Pine Drive (Crestview Subdivision) in the amount of \$52,403.

Motion by Tom Botkin seconded by James Brian Combs to approve Ordinance 2023-123—Discretionary Funds for Resurfacing Crestview Drive, Pin Oak Drive, and Pine Drive. Magistrate Botkin stated that Crestview Subdivision is about 40 years old and is located on Highway 25.

Judge Taylor explained that they had sent out a discretionary request about a year ago, but the State doesn't let them know that they could be getting the funds. A road that was initially on the list was already blacktopped by the County, so they had asked for the discretionary funds to include these other roads as well. He also stated that Scott Shepherd is getting together another discretionary list of roads to send to the Transportation Cabinet.

Motion carried on roll call vote as follows:

James Brian Combs-Yes Stephen Lochmueller-Yes

Billy Ray Hughes- Yes Tom Botkin- Yes

Reagan Taylor – Yes

IN RE: Resolution 2023-124-Kentucky Department of Fish and Wildlife Resources MOU Addendum #2:

Judge Taylor presented Resolution 2023-124—Kentucky Department of Fish and Wildlife Resources MOU Addendum #2 for the Court's approval. This Resolution approves an addendum #2 to the Memorandum of Understanding between the Kentucky Department of Fish and Wildlife Resources and Madison County Fiscal Court.

Motion by Stephen Lochmueller seconded by Billy Ray Hughes to approve Resolution 2023-124—Kentucky Department of Fish and Wildlife Resources MOU Addendum #2.

Judge Taylor stated that they have been negotiating with Fish and Wildlife on the Wilgreen Lake project, where the County will pay for the material and Fish and Wildlife will provide the labor

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to replace all the boards on the boat slips (making sure to change in the Resolution the use of courtesy dock to boat slips). Fish and Wildlife has been getting quotes on whether to use treated or composite boards on the boat slips. The treated boards would be around \$6,000 and would last 15-20 years if sealed regularly. The quote for the composite boards is \$20,000 (when they include the clips) and would last a lot longer than treated boards would.

Magistrate Lochmueller stated that composite boards might be a bit safer than treated and would be more flexible.

Motion was made by Stephen Lochmueller, seconded by Billy Ray Hughes to accept the changes to be made to the previous motion on Resolution 2023-124—Kentucky Department of Fish and Wildlife Resources MOU Addendum #2 to change the language “courtesy dock” to “boat slips” and update the “not to exceed language” from “\$15,000.00” to “\$20,000.00” for the composite quote.

Motion carried on roll call vote as follows:

James Brian Combs-Yes Stephen Lochmueller-Yes

Billy Ray Hughes- Yes Tom Botkin- Yes

Reagan Taylor – Yes

IN RE: Madison County Detention Center Staffing Presentation:

Jailer Steve Tussey, Chief Deputy Tom Jones, and Major Dwight “David” Hall spoke to the Court about the staffing issues they are having at the Detention Center.

Jailer Tussey stated that their staffing levels are extremely low at the Detention Center, and they are asking for a pay increase for all deputies.

Chief Deputy Jones stated that they are asking to raise that starting pay to \$18/hour, a \$3 increase across the board, which equates to a total of \$286,000. He explained that if they were fully staffed, they would be able to pull inmates that are housed in other counties back into Madison, which would save the County money, thereby helping to pay for this increase.

Major David Hall provided the Court with some insight on what it means to work as a Correctional Officer and issues they could deal with, such as health issues, mental health issues, safety issues, threats, job related stress, etc. They are currently operating with 4 people per shift with a population of over 300 inmates; which is the same number of employees they were operating on in the 90’s when the inmate population was 130.

Magistrate Botkin asked if the \$18/hour would help. Jailer Tussey stated that in Boyle County, which had similar scenarios as Madison County does now, raising pay to \$18/hour did help.

Magistrate Lochmueller asked if there has been a study done with HR to show the Madison County Detention Center in comparison to other counties. Morgan Elliston stated that there had been, and she would get that out to them.

Judge Taylor asked them to think on how things could be improved upon at the Detention Center.

Magistrate Lochmueller stated that this may be a good time to look at the total operations on what is going right, what is going wrong, and then come back with a proposal. He is not in favor of across-the-board raises.

Clerk Barger stated that changing the culture within the organization is the only way to fix things.

Morgan Elliston stated that the engagement surveys and exit interviews reflect a lack of communication between the employees of the Detention Center and the administrative office, as well as showed some very concerning issues employees are having with the administrative

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office. She stated that there seems to be a cultural problem within the department that needs to be fixed before making a decision on a wage increase.

Magistrate Botkin discussed sending more inmates out to other counties, which has already been approved in the budget. This would send about 100 more inmates to other counties. Major Hall stated sending those inmates out would help decrease the stress on the current employees. Jailer Tussey stated that he would look into trying to find counties that could take more inmates.

Clerk Barger asked if there was any feedback from those that are leaving on why they are leaving. Major Hall stated what he has been told is to have less inmates, and more staffing. The current staff has also suggested working 8-hour shifts instead of 12-hour shifts.

Magistrate Botkin asked about the overdoses and deaths that happen inside the jail and suggested the use of the Sheriff's dogs as a deterrent to keep the drugs out of the jail.

Magistrate Combs suggested looking at all the options they have, like talking with State Legislators, and to develop a culture within the jail that promotes confidence with the leadership. He agrees that salary-wise, Madison County could be improved upon but isn't sure that an across-the-board wage increase is the correct solution; he suggested looking at a shift differential wage adoption. He also expressed his concerns that the staff are having to run the jail in an unsafe environment.

Clerk Barger spoke of his experience working with the inmates during his office move. He stated that Deputy Griffin Webster was great with the inmates, and never had a problem at all. But the other Deputy that came with them one day belittled the inmates and treated them in an undignified manner. Having people that just want power are not the type of people you want on your job force. He suggested that the Detention Center should talk to the inmates to know what type of people are working there.

Magistrate Hughes stated that supervisors should be trained in human relation skills, and they might need to look into offering training for employees that are promoted into those types of positions.

In response to being asked what the Court would like to see done, Magistrate Botkin stated he would like to have Jailer Tussey look into reducing the number of inmates by sending them out to other county jails to see if that helps. As well as looking into getting a body scanner to be able to detect what is being brought into the jail. He would like to revisit this issue in another special meeting in 60 days.

Magistrate Lochmueller suggested looking into working 8-hour shifts, especially since it came from suggestions from the current staff. By reducing some of the inmate population, it will make switching to 8-hour shifts easier, and he is hopeful that it will also relieve some of the stress on the staff.

Magistrate Hughes suggested leadership and supervisor training.

Magistrate Combs suggested implementing coaching sessions and rate tiers that are based on performance.

Judge Taylor stated that he would like to meet back around 90 days from now. He also stated that he believes there are other things that could be done to change the culture that could fix some of the issues and be proactive.

IN RE: ADJOURNMENT

Motion from Billy Ray Hughes to adjourn, seconded by Stephen Lochmueller. Hearing no objection, the meeting adjourned at 11:05 AM.

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