

**FINANCE COMMITTEE MEETING
DECEMBER 5, 2019 1:30 ANNEX BUILDING**

ATTENDANCE: Chairman, Justice Michael White; Justice, Molly Jackson; Justice, Bill Nelson; Justice, Neil Burge; Justice, Rick Ash; Justice, Alvin Clay; Justice, Betty Hepler; County Clerk, Janice Currie; Treasurer, Peggy Meatte; Collector, Susan McCormick; Finance, Kelli Jones, Public Affairs, Steven Savage; NEA Town Courier; Mark Brasfield.

1. Meeting was called to order by Justice, Michael White. Purpose of this meeting is to finish the 2020 budget. Budget will be presented to the Quorum Court Dec. 17, 2019. There were catastrophic losses in 2019 with insurance claims. The Court learned we are in a self-funded policy not a coalition. Stephens did a presentation this morning. They had proposals from QualChoice and United Health Care. The Insurance Committee recommended we go with Option 2, QualChoice. Performance quoted a 22% increase in premiums. \$428,000.00. QualChoice came in with 5.7% increase. \$110,000.00 increase. \$300,000.00 difference. The surplus will be around \$300,000.00 to \$400,000.00. Justice Nelson asked if could the County use part of the surplus to help pay the out of pocket expenses. Justice Burge stated some companies set up a health savings account. Justice Ash stated a health savings account is funded up front and paid for by employee contributions.

3. Justice Burge mentioned if the Committee would consider giving a bonus this year. Past bonuses have been \$1,200.00 for full time, \$600.00 for part time. This year would be \$600.00 for full time, \$300.00 for part time and come out of the 2019 budget.

4. Justice Jackson stated with no raise this year she thought it was important to look at ways to streamline our employees. I think this is a conversation we owe the citizens of Mississippi County and our employees. I was looking for duplicate jobs that would not affect the citizens of Mississippi County. We need to look at the needs of the County now verses last year. We need to look at the slots that have been added. There are slots that have funding that have not been filled in over 12 or 18 months. We could look at defunding those slots. We need to look at the slots that were created this year. One thing I have noticed we have gone from 2 to 4 janitor slots. Sheriff's Department has 2 Majors. Jail is seeing less prisoners, less population. Several years ago 911 was not separated. I'm not sure if it needs two slots. A secretary/bookkeeper slot was used to create a public relations slot, then we added a bookkeeper slot to the landfill and a part time slot to Finance. The positions I have mentioned are over \$200,000.00 in salaries. Streamlining payroll would give us the ability to give raises and meet the needs of our County. Juvenile workload has increased and they do need a full time secretary.

5. First concept. County Reserve CD \$3.3 million. County General \$1.8 million. Bonuses in the past \$1,200 for full time and \$600.00 for part time. Justice White asked the committee if they were comfortable spending \$110,000.00 in bonuses from the 2019 budget. Effective next payroll. \$600.00 for full time. \$300.00 for part time. Justice Burge made a motion out of the 2019 budget the County give full time employees \$600.00, part time \$300.00 bonus to be paid Dec. 31. 2109. Second was made by Justice, Bill Nelson. Motion passes and goes to Quorum Court. Dec. 17th.

6. **Second Concept. Reduction in personnel.** There were duplicate positions. Some positions are funded but not filled. Justice Jackson stated she would like to see the County to be able to give bonuses and raises. I don't know if we are using our money wisely. Justice White stated the four areas Justice Jackson identified. (1.) Sheriff's Department. (2.) Increased our janitorial staff from 2 to 4. (3.) Office of Emergency Services and 911 system. When the 911 system expanded David Lendennie was doing both jobs. Mr. Lendennie asked the jobs be split. The salary was not split and a new slot, Office of Emergency Services was added. Workload has decreased. (4). New positions were created for Public Affairs Director, part time positions in Courthouse.

7. Justice Burge stated with the current situation going on in the County he does not want anyone to perceive the Quorum Court is taking retaliation. A meeting will be scheduled at a later date.

8. Jo Anne Edmonson will get new quotes on lower deductibles for the insurance. This will help the employees.

9. 2020 budget. Kelli handed out copies of revenues and expenditures. County General is balanced with 22% insurance and revenues at 90%. Kelli stated there were exceptions to budgeting revenues at 90%. Federal or State grant, bond issues, special tax revenue, disaster area, when Quorum Court sees it necessary. All funds need to be budgeted at 90% except the Renovation and some grants with the Sheriff's Department. Justice White asked if the County General CD revenues were included. Not in this report but will be on the Ordinance.

10. Revenues. 2020 request. \$8,544,420.90. 2020 Expenditures. \$9,572,432.00. CD's \$3.3 million in reserves. \$2.75 million cd reserves that can be pledged against overage. Changes in personnel for the 50/50 split with the Assessor and Collector, Election Coordinator, part time for Finance are in the budget. Juvenile part time was paid from the Juvenile special revenue fund. The new full time position is in County General. County Clerk Automation Fund. Revenues vs expenditures. \$1,400.00 short and will be moved over to County General. Circuit Clerk. Line item 3404 and 3405 revenues are less than expenditures. \$59,052.93. The Clerk has other accounts where she is over. Line item 3006 is \$79,000.00 over. Treasurer, Peggy Meatte stated her 3405 account was in the red after payroll this week. We received a settlement from Mrs. Mason yesterday. Kelli will work with Mrs. Mason to balance accounts. Account 3004, Assessor Amendment Fund short \$10,000.00. Will be moved to County General. Fund 3014 Sheriff. Communication fund. \$43,000.00 extra. 3404 short \$3,410.00. 3410 short \$1,661.00. Will cover these funds from the communication fund and transfer rest to other Sheriff funds. \$77,000.00 transferred in 2019. \$38,000.00 will be budgeted in for 2020 to other Sheriff funds. Grand totals are within budgetary guidelines.

11. Next regular Finance meeting will be Monday, December 9th at 1:30 at the Annex Building.

12. Justice Burge stated the landfill averages around \$300,000.00 per month in revenue. Expenses average around \$200,000.00 per month. On a yearly basis the landfill should

generate \$1 to \$1.2 million dollars above expenses. The goal is for the landfill to be self-sustaining. \$2.2 million bid for a new cell. Account balance now \$2.2 million the end of October. Revenue for November was \$200,000.00. \$500,000.00 CAO correction will be paid.

13. Meeting adjourned.

Minutes submitted by: Cindy George