

**Carter County, Tennessee
Budget Committee Meeting
February 14, 2022
6:00 p.m.
Agenda**

- 1) Call to order.
- 2) Adopt agenda.
- 3) Review and approve minutes from January 10, 2022 Regular meeting.
- 4) Review and approve minutes from January 31, 2022 Special Called meeting.
- 5) Public comments.
- 6) Old Business:
 - a) N/A
- 7) New Business:
 - a) Discussion of proposed Sheriff and Jail Sign-on and Retention Bonus
 - b) Discussion of proposed County Employee pay rate increase
- 8) Finance Update: Director of Finance Carolyn Watson
- 9) Commissioner comments.
- 10) Budget Amendments:
 - a) General Fund #101 – Budget Amendment #101-8
 - b) General Purpose School Fund #141 – Budget Amendment #141-8
 - c) Food Service Fund #142 – Budget Amendment #142-8
 - d) School Federal Projects Fund #145 – Budget Amendment #145-4
- 11) Donation Listing:
 - a) Monetary Donation Listing – Totaling \$8,102.00
 - b) Non-monetary Donation Listing – Totaling \$216.31 from Walmart
- 12) Adjourn.

**BUDGET COMMITTEE
CARTER COUNTY, TN**

January 10, 2022 6:00 P.M.

PRESENT:	Willie Campbell, Aaron Frazier, Ross Garland, Julie Guinn, Travis Hill, Austin Jaynes, Brad Johnson, Robin McKamey
ABSENT:	N/A
CALL TO ORDER:	Austin Jaynes
ROLL CALL:	Quorum Present

APPROVAL OF AGENDA: No changes were requested to the meeting agenda. Motion was made by Travis Hill, seconded by Robin McKamey to approve the agenda as proposed. By a voice roll call vote, motion carried.

APPROVAL OF MINUTES: A correction was noted for the December 6, 2021 Meeting Minutes. Motion was made by Willie Campbell, seconded by Julie Guinn to approve the minutes as corrected, of the December 6, 2021, meeting. By a voice roll call vote, motion carried.

PUBLIC COMMENTS: Chairman Jaynes opened the meeting for public comments.

Sheriff Dexter Lunceford stepped forward with a box containing copies of signed payrolls dating back to 2016. He showed them to Chairman Jaynes before giving the box to Director of Finance Carolyn Watson, and noted that they kept until the audit is done.

OLD BUSINESS: Chairman Jaynes noted that there is no business carried over from prior meetings.

NEW BUSINESS: Ms. Martha Dixon from Upper East Tennessee Human Development Agency was invited to the podium. She thanked the Commission and Carter County for their support of the agency's programs over the years. The County contributed \$4,000.00 to the agency's RSVP Program, which is being closed in March. Ms. Dixon requested that the Commission grant approval for UETHDA to use the funds for its Housing Services program, which provides support to county residents in need of funding assistance to pay for rent, electric and water expenses. Aaron Frazier made a motion to reallocate the \$4,000.00 contribution to the UETHDA Housing Services Program. Willie Campbell was second. With no further discussion presented, Chairman Jaynes called for a roll call vote. Those voting in favor were Willie Campbell, Aaron Frazier, Ross Garland, Julie Guinn, Travis Hill, Austin Jaynes, Brad Johnson and Robin McKamey. Austin Jaynes abstained. There were no dissenting votes. Motion passed. Ms. Dixon requested confirmation in writing, which Chairman Jaynes noted can be provided following the Commission meeting to be held January 18, 2022.

Assistant Chief Kenneth Arnold of the Stoney Creek Volunteer Fire Department, accompanied by Benny Lyons, came forward to review the District's plans to build a new firehouse in Hampton. They have purchased the land for the building and raised approximately \$90,000 towards the construction, which includes the \$25,000 already contributed by the County. He passed around the architectural plans for

the four (4) bay station, which will include a kitchen and meeting space for training and community events, as well as for rent to residents. The bays and parking lot are will allow for pull through of the fire trucks and to accommodate a ladder truck if the County acquires one in the future. The total cost of the building is about \$446,000. Chairman Jaynes asked how much of this the department is requesting from the County. No specific number was given and a discussion ensued about the ARPA funding guidance that was just released. Chairman Jaynes noted that this project can be added to the list of items being considered for ARPA funds. The Department would like to have most of the funds already committed or in the bank before starting the project so the project has not been started yet. Travis Hill noted that ARPA funds must be appropriated by 2024 and expensed by 2026 so this timeframe works. Additional questions were asked and answered about the building and substations. Aaron Frazier made a motion to appropriate \$150,000.00 from ARPA funds if approved or from the Unassigned Fund Balance if ARPA funds were not approved for the project. Robin McKamey was second. With no further discussion presented, Chairman Jaynes called for a roll call vote. Those voting in favor were Willie Campbell, Aaron Frazier, Ross Garland, Julie Guinn, Travis Hill, Austin Jaynes, Brad Johnson and Robin McKamey. There were no dissenting votes. Motion passed.

Next, the Committee reviewed the letter of request from Families Free for \$7,500.00 from the reserved funds of the Opioid Settlement. Mayor Patty Woodby stated that the funds would be used for analysis of the work camp project and the cost to start up the residential treatment facility. Ongoing operations would be then assumed and paid for by the TN Department of Mental Health. Chairman Jaynes asked if other counties are helping to pay for this. Mayor Woodby responded that since Carter County was taking a leadership role in the project start that the request was made to Carter County. Seven other counties and municipalities are planning to contribute but we are the first to have reserved funds. Ross Garland requested that when we speak of the project, that we note our early support of the \$7,500 and the reserved funds. Travis Hill made a motion to appropriate \$7,500 for Families Free to develop an initial operating budget, to come from the reserved Opioid Funds. Aaron Frazier was second. Some discussion ensued, with Brad Johnson noting that this purpose was not exactly what was described in the letter, which was for grant writing and consulting for training. Mayor Woodby said it was all related to the work camp project. Chairman Jaynes called for a roll call vote. Those voting in favor were Willie Campbell, Aaron Frazier, Ross Garland, Julie Guinn, Travis Hill, Austin Jaynes, Brad Johnson and Robin McKamey. There were no dissenting votes. Motion passed.

Chief James Parrish then came forward to discuss the salaries for Carter County Correction Officers, particularly in light of the recent announcement by the Tennessee Department of Corrections to substantially increase base pay rates for their officers. With counties and municipalities competing for the same applicants, Carter County is very disadvantaged. The staff shortage is now at a critical level, with 22 vacancies and eight Jailers out due to COVID. The problems is twofold, trying to get applicants in the door and then to retain employees, which has been an ongoing discussion since the spring of 2020. He further noted that the state and federal contracts to house inmates might need to be let go. These contracts have served to reduce the impact on the County budget. The situation has gone from a challenge to a crisis and is not sustainable. He thanked the Committee and the Commission for their ideas and support, as well as the 4% raise and the Christmas bonus, which was very well received.

Chief Parrish then passed out a written plan for improving the compensation of the Correction Officers, the first item of which was the Christmas Bonus. Following this, there were four action items as follows:

1. Jailer Training Supplement Pay – to provide an \$800 supplement to officers that maintain their required annual TCI certification (similar to what patrol officers receive), with funding to come from the Commissary or Surplus Board Bill reserve account.
2. COVID Hazardous Duty Pay – as outlined in the attached draft policy, this would be to pay premium pay from ARPA funds; Sheriff Department employees are 3.5 times more likely to contract COVID than the general population.
3. Signing, Recruiting and Retention Bonuses – as outlined to pay a recruiting and retention bonus, with funding to come from unspent salary lines.
4. Pay Increase – the current Jailer starting wage is \$12.02 per hour, about \$3.00 lower than surrounding counties and well below the state's pay rate.

Also included in the handout was a graph depicting the 22% gap from 2006 through 2021, which compared the US Bureau of Labor & Statistics Cost of Living Increase to the Carter County Pay Increases. He noted this impacts employees countywide. Chief Parrish then requested that the Department be allowed to use the budgeted monies they already have to properly address the situation.

Travis Hill asked if this would be done yearly? Chief Parrish responded no, and said these are measures while this emergency exists. Sheriff Lunceford interjected that if the hourly rate was increased, then all employees will need an increase. Having been asked how much this would cost, Chief Parrish responded that on just the jail side, every 1% increase costs approximately \$12,000. Willie Campbell noted that this should all be going through committees. Chairman Jaynes said that since Budget Committee oversees the budget and spending, this committee is the right place, with Financial Management Committee setting policy.

Brad Johnson then questioned Chief Parrish about the prior issues with pay increases and bonuses. Chief Parrish acknowledged that the temporary raises issued in June were not satisfactory but that he followed the direction of the former Finance Director. They were not satisfied because not all the monies could be used from every line. He said it would not be done again this way and that going forward he would work to make things right.

Chairman Austin Jaynes then noted to all present that the COVID ARP Funds would be expended only through a formal process. He noted that the Financial Management Committee had set up a policy (this morning) for priorities to be developed by the Health and Welfare Committee, after which projects would be referred to Financial Management for review against this priority list and to verify the expenditure is allowable, then the project would move forward to Budget and then to the full Commission for approval. He cautioned that at any step along the way, the project could be sent back for further review, more details, etc. The County has already reserved a lot of the funds, such as for the Broadband project and most likely for the Communications project, and even with the second installment arriving in the spring; it is not a lot of money.

The Chairman then brought the attention back to the matter at hand and suggested that the Committee address each of the four items one-at-a time. He then stated that the matter of the COVID Hazardous Pay would not be answered tonight. The Signing, Recruiting and Retention Bonus policy needs work. Chief Parrish requested help with crafting the policy with the Finance Department and payroll technicians.

Travis Hill said that while these initiatives are good, in his experience a higher wage is better because it is ongoing. A discussion ensued about the number of open positions, which numbers are on the handout. There are 22 vacancies in the Jail, 2 open Dispatcher positions, and three open Patrol Officer positions, so the Department overall is staffed at about 79%.

The Jailer Training Supplement Pay was discussed briefly. Travis Hill made a motion for an \$800 supplement to be paid to Jailers annually from the Sheriff reserve account as outlined in the proposed plan. Julie Guinn was second. Chairman Jaynes called for a roll call vote. Those voting in favor were Aaron Frazier, Ross Garland, Julie Guinn, Travis Hill, Austin Jaynes, and Robin McKamey. Dissenting votes were cast by Willie Campbell and Brad Johnson. Motion passed.

Chairman Jaynes noted that if necessary, the contracts could be ended to house outside inmates which would reduce the inmate population and make the staffing rations safer. Chief Parrish noted that this is something that would have to be decided by the County after a review of the financial impact, since the costs to operate the building still remain. Sheriff Lunceford noted the Jail loan payment as well. As noted in the prior meeting, the department is negotiating these contracts to secure a better daily rate.

The safety of the employees is a concern to many commissioners and the current personnel are overworked. Several employees recently quit and went to work for Sullivan County. Various other items were then discussed, such as staffing shortages in emergency services and units not being available. Much discussion ensued about the ARPA funds. Brad Johnson then referred back to the process recently established. Director of Finance Carolyn Watson noted that these funds are “one-time only” and that funds available should be spend to solve long-term issues. Aaron Frazier then calculated that a 21% raise in the Sheriff Department across the board would cost at least \$1 million. Carolyn Watson noted that the salary study will be starting soon and would help with looking at all pay scales.

Mayor Woodby said that we do not have time to wait any further, with the employees so far behind the state median pay. These folks are making decisions to take care of their families. The Committee asked for a report detailing the cost for a 5, 10, 15 and 20% increases across the Board, with Sheriff Lunceford again noting that this had to be implemented for every position. He asked for a 10% raise right now to be expensed in each pay line. The matter of the temporary raises was again raised, which Chairman Jaynes noted is being reviewed by the Financial Management Committee.

Travis Hill made a motion to grant a 10% pay raise across the board for all Sheriff Department employees, with the caveat that it is to be reviewed by the County Attorney, before next week’s full Commission meeting. Ross Garland was second. There was no further discussion. Chairman Jaynes called for a roll call vote. Those voting in favor were Willie Campbell, Aaron Frazier, Ross Garland, Julie Guinn, Travis Hill, Austin Jaynes, Brad Johnson and Robin McKamey. There were no dissenting votes. Motion passed.

The committee took a ten-minute break and reconvened at 8:00 pm.

Ken Gouge represented the Parks and Rec Department and detailed some history regarding the department’s budget. He had always been assured that unexpended funds were carried over into the next budget each year, and this year the committee had assumed this would be the case when they developed a spending plan. In working with the Director of Finance, they discovered this was not the case and the budget for this year is \$81,670, leaving them over \$78,000 short. The problem will be even worse next year, with plans to finish Gap Creek Park and continue working on the Tweetsie Trail Extension. The situation is made more difficult because they are a “quasi-government” entity, and not a

staffed department of the county or an outside agency. Aaron Frazier noted that it unlikely a reserve fund account could be established either. Brad Johnson asked about projects that currently in progress in the winter and Ken Gouge noted that the work is being done now on the pedestrian bridge that was set in place last month. Mayor Woodby reported that they had recently asked the Governor for funding for parks. Brad Johnson asked about the problems with understanding the requisition and purchase order process. Ken Gouge said that they fully understand the process now and that it will no longer be a problem.

Ross Garland made a motion to appropriate \$78,330, to be placed in the budget of Parks and Rec for 2021-2022 for expenses planned for the year. Aaron Frazier was second. There was no further discussion. Chairman Jaynes called for a roll call vote. Those voting in favor were Willie Campbell, Aaron Frazier, Ross Garland, Julie Guinn, Travis Hill, Austin Jaynes, Brad Johnson and Robin McKamey. There were no dissenting votes. Motion passed.

The committee then reviewed the resolution authorizing the Capital Outlay Note and the terms of the Note, which is for the General Debt fund to loan \$502,000 to the Landfill to purchase three heavy equipment vehicles. Aaron Frazier made a motion to approve the resolution and note. Julie Guinn was second. Chairman Jaynes called for a voice roll call vote, as there was no discussion. There were no dissenting votes. Motion passed.

Budget Amendments: Motion was made by Ross Garland to approve General Fund #101 budget amendment #7 (items #1-6) for a total of \$307,540.00, with \$220,000 coming from Fund Balance and \$7,500 coming from the Unassigned Fund Balance. Aaron Frazier was second. By a roll call vote of all ayes, motion carried.

Motion was made by Travis Hill to approve Highway Fund #131 budget amendment #4 (item #1) for a total of \$50,000, with nothing coming from this fund's Unassigned Fund Balance. Ross Garland was second. By a roll call vote of all ayes, motion carried.

Motion was made by Aaron Frazier to approve General Purpose School Fund #141 budget amendment #7 (items #1-2) in the amount of \$65,000 with nothing coming from this funds Unassigned Fund Balance. Ross Garland was second. A discussion ensued about the travel line item. Chairman Jaynes called for a roll call vote. Those voting in favor were Willie Campbell, Aaron Frazier, Ross Garland, Julie Guinn, Austin Jaynes, Brad Johnson and Robin McKamey. Travis Hill cast a dissenting vote. Motion passed.

Motion was made by Willie Campbell to approve School Federal Projects Fund #142 budget amendment #7 (items #1-2) for a total of \$229,351.66, with nothing coming from this funds Unassigned Fund Balance. Travis Hill was second. During discussion, it was noted that item #2 is a budget amendment of ESSER 2.0 funds to reallocate funds between major categories for this grant. By a roll call vote of all ayes, motion carried.

Motion was made by Travis Hill to approve Food Service Fund #145 budget amendment #1 (item #1) to reallocate funds between major categories in the amount of \$29,300.00, with nothing coming from this funds Unassigned Fund Balance. Robin McKamey was second. By a roll call vote of all ayes, motion carried.

Motion was made by Aaron Frazier to approve the following monetary donations to the Animal Shelter in the amount of \$2,486.00. Julie Guinn was second. By a roll call vote of all ayes, motion carried.

Motion was made by Ross Garland to approve the non-monetary donation of \$380.13 by Walmart to the Animal Shelter. Travis Hill was second. By a roll call vote of all ayes, motion carried.

Aaron Frazier reported that there will be a Nominating Committee meeting next month with items on the agenda.

Julie Guinn then made a motion to adjourn the meeting at 8:35 pm. Aaron Frazier was second. By a roll call vote of all ayes, motion carried.

Respectfully submitted:

Approved for Entry:

Audra Gerty

Austin Jaynes, Chairman

**BUDGET COMMITTEE
CARTER COUNTY, TN**

SPECIAL CALLED MEETING

January 31, 2022

6:00 P.M.

PRESENT:	Willie Campbell, Aaron Frazier, Ross Garland, Julie Guinn, Travis Hill, Austin Jaynes, Brad Johnson, Robin McKamey
ABSENT:	N/A
CALL TO ORDER:	Austin Jaynes
ROLL CALL:	Quorum Present

Chairman Jaynes called the meeting to order at 6:05 pm and welcomed everyone. Numerous persons were in attendance, including several Commissioners, department heads, employees, and residents.

APPROVAL OF AGENDA:

No changes were requested to the meeting agenda. Motion was made by Travis Hill, seconded by Aaron Frazier to approve the agenda as proposed. By a voice roll call vote, motion carried.

NEW BUSINESS:

Chairman Jaynes stated that the purpose of this special called meeting is to review and discuss the Carter County employee wage levels and to consider potential increases. Therefore, there is no old business to consider.

He noted that Carolyn Watson, Director of Finance, had distributed a sheet outlining multiple scenarios for consideration. She was then asked to review the information. She began by explaining that there are four options to provide employees with wage increases, which are as follows:

1. Sliding Scale – to provide a percentage-based wage increase based on an employee’s current wage, broken out into four scales in consideration of the County’s current median wage of approximately \$35,000 / year.
2. Straight 10% to all employees
3. Straight 5% to all employees
4. Flat amount of \$2,000 to all full-time employees and \$1,000 to all part-time employees

The total expense for each of these four options is then projected into four columns, one for the balance of this fiscal year through June 30, then next fiscal year 2022-2023 with no additional changes, the next fiscal year 2022-2023 assuming an additional 2% cost-of-living adjustment is provided, and lastly the next fiscal year 2022-2023 assuming a \$1,000 cost-of-living adjustment is provided to full-time employees and a \$500 cost-of-living adjustment is provided to part-time employees. Each column further details the wage expense, employer taxes, retirement expense and total expense.

If the Commission awards an additional cost-of living increase, the total of this expenditure would be in addition to any action taken now.

She explained that since the Sheriff Department had requested the increase for the Jailers to address the vacancies in that department that expense calculations are broken out by Sheriff, Jail, Jail – Vacant positions, Highway, and County (all other employees). There are a total of 302 employees at the time the numbers were calculated. If fully staffed, the Sheriff / Jail comprises almost half of the employees. She further noted that about 75% of the County employees make less than the median income. She stated that the impact on over-time expenditures or other benefits is not considered in these calculations and that there are already funds budgeted in those areas.

When Ms. Watson finished, Brad Johnson asked about the balance remaining in the expense lines that was proposed at the last meeting to fund increases now for the Jailers and the Sheriff department employees. While the figures were being confirmed, she stated that the Jail had more than sufficient funds to accomplish the 10% raise to the Jailers, but that the Sheriff and other departments did not. Brad Johnson then asked about the vacancies in the corrections department and referred to the handout from the prior meeting which details shift vacancies. He reiterated that the County would be liable for injuries due to these deficiencies.

Brad Johnson returned to referencing the handout and reminded the committee that the immediate need is to target the deficiencies of staff in the Jail. Ms. Watson commented that in this department, more than 80% are below the median income level of the area, and most are quite a bit below that.

Following this general discussion, Chairman Jaynes then asked for questions from the Committee.

In attendance, but not a committee member, Commissioner Kelly Collins asked for clarification about the benefits expense and health insurance. Ms. Watson noted that health insurance is on average about \$700 / month per employee. Other benefits are additional. However, these expenses are already in the budget for new hires at the Jail.

Commissioner Johnson then asked how likely it would be that the department could fill 11 vacancies by March. Chief Parrish, who was in attendance, replied that he didn't know if that could be done, but was more confident that this conversation and action by the Commission would draw more applicants to this career.

Commissioner Frazier outlined that this process might be broken down into two different pieces, the first being the short-term resolution of addressing the jail vacancies to stop the outflow of employees and to increase the number of correction officers. By using already existing funds, this could be done to get the vacancies filled soon. He noted that a combination of sign-on and retention bonuses using the current budget line, to be issued quarterly, would be reasonable. Carolyn Watson said that we have to be cautious not to leave out people that are already working there, to recognize and to reward their hard work every day. Aaron Frazier then resumed by reviewing the nature of the dangerous work undertaken every day by the Jail and Sheriff employees, which is different from other jobs in the County.

Commissioner Garland asked what is the current wage rate for a Jailer and a Deputy, and if when the Commission provides increases, does this increase impact the starting wage? Chief Parrish responded that a Jailer starts at \$12.02 and a Deputy starts at \$12.85, and that in prior years it was around \$11.00. Brad Johnson calculated that this would equate to a \$24K-\$26K annual salary.

Chairman Jaynes then asked if there were any additional questions from the committee. Aaron Frazier noted that he had several but that he needed time to review the information. He then reflected that the property tax rate in the surrounding counties is higher than Carter County's, which is set at \$2.03. Each penny added to the tax rate brings in approximately \$100,000 in property tax revenue. This would require a \$.17 increase in the property tax rate to offset the possible expense of the raises proposed. While he understands this could be necessary, the reality is that it would be hard to afford by many residents of the county.

Ms. Watson also responded that it is necessary for the County to live within its means. She has asked the Comptroller's office if there is any revenue we are missing and was advised that upcoming budgets should not anticipate major increases and that sales tax receipts should be estimated at the same level. This needs to be considered when discussing what is the best thing to do for the greatest number of employees. She then returned to the issue of how much funding is available in salary lines in the Sheriff Department. She again stated that there is more than enough in the Correction officer line in the Jail budget due to unspent salaries. The Deputy line in the Sheriff budget is not expected to have as much, so the funds needed for a raise across the board would have to come from elsewhere. She then confirmed, as did Chief Parrish, that there would be at least \$300,000 available to fund any type of wage increase or bonuses issued to correction officers for the balance of the fiscal year.

Aaron Frazier reviewed that there are about 21-22 vacancies in the jail and another 6 vacancies in the Sheriff Department.

Chairman Jaynes noted that the Committee needed time reflect on what had been discussed thus far so he opened the meeting to public comment.

PUBLIC COMMENT:

Roy Livingston, resident of Hampton, TN came forward to note that as this next budget cycle begins, it is important to live with our means, referencing the comment made by Director Watson. He further stated that the County can't waste money and that it is your job to find it during the budget process because the taxpayer gets the bill. He worried that people he sees shopping are buying crackers one day and the next day buying cat food, and that this is what people are eating because they are down. The tax money comes from these people. He complimented Ms. Watson by saying she knows what she is talking about and that she is telling the facts straight and that people should be proud of her.

With no further public comment, Commissioner Jaynes closed the public comment period at 6:51 pm. The committee meeting resumed. Various committee members spoke, noting their thoughts. Aaron Frazier said that a bonus for new and existing Jail staff members is a priority. Julie Guinn reflected those small raises don't add up when everything else goes up in cost too. Gary Bailey highlighted the flat amount option of \$2,000 as way to really lift up many employees and that it would make more of an impact to all of those below the median wage.

Further discussion of the various scenarios ensued, which gave the Committee much to consider. Each scenario was reviewed again, and several pros and cons were noted. The committee generally agreed that it is important to target the people that need it the most, which are the front-line workers who are struggling to make ends meet. It is also important to be fair to everyone with most agreeing that the sliding scale or the flat amount are the most appealing options. Ms. Watson then explained the

calculation of the flat amount (\$2,000 per full-time or \$1,000 per part-time employee) with a reminder that we are locked in from a revenue standpoint. It will be very difficult to come up with that much money. The budget process has just started and she estimated that she has about 1/3 of the schedules back from the departments.

Aaron Frazier then showed the handout on the video screen to share the specific figures used to calculate the sliding scale option. The cost-of-living increase would be on top of this expense. Robin McKamey noted that the flat amount of \$2,000 would be about \$38 / week and that this would make a difference.

Chairman Jaynes asked the committee to consider if they were satisfied or not with the various options and reminded the committee members that they can request that other options and ideas be presented for consideration at the meeting on the 14th.

Aaron Frazier asked about the impact of the pay increase on take-home pay. Chief Parrish then responded, thanking the Commission for the recent bonus and the 4% raise. He noted however that with the increase in benefit costs this year, some folks didn't realize more money in their take-home pay. Discussion followed about giving employees more flexibility to choose the health insurance or to opt for a differential in pay. Chief Parrish would want more time to understand the potential benefit to this and how many might want this flexibility.

A ten-minute break was called at 7:15 pm.

The meeting resumed at 7:36 pm with Chairman Jaynes asking for any last questions and to see if any committee member wanted to offer a plan to move forward, especially considering the immediate need to fill the jail vacancies.

Aaron Frazier began to outline a plan to offer a \$3,000 sign on bonus and a \$3,000 retention bonus, with eligibility back dated to November 1, 2021, and be applicable to the Jailers and Deputies (road officers) only. These funds would be taken from unexpended funds in the applicable lines.

Brad Johnson asked if any of the funds from ARPA could be used. With the County already establishing a process for these funds, it was concluded that any course of action taken now should not involve ARPA funds.

Aaron Frazier noted that he calculated his plan would cost about \$81,000 in sign-on bonuses and about \$258,000 in retention bonuses, with any additional funding needed to come from Unassigned Fund Balance. The total would be \$339,000. Chief Parrish noted that in prior COVID monies allowed for hazardous duty-pay. While the COVID crisis has exacerbated the problems at the Jail, the rules for ARPA funds are different, which were reviewed by Carolyn Watson. Chief Parrish expressed his support of the \$2,000 flat amount, which combined with the \$800 reimbursement of certification costs, would go a long way.

Aaron Frazier then made a motion to set aside \$339,000 for a \$3,000 sign-on bonus and a \$3,000 retention bonus for jailers and front-line workers at the Sheriff department, with Sergeants, Lieutenants and those higher being excluded. Chief Parrish then jumped in saying that no one should be excluded and that you can't pick and choose who gets it. He said he will have a great deal of dissention in his ranks if everyone is not included (but the Sheriff and himself).

Carolyn Watson asked for a clarification about the amount of the bonus for part-time employees, to which Aaron Frazier amended his motion to specify that part-time employees would receive \$1,500. Discussion revolved around how many employees are currently on staff, less the Sheriff and the Captain. Give or take one or two, the number is about 101 full-time and about 15 part-time employees.

The committee then started discussing various other options, with Ross Garland requesting that a sliding scale be created but using a flat dollar amount instead of a percentage. Carolyn Watson said that they will work on this. Chairman Jaynes asked if anyone had any other ideas to request. He then noted that they would continue this discussion at the next meeting. Robin McKamey stated that there was a motion on floor. Aaron Frazier then withdrew his motion since there was not a second.

Robin McKamey made a motion to adjourn the meeting at 8:19 pm. Julie Guinn was second. All were in favor.

Respectfully submitted:

Approved for Entry:

Audra Gerty

Austin Jaynes, Chairman

Sheriff & Jail Sign On & Retention Bonus
As at 2/2/2022

Full Name	Status	Employee Type Description	Pay Record Pay Code Desc	Hire Date	Sign On Bonus	Retention Bonus
HENEGAR, KIMBERLY K	Employee	CLERICAL	Sheriff's Cleri	12/22/1983		3,000.00
TESTER, LOUIS C	Employee	PART TIME	Sheriff Dept -	02/09/1987		1,500.00
RANGE, KEITH G	Employee	DEPUTY	Sheriff's Deput	12/20/1991		3,000.00
JOHNSON, PATRICK S	Employee	DEPUTY	Sheriff's Deput	05/05/1994		3,000.00
CARLOCK, MICHAEL	Employee	SRO	School Resource	10/25/1994		3,000.00
MARKLAND, RICHARD JEFFERY	Employee	DETECTIVE	Sheriff's Invet	07/28/1995		3,000.00
MEEHAN, ALBERT	Employee	PART TIME	Sheriff Dept -	09/01/2002		1,500.00
SIMERLY, JOHNATHAN B	Employee	SRO	School Resource	06/20/2005		3,000.00
LUDLOW, JOHN TRAVIS	Employee	DEPUTY	Sheriff's Deput	11/21/2007		3,000.00
LITTLE, MICHAEL T	Employee	DETECTIVE	Sheriff's Invet	06/03/2008		3,000.00
PRICE, APRIL D	Employee	DISPATCHERS	Sheriff's Dispa	08/07/2009		3,000.00
LOCKETT III, FRED R	Employee	DEPUTY	Sheriff's Deput	11/13/2009		3,000.00
VAUGHN, LARRY E	Employee	DETECTIVE	Sheriff's Invet	12/10/2010		3,000.00
DUFFIELD, PATRICIA S	Employee	TIME KEEPER	Sheriff's Cleri	03/18/2011		3,000.00
MAHAN, DOUGLAS J	Employee	DEPUTY	Sheriff's Deput	04/15/2011		3,000.00
PIERSON, TRACIE L	Employee	SRO	School Resource	05/16/2011		3,000.00
RHEA, ISSAC ALVIN	Employee	DEPUTY	Sheriff's Deput	05/27/2011		3,000.00
REICHENBACH, CHRISTOPHER M	Employee	DEPUTY	Sheriff's Deput	02/03/2012		3,000.00
MORELL, PAUL J	Employee	SRO	School Resource	03/16/2012		3,000.00
HAMM, DERRICK CHAD	Employee	DETECTIVE	Sheriff's Invet	04/27/2012		3,000.00
RANGE, TONYA G	Employee	CLERICAL	Sheriff's Cleri	08/03/2012		3,000.00
MUNSEY, DAVID G	Employee	SRO	School Resource	08/31/2012		3,000.00
LITTLE, AMANDA B	Employee	DEPUTY	Sheriff's Deput	10/26/2012		3,000.00
MALONE, MICHAEL J	Employee	DEPUTY	Sheriff's Deput	03/15/2013		3,000.00
PATTERSON, AMANDA G	Employee	SRO	School Resource	09/13/2013		3,000.00
RHEA, SPENCER I	Employee	SRO	School Resource	01/06/2014		3,000.00
LUNCEFORD, DEXTER G	Employee	COUNTY OFFICIAL	Sheriff	09/01/2014		0.00
PARRISH, JAMES A	Employee	DEPUTY	Sheriff's Deput	09/01/2014		0.00
MULLINS, DUSTIN L	Employee	SRO	School Resource	09/01/2014		3,000.00
COVINGTON, JUSTIN E	Employee	DEPUTY	Sheriff's Deput	10/27/2014		3,000.00
LUNCEFORD, TRAVIS L	Employee	DETECTIVE	Sheriff's Invet	10/27/2014		3,000.00
NORMAN, ERIC S	Employee	DEPUTY	Sheriff's Deput	11/14/2014		3,000.00
HILL, THOMAS E	Employee	DEPUTY	Sheriff's Deput	12/01/2014		3,000.00
MARKLAND, JENNA N	Employee	DETECTIVE	Sheriff's Invet	01/05/2015		3,000.00
GRINDSTAFF, ISAIAH S	Employee	DETECTIVE	Sheriff's Invet	01/15/2015		3,000.00
HUVANE, SEAN F	Employee	DEPUTY	Sheriff's Deput	02/13/2015		3,000.00
HALAVA, AMOS N	Employee	DETECTIVE	Sheriff's Invet	05/05/2015		3,000.00
PEARCE, SAMUEL A	Employee	PART TIME	Sheriff's PT	05/22/2015		1,500.00
MILLER, KATHRYN L	Employee	DISPATCHERS	Sheriff's Dispa	07/03/2015		3,000.00
BROWN, WILLIE R	Employee	DETECTIVE	Sheriff's Invet	11/02/2015		3,000.00
TRANBARGER, DAVID C	Employee	DEPUTY	Sheriff's Deput	11/03/2015		3,000.00
BLEVINS, JOHNATHAN L	Employee	DEPUTY	Sheriff's Deput	04/25/2016		3,000.00
BURCHFIELD, JUSTIN T	Employee	DEPUTY	Sheriff's Deput	05/09/2016		3,000.00
RIGHTER, RICHARD J	Employee	PART TIME	Sheriff Dept -	01/27/2017		1,500.00
LUNCEFORD, PAMELA L	Employee	CLERICAL	Sheriff's Cleri	03/03/2017		3,000.00
STASCHAK III, WILLIAM S	Employee	DEPUTY	Sheriff's Deput	03/06/2017		3,000.00
SCOTT, ROBERT R	Employee	DEPUTY	Sheriff's Deput	04/11/2017		3,000.00
LOCKLEAR, CORY O	Employee	DEPUTY	Sheriff's Deput	04/24/2017		3,000.00
STANTON, DANIEL R	Employee	SRO	School Resource	06/28/2017		3,000.00
FARLEY, CODY J	Employee	DETECTIVE	Sheriff's Invet	09/18/2017		3,000.00
KNEASKERN, DANIEL S	Employee	DEPUTY	Sheriff's Deput	03/26/2018		3,000.00
CAUDILL, CHRISTOPHER A	Employee	DEPUTY	Sheriff's Deput	06/22/2018		3,000.00
BAKER, BRENT E	Employee	DEPUTY	Sheriff's Deput	07/02/2018		3,000.00
SHELL, LOWELL E	Employee	PART TIME	Sheriff Dept -	07/23/2018		1,500.00
APPLETON, JESSICA A	Employee	PART TIME	Sheriff Dept -	10/02/2018		1,500.00
BARTLETT, JEREMIAH S	Employee	SRO	School Resource	12/13/2018		3,000.00

Sheriff & Jail Sign On & Retention Bonus
As at 2/2/2022

Full Name	Status	Employee Type Description	Pay Record Pay Code Desc	Hire Date	Sign On Bonus	Retention Bonus
JOHNSON, JUSTIN L	Employee	SRO	School Resource	01/31/2019		3,000.00
FELTY, GABRIEL W	Employee	DEPUTY	Sheriff's Deput	04/08/2019		3,000.00
PETERS, JOSHUA L	Employee	DEPUTY	Sheriff's Deput	06/24/2019		3,000.00
GARLAND, CLYDE L	Employee	PART TIME	Sheriff Dept -	07/22/2019		1,500.00
BEMILLER, DONOVAN A	Employee	DEPUTY	Sheriff's Deput	09/20/2019		3,000.00
STEWART, MORRIS P	Employee	DETECTIVE	Sheriff's Invet	09/20/2019		3,000.00
BAILEY, JARED D	Employee	SRO	School Resource	09/24/2019		3,000.00
SHOUN, JOY A	Employee	DETECTIVE	Sheriff's Invet	12/12/2019		3,000.00
PEEK, CHRISTOPHER L	Employee	DEPUTY	Sheriff's Deput	03/06/2020		3,000.00
HOLSCLAW, TYLER W	Employee	SRO	School Resource	09/04/2020		3,000.00
LUNCEFORD, JOE C	Employee	DEPUTY	Sheriff's Deput	10/02/2020		3,000.00
BOWMAN, DANIEL K	Employee	PART TIME	Sheriff Dept -	11/09/2020		1,500.00
BUCK GARLAND, BRIANNA N	Employee	DEPUTY	Sheriff's Deput	11/16/2020		3,000.00
BROWN, DENNIS L	Employee	DEPUTY	Sheriff's Deput	02/05/2021		3,000.00
BROADWAY, RUSSELL C	Employee	SRO	School Resource	02/05/2021		3,000.00
GARLAND, TIMOTHY A	Employee	DEPUTY	Sheriff's Deput	03/19/2021		3,000.00
HOLLIDAY, JOSEPH F	Employee	DEPUTY	Sheriff's Deput	03/19/2021		3,000.00
MINK, RAYMOND J	Employee	DEPUTY	School Resource	06/01/2021		3,000.00
DUFFY, PAULA A	Employee	PART TIME	Sheriff Dept -	08/30/2021		1,500.00
OLIVER, CHARLES E	Employee	SRO	School Resource	09/03/2021		3,000.00
SMITHPETERS, BRIAN A	Employee	SRO	School Resource	10/01/2021		3,000.00
YUNKER, JULIE A	Employee	PART TIME	Sheriff Dept -	10/18/2021		1,500.00
SCRUGGS, JONATHAN L	Employee	SRO	School Resource	11/12/2021	3,000.00	
PARHAM, SUSAN J	Employee	DISPATCHERS	Sheriff's Dispa	11/22/2021	3,000.00	
MASON, MICHAEL E	Employee	DEPUTY	Sheriff's Deput	12/27/2021	3,000.00	
OFSANIK II, MARK E	Employee	DEPUTY	Sheriff's Deput	12/27/2021	3,000.00	
Current Number of Sheriff Employees	82				12,000.00	213,000.00
						225,000.00
TRIVETTE, ERIC V	Employee	GUARDS	Guards - Jail	01/27/2006		3,000.00
KENT, RONNIE J	Employee	GUARDS	Guards - Jail	11/11/2011		3,000.00
DOTY-GODINEZ, KATHY	Employee	CAFETERIA	Cafeteria - Jai	01/20/2012		3,000.00
PATTERSON, MATTHEW T	Employee	GUARDS	Guards - Jail	02/03/2012		3,000.00
BUCK, DEVON L	Employee	MAINTENANCE	Maintenance Jai	03/16/2012		3,000.00
BRADSHAW, MESHELL ANN	Employee	CAFETERIA	Cafeteria - Jai	07/17/2012		3,000.00
VINSON JR, WILLIAM C	Employee	GUARDS	Guards - Jail	01/04/2013		3,000.00
TIPTON, STEVEN RANDALL	Employee	GUARDS	Guards - Jail	09/12/2013		3,000.00
MCGINNIS, BRIAN K	Employee	GUARDS	Guards - Jail	11/18/2013		3,000.00
COLE JR, JAMES H	Employee	MAINTENANCE	Maintenance Jai	03/21/2017		3,000.00
MOORE, TERRY L	Employee	GUARDS	Guards - Jail	10/16/2017		3,000.00
POTTER, ERIN N	Employee	GUARDS	Guards - Jail	12/14/2017		3,000.00
GRAY II, ISHMAEL THOMAS	Employee	GUARDS	Guards - Jail	03/26/2018		3,000.00
SCOTT, SHIRLEY M	Employee	CAFETERIA	Cafeteria - Jai	01/07/2019		3,000.00
TORRES, RAYMOND L	Employee	PART TIME	GUARD PT	09/24/2019		1,500.00
MCCLOUD, DALTON W	Employee	GUARDS	Guards - Jail	11/29/2019		3,000.00
DYKES, JERRY A	Employee	GUARDS	Guards - Jail	02/18/2020		3,000.00
ANDERS, RICKY R	Employee	GUARDS	Guards - Jail	07/13/2020		3,000.00
GOINS, RONALD W	Employee	GUARDS	Guards - Jail	10/09/2020		3,000.00
LAWSON, ADAM L	Employee	GUARDS	Guards - Jail	10/09/2020		3,000.00
DULA, JOHN T	Employee	GUARDS	Guards - Jail	12/11/2020		3,000.00
SCALF, STORM K	Employee	GUARDS	Guards - Jail	02/22/2021		3,000.00
HUGHES III, JAMES W	Employee	GUARDS	Guards - Jail	03/24/2021		3,000.00
LEWIS JR, GARY R	Employee	PART TIME	GUARD PT	03/25/2021		1,500.00
SINGLETTARY, JOSHUA H L	Employee	GUARDS	Guards - Jail	03/26/2021		3,000.00
PHILLIPS, JOHNATHAN W	Employee	GUARDS	Guards - Jail	05/07/2021		3,000.00
EDWARDS, CHRISTOPHER D	Employee	GUARDS	Guards - Jail	05/25/2021		3,000.00
ODOM, KEENAN D	Employee	GUARDS	Guards - Jail	06/04/2021		3,000.00

Sheriff & Jail Sign On & Retention Bonus
As at 2/2/2022

Full Name	Status	Employee Type Description	Pay Record Pay Code Desc	Hire Date	Sign On Bonus	Retention Bonus	
GRAY, MICHAEL A	Employee	GUARDS	Guards - Jail	07/09/2021		3,000.00	
BEMILLER, LEE W	Employee	GUARDS	Guards - Jail	07/26/2021		3,000.00	
BROOKS, JASON W	Employee	GUARDS	Guards - Jail	07/27/2021		3,000.00	
ESTEP, MARSHALL R	Employee	GUARDS	Guards - Jail	08/02/2021		3,000.00	
STOUT, LISA M	Employee	GUARDS	Guards - Jail	09/03/2021		3,000.00	
RIDDLE, DEVIN A	Employee	PART TIME	GUARD PT	09/06/2021		1,500.00	
EDWARDS, JENNETTE E	Employee	GUARDS	Guards - Jail	09/13/2021		3,000.00	
BOWEN, CURTIS L	Employee	PART TIME	GUARD PT	10/04/2021		1,500.00	
TESTER, TYLER C	Employee	GUARDS	Guards - Jail	10/22/2021		3,000.00	
SHELTON, JARED D	Employee	GUARDS	Guards - Jail	10/29/2021		3,000.00	
LYLE, MATTHEW A	Employee	GUARDS	Guards - Jail	11/29/2021	3,000.00		
Current Number of Jail Employees	39				3,000.00	108,000.00	111,000.00
Total Current Number of Employees	121				15,000.00	321,000.00	336,000.00
New Jail Full Time Staff to be Hired	11				33,000.00		33,000.00
Grand Totals	132				48,000.00	321,000.00	369,000.00
Full Time	107	Less Sheriff & Chief					
Part Time	14						
New Hire Full Time Staff	11						
	132						

Carter County
Summary Schedule for Proposed Employee Rates
As of 1/31/2022

As of 1/31/2022																			COL Flat \$ FT		\$ 1,000
																			COL Flat \$ PT		\$ 500
Current Fiscal Year 2021-22 (Amt to be added current yr)							Next Fiscal Year 2022-23 (Total Amt to be budgeted no COL)				Next Fiscal Year 2022-23 (Additional Amt for COL % Raise)				Next Fiscal Year 2022-23 (Additional Amt for COL Flat \$ Raise)						
# of Employees	% of Employees	Employer				Employer				Employer				Employer							
		Wages	Taxes	Retirement	Total	Wages	Taxes	Retirement	Total	Wages	Taxes	Retirement	Total	Wages	Taxes	Retirement	Total				
Sliding Scale																					
Sheriff	82	27%	\$ 75,279	\$ 5,759	\$ 6,022	\$ 87,061	\$ 230,928	\$ 17,666	\$ 18,474	\$ 267,069	\$ 60,731	\$ 4,646	\$ 4,858	\$ 70,235	\$ 76,500	\$ 5,852	\$ 6,120	\$ 88,472			
Jail	39	13%	\$ 35,685	\$ 2,730	\$ 2,855	\$ 41,269	\$ 107,054	\$ 8,190	\$ 8,564	\$ 123,808	\$ 25,678	\$ 1,964	\$ 2,054	\$ 29,696	\$ 37,500	\$ 2,869	\$ 3,000	\$ 43,369			
Jail - vacant positions	22	7%	\$ 100,878	\$ 7,717	\$ 8,070	\$ 116,666	\$ 605,271	\$ 46,303	\$ 48,422	\$ 699,996	\$ 12,105	\$ 926	\$ 968	\$ 14,000	\$ 22,000	\$ 1,683	\$ 1,760	\$ 25,443			
Highway	42	14%	\$ 32,449	\$ 2,482	\$ 2,596	\$ 37,527	\$ 239,819	\$ 18,346	\$ 19,186	\$ 277,351	\$ 26,105	\$ 1,997	\$ 2,088	\$ 30,190	\$ 39,000	\$ 2,984	\$ 3,120	\$ 45,104			
Remaining County	117	39%	\$ 89,667	\$ 6,860	\$ 7,173	\$ 103,700	\$ 319,717	\$ 24,458	\$ 25,577	\$ 369,753	\$ 67,306	\$ 5,149	\$ 5,384	\$ 77,840	\$ 99,500	\$ 7,612	\$ 7,960	\$ 115,072			
Total Sliding Scale	302		\$ 333,959	\$ 25,548	\$ 26,717	\$ 386,224	\$ 1,502,789	\$ 114,963	\$ 120,223	\$ 1,737,976	\$ 191,924	\$ 14,682	\$ 15,354	\$ 221,960	\$ 274,500	\$ 20,999	\$ 21,960	\$ 317,459			
Flat Amount \$2000 FT/\$1000 PT																					
Sheriff	82	27%	\$ 51,000	\$ 3,902	\$ 4,080	\$ 58,982	\$ 158,090	\$ 12,094	\$ 12,647	\$ 182,831	\$ 59,274	\$ 4,534	\$ 4,742	\$ 68,550	\$ 76,500	\$ 5,852	\$ 6,120	\$ 88,472			
Jail	39	13%	\$ 25,000	\$ 1,913	\$ 2,000	\$ 28,913	\$ 75,000	\$ 5,738	\$ 6,000	\$ 86,738	\$ 25,036	\$ 1,915	\$ 2,003	\$ 28,955	\$ 37,500	\$ 2,869	\$ 3,000	\$ 43,369			
Jail - vacant positions	22	7%	\$ 99,041	\$ 7,577	\$ 7,923	\$ 114,541	\$ 594,246	\$ 45,460	\$ 47,540	\$ 687,246	\$ 11,885	\$ 909	\$ 951	\$ 13,745	\$ 22,000	\$ 1,683	\$ 1,760	\$ 25,443			
Highway	42	14%	\$ 23,333	\$ 1,785	\$ 1,867	\$ 26,985	\$ 209,117	\$ 15,997	\$ 16,729	\$ 241,844	\$ 25,491	\$ 1,950	\$ 2,039	\$ 29,480	\$ 39,000	\$ 2,984	\$ 3,120	\$ 45,104			
Remaining County	117	39%	\$ 66,333	\$ 5,074	\$ 5,307	\$ 76,714	\$ 249,715	\$ 19,103	\$ 19,977	\$ 288,795	\$ 65,906	\$ 5,042	\$ 5,272	\$ 76,220	\$ 99,500	\$ 7,612	\$ 7,960	\$ 115,072			
Total Flat Amount	302		\$ 264,708	\$ 20,250	\$ 21,177	\$ 306,134	\$ 1,286,168	\$ 98,392	\$ 102,893	\$ 1,487,454	\$ 187,592	\$ 14,351	\$ 15,007	\$ 216,950	\$ 274,500	\$ 20,999	\$ 21,960	\$ 317,459			
Flat Amount \$2000 Sheriff & Jail/\$1000 County & Highway																					
Sheriff	82	27%	\$ 51,000	\$ 3,902	\$ 4,080	\$ 58,982	\$ 158,090	\$ 12,094	\$ 12,647	\$ 182,831	\$ 59,274	\$ 4,534	\$ 4,742	\$ 68,550	\$ 76,500	\$ 5,852	\$ 6,120	\$ 88,472			
Jail	39	13%	\$ 25,000	\$ 1,913	\$ 2,000	\$ 28,913	\$ 75,000	\$ 5,738	\$ 6,000	\$ 86,738	\$ 25,036	\$ 1,915	\$ 2,003	\$ 28,955	\$ 37,500	\$ 2,869	\$ 3,000	\$ 43,369			
Jail - vacant positions	22	7%	\$ 99,041	\$ 7,577	\$ 7,923	\$ 114,541	\$ 594,246	\$ 45,460	\$ 47,540	\$ 687,246	\$ 11,885	\$ 909	\$ 951	\$ 13,745	\$ 22,000	\$ 1,683	\$ 1,760	\$ 25,443			
Highway	42	14%	\$ 11,667	\$ 893	\$ 933	\$ 13,493	\$ 172,117	\$ 13,167	\$ 13,769	\$ 199,054	\$ 24,751	\$ 1,893	\$ 1,980	\$ 28,624	\$ 39,000	\$ 2,984	\$ 3,120	\$ 45,104			
Remaining County	117	39%	\$ 33,167	\$ 2,537	\$ 2,653	\$ 38,357	\$ 150,215	\$ 11,491	\$ 12,017	\$ 173,724	\$ 63,916	\$ 4,890	\$ 5,113	\$ 73,919	\$ 99,500	\$ 7,612	\$ 7,960	\$ 115,072			
Total Flat Amount	302		\$ 219,874	\$ 16,820	\$ 17,590	\$ 254,285	\$ 1,149,668	\$ 87,950	\$ 91,973	\$ 1,329,591	\$ 184,862	\$ 14,142	\$ 14,789	\$ 213,793	\$ 274,500	\$ 20,999	\$ 21,960	\$ 317,459			
Sliding Flat Amount																					
Sheriff	82	27%	\$ 54,000	\$ 4,131	\$ 4,320	\$ 62,451	\$ 167,090	\$ 12,782	\$ 13,367	\$ 193,240	\$ 59,454	\$ 4,548	\$ 4,756	\$ 68,758	\$ 76,500	\$ 5,852	\$ 6,120	\$ 88,472			
Jail	39	13%	\$ 29,000	\$ 2,219	\$ 2,320	\$ 33,539	\$ 87,000	\$ 6,656	\$ 6,960	\$ 100,616	\$ 25,276	\$ 1,934	\$ 2,022	\$ 29,232	\$ 37,500	\$ 2,869	\$ 3,000	\$ 43,369			
Jail - vacant positions	22	7%	\$ 100,874	\$ 7,717	\$ 8,070	\$ 116,661	\$ 605,246	\$ 46,301	\$ 48,420	\$ 699,967	\$ 12,105	\$ 926	\$ 968	\$ 13,999	\$ 22,000	\$ 1,683	\$ 1,760	\$ 25,443			
Highway	42	14%	\$ 26,833	\$ 2,053	\$ 2,147	\$ 31,033	\$ 220,617	\$ 16,877	\$ 17,649	\$ 255,144	\$ 25,721	\$ 1,968	\$ 2,058	\$ 29,746	\$ 39,000	\$ 2,984	\$ 3,120	\$ 45,104			
Remaining County	117	39%	\$ 73,500	\$ 5,623	\$ 5,880	\$ 85,003	\$ 271,215	\$ 20,748	\$ 21,697	\$ 313,660	\$ 66,336	\$ 5,075	\$ 5,307	\$ 76,718	\$ 99,500	\$ 7,612	\$ 7,960	\$ 115,072			
Total Flat Amount	302		\$ 284,208	\$ 21,742	\$ 22,737	\$ 328,686	\$ 1,351,168	\$ 103,364	\$ 108,093	\$ 1,562,626	\$ 188,892	\$ 14,450	\$ 15,111	\$ 218,453	\$ 274,500	\$ 20,999	\$ 21,960	\$ 317,459			

- Notes:
- Jail has 22 vacant positions. For the 2021-22 fiscal year added 11 postions, assuming they would start 3/1/22. For the 2022-23 fiscal year added all 22 positions for the full year.
 - Highway has 4 vacant postions that will not be posted until the 2022-23 fiscal year. Those are included in the 2022-23 projections.
 - The schedule includes the state increase for elected officials for the 2022-23 fiscal year.
 - Subject to change. As of this time we are not aware of any other personnel changes that would impact these schedules.
 - The sliding scale factors are:

0-35K	10%	\$2,500
35-45K	7%	\$2,000
45-55K	5%	\$1,500
> 55K	3%	\$1,000
Part time		\$500

Carter County
General Purpose School Fund #141
Fiscal Year Ending June 30, 2022
Budget Amendment #7
February 22, 2022

Ite m #	Category	Line Item	Location	Program #	Description	\$ Amount	Increase/ Decrease
1	71100	449	04001	000	Textbooks	7,000.00	Increase
	71200	128	04001	200	Homebound Teachers	35,000.00	Increase
	71100	429	04001	000	Instructional Supplies and Materials	42,000.00	Decrease
<i>To reallocate funds within General Purpose School budget lines for system wide textbooks and Homebound Teachers.</i>							
2	71300	322	04001	000	Evaluation and Testing	4,030.00	Increase
	72230	355	04001	000	Travel	800.00	Increase
	72230	524	04001	000	Inservice and Staff Development	3,000.00	Increase
	71300	355	04001	000	Travel	7,800.00	Decrease
	71300	506	04001	000	Liability Insurance	30.00	Decrease
<i>To reallocate funds within Vocational Education program budget lines.</i>							
3	71200	210	04001	000	Employer Medicare	2,000.00	Increase
	71200	217	04001	000	Retirement Stabilization	2,000.00	Increase
	71200	499	04001	000	Other Supplies and Materials	8,000.00	Increase
	71200	725	04001	000	Special Education Equipment	17,000.00	Increase
	72220	162	04001	000	Clerical Personnel	11,000.00	Increase
	72220	201	04001	000	Social Security	2,000.00	Increase
	72220	204	04001	000	State Retirement	2,000.00	Increase
	72220	206	04001	000	Life Insurance	1,000.00	Increase
	72220	210	04001	000	Unemployment Insurance	1,000.00	Increase
	72220	212	04001	000	Medicare	2,000.00	Increase
	72220	312	04001	000	Contracts with Private Agencies	10,000.00	Increase
	72220	524	04001	000	Inservice / Staff Development	15,072.56	Increase
	47143	000	04001	000	Special Educ. Grants to High Cost Students	73,072.56	Increase
<i>To recognize and appropriate additional funds allocated for high cost children in the Special Education Department.</i>							
					Total	122,902.56	122,902.56
					From Fund Balance	-	
					From Unassigned Fund Balance	-	

Carter County
General Fund #101
Fiscal Year Ending June 30, 2022
Budget Amendment #8
February 22, 2022

Item #	Category	Line Item	Proj Code	Description	\$ Amount		Increase/ Decrease
1	51720	718		Motor Vehicles	3,500.00		Increase
	44530	000		Sale of Equipment		3,500.00	Increase
<i>To recognize and to appropriate proceeds from sale of two Planning Department vehicles.</i>							
2	52300	711		Furniture and fixtures	2,000.00		Increase
	52300	435		Office Supplies		2,000.00	Decrease
<i>To reallocate funds with the Assessor of Property budget lines.</i>							
3	58300	719		Office Equipment	100.00		Decrease
	58300	435		Office Supplies		100.00	Increase
<i>To reallocate funds within the Veteran's Services budget lines.</i>							
4	54110	719		Office Equipment	1,825.47		Increase
	34525		003	Restricted for Public Safety - Sex Offender Registry		1,825.47	Decrease
<i>To appropriate funds from Sex Offender Registry Restricted Account for the purchase of Sex Offender compliant computer tablet in the Sheriff's Office.</i>							
5	52100	411		Data Processing Supplies	500.00		Increase
	52100	599		Other Charges		500.00	Decrease
<i>To reallocate funds within the Accounting and Budget Office budget lines.</i>							
6	51800	336		Maintenance & Repair - Equipment	8,500.00		Increase
	51800	362		Penalties	30.00		Increase
	51800	338		Maintenance & Repair - Vehicle	1,000.00		Increase
	51800	335	020	Maintenance & Repair - Gov. Grant		9,530.00	Decrease
	51800	169		Part-time Personnel	2,145.00		Increase
	51800	166		Custodial Personnel		2,145.00	Decrease
<i>To reallocate funds within Building and Grounds budget lines and to correct expenditure line for part-time custodian in Building and Grounds Department.</i>							
7	51810	347	400	Pest Control	200.00		Increase
	51810	338	400	Maintenance & Repair - Vehicle		200.00	Decrease
<i>To reallocate funds within Workforce Development Complex budget.</i>							
8	54610	599		Other Charges	180.00		Increase
	54610	312		Other Contracted Services		180.00	Decrease
<i>To reallocate funds within Coroner's Office budget.</i>							
Total					19,980.47	19,980.47	
From Fund Balance						1,825.47	
From Unassigned Fund Balance						0.00	

Carter County
School Federal Projects Fund #142
Fiscal Year Ending June 30, 2022
Budget Amendment #8
February 17, 2022

Item #	Category	Line Item	Loc Code	Project #	Description	\$ Amount		Increase/Decrease
1	71300	116	04001	159	Teachers	107,000.00		Increase
	71300	429	04001	159	Instructional Supplies and Materials	20,000.00		Decrease
	72230	599	04001	159	Other Charges		127,000.00	Decrease
<i>To reallocate funds for Teachers and Instructional Supplies and Materials in the Innovative High Schools grant.</i>								
2	72710	146	04001	911	Bus Drivers	4,500.00		Increase
	72710	189	04001	911	Other Salaries and Wages	1,000.00		Increase
	72710	201	04001	911	Social Security	500.00		Increase
	72710	206	04001	911	Life Insurance	100.00		Increase
	72710	207	04001	911	Medical Insurance	2,000.00		Increase
	72220	312	04001	911	Contracts with Private Agencies		8,100.00	Decrease
<i>To reallocate funds for additional bus driver support for IDEA Pre-school.</i>								
3	73100	422	04001	159	Food Supplies	15,000.00		Increase
	71100	722	04001	159	Regular Instruction Equipment		15,000.00	Decrease
<i>To reallocate funds for TN All Corps Grant per revision previously approved in Eplan.</i>								
					Total	150,100.00	150,100.00	
					From Fund Balance		0.00	
					From Unassigned Fund Balance		0.00	

Carter County
Head Start Fund #145
Fiscal Year Ending June 30, 2022
Budget Amendment #4
February 17, 2022

Item #	Category	Line Item	Description	\$ Amount		Increase/ Decrease
1	73400	429	Instructional Supplies	9,959.83		Increase
	73400	499	Other Equipment	2,224.52		Increase
	73400	163	Educational Assistants		4,300.00	Decrease
	73400	166	Custodial Personnel		1,200.00	Decrease
	73400	198	Non-Certified Substitues		1,073.60	Decrease
	73400	207	Medical Insurance		1,200.00	Decrease
	73400	317	Data Processing Services		1,000.00	Decrease
	73400	320	Dues and Memberships		66.00	Decrease
	73400	351	Rentals		594.75	Decrease
	73400	499	Other Supplies and Materials		2,750.00	Decrease
<i>To reallocate Head Start funds between major categories to reconcile year end expenditures.</i>						
			Total	12,184.35	12,184.35	
			From Fund Balance		0.00	
			From Unassigned Fund Balance		0.00	

<u>Carter County, Tennessee</u>		
<u>Donation Listing</u>		
<u>FYE June 30, 2022</u>		
<u>January, 2022 Donations</u>		
<u>Donation Listing</u>		<u>Purpose</u>
January Animal Shelter Donation - Wil Vinson	\$ 5.00	Cat Care
January Animal Shelter Donation - NECU	\$ 500.00	Animal Care
January Animal Shelter Donation - Marlene & Richard Good	\$ 500.00	Cat Care
January Animal Shelter Donation - Lorrie Lunquist	\$ 50.00	Animal Food
January Animal Shelter Donation - Meow Events Marketing	\$ 30.00	Medical Care
January Animal Shelter Donation - Steven Allison	\$ 40.00	Dog Care
January Animal Shelter Donation - Carla Forbes	\$ 25.00	Cat Care
January Animal Shelter Donation - Tina Lick	\$ 25.00	Dog Care
January Animal Shelter Donation - Good World Valuations, Inc.	\$ 250.00	Animal Care
January Animal Shelter Donation - Susan & Gary Fisher	\$ 100.00	Medical Care
January Animal Shelter Donation - Chris Martin	\$ 10.00	Dog Care
January Animal Shelter Donation - In honor of Scott Blevins	\$ 100.00	Animal Care
January Animal Shelter Donation - In memory of Lewis Gass	\$ 50.00	Animal Care
January Animal Shelter Donation - Class of 1961	\$ 25.00	Animal Care
January Animal Shelter Donation - Laura Edmondson	\$ 100.00	Cat Care
January Animal Shelter Donation - Michelle Umbarger	\$ 15.00	Dog Care
January Animal Shelter Donation - Amy Jones	\$ 50.00	Animal Care
January Animal Shelter Donation - Sierra Gaskins in memory of Betty White	\$ 100.00	Animal Care
January Animal Shelter Donation - Phyllis Todd in memory of Betty White	\$ 25.00	Animal Care
January Animal Shelter Donation - Shameaka Asberry	\$ 15.00	Dog Care
January Animal Shelter Donation - Penny Smyth	\$ 150.00	Animal Care
January Animal Shelter Donation - Stacey Kirkland	\$ 75.00	Dog Care
January Animal Shelter Donation - Gould	\$ 20.00	Animal Care
January Animal Shelter Donation - In memory of Christa Dison	\$ 3,840.00	Animal Care
January Animal Shelter Donation - Susan & Richard Martindale	\$ 100.00	Animal Care
January Animal Shelter Donation - Michelle White	\$ 100.00	Cat Care
January Animal Shelter Donation - Susan Peters in memory of Betty White	\$ 25.00	Animal Care
January Animal Shelter Donation - Michelle Maharies	\$ 100.00	Animal Care
January Animal Shelter Donation - Lisa Botts in memory of Betty White	\$ 50.00	Animal Care
January Animal Shelter Donation - Christa Martin in memory of Betty White	\$ 25.00	Animal Care
January Animal Shelter Donation - Lisa Runje	\$ 25.00	Animal Care
January Animal Shelter Donation - Charlene Norris in memory of Betty White	\$ 100.00	Animal Care
January Animal Shelter Donation - In memory of David Kent	\$ 30.00	Animal Care
January Animal Shelter Donation - Adeline Hyder in memory of Betty White	\$ 25.00	Animal Care
January Animal Shelter Donation - Louis Takacs	\$ 50.00	Animal Care
January Animal Shelter Donation - In memory of Dwayne Austin	\$ 366.00	Animal Care
January Animal Shelter Donation - In memory of Dwayne Austin	\$ 366.00	Animal Care
January Animal Shelter Donation - In memory of Sharon McKenzie	\$ 100.00	Animal Care
January Animal Shelter Donation - Elizabethton Used Appliances	\$ 100.00	Animal Care
January Animal Shelter Donation - Gerald Holly	\$ 25.00	Animal Care
January Animal Shelter Donation - Bill & Susan Hodge	\$ 5.00	Animal Care
January Animal Shelter Donation - Deborah Stewart in memory of Betty White	\$ 200.00	Animal Care
January Animal Shelter Donation - Julie Oaks	\$ 200.00	Animal Care
January Animal Shelter Donation - Laura Phelps	\$ 10.00	Animal Care
Animal Shelter Total	\$ 8,102.00	
Sheriff's Department Total	\$ -	
Carter County Schools Total	\$ -	
January 2022 Cash Total Donations	\$ 8,102.00	
Source: Receipts presented by the Carter County/ Elizabethton Animal Shelter & Trustee receipts.		
Purpose: To present a schedule of receipts for approval of January 2022 Donations.		
Conclusion: All donations for the month of January 2022 in the amount of \$8,102.00 are Animal Shelter donations, as of 02/02/2022.		

135 Sycamore Shoals Drive
Elizabethton, TN 37643



Telephone: 423-547-6359
www.cartercountyttn.gov
E-mail: animalshelter@cartercountyttn.gov

**ELIZABETHTON / CARTER COUNTY
ANIMAL SHELTER**

Walmart donations for the month of January 2022 is approximately \$216.31.

Thank you,

ECCAS Director

A handwritten signature in black ink, appearing to be "S. S. S.", written in a cursive style.