

SWITZERLAND COUNTY COUNCIL
JANUARY 14, 2026

REGULAR MEETING –WEDNESDAY AT 5:00 P.M.

The Switzerland County Handbook Committee met in a regular session pursuant to law and by being duly advertised.

Those present: Carrie Barwick, Patti Kappes and Ryan Harrison. County Auditor, Gayle Sullivan.

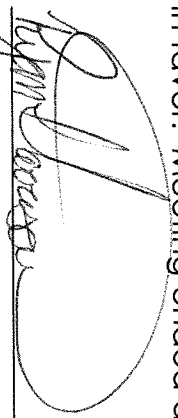


Ryan Harrison called the meeting to order with the pledge of allegiance.

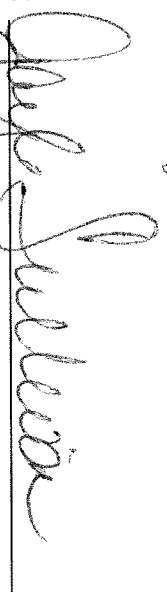
Discussion about the current handbook and what may need to be changed or adopted. Ryan spoke about PTO time. The fact when there is a new hire they have no PTO. If someone were to have the need to take off before their 90 days is up, they may only have one day and there may be a greater need. He feels that PTO time is designed for factories and would like personal, sick and personal. Patti spoke about what the school does for their employees. Carrie spoke about people needing off for a sick family members and the fact that they would not have the time to take off. Discussion was had about sick time and the need for it to be changed as well.

The discussion of overtime vs comp time and the need to go back to comp time. The cost of overtime last year for the county was over \$340K. Patti spoke about the One Big Beautiful Act. Comp time has to be paid at time and a half rate which could cause problems as far as being paid at a higher rate than when they may have earned it. Discussion was had about the need to go back to comp time. Discussion was also had about the double/triple time that someone could be paid for overtime/holiday pay.

Courthouse hours were also brought up for discussion. The possibility of county council adjusting salaries if the hours were to be adjusted to 37.5 hours. Adjusting hours for employees to work the 37.5 hours and raise the rate. Discussion was had from the crowd about the ½ hour lunch, staggering lunches and the office remain open during lunch.

The next meeting will be February 18, 2026 @ 5pm. Discussion was had about adding another county employee. Ryan made a motion to add an employee and Patti second, All in favor. Ryan made a motion to add Jenny Owens to the Handbook Committee. Patti second. All in favor. With no further discussion to come before the board, Ryan made a motion to adjourn and Carrie second. All in favor. Meeting ended at 5:33.


Ryan Harrison

Carrie Barwick

Patti Kappes

Attest: 
Gayle Sullivan, Auditor
Switzerland County, Indiana