

SWITZERLAND COUNTY COUNCIL  
FEBRUARY 23, 2026

REGULAR MEETING –MONDAY 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, Jenny Owens, Patti Kappes and Ryan Harrison. County Payroll Deputy, Tina Minch.

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

Ryan spoke about the Big Beautiful Bill. The bill states that you must physically be present to receive overtime pay. Comp time is generally accrued at time and a half unless holiday, sick or vacation then it is accrued minute for minute. Harris and AOD was brought up and where we were. The comp time will be by each department because it may not work for certain departments. The comp time will need to be tracked by each department head. Ryan made a motion to set max of 160 hours of comp time at any time during the year and can only carry over 80 hours. Patti made a second. All in favor.

Ryan made a motion based on an 80-hour work week that if an employee uses vacation, personal or sick time or if there is a holiday during time period and earns comp time, they will earn that at straight time not time and a half. Patti second. Yay-Ryan, Patti and Carrie. Nay-Jenny. Motion passed. Patti asked if an employee could potentially lose their vacation/sick time if they were to use up their comp time.

Discussion was had about the sick days that was in place prior to the new handbook being written. 60 days (480 hours) max and cannot earn anymore until you use them. There was discussion about personal days on how they would be accrued and what if any could be carried over. Ryan also said he had contacted two different counties about vacation time both were similar.

- 90 days-5 days
- 2-4 years-10 days
- 5-10 years-15 days
- 11-14 years-20 days
- ~~15~~+ years-25 days

More discussion was had comparing what the county offers now versus what it could possibly change too.

Discussion was had about the time off being front loaded at the beginning of each and not having to wait until your anniversary date.

Next meeting will be on March 9, 2026 @ 5pm. With no further business to come before the board, Ryan made a motion to adjourn, second by Carrie. All in favor. Meeting ended @ 6:00pm.



Attest:



Gayle Sullivan, Auditor  
Switzerland County, Indiana