

FINANCIAL MANAGEMENT COMMITTEE

July 18, 2020

8:30 am

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**PRESENT:** Brad Johnson, Austin Jaynes, Mayor Rusty Barnett, Ginger Holdren, Roger Colbaugh, Tracy McAbee, and Travis Hill.

The meeting was called to order by Brad Johnson.

Quorum present.

**Adopt Agenda:** Motion was made by Travis Hill, second by Austin Jaynes to approve the agenda. Motion Carried.

**Public Comments:** No Comments.

**New Business:**

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1. **Review resumes for the Finance Director position:** Mr. Brad Johnson started the discussion item by stating that he would like to establish a timeframe for this hiring process. Mr. Johnson recommended that we take the pool of thirty-six applications down to ten potential candidates before next Financial Management Meeting. Finance Director, Brad Burke, requested to speak. Mr. Burke informed the Committee that he would like to rescind his resignation under the condition that the Finance Department get two new employees. Mr. Burke explained that one of the employees will manage human resource and payroll, while the other new employee will aid with budgets and general accounting duties where needed. Mr. Burke explained that the turnover in Finance Directors will continue if the Finance Department does not get the appropriate help it needs. Deputy Director of Finance, Michael Kennedy, exclaimed that keeping Mr. Burke would be the best option for Carter County because he is the most qualified person to do the job. Mr. Kennedy explained that most Directors of Finance positions in local government are considered career positions but for some reason Carter County has had a large turnover in that position. Mr. Travis Hill stated that after reviewing the applications he agrees that Mr. Burke is the most qualified and would happily accept the rescinding of his resignation. Mr. Brad Johnson stated that he believes the large turnover rate in the Finance Director position is largely due to the many hats required for that position.

Mr. Brad Johnson stated that the Committee does not need approval for the rescinding of Mr. Burkes resignation because it never went before the floor to be approved. Mr. Johnson expressed that the Committee needs to consider the fact that we are at the end of the budget cycle. Mr. Johnson stated that the Committee needs to decide the best method to get this before Commission. Mr. Roger Colbaugh wanted to know where the funds for these two employees would come from. Mr. Brad Johnson mentioned that the funds to fulfill this position would be reoccurring and would need to come from fund balance if it's not available in the budget. Mr. Burke mentioned that the current budget has an excess of approximately three hundred thousand dollars

with the use of Tennessee Consolidated Retirement System monies. Mr. Brad Johnson stated that the presented budget could change.

Mrs. Ginger Holdren led off by stating that she was happy that Mr. Burke is considering staying. She did want Mr. Burke to recognize that even if Financial Management approves getting two new employees that it will require budget and commission for final approval. Mrs. Holdren stated that Brad's conditions to stay puts the Committee in a hard spot because they cannot promise him the positions if Commission is not on board. Mrs. Holdren also inquired if Mr. Burke would still be requesting a raise for himself if they agreed to the terms of getting two new employees. Mr. Burke stated that it was his understanding when hired that the Finance Director's salary is tied to the Trustee Salary. Mr. Austin Jaynes mentioned that the only way to adjust his salary will be to get rid of the original motion tying it to the trustee. Mrs. Holdren also inquired Mr. Burke on how many years he would be willing to stay with the County if he does not retire now. Mr. Burke replied that he would be willing to stay approximately three more years if the conditions are met. Mr. Burke also mentioned that he would be willing to stay longer to train his replacement if the two employees are not approved by commission.

Mr. Brad Johnson wanted to know if the Committee would like him to bring the topic up during Committee reports or during the approval of the 2020-21 budget during the next Commission meeting. The Committee had a large discussion regarding the best method of delivering the request to the Commission.

Mr. Brad Johnson wanted to know the amount that will need to be requested to cover both positions. Mr. Burke estimated the total cost of hiring these two employees to be approximately one-hundred and ten thousand dollars. Roger Colbaugh stated that we should request the amount provided by Mr. Burke. Mr. Austin Jaynes agreed that we should request both positions. Mrs. Holdren stated that we should request up to the amount Mr. Burke estimated to allow for the potential of not using the full amount.

The Committee agreed to move forward with the application process for the Finance Director position, just in case the Commission does not approve the hiring of the two employees. Mr. Johnson again requested that everyone take the group of applications home and cut them down to the top ten prospects before the August 3, 2020 FMC meeting if the commission does not approve the condition of hiring two employees for the Finance department. Mr. Johnson would like to not interview any more than four prospects for the Director position if needed.

The Committee agreed to bring the request of hiring a Human Resource Manager and Accounting clerk for the Finance Department up at July 20, 2020 Commission meeting for approval.

**Adjourn:** Motion made by Austin Jaynes, second by Ginger Holdren. **Motion Carried.**

Respectfully submitted,

Michael Kennedy

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Brad Johnson, Approved for File