

**BARTHOLOMEW COUNTY COUNCIL**

**August 19, 2022**

**Budget Hearings – Day 5**

<b>Name:</b>	<b>Representing:</b>	<b>Title:</b>	<b>Present:</b>
Matt Miller	At Large	Pro-Tem	Present
Bill Lentz	At Large		Present
Evelyn Strietelmeier Pence	At Large		Present
R. Scott Bonnell	District 1		Present
Greg Duke	District 2	President	Present
Mark E. Gorbett	District 3		Present
Jorge R. Morales	District 4		Present
Chris Monroe	- -	Attorney	Not - Present
Pia O'Connor	Auditor	Secretary	Present

The Bartholomew County Council met on August 19, 2022 at 1:00 p.m. in the Council Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana.

President Duke called the meeting to order.

**1:00 – Deliberations**

Auditor O'Connor explained the document that was handed out regarding salaries. Mark E. Gorbett suggested finishing the 200's, 300's & 400's and then finish up with the salaries.

- *Veteran's Office*
- *Coroner's Office*
  - Professional services – increase in OD deaths
  - Contractual - \$165 per case to \$200 per case
  - Auditor O'Connor stated that the Contractual is paid per case
  - Chris West verified that he is wanting to increase the PER CASE AMOUNT  
FROM \$165 to \$200
  - They will review this at the time of salaries
- *Recorder's Office*
  - Professional Services - +8,000 for part-time scanning old document projects
  - No changes
- *Treasurer's Office*
  - Nothing
- *Assessor's Office*
  - Salaries
- *Assessor's Office Reassessment*
  - No changes
- *Assessor's Sales Disclosure*
  - No changes
- *Code Enforcement*

- 2 vehicles
- Jorge R. Morales wondered about doing 1 vehicle this year and 1 next year
- Okay with the vehicles
- *Surveyor's Office*
  - 03-10 Drainage Board \$5,000 Professional Services – called Surveyor Gray – for Attorney fees – why increased last year from \$88
  - No raise figured in on the 03-10
  - Cornerstone Perpetuation can go to pay salaries – possibly pay the Head of Surveys – dedicated fund for Section Corner work – currently about \$280,000
  - Bill Lentz – increase or the total salary – he is saying it is there and available – this would work only for the Department Head – Field Surveys – the Perpetuation Fund receives \$5.00 for every recorded document – can only fund the one from this fund – could also use for the Survey Crew Chief as well as the other but they use him for other things which makes it more difficult
- *Auditor's Office*
  - Professional Services – Auditor O'Connor stated that previous Auditor's had hired for budget work – if she is not re-elected then the new Auditor will need this
  - Consensus was to remove the \$100,000

- ***Debt Service***

- ***Elected Officials Training***

Evelyn Strietelmeier Pence asked where the people were from that are in Professional Services – Assessor Whipple stated that they are in Reassessment and one lives in the County – the other lives in Johnson County

- ***County Council***

- Leave the consulting money
- No changes

- ***Commissioners***

- 200's fuel – okay with
- 300's Consultant is for services when a project is over \$150,000
- Liability coverage – don't have a choice – it is not our job – President Duke stated that they make the choice and we decide how we fund it
- CenterStone – 03-98
- When Matt asked for Bill about the response stating “Loyalty” – he understands it but you are spending other people's money – Jorge R. Morales stated that years ago, loyalty was something – not any more – it is all about the money – Matt rhetorically asked if there has been review and looking at other vendors – Bill Lentz has had many people at conferences where companies have asked to bid – they have voiced their concerns and are putting their trust in them to do the best that they can – President Duke

stated that they have heard about loyalty and such; lets change the conversation – here is a building improvement increase of \$1,500,000 – he is against this as there is no time frame or details – Mark E. Gorbett understands his position – 5 years ago, the Court House was on it then – President Duke said he has seen no plan – the reputation is that come in and talk nice and you get the money – will not take things on faith – he is talking about money – the right thing is show us the plan – he commended some of the presenters for their detailed presentation – Jorge R. Morales stated that life is not black & white – they had a \$1,000,000 they had tagged for the Court House but when they needed it for body/car cameras – President Duke stated this is not a barter program – Mark E. Gorbett – they asked Department Heads for major projects that they foresee – they have to set aside money – forked over – President Duke stated the Commissioners came back for money for the Court Services Building – Jorge R. Morales stated they have set this aside for 2 years – R. Scott Bonnell – they are spending it on the Court House – he is okay – Evelyn Strietelmeier Pence stated they had said it could be pulled out and they would come back for it – Bill Lentz would not turn it down if they come back for this next year – Jorge R. Morales – we have funding to provide every request – he wasn't here when they had to make cuts – call question – 4 remove/3 leave in

- Evelyn Strietelmeier Pence – we don't have a job description for the HR position – Jorge R. Morales – put the \$60,000 in the Council – have the Commissioners provide a job description then review
- ***Commissioners – CEDIT***
  - No changes
- ***Highway Administrative – 1176***
  - No remarkable items
  - One additional person
  - 1176-02-01-19 – includes the Crew Chief and 5% for the other employees per Auditor O'Connor
  - Auditor O'Connor stated Cumulative Bridge Fund is a set tax rate times the Net Assessed Value for the budget – he spoke that he has been strapped to do the work he has to do because of the increase in costs – he did remove the Crew Chief & overtime from the Cumulative Bridge – Chief Deputy Pattingill stated that Highway confirmed it is raises for 15 people and 1 additional person from Cum Bridge – move on – Karen Stoner is verifying numbers
- ***Restricted***
  - No changes
- ***Cumulative Bridge***
  - Balances out

- ***Local Roads & Streets***
  - Nothing unreasonable
- ***Information Technology***
  - Nothing unreasonable
- ***Maintenance Department***
  - Inflationary & Utilities – nothing unreasonable
- ***Parks Department***
  - Took advertising out as VIP was going to pick it up
  - New pole building for equipment – why isn't the building under the Commissioners budget
  - Revenue – it goes to the General Fund
  - Now storing at the old highway garage – no immediate plans to sell the old highway garage – Evelyn Strietelmeier Pence not sure they discussed the old highway garage – they were looking forward – better to have it on site – President Duke – sees both sides – but big building that would limit future expansion
- BREAK
  - Parks have some contractors for mowing – Evelyn Strietelmeier Pence said they are very serious – in favor of the building – cost to build now will probably be cheaper – consensus was leave the building in the budget

- Pay for the Park Board was discussed – President Duke read the 2022 numbers and then the 2023 requests – it appears to be 5% - Mark E. Gorbett – not a problem with it with that – Evelyn Strietelmeier Pence stated that the President pay was done several years ago – Mark E. Gorbett stated that this board is very active in the community – some of them have been on there for years – Matt Miller saw the need before the full-time person – can't tell him that every board member is as active now with the position than they were before – Jorge R. Morales – if we do not give them an increase, then no other board members should get an increase – to increase the pay – 1 – to leave the pay as is – 6 – building yes, but not the pay raises for the board
- *Highway*
  - Chief Deputy Pattingill stated that the fund is correct for a position being moved and 5% on all the positions
- *Courts*
  - Raises at 5%
  - Judge Rohde's Court – a 1% increase ?
  - Public Defenders – they are asking for 5% increase – Evelyn Strietelmeier Pence stated that she has been told they Public Defenders move around between Courts – President Duke stated that they have so few that they do have to move around



- *Soil & Water*

- Move to 5% the amount in question last night regarding this – assuming it is salaries

- *County E-911 – 1000-33*

- Nothing unreasonable

- 100's

- Mark E. Gorbett – have they missed anything in the 200's, 300's & 400's – Auditor O'Connor – No; Council – No; insurance in Commissioners is what it is
- Discussion regarding the salaries
- Non-elected officials only? Jorge R. Morales - Separate categories – new employees, adjustments, merit increases
- HR – Jorge R. Morales – put the funding in the Council – then have a job description brought before them – Auditor O'Connor – it was taken to the Personnel Committee – Evelyn Strietelmeier Pence – not in favor of – Matt Miller – in favor of – concerns – HR Administrator does not belong in and under a Department Head – Commissioners have no interest if it is not in the Auditor's Office – he cannot that – what will they be able to do and not do – Jorge R. Morales – went to Personnel Committee – Matt Miller doesn't remember if there was a job description – it is needed – President Duke – saw it – need more lining out of the job itself – presentation to Personnel

Committee left some doubt/questions – Jorge R. Morales – we do need HR person – he needs a better understanding of what they are looking for – if clerical then fine but if more than that then \$60,000 will not cover this – Chief Deputy Pattingill – will be back & forth – strong feelings about this – Commissioner Larry did not mean to say this is a paper pusher – it is not just a matter of someone coming in, filing a paper and putting it in the file – currently they have 3 people filling this position; Tina Douglas, Vickie Michaels and herself – spend 30 minutes per person to explain insurance, payroll, and the other information – when they leave, they are not done – they come back after going through what insurance they want to go with, then all the information required for the insurance – PERF is much more complicated than before – on top of on-boarding, they have had increases in FLMA, a 15 page document, they work with the employee, the department heads, the insurance companies – 2 department heads have stated that 40% to 50% has been spent on recruiting to get employees – any position we have you learn on as you go – we do have a job description as where we want to take it – instead of taking it out, leave it in the budget – this position would report to the Commissioners, just have their desk in the Auditor's Office due to the working relationship needed with payroll – then ask Commissioners to come back later with tweaking the position – Jorge R. Morales stated that was the best explanation yet – it is more of a Benefits

Person rather than an HR and would belong more in the Auditor's Office – when adding recruiting, that is a different skill – President Duke stated that he agrees with Jorge R. Morales – but not put the money in the budget – come back with the defined position as it is needed – not sure that they have the votes the way they are requesting it – Jorge R. Morales – a benefits person that signs up people and that same person could help with recruiting depending on their skill set – particular proposal as presented in the budget by the Commissioners – Commissioner Kleinhenz made it clear that they would report to the Commissioners – call for consensus – 2 in favor, 4 against – R. Scott Bonnell needs more information – Matt Miller heard Dalene stated that they need that person – they need this person – how can we find one person to fill the roles that they are wanting for this – Mark E. Gorbett stated it is the same thing with IT – couldn't hire with the salaries at the times – Auditor O'Connor stated that at \$60,000 – they will have probably 5 County employees that will apply for this – Matt Miller – we do want to do this – send the Commissioners to come back with a better proposals – Jorge R. Morales would be more than willing to help the Commissioners define this position if they want his help

- *Highway*

- New person – President Duke - new building – need to keep the building in shape – merit to the position – Bill Lentz – no – Auditor O'Connor stated

she had voted against it at the Personnel Committee Meeting – 4 no –  
remove the new people

○ *Nursing* –

- Full-time nurse – No – R. Scott Bonnell believes they need it has he has been in there and there are always public in there and they are short staffed – Jorge R. Morales – still servicing people from other Counties – Matt Miller – doing more and more projects that we don't have too

○ *YSC*

- Remove 2 part-time to one full-time – not a new position – using 2 to make 1 full-time – President Duke – 2 into 1 sounds fine – what if 1 isn't enough with vacations and days off – Matt Miller – is there extra money for – Auditor O'Connor stated that there is no more money in her budget for the benefits
- Consensus – No

○ *Parks*

- Additional part-time position – no decision

○ *Statewide E911*

- Double shift differential from \$1.25 to \$2.50
- Shift money from a graduated 8 year plan to a 5 year plan
- Dalene Pattingill is not sure about the graduated tier for them

- Matt Miller – salary increases - \$360 to \$400 for trainers – increase training due to State Mandated Training starting in 2023 – Jorge R. Morales stated that Director Noblitt did 2 study's – exit interviews & another study – knows the issues and trying to address the problem of people leaving – Mark E. Gorbett has a very strong feeling regarding the shift differential – he struggled with that 10 to 15 years ago – haven't addressed it since then – President Duke sees his strategy and agrees with that – but not sure that the 5 year plan will help, but... - Bill Lentz is supportive of the Shift Differential at \$2.50 but nothing else with the matrix – give the other what the rest of the County is getting – Evelyn Strietelmeier Pence stated that at Cummins – people would request the late shifts – 4 in favor of - Matt Miller – starting salary is \$39,811 – wanting it bumped up to \$44,000 – Chief Deputy stated that is not on the sheet handed out – they have a matrix and then get a percent based on years of service – Jorge R. Morales – if we go from 8 years to 5 years, isn't that a raise – Chief Deputy Pattingill will look into that – President Duke sees the strategy of \$1,000 every year versus \$2,000 every 2 years – Mark E. Gorbett stated that he does not feel he is out of line with the requests based on the positions and the current state of the job market – R. Scott Bonnell stated that this is a very stressful – Matt Miller – read through the surrounding PSAP starting pays; suggestion that they have lost one person in Johnson County due to personalities – Mark E.

Gorbett – compromise – due \$500 and the percentage – is that doable on the matrix – Director Noblitt is traveling but will be calling in – Director Noblitt – Mark E. Gorbett asked if had bumped up each \$1,000 and the 5% - Director Noblitt stated it is just the \$1,000, no 5% - Jorge R. Morales – if they do the 5% not the \$1,000 would that be okay – Director Noblitt stated it would not be an issue if the starting pay was not the current \$38,900 – has to budget top-end if he hires 10 then next year they would be moving up to the next tier in the middle of next year – Matt Miller stated that new hires get \$39,888 plus shift differential – Mark E. Gorbett is fine with what was presented – Bill Lentz – leave structure as is – add shift differential – Matt Miller stated that Allen County is \$43,000 – a lot busier than we are – he would go with \$43,500 plus \$2.50 for shift differential – Mark E. Gorbett – would that change the matrix – would be a \$1,000 flat increment for years – Director Noblitt proposed \$44,001 to \$43,500 – at \$39,800 and \$1.25 shift differential – Based on Matt’s proposal – President Duke – in favor of as proposed – No – President Duke – on \$43,500 plus the shift differential of \$2.50 – puts us highest paid around except Johnson County depending on their shift differential – starting increases, shift differential increase, and 8 year plan to 5 year plan – Chief Deputy Pattingill – it is about 90% of what he requested – Yes

- Training increases – Yes

- Mark E. Gorbett knows that they started this process and what they have dealt with the last couple of months and what the world is doing now – everything else is going up as seen in the 200's, 300's & 400's – it is hitting the County and it is hitting the employees as well – there were years when we had to cut to get a 1% or 2% raise – this would send a clear message that they do value them – he has talked to the City and they are starting at 6% - he always was sending his deputies to CPD because they were paid less – this is a luxury year based on the red year's – we started out in the green by \$628,000 – Auditor O'Connor stated that they currently have \$2,424,438 in the green – 5% would be close to \$851,733 – Mark R. Gorbett stated we should reward our employees and we still have to deal with some larger outliers – R. Scott Bonnell asked if that was for all employees and the elected officials – Mark E. Gorbett stated that we will be playing catch up again if we don't give them to the elected officials – that's his first thought – he knows that there are 27 people that would be beyond the 5% - Bill Lentz thinks that they should figure out the 27 people first – Jorge R. Morales – look at the individual ones – Mark E. Gorbett is with the will of the Council.

**BREAK**

- *E911*
  - Director Noblitt stated that bumping the entry level would result all tiers being jumped – Mark E. Gorbett – would 5% serve better than the proposal – that would benefit the top end people but not the entry – giving the entry

at \$43,500 then 5% for all the other levels – he can't say yes or no without running the numbers – tier 1 would be \$1,700 would be around \$44,300 is in the ballpark of his request of \$44,600 for that position – run the numbers and they may have to revisit the numbers – starting would be \$44,500 and use 5% to see how the numbers work – they need to review after more research – Matt Miller stated he doesn't see why that wouldn't work

- *Soil & Water*

- 03-10 – pays contractual at \$21,000 and \$15,000 is for the MS4

- *Employees over 5% increases in salaries*

- President Duke – look at where they were in 2022 – full-time county employees based on their most recent pay and add a percentage to that – what are people willing to vote for % raise for full-time county employees – would it simplify to have them plug in to the calculations – just see what the Council feels the employees should receive – they have talked about it and reviewed it and they need to see where they are – will give a sense of the labor cost – then they can look at those positions that are above it
  - Reviewed the sheet created by Auditor O'Connor and Chief Deputy Pattingill
  - Assessor – Jorge R. Morales stated no issues with the adjustments – Matt Miller stated that he has struggled with how is it fair when they compare certain elected officials to county that the Salary Study did not use for the



employees – Jorge R. Morales stated that elected officials have the same responsibility as set by law – the number of employees is based on the volume of work – Bill Lentz has to be fair across the board – Matt Miller what is good for the goose is good for the gander – Mark E. Gorbett stated they did not do the elected officials in the salary study – Matt Miller stated they did – how is it fair to the Jail cook or janitor to be compared to different counties than the elected officials – R. Scott Bonnell – no; Evelyn Strietelmeier Pence – no; Matt Miller – no; President Duke – no; 4 no's it is dead – Jorge R. Morales wants to make certain they address the employees that have a larger percentage – Mark E. Gorbett – it reinforces the theory on 5% for not excluding the elected officials – Bill Lentz stated that he wanted the incorrect employee classification – Assessor Whipple stated that this was taken to the Personnel Committee as it was an error in classification in the salary study – she brought up the issue every step of the way – Jorge R. Morales believes the apple to apple study was not done – it should have been fixed before it was ever voted on – Matt Miller – the problems should have been fixed – President Duke – closing the gap – Matt Miller – according to Assessor Whipple it is needed – were in the salary study – the increase would be for the midpoint at 2022 then any additional percentage

- Mark E. Gorbett – the Assessor, Chief Deputy; Auditor, Chief Deputy; Coroner; Treasurer, Chief Deputy; and Recorder, Chief Deputy
- ***Election Board***
  - 2<sup>nd</sup> deputy – no information – No
- ***Commissioners***
  - Animal Control – to pay at high end – No
  - County Administrator – to pay at high end – No
  - Assistant County Administrator – to pay at high end – No
- ***Co-op Extension***
  - Chief Deputy Pattingill believes it was an error of their numbers
- ***Circuit Court IV-D***
  - Same issue as above
- ***ASAP Drug Court***
  - Grant that is going away – so it goes to County General
  - Bobbie Shake stated the case manager handles all the contacts with the individuals – responsible for day to day with each individual
  - ASAP is not a County item
  - Commitment for 5 years – 2023 is year 5
  - Mark E. Gorbett – Board of Directors of ASAP – will try to get in with them regarding the surrounding counties that are split with them – need to discuss

what the split is – need more comprehensive understanding as to how the true funding works with grants and such

- Jorge R. Morales – they need to have this conversation before next year's budget hearings

- ***Court Services***

- State Matrix – must do

- ***Youth Service Center***

- Auditor O'Connor cannot keep up with what they are doing
- Stays the same
- Why was it not voted in on the Salary Study midpoint range – Chief Deputy Pattingill - they want to break it out – needs to be approval to separate it as After Care Liaison – lot of out of the building work – most of Community Services – 90% based on Probation Officers

- ***Maintenance***

- Assistant Supervisor – above midpoint
- Maintenance #1 – HVAC
- Auditor O'Connor stated they could add that as an extra for HVAC pay and if replaced and doesn't have the experience – won't get the pay - yes
- Maintenance Supervisor – No

- ***Parks Department***

- Yes for additional help

○ *Surveyor*

- Jorge E. Morales – ER knows his people and what it takes – he is in favor of all the 5 position changes – 2 jobs could go to Cornerstone Perpetuation
- Yes – was the consensus – was revisited below
- Matt Miller why paying 22% more than the salary study
- Bill Lentz – Surveyor Gray is probably correct but he wants to be fair
- Chief Deputy Pattingill – only 2 positions that received raises were Administrative Assistant and the GIS Technician – others were already above the midpoint – will put them outside of the midpoint – have to look if it would place any of them above the high amount
- Matt Miller – the midpoint is \$46,100 – he is slightly above – it may take these salaries to get employees – it is a wish list and he has turned down wish lists today
- No to all positions

Auditor O'Connor stated that, without the changes that were just made, there is still \$2,525,438 – does still include 5% - everyone gets a 5% and there is still \$2,525,438

○ *Coroner*

○ Storm Water – no

○ Raises

- 5% - Mark E. Gorbett

September 22, 2022

- Bill Lentz to everybody – Medical doctor
- Mark E. Gorbett – employees first and then see where the numbers are
- 5% - no consensus
- Greg – not the raise it is the cost to the county of employees

**Mark E. Gorbett made a motion to recess at 5:05 p.m. Jorge R. Morales seconded the motion which passed unanimously.**