

February 7, 2020

BARTHOLOMEW COUNTY COUNCIL
August 12, 2019
2020 Budget Hearings

Name:	Representing:	Title:	Present:
Matt Miller	At Large	President	Present
Bill Lentz	At Large	Pro-Tem	Joined at 12:15
Evelyn Strietelmeier Pence	At Large		Present
R. Scott Bonnell	District 1		Present
Laura DeDomenic	District 2		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 began 2020 Budget Hearings on Monday, August 12, at 12:00 p.m. in the County Council Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana.

President Miller gave the invocation and led the Pledge of Allegiance.

President Matt Miller called the meeting to order.

The first department on the agenda was Community Corrections as presented by Director Brad Barnes, Director Rob Gaskill, Director Anita Biehl and Bookkeeper Debbie Gatewood. Director Barnes presented the **Court Services (1000-35)** 2020 Budget in the amount of **\$574,499**. The increase in the budget is due to increases in the Probation Officers salaries due to the salary schedule from the State. These are calendar year raises.

Director Biehl presented the **Youth Services Center (1000-34)** 2020 Budget in the amount of **\$1,685,439**. Again, this is mostly due to the raises by the State for the

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Probation Officers. She did request \$500 for Tire & Tubes. Director Barnes stated that they did bring in about \$900,000 last year and they are on target to receive that amount again this year. Jorge Morales asked if this money was in the Revenue funds that Auditor Pia O'Connor had put together. It is in the Miscellaneous Revenue. Laura DeDomenic asked about the 11% increase in the part-time line. Director Biehl stated that she had asked for 3% raises across the board. *(Bill Lentz joined the meeting)*

Director Barnes presented the **Alcohol/Drug Program (2501)** 2020 Budget in the amount of **\$144,641**. The amount is from user fees and it is an estimate. This will pay for an employee as well as drug testing. When people that are ordered to do drug screening, that person is to pay this back, so it technically should be a wash. They are using oral drug testing. They sometimes charge the juveniles a lower amount based on their ability to pay. Some of the other Grants also help offset the testing costs.

Director Barnes presented the **Adult Probation (2000)** 2020 Budget in the amount of **\$320,974**. Again, this is a user fees fund that pays for the employee and benefits. There is a decrease in this fund is due to Position #28, as this is a newer Probation Officer at the lower end of the pay range.

Director Barnes presented the **Juvenile Probation (2150)** 2020 Budget in the amount of **\$6,947**. They have a minimal amount in this budget. It is to offset the salary and benefits of the Supervisor.

Director Barnes stated that the next item on the agenda, **ICJI REALM (9206)**, is a fiscal year budget that will be done later in the year. Jorge Morales asked how the

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REALM and WRAP Programs were doing. Director Gaskill stated that they have had a waiting list for the REALM program and have people graduating today. Today, they have started their first group that will be monitored but living at home.

Judge Benjamin and Magistrate Mollo were here to present **Circuit Court (1000-36)** 2020 Budget in the amount of **\$658,433**. They are looking to bring on a full-time Family Court Coordinator that will be fully funded through a Grant. They have basically the same costs with the 3% raises and they did increase their postage budget as they are running tight this year. The majority of their outgoing mail is for Jury Questionnaires and includes postage out plus postage for the return envelopes. They increased it from \$2,500 to \$3,800. The \$30,000 in Other Services and Charges is a backup as they have been spending more money in Professional Services.

Judge Benjamin presented the **Circuit Court IV-D (1000-39)** 2020 Budget in the amount of **\$73,376**. There were few changes. There were no questions.

Judge Benjamin presented the **ASAP (1000-42)** 2020 Budget in the amount of **\$297,565**. Auditor O'Connor handed out a sheet showing the overall ASAP budget. She explained that we are reimbursed by the City for 50%. We have to budget for the full amount but we bill the City for the 50%. This budget includes the REALM Program and the Drug Court. This means that the County actually is paying around \$150,000. Mark Gorbett clarified that they have set aside money that will be there until 2022. Judge Benjamin stated that the Federal Grant will end in 2022. Jorge Morales asked if the REALM will be like WRAP and end up in the County General budget. Director Gaskill

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stated that WRAP is funded through State and Federal Grants. If there were no Grants, then the County would have to decide if they wanted to take on the costs to continue the program. Judge Benjamin stated that the Grant they have is from an Implementation Grant that will run out in 2022 and is not a Grant we can get again. However, she is hopeful that they can find other Grants by the time it ends. Mark Gorbett stated that they just need to be prepared in the year 2022 for funding the County's portion of the Drug Court. They have not seen any results as this program is just starting. Hopefully in 5 to 7 years they will start to see some measurable results. President Miller asked if marijuana was legalized would they see less of the other drug cases. Judge Benjamin stated that they are not allowed to answer that question but if you look at the States that have legalized it, there is no evidence that other drug use will be reduced. ASAP is paying for the employees that are currently working out of the 1st floor of City Hall. They are having an update from ASAP at 6:00 at the Commons on August 26th. The program will start at 6:30. They will be introducing Doug Leonard as the new Director as Jeff Jones is stepping down. This group started out as all volunteers with donations and they have now received Grants and other funding sources. They also have places for the recipients to get assistance due to the great cooperation of the community.

----- **10-minute break** -----

Director Todd Noblitt and Deputy Director Julie Pierce presented the **E911 (1000-33)** 2020 Budget. Auditor O'Connor explained the revenue items on this page. She explained how they had worked the Statewide 911 and the E911 budgets together.

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Auditor O'Connor also explained that all of the Public Safety Local Income Tax has been shown as "earmarked" for E-911. Director Noblitt stated that Friday evening he received notification that they were approved for a Grant of around \$445,000 that will go towards the phone replacements that need to occur. He is hoping that they can finalize the details in the 3rd quarter and order all the equipment in the 4th quarter with implementation in the 1st or 2nd quarter of 2020. As of today, with the Grant, he hopes to be able to pay for the entire system without asking for any additional funding from the Council. There is no decrease in the 2020 budget as he will need that money to pay off the phone system in 2020. They have another Grant request in for \$40,000 and are awaiting the determination. EMA Director Shannan Hinton helped out immensely with these Grant applications. Director Noblitt was previously told to come back at budget time for 2 additional employees for the remainder of this year. The only new information he has is that he had Dana Vogt (Cummins VP and Six Sigma resource) come in and review the E911 facility. Mr. Vogt spent several days with the Center and is in full agreement that there is a staffing need and the only way to resolve it is with additional manpower. Another item is that the City of Columbus and Bartholomew County population has grown by about 15%. He was also asked to compare other PSAP's throughout the State. The Lafayette PSAP sent out their numbers. They have 30 full-time dispatchers, we have 24. They have a population of 70,000 versus our 82,000, they have 148 Law Enforcement Officer versus our 133, they have 129 firefighters compared to over 400 for us and they received 107,000 calls in 2018 versus our 118,000. Those are the only

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updates he has since his appearance here in July. He requests that he be able to hire 2 dispatchers this year, 2019, for \$73,717.70 with the County portion being \$33,172.96. Mark Gorbett stated that Director Noblitt has presented all the data that the Council has requested. He fully supports this as this is the first line during emergencies and agrees with bringing on the 2 employees this year. **Mark Gorbett made a motion to add the 2 additional employees this year at a cost to the County of \$33,172.96. Jorge Morales seconded the motion.** President Miller asked what his staffing level is currently. Director Noblitt stated he was fully staffed until 2 weeks ago and is now down 1 employee. Auditor O'Connor stated that they can vote on it now, but they will have to advertise it and approve it again in a regular meeting in order to pay the person. Scott Bonnell asked if the overtime money would go down with more personnel. Director Noblitt stated that he had increased the line item for next year. The policy has been that if you work over during the week, you get compensatory time. They currently have over 1,205 hours of compensatory time on the books. If someone with comp hours were to leave, he would have to pay them for that time. He is hopeful that the overtime will be reduced, but he cannot absolutely say that it will. They need to increase staff due to the workload, so he cannot guarantee a reduction in overtime. Mark Gorbett does not want to see another Jim Hartsook who came before Council saying he needed help and, due to the lack of support, left for another job. Evelyn Strietelmeier Pence was concerned with 4 people calling in sick on the same day. Director Noblitt stated that the room they work

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in is small with no windows and poor ventilation so if one person gets sick, then most of them get sick. **President Miller called for the vote which passed unanimously.**

Director Noblitt discussed the **E911 (1000-33)** 2020 Budget in the amount of **\$231,331**. They normally have \$500 for printing but they are asking for \$1,000 to use for recruitment. On the 04-40 line items, they have asked for \$5,000 less than last year that was at \$10,000. He told the Council last year that he needed an additional \$5,000 for 1 year and he held to his word and reduced it back to the original amount.

Director Noblitt presented the **Statewide 911 (1222)** 2020 Budget in the amount of **\$2,564,258**. They receive money from the State every month for a total of \$975,000. They have received additional money every year. In 2018 and 2017 they received over \$100,000 each year. This is from additional funds the State had that were divided up across all the units. As far as employees, he asked for 3%. He has asked for job descriptions for Assistant Supervisors which show for a total increase of \$5,550 by placing the pay between the Supervisor and the top dispatcher pay. In the 04-40 he has reduced it by \$139,000. They purchased equipment last year and that made him able to reduce this line item. Mark Gorbett is very pleased with his proposed budget. **Mark Gorbett made a motion to approve this for 2020. Jorge Morales seconded the motion.** Mark Gorbett asked for a vote as there is a motion and a second on the floor. President Miller stated that this was not something that they have done before as they usually vote at the end of all the hearings. Bill Lentz stated that he had heard that 5 employees would do. Director Noblitt stated that typically you would see a number of

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5.3 or 5.4. That number does not take into account time off for training, PTO, and sick leave. It will take 6 people. The analysis that was done said they needed between 29 and 52 employees. They are asking for a total of 30. The Tier Levels were created by the former Director. This is so that someone there 30 years does not make the same as someone just hired. Bill Lentz stated that he is not ready to vote as he wants to hear everything first. President Miller stated we shouldn't be picking and choosing to vote on separate budgets. **He called for the vote. The vote was 3 in favor of the motion (Mark Gorbett, Laura DeDomenic and Jorge Morales) and 3 against the motion (Bill Lentz, Evelyn Strietelmeier Pence and Scott Bonnell). President Miller abstained. The motion died due to a tie vote.**

Auditor O'Connor presented information that had been requested regarding Home Rule Funds. Using the Elected Officials Training as an example, she explained that it is funded by revenue that is brought in through the Recorder's Office. It can only be used by certain elected officials for training. By budgeting these funds now, they then do not have to come through again during the 2020 year.

President Miller asked the Council if they want to discuss possible cuts while the department head is here or during the deliberation time. Mark Gorbett stated that as a former elected official, he would have preferred for the Council to discuss possible cuts while he was present. President Miller stated that they could make a list of those that they could call back during the deliberations. Auditor O'Connor stated that, as County Treasurer, some of her budget had been cut a few years ago and she only found out by

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accident. That did not set well with her at the time. Mark Gorbett feels the hard questions need to be asked while they are here so they do not have to call them back. That way, the department head is aware of possible cuts to their budget. Laura DeDomenic has told one elected official that she is against part of their budget. She will vote no on that unless the official can convince her it is needed so that she can explain it to her constituents. There was more discussion regarding how they would handle the upcoming hearings. Auditor O'Connor stated that she made an additional request for her Chief Deputy once she saw the amount requested for the Matron of the Sheriff. She stated that she feels they should review the Chief Deputies. The Courts are going to discuss Office Managers. Mark Gorbett stated that he agrees with Auditor O'Connor's thinking on this. It needs to be looked at County wide. There was much more discussion on the subject of how they were going to review the budgets.

----- **10-minute break** -----

The next department on the agenda was the **Sheriff's Department (1000-05)** 2020 Budget in the amount of **\$4,640,902** as presented by Sheriff Matt Myers, Chief Deputy Chris Lane, Detective Captain Chris Roberts and Administrative Captain Brandon Slate. Sheriff Myers stated that Captain Slate is currently going through the Cummins Six Sigma to become a black belt. Also with him was Major Martoccia and Captain Dave Steinkoenig. The overall increase in the Sheriff's budget would be \$395,717. The primary drivers are the Pension Actuarial increase of \$164,858 and salaries at \$171,241. Auditor O'Connor stated that if you change the request from the

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Accelerated Pension to the Minimum amount, the amount would be \$136,157. Mark Gorbett cautions the County from going to the low number. We have been able to ride out recessions. The Auditor's Office has switched this year to paying the amount monthly as opposed to paying it once a year. It is more cost effective this way and better for the cash flow of the County as well. Sheriff Myers wanted to thank the Merit Board as well, as they have stepped up and helped out with this. As far as the salaries increase, these increases are from 3% raises of \$86,615.52, a new Detective position at \$63,499, addition to the Matron salary of \$11,072 and increase in the Matrix based on years of service in the amount of \$10,054. Sheriff Myers stated that the Matron increase is because of a court case of a Matron not being paid the same amount as a Deputy by IC 36-8-10-5. He stated that the Matron is currently making salary plus overtime. Last year the overtime was just shy of \$5,900 so her total salary last year was \$49,000. They would switch the position to Exempt status and it would receive a base salary. Scott Bonnell asked why this was brought up this year and not 4 years ago. Sheriff Myers stated that there was just so much going on and it was recently discussed at a statewide meeting he attended. Mark Gorbett stated that based on what the current Matron is doing, he does not believe that the position is doing what is technically considered a Matron as defined in the State statute. He believes that Council Attorney Monroe needs to get into this to help them understand if this is an issue or not. Sheriff Myers stated that they have held most of the other line items flat from 2019 to 2020. He hopes to go with 1 less vehicle next year. They have switched to 150,000 miles on the cars before replacing

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them and the highway garage has done a good job in keeping them in good condition. He is asking for 8 cars which includes 1 for the new detective position.

The discussion switched to the School Resource Officer for Flatrock-Hawcreek School Corporation (FRHC). Superintendent Shawn Price of FRHC was here to answer any questions. Last year was 190-day agreement and then the officers went back to the Sheriff. Mark Gorbett asked if part of the agreement was that they would seek Grants or other means to bring the project up to the same as is being done for Bartholomew Consolidated School Corporation (BCSC). Superintendent Price stated that they have put in for a Grant and they are willing to put more money into the program but he is not sure about the funding status at this time. He stated that they are not the same as BCSC as they do not have summer programming involving the SRO's. Sheriff Myers stated that he is adamant that those deputies have the ability to communicate with the other deputies as they currently cannot get out of the building with their radios. Bill Lentz stated that there are some new funding that was created by the Legislature this year. The radios would come out of capital and if the relationship continues, the radios would be a top priority. They have what they believe will be a temporary solution for this semester and if this relationship continues then they will make it a permanent fix. Last year they reimbursed the County in the amount of \$45,000. He would be comfortable with \$65,000 for 2020 with the intent of FRHC taking over the entire amount sometime in the future. President Miller stated that last year they talked about subsidizing this for 2019 and then the school would take it over. He asked why this had not been done at this time.

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Superintendent Price stated that he was expecting a “phase out” time. Jorge Morales asked what other security measures they have done. Superintendent Price stated that they have changed to electronic door locks with key cards. Mark Gorbett was not completely in favor of this last year, but hearing that they are working on infrastructure and other items he is in favor of it. President Miller is okay with the figure but would like to see a stipulation regarding the fix for the communication issue. Sheriff Myers echoed the statement that if this is approved, he would like to have a date when this issue will be fixed for the safety of his deputies. Laura DeDomenic appreciates the work they are doing to improve the situation. Sheriff Myers stated that he has heard only good news from the current SRO (Jeff Tindell) and the new SRO (Jessica Pendleton). Jorge Morales hopes we never have to use any of this but the kids’ safety is the reason we are doing this. Superintendent Price stated that he is more than happy to add the language to the contract regarding the communication issue.

Switching back to the Sheriff’s budget, Sheriff Myers wanted to acknowledge Captain Steinkoenig for the overtime being maintained. In capital, the items that make up this are the Taser payment for \$27,480, new BPV & Stab vests at \$78,072 which will likely be offset by 50% at \$39,036 by a Grant that will be determined in October. They are also asking for Water Rescue Equipment and resurfacing the bottom of the Airboat in the amount of \$20,000. Captain Roberts stated that regarding the boat repairs, it is the protective coating that guards against the items they hit while in the water. It is recommended that this be done every 5 years or so. Mark Gorbett asked if it would be

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more advantageous to use that money in addition to trading in the current boat for a new boat. Deputy Chief Lane stated that a new boat is about \$85,000. The company will not take it as a trade but will list it for someone to buy it from us. They anticipate that our current boat would bring \$40,000 to \$45,000. The current boat was bought from American Airboats in Texas. Bill Lentz stated that there are places in Southport and in Louisville that do new skins on boats. Chief Deputy Lane stated that the \$20,000 is about \$10,000 for the boat and \$10,000 for replacement of some dive gear. President Miller asked if DNR takes every one of their boats to Texas. It is not known. They will check into it. Mark Gorbett asked if the City would be willing to help on this. Sheriff Myers stated there is an MOU with the City and they buy other equipment such as dive gear. Columbus Fire Department now has more equipment on their fire trucks than they have had in the past. Laura DeDomenic asked about the length of warranty on the boat motor. Chief Deputy Lane stated that they had not researched that direction. They were asked to do some more research and see about other options. It was also noted that they stuck the \$20,000 in that line item was to keep it at the amount from last year. They will do more research on the boat. There is \$15,000 in the firearms line item. Sheriff Myers stated they have investigated 23 deaths this year and 41 for all of 2018. Captain Roberts stated that they have increased the number of cases that were being assigned to the detectives. The top out number of cases reached 1,100 in 2018. They then started prioritizing the cases. Sexual assault cases have increased over the years. The hospital can do adult examinations of sexual abuse, but anyone under 16 has to go to Riley for the exam.

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Children are sent to Children Advocacy Centers (in Bloomington or Dillsboro) for a Child Forensic Interview. Children want to give the right answer and sometimes will tell what they think the police want to hear. Property crimes are currently the lowest priority for detective assignment. These cases are of smaller effect but they still need to be investigated. They can only investigate so many crimes with the resources they have. They do have the patrol officers take statements and gather other info while they are on the scene. They have cut back on the rampant overtime because the detectives were burning out. An additional detective would hopefully come from within and they would start shuffling some cases their way until they get familiar with the duties and then start assigning that detective more cases. Sheriff Myers has an MOU with State Police and the City Police Department for suspicious deaths. The bank robbery shut down the detective division for a week while they looked for the suspect. Laura DeDomenic stated that she understands they are busy as she had a car broken into a couple of years ago and CPD did not have the time to come out to make a report unless she was going to file an insurance claim. Mark Gorbett stated that Captain Roberts is supervising the detectives as well as being on call and being the detective “on duty” one day a week. Caseloads have been around 600 assigned cases per year to the current detectives. Mark Gorbett stated that his last year as Sheriff, he put his drug guys back into the detectives.

----- **10-minute break** -----

Sheriff Myers, Major Lane and Major Martoccia presented the **Jail/LIT Correctional Facility (1114-32) 2020 Budget** in the amount of **\$4,686,395**. The overall

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budget is an increase of \$426,425. One of the contributing factors for the increase is the \$98,400 increase in utility costs which does not include the 5 cells they are opening. Auditor O'Connor reminded the Council that 2019 was the first year that utilities were in the Jail Budget so they are on a learning curve. Sheriff Myers stated they are doing an audit to see if they can lower any of the utility costs. Laura DeDomenic stated that her commercial real estate utilities are up about 18% overall and nothing has really changed. The 3% raises across the board are \$72,252. They want to use the same formula for the Correctional staff as was used on the Merit side and that would cost \$25,802. If they do the Matrix, then the overtime would come down some. To implement the Matrix would cost \$127,586. The Drug Addiction Treatment Coordinator is \$70,000 within ASAP. There is also 3% for civilian employees and \$7,000 (total) for Military pay that would top out at \$1,200 per person. The people working the jail are being hired at an average age of 18 to 20 years old. The rest of the line items are flat with the 2019 budget. Jorge Morales asked about the body scanner that was purchased. After the Council approved the funding, they went to the Commissioners who put it out for bid. The bid has been awarded and they hope to have it by the end of the month. It is not an item that is kept on a shelf; it takes a while to build. Regarding the Matrix, Captain Slate showed the current pay structure versus the proposed Matrix. He stated that while it appears to be a 30% increase for the Captain, the Captain is currently getting overtime while that position will go exempt with this Matrix. They are hoping that the Matrix will help them recruit better applicants and will help to retain them. They have lost 15 employees this year out of 51.

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Mark Gorbett has a hard time with the Matrix without looking at all the other County employees. He agrees the wages are too close. Sheriff Myers stated he was surprised to hear that from Mark as he knows that the Jail is the number one priority of the Sheriff and is the biggest liability. Sheriff Myers said that he doesn't want to be punished for doing the work to present this. President Miller stated that departments are not being punished but they have the big picture of the County budget and only so much money. Sheriff Myers stated that he needed to rephrase that, but if the other departments want to bring a Matrix, then let them. Jorge Morales stated that they need to do something for all the County employees. Sheriff Myers stated that Evelyn Strietelmeier Pence told him to do a Six Sigma study and do your homework. He has done that. Scott Bonnell asked if this would affect the Pension. Auditor O'Connor stated that the numbers in the Commissioners' Budget should include the FICA and Insurance. Jorge Morales stated that in his opinion is not out of the ballpark from an affordability viewpoint. He stated that the City has reviewed their employees and made an effort to increase their pay. Mark Gorbett stated that a 20-year veteran Jail worker should not make the same pay as a new Jail employee. Captain Slate stated that this may not be a fix for retention, but they hope it will have some affect. If they only keep the people for 5 years then they are not going to see the end amounts of the Matrix. Major Lane stated that the young people do a very good job, but it would be nice to get some older employees that want to stick around. President Miller asked if they have compared the surrounding County's Jail pay. There are some that drive from Bartholomew County to work in other jails but they may

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not have passed our requirements. The Matrix caps out at 20 years. Bill Lentz is concerned about replacing the hours that the Captain and Lieutenant are getting in overtime. Major Martoccia stated that is where he comes in. The job has to be done. They are receiving a pay raise to become exempt. The work will still be done. Auditor' Chief Deputy Dalene Pattingill stated that her son is a Correction Officer in the Jail. She has told him to work towards becoming a Merit Deputy because he would make more money. His response was that he loves what he is doing.

----- **10-minute break** -----

The next department on the agenda was the **Cooperative Extension Office (1000-23)** 2020 Budget in the amount of **\$254,629** as presented by Elisabeth Smith, the new Ag Educator Cora Clark (took Kris Medics position after her retirement) and Board Member Leah Byers. Ms. Byers had distributed a pamphlet of information. They have 3 employees. 4-H Educators Elisabeth Smith and Cora Clark are funded at 100%. Health Educator Harriet Armstrong is funded at only 61% and the increase in the budget is to increase that position to 100%. The surrounding Counties all have 3 full-time educators except Brown County as they only have 2 employees. Ms. Byers is fearful that with all the programs that Ms. Armstrong provides, it would be hard to find someone with a Master's Degree to work at the 61% level. Scott Bonnell asked if this would affect the pay of the 2 full-time employees. Ms. Byers stated that we are paying about 40% to have the 2.61 employees when it comes to the benefits for the educators while Purdue is paying the other 60%. Laura DeDomenic stated that having worked at the Mill Race

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Center, Ms. Armstrong does an amazing job with educating the public. Ms. Byers stated that if her position went to full-time, she would just be able to do more education. President Miller asked how her programming has changed since last year when the Council asked her about the businesses where she had been presenting programs. Ms. Smith stated that they have gone away from presenting at businesses and have gone more with other government units. They have provided training to kids on how to make simple meals at home. Laura DeDomenic does support expanding Ms. Armstrong's role. President Miller asked about the difference in 2017 to 2018. Ms. Smith stated that was due to the rent from their previous location.

Auditor O'Connor presented the Council with a historical listing of the Growth Quotient since 1949. There are only 3 times in history that the Growth Quotient has gone down. The last time was in 2009 when the housing market crash occurred. Based on that information, she handed out a sheet of a worst case scenario. She stated that if they granted all the requests and then there was an economic collapse, we would still have additional funding for a year or two. This information is based on non-farm payroll.

Deliberations:

- **Court Services (1000-35) – No changes - \$574,499.**
- **Youth Services Center (1000-34) – No changes - \$1,685,439.**
- **Alcohol/Drug Program (2501) – No changes - \$144,641.**
- **Adult Probation (2000) – No changes - \$320,974.**
- **Juvenile Probation (2150) – No changes - \$6,947.**

- **Circuit Court (1000-36)** –No changes - **\$658,433** (see Office Mgr later).
- **Prosecutor (1000-08)** – No changes - **\$697,386**.
- **Prosecutor IV-D (1000-40)** – No changes - **\$622,306**.
- **Prosecutor Pre-Trial Diversion (2503)** – No changes - **\$99,917**.
- **Prosecutor IV-D Incentive (8896)** – No changes - **\$43,924**.
- **Prosecutor VOCA Grant (8921)** – No changes - **\$87,554**.
- **E911 (1000-08)** – No changes – **\$231,331**.
- **Statewide 911 (1222)** – 3 are in favor, 4 are still concerned. The final consensus was to allow the 6 (2 now, 2 in January and 2 in the middle of the year) with the Director keeping them updated on the situation. No changes - **\$2,564,258**.
- **Sheriff (1000-05)** – the Matrons position does not have the same duties as it did 25 years ago. The job description was updated when Dalene Pattingill was there. They agreed to 3% for the Matron. As to the Pension, it was recommended to go to the full amount while the funding is available. Bill Lentz asked if they should go low on the good years and high on the bad years. Mark Gorbett stated that anything over 7% is gravy for the County. They agreed to the \$164,000. As to the FHSC SRO, they are okay with the \$65,000 but they must provide a guarantee that they will fix the communication equipment and they will continue to work towards becoming self-sufficient with the funding. As to the new

detective position, Mark Gorbett was not for it this morning but he is now. Laura DeDomenic is for it after the robbery from her car a couple of years ago. Mark Gorbett is in favor of cutting at least one car as they have farmed out 3 cars to civilians. The consensus was to go with 7 cars. They want to discuss this with Sheriff Myers on Thursday. Auditor O'Connor stated that with regards to the boat, there is a law that allows the County to charge for those people that disregard the Road Closed signs but the Commissioners have not followed through with this. That money could be put in a fund to pay for the boat repairs/purchase. (see later)

- **Jail (1114-32)** – pay Matrix – Scott Bonnell stated that if he had worked there for 20 years and a new person came in making the same money, he would leave. He doesn't feel it will fix the job retention. Military pay is becoming common. Mark Gorbett stated that with the lawsuits that are possible and have occurred, we need to maintain these employees for a career. The consensus was that the majority were in favor of the pay matrix. This will increase the amount that comes out of the Jail LIT. Auditor O'Connor noted that they did reduce a full-time nurse to a part-time nurse. That does not happen very often. No changes - **\$4,686,395**.
- **Cooperative Extension (1000-23)** – Purdue pays the employees but we pay Purdue. There was discussion regarding the move from 61% to 100%

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but no one brought this up while they were here. Bill Lentz stated that he believes that Ms. Armstrong does a lot of work but he does not believe the other 2 do much work during the winter months. That position is currently considered part-time at the current 61% funding level, but would be full-time with benefits for any increase over the current 61% funding level. Consensus at this time was no to the increase. (see later)

The 2020 County Budget Hearings were continued until August 13 at 1:00 p.m.

BARTHOLOMEW COUNTY COUNCIL
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Continuation of the 2020 Budget Hearings

Name:	Representing:	Title:	Present:
Matt Miller	At Large	President	Present
Bill Lentz	At Large	Pro-Tem	Present
Evelyn Strietelmeier Pence	At Large		Present
R. Scott Bonnell	District 1		Present
Laura DeDomenic	District 2		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 resumed the 2020 Budget Hearings on Tuesday, August 13, at 1:00 p.m. in the County Council Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana.

The first department on the agenda was **Information Technology (1000-41) 2020** Budget in the amount of **\$1,857,375** as presented by Director Scott Mayes. He stated that the IT 2020 Budget is actually less than the IT 2019 Budget. When he started here in 2017, they focused on core infrastructure replacements and creating a life cycle replacement schedule. In 2018, they initiated the Life Cycle schedule and replaced 50% of the infrastructure. The Sheriff's Department was found to have old and failing equipment. In 2019, they focused on the Sheriff's Department. They now have 100% of the VMware up to date. In 2020, they have identified a need for staffing. When he started, they put staffing on hold to see where they were and where they needed to be. After review, the workloads have increased since 2017. They need to fill the 5th position,

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that had previously been eliminated, to keep up with the workload. He spoke with the Commissioners about adding 2 people but, after discussions, they settled on 1. They will review the situation as time goes along. They are currently fully staffed at 4. President Miller asked why the workload had increased. Director Mayes stated that the increase in workloads has been what he would classify as Productive Requests. These are items such as what the new requirements from the State and projects within offices to increase efficiencies. Putting out fires has decreased but it has been replaced and added to with improving technology. Commissioner Kleinhenz stated that they had experimented with using 3 employees and consulting companies. The problem with that is that consultants want to plan for long term and aren't as helpful for immediate fixes. Mark Gorbett asked if they have considered assigning a person specifically to Public Safety. Director Mayes stated he has considered that but the County systems are all tied together so tightly. Based on the tickets from 2016, 25% are from the Jail, Sheriff's Department or the 911 Center. Jorge Morales stated that they are in the process of expanding the northern TIF in German Township. When companies look at our County website, it is old and cumbersome. Director Mayes agreed that it needs to be updated. These types of websites create a perception of the community for people who are looking to relocate. There was discussion about placing an IT position under the Jail. They will look into this idea. Director Mayes stated that as long as the funding source does not interfere with the productivity. Auditor O'Connor stated that if the State ever changed the LIT Correctional Facility funding to state that we would only receive the actual amount

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required to run the Jail, we would be adding the benefits of the employees and other items. We currently do not receive enough funds for all the costs of the Jail. We could easily define the amounts that are being paid out of County General to run the Jail. The maximum salary requested for the proposed additional employee was \$48,000 per year to start out. They do currently have an intern that is very strong and would be a good candidate for the position. The staffing changes have been very helpful. Director Mayes stated that we do still need to work with vendors as we do not want to become totally reliant on the people downstairs due to possible issues such as all of them leaving at once. As far as the salaries, the Director and Senior System position are good. There are some concerns with the other 2 current positions as those are quality people. He would like to see the Services Manager closer to \$70,000 and the Systems Administrator closer to \$65,000. These numbers are not in the presented request but were simply his answer to a question that was asked by Jorge Morales. Mark Gorbett asked if the other departments new employee requests are added to the county, does IT have enough in his budget for the additional hardware and software that will be needed. Director Mayes stated he has built in a line in his budget to cover items exactly like that. IT is a very competitive market. Commissioner Kleinhenz stated that he feels that they are paying the Director and Assistant pretty well but he would like to see the Director paid a little more. The 3rd and 4th positions are more of positions where they expect to have turnover. Director Mayes pointed out the Life Cycle replacement schedule for the core infrastructures is mapped out to 2028 and is in their packets. This will help the IT Department maintain a

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more even budget from year to year as opposed to peak and valley years. Evelyn Strietelmeier Pence asked where he finds his employees. Director Mayes stated that was a very interesting question and he had a good story to answer it. He frequents a local coffee shop. He saw one of the coffee shop's employees at Best Buy purchasing computer parts and he started a conversation. The gentleman stated he didn't mess with computers but another employee at the coffee shop had just graduated college for computers. After talking with the other gentleman, he interviewed and hired him.

The **Auditor's Office (1000-02)** 2020 Budget in the amount of **\$461,960** was presented by Auditor Pia O'Connor. She is asking for more than the 3% raise for her Chief Deputy. Chief Deputies only have their positions while the elected official is in office. After that, there is no guarantee they will be employed. Auditor O'Connor handed out a sheet showing comparison counties and the differing ranges. There was discussion regarding rewarding people for their experience as well. Chief Deputy Dalene Pattingill stated that all Chief Deputies have greater responsibilities than other employees in the office as well as not having the security of the job position. Bill Lentz asked about other offices such as Code Enforcement. It was explained that only Statutory Chief Deputies should be considered for this as others would still be employed if the Department Head was replaced. President Miller asked what the Auditor thought was appropriate to compensate the good or long term employee. Chief Deputy Pattingill stated there should be a range for the Chief Deputy. There was discussion about giving a base amount and a percentage range above the base. The elected official could then use

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this range based on years and experience. Evelyn Strietelmeier Pence stated that at one time they had given the office holder a set amount to distribute between their employees but it was abused by one office holder and was all given to a friend within the office. Mark Gorbett recommended a base amount for each position and then a window percentage that would have to be requested by the elected official. Jorge Morales wants to prevent the abuse but wants to be able to award quality, long term employees. Moving on, Auditor O'Connor has restructured her part-time positions. The part-time HR person in the office has taken on helping other offices with job recruitment. She would like to budget for 20 hours a week at \$20 per hour for the year. The current rate at \$13.49 is the same rate her nephew was paid by the Health Department as a summer intern to spray for mosquitos. Mark Gorbett stated that he is in favor of paying a summer intern a lower rate than a college educated person that has a needed skills set. Jorge Morales agrees but he feels we need to have a work pay study. Auditor O'Connor stated she is working on that with her HR person. She also stated that she reduced her consulting fee.

Auditor O'Connor presented the **County Council (1000-29)** 2020 Budget in the amount of **\$118,093**. She put in for 3% for the Council Members. They have \$38,000 for consulting and professional services. There were questions regarding the attorney fees. Questions were raised regarding Waggoner, Irwin, Scheele & Associates. They get a set fee and then charge for any phone calls or questions regarding personnel issues. They also help write the job descriptions for the County. Auditor O'Connor

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recommended leaving the money for Waggoner, Irwin, Scheele & Associates alone at this time.

Auditor O'Connor presented the **Debt Service Fund (4600)** 2020 Budget in the amount of **\$1,990,700** which has to be there to pay our debt.

Auditor O'Connor presented the **Elected Officials Training (1217)** 2020 Budget in the amount of **\$15,000**. She increased the amount to \$3,000 for each of the 5 offices that can utilize it.

Auditor O'Connor presented the **Employee Trust Account (1186)** 2020 Budget in the amount of **\$3,950,634**. She stated that they are going to put this back under the Commissioner's line items. She contends that they had double budgeted between this and the other department amounts. There is a surplus in this account as of last month.

----- **10-minute break** -----

The next department was the **Health Department (1159)** 2020 Budget in the amount of **\$1,778,872** as presented by Director of Environmental Health Link Fulp and Director of Nursing Amanda Organist. Director Fulp introduced their Health Department Physician Dr. Brian Niedbalski and Health Board member Lynn Fleming who were in attendance with them. Director Fulp explained that when their Administrator Collis Mayfield had retired earlier this year, the Health Board determined that the job duties of the Administrator would be split between the Director of Nursing and the Director of Environmental Health. Jorge Morales was under the belief that there had been a plan to eliminate the Administrator position. Dr. Niedbalski stated that when the Administrator

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announced his retirement, the Board felt this was a good way to go as the Administrator had already delegated some of the workload to these 2 positions. Due to the fact that Director Fulp is also a full inspector and supervisor, they need to add another inspector to remove these duties from him. They have had 5 inspectors since he came on board. It will be very difficult for him to continue as a full inspector while managing the department. They are wanting to use the empty Administrator position to move it to an inspector position at a lower pay amount. They have budgeted at the high end of \$51,000 but would hire in the new at the low end of \$47,700. This would be lower than the Administrator had been paid. Director Organist stated that she had requested a full-time nurse position for 2020. This is not a move of a part-time to a full-time position, but rather a new full-time position. Dr. Niedbalski stated that they could have hired another Administrator and returned some of the duties or use the 2 existing Directors and hire another inspector that would basically fill the “open” position with the inspector and then add a new employee for the nursing side. They split up the Administrator position pay by taking the money for the inspector and then splitting the remainder amount of the salary between the Director of Nursing and the Director of Environmental Health. The difference between last year and this year is about \$101,000 total. Laura DeDomenic asked why they were looking for an additional part-time nurse earlier this year and now they want a new full-time nurse while keeping the existing part-time. Director Organist stated that the State has increased the workload and paperwork required by to be filed by the County. Their demand just keeps increasing. If they had another person working,

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they could see many more people during the week. They are currently scheduling people for mid to late October. With the increase in some of the items (Hepatitis Clinics), they have had to postpone or cancel some events that were planned. As far as housing another person, Director Organist has done some moving of furniture and items in the office and, though it will be tight, she believes it will work. Mark Gorbett asked if they could survive with just another part-time. Director Organist stated that any additional help would be better than no additional help. Laura DeDomenic asked what made up the Miscellaneous Revenue. Chief Deputy Pattingill stated that is any money that they have brought in. Auditor O'Connor stated that we may, going forward, try to break out the miscellaneous revenue to better show the true amounts and their sources. She also stated that when they allocated the Levy, they were able to assure that the Health Department had enough revenue to cover their budget. President Miller asked if they are scheduling for mid-October, what do other County Health Departments schedules look like. Director Organist stated that other Health Departments do not offer what Bartholomew County offers so it is very hard to compare. Mark Gorbett stated that he struggles supporting this because just a couple of months ago they wanted additional part-time and now they are wanting additional full-time instead. He hasn't heard enough to justify another full-time position. Bill Lentz stated that this County does a lot for the citizens. He asked if we are providing too much for the community. We can't be everything for everyone. He is not advocating cutting services. Dr. Niedbalski stated that part of the problem is when you are proactive you get more recognition and that results in requests for more items. They

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would hate to cut things out of the programs. Laura DeDomenic asked if they do not get the position, what would they have to cut out. The school nurse would not be as available. An additional person would not require another vehicle as there is just one person that does the visiting nurse program. They share the cars now and they would work it out. The only items would be a desk and computer items but the State has agreed that they could use State money for these items. As far as Environmental Health, the new person would be using the vehicle Director Fulp is currently using. Director Fulp stated that they need to change the Salary Ordinance as they have time and the funds to hire someone yet this year. He will work with the Auditor's Office on this.

The next department was the **Local Health Maintenance (1168)** 2020 Budget in the amount of **\$48,859** as presented by Director Organist. This is an amount given to the County by the State. The State sets the amount. This will cover one part-time nurse and the school nurse and includes a 3% raise. The remainder of the money goes toward dental fees for their children's program. Jorge Morales asked if the Health Department was receiving the new shingles vaccine. It was stated that they are.

The next department was the **Indiana Local Health (1206)** 2020 Budget in the amount of **\$34,636** as presented by Director Organist. Again, this is an amount given to the County from the State. She has moved some money around and has included a new copier in this.

The next department was the **Public Health Preparedness (8891)** 2020 Budget in the amount of **\$25,000** as presented by Director Fulp. This is a Grant from the State

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Department of Health for a part-time employee. The amount is a little less this year. The salary is \$17,594 and various operating supplies as well as a replacement laptop. The total will be \$22,964.

The next department was the **Immunization Program (8920)** as presented by Director Organist. This is a fiscal Grant and there were no questions.

----- **10-minute break** -----

The next department was the **Assessor's Office (1000-09)** 2020 Budget in the amount of **\$295,958** as presented by Assessor Ginny Whipple and Chief Deputy Lew Wilson. Assessor Whipple has a long range goal of making the office self-sufficient. On this budget item the only changes are the 3% raises. All the positions are currently filled.

The next department was the **Sales Disclosure (1131)** 2020 Budget in the amount of **\$11,770**. Assessor Whipple is asking for \$11,000 for software and training out of this budget. This is not a taxpayer funded budget. She wants to use a different type of sales analysis which is the amount requested for the software. She wants to use GIS to analyze the sales data.

The next department was the **Reassessment (1224)** 2020 Budget in the amount of **\$524,461**. Assessor Whipple stated that an elected Assessor is required to pass 2 open book tests and then take week long courses to obtain the Level 3 Certification within the first year of taking office. She has revised her requests for the increases for her staff from all staff members to just 2 staff members, the Office Manager Jennifer Johnson and 2nd Deputy Residential DeWayne Hines. Both employees have a Level 3 Certification. She

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is asking to raise the Real Estate Administrator to \$42,700 and the 2nd Deputy Residential to \$41,600. Laura DeDomenic asked if this included the \$1,500 per diem. Assessor Whipple believes she made a mistake. She wanted to give these 2 positions a \$1,500 raise plus their per diem of \$1,500. Chief Deputy Lew Wilson stated that these are the 2 people that he told the Council a couple of years ago that they need to make certain the County keeps around. Auditor O'Connor asked if they could make the Real Estate Administrator position wage change in the General Fund instead of part here and part in the General Fund. Assessor Whipple is asking for a new Real Property Technician. She only has one employee that is capable of field work. She needs to have this person trained to the level required. The office is by law to review all the parcels every 4 years. They have not done field review since 1990 when the Trustees did the work. Her goal is to have 6 full-time and 2 contract employees. She developed the range of \$30,000 to \$35,000 for the new employee based on review of other Counties and companies. The last point of her presentation is a per diem of \$20,000 a year for the County Assessor per IC 36-2-7-13. She would like this per diem tied to qualifications such as IAAO Certifications. She has the experience and training that very few Assessors in the State have. She knew what the salary was when she ran for office and no matter what happens, she will do her job. This would put her pay at \$79,600. Laura DeDomenic looked up the Madison and Delaware Assessors on the Gateway website. It shows the Madison County Assessor at \$45,989 and the Delaware County Assessor at \$56,475. Jorge Morales stated that the Assessors salary should not be more than other elected official's salaries.

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Assessor Whipple stated that, this per diem is for work over and above the requirements. She further stated it will benefit the County in that the office will be able to run itself. President Miller wanted to clarify that the Council had Option 1 which was to give the per diem or Option 2 would be no per diem and the County would have to use vendors. Assessor Whipple did not mean to imply an ultimatum. She will train the office no matter what occurs with the per diem. Laura DeDomenic stated she had just demeaned the former Assessor who is now her Chief Deputy and sitting right next to her. Lew Wilson stated that he didn't take it as any kind of insult. He stated that she probably does not have to work but she is doing this for another accomplishment in her life. He stated that she has not only met the deadlines but also the quality that she demands. Assessor Whipple stated she will do the work. Mark Gorbett asked where the \$20,000 came from. She compared her credentials and experience to the other Assessor's getting the per diem. The new employee would come from the Reassessment Fund. Contract employees are working for themselves and not getting any benefits. Vendors take a percentage of the money for the company. Jorge Morales stated that the Assessor's Office is what generates the majority of tax dollars. Multiple people, including Auditor O'Connor, explained that was a very incorrect statement.

The next department was the **Emergency Management (1000-18)** 2020 Budget in the amount of **\$202,229** as presented by Director Shannan Hinton and Deputy Director Ferrenburg. Director Hinton stated that she did increase her conference budget. She has recently applied for \$204,900 and over \$1,000,000 in Grants this year. The Council

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members complimented them on the job they do. When asked, she stated they have to track their Social Security, PERF and insurance as the County will be reimbursed for 50% of their salary from the State.

The next department was the **LEPC (1152)** 2020 Budget in the amount of **\$15,018** and there are no changes.

----- **10-minute break** -----

The next department was the **Park Board (1000-25)** 2020 Budget in the amount of **\$298,527** as presented by Adam Fish, Treasurer David Apple and President Dennis Pierce. Treasurer Apple stated that they now have a Master Plan in place so that they are eligible for Grants and other funding. The economic impact to the County is \$283,500,000 in tourism and the parks are a part of that. They are asking for a County Parks Facilitator for 2020. They need to have someone on a full-time basis to keep up with our parks. The position will wear different hats on different days, but the position is greatly needed. They want to work on getting the parks ADA compliant which is part of the Master Plan. The budget is basically the same as last year with the addition of the full-time Facilitator position. Laura DeDomenic asked if adding a full-time position would reduce the part-time need. President Pierce stated that they were running a 72 hour per week deficit based on the work that needs to be done weekly, so he does not believe it will reduce the need. They need the 5 employees to keep up with the parks. They adjust the work times based on the different needs at the various time of the year. Jorge Morales asked how they came up with the \$50,000 figure. They originally had it at

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\$85,000 but after talking with the Auditor, they put it at \$50,000 plus benefits. President Pierce stated that a list of some counties showed that we were the only county without a full-time employee. The average budget of these county's parks departments was \$1,400,000. They are asking this person to do multiple tasks, but if it makes the parks more desirable, then it will create even more work. They have one park that all the playground equipment was pulled out of due to being unsafe. To replace it, they can now do a Grant. The position, if granted, would report to the Park Board. All hiring and firing would be done by the Board. Evelyn Strietelmeier Pence stated that the person they are wanting has already reached out to businesses to "Adopt-a-Park" that has helped greatly. Laura DeDomenic asked if they had added a "pollinator" park to the Master Plan. President Pierce stated that some parks do not have water and they also do not have the staff for additional projects. Treasurer Apple explained how the parks have improved over the years, including the BMX track. He stated that there is not a day that goes by that he does not get a call about an issue at a County park. Adam Fish presented some numbers that showed they had 400+ ball teams attend but they were down this year because of the bad weather. Mark Gorbett stated his support of this position and that he believes it is long overdue. He stated that if they do get the position, then he would hope that they do increase revenue to become as self-sufficient as they can. Laura DeDomenic agrees with Mark Gorbett on this. Scott Bonnell asked how much they bring in a year. Treasurer Apple stated Heflin \$20,211 and Dunn brought in \$7,379 in 2019. Again, it was a bad year with the weather. In the first 6 months they are at about \$11,000 for both.

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In 2017 they brought in \$39,511. This money goes into a non-reverting fund and that money is used for repairs and projects, not the daily upkeep of the parks. There is concern about the light poles at Dunn Stadium as they have been there over 35 years. They had a company come in and they identified 5 that need replaced immediately. President Pierce wishes they could collect revenue at Anderson Falls as that is a very used park. It was stated that \$2,400,000 was generated from Dunn Stadium but the Park only received \$7,900. Mark Gorbett asked about the increase in equipment. Treasurer Apple stated they need a trailer, a Toro mower and a groomer. They are also looking at moving the grass up on the ball fields. Adam Fish stated that our infields run a little deep. They want to sod it in and make it a little better. Mark Gorbett asked if they get the employee, will he need a vehicle, communications or per diems. Treasurer Apple stated that they have 2 trucks that the position would use. They will not get a per diem. They currently operate out of a garage at Dunn and the Commissioners stated they would find him space. They have grills at some of the parks and are looking at putting a new roof on a shelter at Wayne Park. The highway garage and the Sheriff's Office worked on a guard rail on a curve to prevent a drug problem that was occurring. President Pierce stated that they have had 10 or 12 Cummins groups that have volunteered their time to help with various parks projects, saving them upwards of \$60,000 to \$75,000. Because of the improvements of the parks, there are more people using them. Treasurer Apple stated that the Master Plan is on the County website.

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The next budget hearing was for the **VIP (1127) 2020 Budget** in the amount of **\$1,443,100** as presented by their Board President Robin Hilber and Karen Niverson, Executive Director of the Visitors Center. President Hilber stated that they use to advertise for applications for individual grants. They have changed their focus and have now funnel Grants through the Visitors Center. The funding request in 2018 was \$1.35 million, 2019 was \$1.44 million and they are asking for \$1.32 million in 2020. Director Niverson explained that they have been able to lower the budget as they replaced some computers in the office this year. Jorge Morales stated that he knew the income was down due to the loss of hotels but those rooms have been replaced and are they expecting more revenue. Karen stated that they have kept their forecast low until everything is online. Jorge Morales thanked them for the money they gave to Dunn Stadium. They expect to see some more hotel traffic in the County due to the opening of the new entertainment venue in Nashville. They also had requests for an additional \$200,000 from the reserve funds which breaks down to \$100,000 for the update of playground equipment at the Commons and another \$100,000 for the new kids discovery room being built on the 3rd floor of the Commons.

The 2020 Budget Hearings were continued until August 14, 2019 at 1:00 p.m.

BARTHOLOMEW COUNTY COUNCIL
August 14, 2019
Continuation of the 2020 Budget Hearings

Name:	Representing:	Title:	Present:
Matt Miller	At Large	President	Present
Bill Lentz	At Large	Pro-Tem	Present
Evelyn Strietelmeier Pence	At Large		Present
R. Scott Bonnell	District 1		Present
Laura DeDomenic	District 2		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 resumed the 2020 Budget Hearings on Wednesday, August 14, at 1:00 p.m. in the County Council Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana.

The first discussion was presented by Judge Benjamin, Judge Worton, Judge Coriden and Community Services Director Brad Barnes. They are here to request additional funding for their Office Managers. Judge Coriden stated that they want their Office Managers to make the same as the Clerk's Office Manager. She explained that these positions do over and above what a Court Reporter does. Judge Worton stated that all of them have specific duties in the day to day operation of the Courts. They also have all the claims, the budget, and all the employees to oversee. They currently make about \$1,000 more than the other employees. It is a vital position to the operation of the Courts. They had developed the salaries based on the Clerk's Office Manager. They are requesting that the Office Managers would make \$41,937 each. These are County

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paid/County Benefits but they are technically State employees. Their job descriptions come from the State. Director Barnes stated that his position would be an increase of about \$300 per year. Mark Gorbett pointed out that they are guaranteed their job if the Judge or Director Barnes were to leave. These positions are not paid overtime but accrue comp time instead. There was a comment that if the Council agrees with this, it will open the flood gates for next year. It may be something that they want to address throughout the County this year.

The next department was **Highway (1176)** in the amount of **\$3,656,549**, **Local Roads & Streets (LRS) (1169)** in the amount of **\$741,332** and **Cumulative Bridge (1135)** in the amount of **\$1,600,000** as presented by County Engineer Hollander. Auditor O'Connor presented a handout that showed the complexities of the State funding formulas regarding these funds. Engineer Hollander stated that it had been the State Auditor's Office that gave estimates of their revenues for Highway & LRS but for this budget session it came from the DLGF. Again, these are estimates. They are projecting \$500,000 less in income for Highway and \$104,000 less for LRS. LTAP is assisting all the counties to figure out what is going on as in 2017 the State passed a gasoline tax increase but all counties are losing money. He stated that the result is they end up doing less to stay within the lower revenue.

In **Highway (1176)**, he did 3% raises across the board. He did shift some money to his other budgets to satisfy the State. An example of this is the sand & salt as it appears to be going down in Highway, but he has moved them to LRS. The same was

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done with trucks and equipment. He has reduced \$431,000 in anticipation of the loss of revenue. Jorge Morales asked about the equipment needed for the new garage. They will be getting two lifts. One will be a portable truck lift for large trucks and the other one will be a lift for standard vehicles. These will be paid for within the costs of building the garage. He has \$70,000 for repairs to vehicles. Contractual services are for hiring excavators or the trimming of trees around power lines. The new on-call system is working out fine. They have 4 seasonal mower positions but only 2 of the positions have been filled. They just can't find anyone that wants to do the work.

LRS (1169) is where the equipment was moved to. He has 2 flatbed trucks to be replaced as well as the Superintendent and Assistant Superintendent's vehicles, each of which have over 200,000 miles. The salt and sand is also different this year. They are going to try a higher percent of salt. To use more salt will increase the amount by about \$260,000. They purchase the salt through the State to get the best prices that we can. The City uses straight salt but that is because of the storm water system that cannot have sand dumped into it. The State also uses straight salt. President Miller asked if he anticipated more damage due to the additional salt in the mixture. Engineer Hollander stated the roads should be fine; it would be the bridge decks that would see the issues. They will do their best to clean it off in the spring. They will continue to use the brine treatment prior to known snowfalls. Jorge Morales asked how many miles were we planning to redo next year. Engineer Hollander stated that they have been doing 20 miles. With the revenue being less, this is the only item that he can really take money

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away from. Jorge Morales stated his only road issues are that we are not widening roads nor raising those roads that consistently have water over them after every rain.

Cumulative Bridge (1135) 2020 Budget in the amount \$1,600,000. There were no questions or concerns.

The next department was the **Veteran's Office (1000-27)** 2020 Budget in the amount of **\$135,375** as presented by Veteran's Service Officer Larry Garrity. He is requesting an additional Assistant position to take some load off of his position. He is currently doing 4 interviews or more per day. This would allow him to do more outreach with the veteran's. He would like to see the part-time position as 5 days at 5 hours per day for 25 hours per week. When he was in that position, it was 3 days a week at 8 hours a day. He would also like the position to be able to accrue vacation time. Part-time employees working 25 hours can accrue vacation time. Jorge Morales stated he has no issue with this budget as we should be doing more for our veterans. VSO Garrity has a good prospect that is retired and has 24 years of service, but that is as far as he has gone as he was awaiting the budget hearings. The consensus of the Council was that there were no problems with this budget. They commended him on the job he has done since taking over the position.

The next department was the **Recorder's Office (1000-04)** 2020 Budget in the amount of **\$168,820**, the **Recorder's Perpetuation Fund (1189)** 2020 Budget in the amount of **\$137,085** and the **Recorder's Security Protection (1160)** 2020 Budget in the amount of **\$20,000** as presented by Recorder Tami Hines and Chief Deputy Pam Cain.

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Recorder Hines gave a brief history of the Recorder's Office and what they do today. She explained how the money that they collect is divided up between multiple funds. New this year, to be compliant with the State, she has provided a sworn statement that there is enough money in the Recorder's Perpetuation Fund to cover the expenses of the following year's budget. This should have been done starting a few years ago, but it was a new law that they were not aware of. This is to be done every year and will be done going forward. Recorder Hines stated that Anita Hole, the contract employee and former Recorder, is overseeing the back scanning project for her office. She is responsible for coordinating the work to see that things are done efficiently and correctly. The contractor is paid from the Perpetuation Fund. It is a one-year contract and she plans on renewing it next year. She also itemized the items for the mail and such. She may have erred on the high side. Recorder Hines stated that she was disappointed yesterday to hear the IT Department only request one person. She has the funds for new computers and dual monitors and had discussed this last December with the IT Department. However, due to how busy the IT Department is, they have still not been upgraded. Also, for security purposes, when her vendor needs into the system, they have to contact IT and someone from IT has to make contact with the vendor. IT then watches as the vendor is in the system. If this is the requirement, she is fine with it but IT needs someone dedicated to this so that the departments are not waiting because of the IT Department.

----- **10-minute break** -----

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The next department was the **Maintenance Department (1000-31)** 2020 Budget in the amount of **\$1,170,706** as presented by Director Rick Trimpe. Director Trimpe stated he is asking for 3% raises. He increased his repairs and maintenance. He has increased communications due to the fact that he has been using his own phone and now has a County phone. The \$340,000 for utilities he hopes will work but he will be adding buildings in the next couple of years (Soil & Water and the new Highway Garage). He increased other services and contracts by \$1,000. The \$5,000 in repairs and maintenance is just due to increases in costs. The Veteran's Memorial repairs are contracted out. Jorge Morales had stopped at the E911 and wanted to complement Director Trimpe and his staff on that project.

The next department was the **Solid Waste Management Authority (SWMA)** as presented by Director Heather Siesel and Controller Diana Hodnett. Director Siesel stated that overall this budget is lower than last year as they have no major projects for next year. They have given a 3% raise and they did bump up 10 positions. They did a comparison of salaries to other Solid Waste Districts. The Director position is up \$2,500 plus the 3%. The amounts were determined by an average of the Districts that are similar to our District. Copies of the breakdown were presented to the Council and reviewed with Director Siesel. They increased the overtime budget due to the longevity of the employees that are getting the hours which means the rates are higher. They have been able to keep all the positions filled. The other increase in Personnel Services was the PERF funding. In Supplies, they have increased the landfill operating, recycling center

repair and maintenance as well as yard waste repair and maintenance based on numbers from this year. In Other Services and Charges, they did complete a contract to maintain their fees for the next 5 years. There are some small increases in some of these items as indicated on the handout that was presented. In Capital, they have lowered this section. They do have cell closure occurring currently at the landfill but do not anticipate any cell opening for a few years. They are partnering with IT to update all computers at their facilities, replace a copier and getting a fiber connection to the landfill. They also hope to place \$100,000 in their Closure/Post Closure fund. Over all they are down around \$500,000. Evelyn Strietelmeier Pence asked where their conferences are held. Director Siesel stated most of them are in Indiana and this year it is in Brown County.

----- **10-minute break** -----

Deliberations:

Chief Deputy Pattingill verified the items that they had agreed to change on Monday.

- **Sheriff (1000-05)** – The only thing that was still on hold was the number of cars and the question about the 3 cars that are out to civilian personnel. Mark Gorbett and Bill Lentz had spoken to Sheriff Myers and are okay with the cars based on the information they were provided. They also agreed to leave the \$10,000 for the boat in the budget. There was discussion about the Matron. It is State Statute that the Council has to provide money for a Matron in the budget, but the Sheriff does not have to have a Matron. The current job description reflects exactly what she is doing today. It is more than an Office Manager but not that of a patrolman.

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The salary this year is \$43,142 plus overtime to date of \$3,338 dollars. President Miller asked where it stops regarding increases to employees. Jorge Morales stated that we need to have a total job salary review. Statewide, the Matron job has changed. Mark Gorbett proposed waiting until they determine where they are at with the Chief Deputies. The Matron made \$47,369 for 2018. Auditor O'Connor presented a handout that reviewed the Chief Deputy positions in the County. She explained that it shows the current amount, what the amount would be at 75% and how much that increase would be. These are for ONLY the elected officials. The fact that these positions are completely tied to the elected officials is what separates them from the office managers or other titles. Jorge Morales asked if those 5 positions are equal in duties. He does not feel that the Clerk's Chief Deputy and the Assessor's Chief Deputy positions compare in any way. President Miller asked Jorge Morales if he was suggesting raising the elected officials pay? Jorge Morales suggested that they lower the percentage to 65%. Mark Gorbett stated that would reduce the pay that some of them are already receiving. Bill Lentz is not in favor of that. Laura DeDomenic is thinking the base should be 75% as a start and then go to 80% or 85%. The elected official can then argue for greater compensation to the Council. Jorge Morales feels that they should rank them by duties or provide criteria that they have to meet when the office holder comes back. Mark Gorbett stated that his solution for the Chief Deputies and the Court Office Managers to grant the 3% and then give the office

holders the ability to grant an additional raise up to 8%. The office holder would have to come before the Council and explain why they are going to grant the additional money. Bill Lentz is not even certain about the base 3%. Jorge Morales stated that the past Councils have been very frugal but it has always come at the expense of the employees. Laura DeDomenic stated that if we would have kept up on market rates, we would not be having this discussion about raises. She thinks that we need to look at the long term and give what we can while we have the ability instead of going down the road and finding out that we need to do 10%, 12% or possibly even more. Jorge Morales is concerned with the employees that are at the lower end of the pay within the County and the fact that they cannot make ends eat. His recommendation is that we use the range of 75% to 85% and create criteria they must meet. Mark Gorbett stated that he can agree to 80% but with a Good Faith Pay. Chief Deputy Pattingill stated that would not catch her with the Good Faith Pay as she left the County for 2 years and started last December as a “new” employee with no accrued time. There was more discussion regarding the pay. It was finally determined to address only those that had requested raises. (see later)

- **Auditor (1000-02)** – Chief Deputy will be at 80% of Auditor’s Salary or \$47,344. Consensus obtained. Part-time pay from \$13.49 to \$20.00. Consensus obtained. Total for Auditor’s Budget for 2020 - **\$462,304 (+344)**.

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- **Courts** – wanted to bump Office Managers to **\$41,955**. In Circuit it would be a 13% increase, in Superior I it would be an 8% increase and in Superior II it would be a 5.8% increase.
- **IT (1000-41)** – new employee - **\$1,857,375**.
- **Health (1159)** – No to the new nurse position. Everything else okay - **\$1,716,369 (-62,503)**.
- **Local Health Maintenance** – No changes - **\$48,859**.
- **Indiana Local Health Trust** – No changes - **\$34,636**.
- **Public Health Preparedness** – Some changes as requested - **\$29,150 (+4,150)**.
- **Assessor (1000-09)** – moved a position out - **\$256,237 (-39,721)**.
- **Reassessment (1224)** – no to the \$20,000 per diem. Okay with the full raises requested for the 2 positions. No to the new employee. Moved an employee in from Assessor (1000-09) - **\$485,629 (-38,832)**.
- **EMA** – No changes - **\$202,229**.
- **Park Board (1000-25)** – all are in favor of the position. Maximum amount should be set at \$47,500 - **\$296,027 (-2,500)**.
- **VIP** – No changes - **\$1,443,100**.
- **Circuit Court (1000-36)** – Office Manager to \$41,955 - **\$658,433**.
- **Circuit Court IV-D (1000-39)** – no changes - **\$72,376**.
- **Drug Court – ASAP (1000-42)** – no changes - **\$297,565**.

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- **Superior Court I (1000-37)** – Office Manager to \$41,955 - **\$422,599.**
- **Superior Court II (1000-38)** – Office Manager to \$41,955 - **\$530,089.**
- **Superior Court II Public Defender (4903)** – no changes - **\$46,179.**
- **Veteran’s (1000-27)** – agreed with part-time - **\$135,575.**
- **Highway (1176)** – No changes - **\$3,656,549.**
- **LR&S (1169)** – No changes - **\$741,332.**
- **Cumulative Bridge (1135)** – No changes - **\$1,600,000.**
- **Recorder (1000-04)** – No changes - **\$168,820.**
- **Recorder’s Perpetuation (1189)** – No changes - **\$137,085.**
- **Recorder’s Security Protection (1160)** – No changes - **\$20,000.**
- **Maintenance (1000-31)** – No changes - **\$1,170,706.**
- **SWMA** – their Board controls but raises were not brought before that board – they will discuss this with the Commissioners.
- **Sheriff (1000-05)** – Matron is at \$43,142 for 2019. 3% would be \$44,436. Request was \$55,000. This position is eligible for overtime and gets it every week. Agreed to 3% for the Matron. They agreed to the new detective and the 8 cars. They agreed to leave the \$20,000 for the boat and dive equipment - **\$4,629,830 (-11,072).**
- **E911 (1000-33)** – No changes - **\$231,331.**

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- **Statewide 911 (1222)** - agreed to a total of 6 (2 this year, 2 in January and 2 in July) but they want him to return before the last 2 are hired mid-year for an update - **\$2,564,258**.
- **Cooperative Extension (1000-23)** – there was much discussion regarding the additional percentage for the 3rd educator. Majority consensus obtained to grant budget as requested with 3 full time educators - **\$254,629**.

The 2020 Budget Hearings were continued until August 15, 2019 at 1:00 p.m.

BARTHOLOMEW COUNTY COUNCIL
August 15, 2019
Continuation of the 2020 Budget Hearings

Name:	Representing:	Title:	Present:
Matt Miller	At Large	President	Present
Bill Lentz	At Large	Pro-Tem	Present
Evelyn Strietelmeier Pence	At Large		Present
R. Scott Bonnell	District 1		Present
Laura DeDomenic	District 2		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 resumed the 2020 Budget Hearings on Thursday, August 15, at 1:00 p.m. in the County Council Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana.

The first department today was the **County Commissioners (1000-30)** 2020 Budget in the amount of **\$9,580,555** as presented by Chairman Rick Flohr, Commissioner Larry Kleinhenz and Commissioner Carl Lienhoop. Chairman Flohr presented a handout explaining the increases and decreases to their budget. The breakdown for the increases were as follows:

Group Insurance increased \$3,950,634 due to moving it back to their budget. Group Insurance went up slightly due to the proposed new employees. It was paid out of what was called "CAGIT" and is now our Certified Shares. It was discussed internally that the way it was being paid was cumbersome so they have decided to leave it in the Commissioners budget for this year and going forward. Jorge Morales stated that the

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insurance piece to each employee is about \$11,000. This does not include the employee contribution. Auditor O'Connor explained that the \$3,900,000 is only the employees that are paid out of the General Fund. She believes that the point he is trying to make is that the insurance is a great benefit to the employees and it is. The CenterStone amount is mandated by the State. Commissioner Kleinhenz stated that we may be getting more services with the creation of the ASAP. Commissioner Lienhoop stated that regarding the decreases in the FICA and PERF, he wanted to give credit to Auditor O'Connor and Chief Deputy Pattingill and their very thorough review. Mark Gorbett asked if by moving up the repairs to the Court House, they will save any money. Commissioner Kleinhenz stated that is a cost that is hard to capture but they believe they will. Bill Lentz asked about the Court House Security line item in the 400's. As far as they could remember, it has always been there. DSI asked for an increase and based on the CenterStone required change, they felt they should put it in their budget. The additional money for Court House repairs is strictly for Court House repairs and maintenance. They are looking at visible, cosmetic items at this time. The HVAC will be a year or two out. Commissioner Kleinhenz explained that the foundation at the Court House goes about 12 feet down and about 8 feet are exposed. The exposed limestone over the past 150 years has eroded back at some points up to 4" deep. Twenty years ago they replaced about a quarter of them. That is one of the things they would like to do with that additional money. That project could be anywhere from \$800,000 to \$1,500,000. These were projects they had planned for in their CEDIT plan down the road so that will free up that

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money. Jorge Morales asked about the repairs at the Veteran's Memorial. Commissioner Kleinhenz stated that you could argue that the Court House has the same issue. The Court House is mainly the freezing and thawing issue. He believes the Memorial is wicking more water out of the ground in combination with granite being butted right up against the limestone. He feels there should have been an expansion joint between the two materials. Mark Gorbett is good with their budget. His only question is about the raise for the County Attorney. Jorge Morales does not have an issue with the County Attorney getting benefits but he is also a Public Defender. He is afraid that we have an exposure because other Public Defenders do not get the benefits. Mark Gorbett stated that you cannot control the other jobs an employee does and he has no problem with the 3% raise. He signed an agreement to limit his costs for the Highway Garage Bond to \$19,000 where he could have received much greater amounts by doing percentages. Auditor O'Connor can attest to the additional work for the County Attorney. She reviews the numbers but the rest of the documents are his job. Evelyn Strietelmeier Pence asked who is covered by the fuel costs. It was explained that the Commissioners maintain all the Sheriff's vehicles. They provide the fuel for all the Bartholomew County titled vehicles. Commissioner Lienhoop stated that the County Attorney has had an ability to keep all of County Government in good graces. They recently had a conference call that lasted over 3 hours regarding the bond issue involving the County Commissioners, County Attorney and the County Auditor. It was an extremely important meeting as stressed by the County Attorney. The meeting helped get the bond rating that was

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secured. Mark Gorbett verified that the other Contractual Services is the Animal Control Officer and such. President Miller stated the Council has some concerns about the County Park Facilitator would be reporting to. The Council feels it should be the Commissioners regarding hiring and firing. Chairman Flohr stated that they agreed with that. Regarding the salary, there is some concern. They would prefer a range for the salary. Commissioner Flohr believes that \$40,000 to \$45,000 is a good starting point. Commissioner Kleinhenz believes it is on the low-end, but they can make it work. Commissioner Lienhoop stated maybe a range of \$42,000 to \$48,000 with starting out no greater than the mid-point. They believe they have someone already involved that could fill the position. Bill Lentz asked about the Solid Waste salaries. Did the Board approve the additional amounts above the 3% standard? Commissioner Kleinhenz did not believe so, but Commissioner Lentz believes they did bump some positions. The committee he sat on compared some of them to the City Sanitation. Commissioner Kleinhenz stated that Soil & Water is here next. They have relied on them to complete their Federally Mandated MS-4. It is going to be a difficult decision. Mark Gorbett noticed that the budget came out of the Commissioners and went to a new Soil & Water budget. It was asked if the Commissioners had developed the S&W budget. They did not. The bond will be auctioned as 1 item. We are rated AA-. They can issue the bids at the next Commissioners meeting after the bonds are sold.

The next department was the **Soil & Water Conservation District (1000-44)** 2020 Budget in the amount of **\$123,700** as presented by Director Heather Shireman and

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contract employee Jenny Whiteside. Members of their board were present in the audience. Director Shireman gave a brief background about herself. She introduced Jenny Whiteside who is a part-time contract employee. Mark Gorbett asked about the contract employee of \$25,000 in the 300's in their budget. Director Shireman explained that was for Jenny Whiteside's position but along with their funding. They apply for Grants at the State and Federal level. They were actually able to remove a section of a river from an E-coli list. They have done pollinator workshops within the County. They also do community events such as a tree give away and tree sales. In 2018, they won the State District Showcase Award. Director Shireman explained what the MS-4 program is. It is not a sewer system and does not lead to a waste water treatment facility. It started as part of the Clean Water Act of 1972. There are 6 minimum control levels that they have to create according to IDEM. This is all based on census data. The law for testing was that everything 12" or bigger had to be tested but new regulations require testing everything over 8". Mark Gorbett asked how many and who would do the testing. Director Shireman stated there are currently 5 that meet the current criteria and she or Ms. Whiteside. They also have to review construction site storm water management. Every County owned building has to have a storm water management plan. This is an unfunded State and Federal Mandate. The upcoming changes include going from "rules" to "permits", testing and numerical data for all waterways, certify MCM's, all County owned facilities fall under the MS4 permit even if they are outside the MS4 area, employees need 24 hours of training in each MCM that they are involved in, all MCM's

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will have much more reporting and all MS4 ordinances must be administered County wide. The areas change from 2 small areas of the County to the entire County before 2020. Water is our most valuable resource as witnessed by Flint, Michigan. Failure to comply can result in Federal Penalties of up to \$37,000 per day. The County is also open to lawsuits. The Highway Department was originally in charge. It was moved to Ms. Shireman in January of 2012. The County Highway stopped handling the MS-4 as of February, 2014. Jorge Morales discussed the issue with the salt barn several years ago. Commissioner Lienhoop stated that they have a lot of responsibility with this department. They will be housing Soil & Water at the former Premier Ag building with the other half of the building for the USDA office. With the Extension office already on the other side, all of these agencies that work together will be in one location. He believes that they will be receiving \$55,000 a year in rent from the USDA for the next 15 years. They also will receive \$35,000 up front for remodeling costs. The City has their MS-4 Director under the City Engineer. He understands that they are asking for a very sizable recommendation regarding salary increases. This prevents us from having to create an MS-4 Director position and office. It will help with an exposure that we have currently concerning our MS-4 compliance. Director Shireman stated that she has no regulatory authority, they are more of an educational service. As an MS-4 you can sign MOU with other agencies to promote the education. No other MS-4 employee in the State is also an SWCD employee. She gave a presentation of their budget since 2011. Mark Gorbett asked if Ms. Whiteside's salary is a Grant subsidy that we are not seeing. Director

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Shireman stated that they are hoping to increase her pay and time. None of the budget information shows the Director's salary. Mark Gorbett clarified that last year the Director made \$35,909 and is asking for \$50,000 in 2020. The additional money is compensation for being the MS-4 Coordinator in addition to the SWCD Director. Director Shireman compared other County MS-4 Coordinators. The City just hired an MS-4 Coordinator with a salary range of \$43,000 and \$65,000. The City did not want to work with the County because we are in such a mess. They are willing to work together with the Ordinances for MCM's 3, 4 and 5. Another option was to hire an engineering firm. Mark Gorbett asked if we are going to have to have a separate Director down the road. Director Shireman stated that the work is more than she and Ms. Whiteside can handle. She asked to be Exempt so that her salary would be set, no matter what she works. Impermeable surfaces are growing so this is only going to get worse. Director Shireman explained the remainder of the budget items. They do not use the County IT as the Federal Government provides all IT equipment and support including phones as well as their vehicles and maintenance. The office move will alleviate \$14,000 from their budget for 2020. They have some displays around their building at the fairgrounds. They also have a pet waste facility at the fair. Currently, Ms. Whiteside receives \$25,000 for 30 hours. Evelyn Strietelmeier Pence asked where the salary was for the employee that was not doing his job. Auditor O'Connor stated she will make certain no more payments are made. Mark Gorbett asked how many others are in the office and who pays them. They are all Federal employees and paid by them.

----- **10-minute break** -----

Treasurer Barb Hackman came in due to a recent issue with their mail machine. They are currently paying \$300 per quarter. She believes she will be okay with a new lease next year, but until she receives a quote, she is not certain. They handle the mail for most of the offices in the building. She is going to contact the Health Department as they have their own machine and see if they want to work with her. The Recorder's Office did start working with the Treasurer's Office for their mail.

Auditor O'Connor presented those budgets that had not been officially brought through by their department head. Those offices were Clerk Jay Phelps, Code Enforcement Brian Thompson, Coroner Clayton Nolting, Surveyor E.R. Gray and Weights & Measures Dan Londeree.

Deliberations:

- **Commissioners (1000-30)** – range for Park Facilitator - \$42,500 to \$47,500. The Facilitator will report to County Commissioners as far as hiring, firing and such. Park Board will oversee the duties of the position. This should be reflected in the Salary Ordinance as well. County Attorney – 3% increase is okay. DSI – they are also working with ASAP as far as transportation for their clients. Remove \$10,000 from DSI for a total of \$115,000 - **\$9,570,555 (-10,000)**.
- **Soil & Water (1000-44)** – Mark Gorbett wanted to be consistent with the Court House Office Managers and place the Director at \$41,955 and grant \$5,000 additional for the part-time contract position. At some point they need another

person, you just can't keep throwing money at the people as they can only do so much in the allotted time. They do not need the \$14,000 in rent for 2020. Mark Gorbett appreciates that she was approached by the Commissioners to take on more responsibility and stepped up - **\$96,695 (-27,045)**.

- **Sheriff (1000-05)** – Scott Bonnell asked if the County Sheriff's cars are used for personnel use. Yes, they are but the radio has to be on and they have to respond if they are in the area. Mr. Bonnell just wanted to clarify that all the miles on the cars are not for on-duty time. Dalene Pattingill stated that it depends on the deputy as to whether they want to respond and if they don't, then they don't drive them. President Miller stated he averaged 145 miles a night while on duty. It is not unusual that at least one off duty deputy is at a scene; if not the first one on the scene.
- **Long Term Employee Recognition** - Mark Gorbett presented an idea to help the employees other than Public Safety. Public Safety employees have been taken care of. It is time to take care of the other valued employees. He and Auditor's Chief Deputy Pattingill had worked on some ideas. There were 4 options provided that ranged in yearly costs from \$111,000 to \$177,000. These options included \$50 per year of service, a set amount for every 5 years of service and other combinations of the two. After much discussion, the option they chose to consider was \$50 per year of service, capping out at 20 years (or \$1,000) for all full-time, non-elected county employees excluding Sheriff's Merit employees, Jail

Correctional Facility employees on the new matrix, EOC employees on their matrix and Probation Officers. This would be a 5-year pilot program to help in retention of valued employees.

- Attorney Monroe was present to discuss the Matron issue concerning the pay. He explained what he had read in the Statute. There were many questions. Understanding the Council's question better, he will do some more research. He will also look into a statement regarding not refilling an open position without Council approval.
- Back on the 5-year pilot program, there were 6 in favor of the plan as it was listed. Evelyn Strietelmeier Pence was against it. It was clarified that appointed department heads would receive this as well. The next item was what kind of raise to give. The final determination was to grant 3% across the board raises for all employees with the exceptions being those certain positions that had specifically asked for more of an increase and the Council had agreed to.

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Jorge Morales made a motion to adjourn the 2020 Budget Hearings. Laura DeDomenic seconded the motion which passed unanimously (7-0).

BARTHOLOMEW COUNTY COUNCIL

By: _____
Matt Miller, President

By: _____
Bill Lentz, Pro-Tem

By: _____
R. Scott Bonnell, Member

By: _____
Evelyn Strietelmeier Pence, Member

By: _____
Jorge R. Morales, Member

By: _____
Laura DeDomenic, Member

By: _____
Mark E. Gorbett, Member

ATTEST: _____
Pia O'Connor, Auditor
Bartholomew County