

BARTHOLOMEW COUNTY COUNCIL

August 19, 2021

Budget Hearings – Day 4

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

The Bartholomew County Council met on August 19, 2021 at 1:00 p.m. in the Council Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana.

President Bonnell called the meeting to order.

1:00 – Commissioners Office

Present – Commissioner Kleinhenz

Via Zoom – Commissioners Carl Lienhoop & Tony London

County Administrator Tina Douglas

Commissioners Budget:

Commissioner Kleinhenz pointed out the areas of increase. He stated that Auditor O'Connor had worked with them regarding their budget to streamline it. They have an increase of \$50,000 for fuel. They have increased the Humane Society by 4% but had left it alone last year. They asked for a \$1,000 increase in Printing & Advertising. He explained that they have been short in the Liabilities line item. Workers Compensation is also up. They increased Repairs & Maintenance. CenterStone is the only recognized and authorized vendor to receive the funding for mental health issues within Bartholomew County. They have DSI at \$115,000, the same as last year. Jorge R. Morales thought they were going to take \$15,000 off of the DSI money and give to ARC. Commissioner London stated that they would like to give the same for DSI and \$15,000 to ARC. The Commissioners are okay with reducing DSI to \$100,000 and giving \$15,000 to ARC. Auditor O'Connor stated that the State had not been given the minimum amount for the Mental Health funding to CenterStone. They will make any necessary changes when it comes in. Matt Miller would like to find someone else other than CenterStone. The issue is they do not believe there is any other place that is certified within the County. Bill Lentz asked if they could go outside of the County. They can, but only if there are no options within the County. It is believed if another agency had an active office within the County, then they could use them. Commissioner Kleinhenz stated that we only have one agency that has requested this funding. Auditor O'Connor stated that other Counties do contribute to CenterStone, but all are directed by the State as to how much each County has to pay.

Jorge R. Morales stated that they have heard about a lack of service from CenterStone. Mark E. Gorbett stated that we are just beating a dead horse and need to move on. Commissioner London has heard that some of these organizations talk to each other and stay out of certain areas so that others can have it. Greg Duke stated that they are not even headquartered in this state.

CEDIT:

Commissioner Kleinhenz states they have the new Highway Garage bond payments and next year they will have \$175,000 once a year for the new Court Services bond payment. The CEDIT has taken the 400's out of the Commissioners budget for the care of their buildings. They are anticipating a reduction in CEDIT Funds for next year.

Mark E. Gorbett asked if there is still possibility of the employee insurance contributions by 5%. Auditor O'Connor stated that the employee contribution did not increase last year but had historically been a 2.5% increase almost yearly. She stated that this is kind of a makeup for last year plus this year. Commissioner London stated it was about \$3.00 for the single plan. Bill Lentz asked if we are okay in the trust. Auditor O'Connor stated we are fine in the Employee Trust Account. Bill Lentz asked if the reduction in the CEDIT funds are going to be an issue. Commissioner Kleinhenz stated that if it had not been for the ARP funds that they have been able to use in place of CEDIT, it could have been.

Bill Lentz talked about the **Health Department**. He asked if the ARP could pay for some items out of the Health Department budget. Commissioner London stated that if

they are talking about a County employee, then it cannot come out of ARP, whereas a contracted employee with an end-date of employment tied to the end-date of the ARP could. Mark E. Gorbett asked about swapping some County vehicles between departments. Commissioner Kleinhenz stated that if they feel it would fit, then they could do that. Jorge R. Morales stated that they had a lot of complaints about newer vehicles. Could they trade a Nursing SUV with the Veteran's van? Commissioner Kleinhenz stated that the smaller SUV would not work for the Veteran's as they are too small. The larger van is harder to maneuver in Indy. Auditor O'Connor stated that they could buy 2 mid-size SUV's for Nursing out of the ARP funds, give one of the Ford Escapes to the Assessor and the other one to Code Enforcement or Environmental Health. The Consensus was to remove the vehicles from the budget. Mark E. Gorbett asked if they would need to set aside some money for the Veteran's van in the event that they do not get enough out of the current van as a trade in. Commissioner Kleinhenz stated that the van for the Veteran's is a need because the volunteer drivers do not like the larger van. Matt Miller asked if it would be VSO Garrity or the Commissioners that would be writing the specifications. Commissioner Kleinhenz stated that they would help VSO Garrity with it. He wondered if they need to create a set of predetermined specifications. Commissioner Lienhoop stated that the world has changed due to COVID and thus the needs have changed. Matt Miller asked if it would help the County to have 4 or 5 specifications set up that departments had to choose from for vehicles. Commissioner Kleinhenz stated that they kind of do that now,

but they don't normally have these type of discussions. This is a rare occurrence. Jorge R. Morales wanted to move on.

Matt Miller stated that over the past 3 days, they have had a lot of concerns over **IT**. They are asking for new employees. They have concerns and wonder if adding more people will fix the problem or is there another issue. Commissioner Kleinhenz stated that he is not certain that we will ever get past the complaints and frustration. He believes that if they had more people, they could manage it better. Matt Miller pointed out that they have one department that has been waiting 7 years for scanning software. Another office had been waiting a year and a half for 3 I-pads. Commissioner Kleinhenz confirmed that the 3 I-pads have been completed. He wanted to remind everyone that due to COVID, all items were put on the back burner unless it was COVID or employee safety related. We had 325 laptops come in with only 4 IT employees. He believes we are still waiting on 50 laptops. Most laptops took 6-7 hours to setup. Matt Miller has never seen this level of frustration, not even when we didn't have an IT department. Mark E. Gorbett stated that he believes that is a process issue. The Council put money in for the I-pads. Then he found out it has been done and paid for. They have spent time determining if department requests were going to affect IT. He suggests that they change the process to go through the Data Board and get an approval then put it in the department budget before it becomes to the Council. He feels they need to implement the people. It is a process problem and a communication problem. Commissioner Kleinhenz stated the Commissioners had this very conversation. If they put it back in the department budgets' then have them go to a

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committee. Jorge R. Morales stated that the officials also are under the belief that if the money is approved, they expect it on January 1. Commissioner Kleinhenz stated that at the start of COVID, everybody needed a laptop but we only had 15 at the time. They moved the PSAP to this building and then later to the Jail. Jury selection was moved to the Commons. Body cameras came in and threw off the entire schedule. Matt Miller stated that they had been told that the IT Department would have nothing to do with the body cameras. Commissioner London stated that more people in the IT Department will help. IT is a growing concern. Ten years ago you didn't see the software requests come in like they are now. He doesn't like to keep adding jobs and maybe attrition is an answer to it. Matt Miller asked if they knew this last year, then why did they cut the consulting budget line-item. Commissioner Kleinhenz could not remember why it was cut. Jorge R. Morales stated that it was cut but the Council put it back in. Commissioner London stated that it was cut from there and put into IT salaries. Bill Lentz asked if the ARP could be used to bring in an outside firm to catch up the backlog. Commissioner Kleinhenz stated that the complaints are not just blowing over their head. But they are willing to look at it and if there is a problem then they need to correct it. Bill Lentz was thinking with the free money; we could get some help to catch up. Commissioner Kleinhenz stated that the contractor is probably going to send the newest guy in the organization which would be the same issue as a new employee. Commissioner London stated they are outsourcing items such as running wire. Jorge R. Morales stated that they had been talking about hiring one person at the start of the year, one person at the middle of the year and then come back next year

if they still need another person. Would they need money for the outsourcing problem? Commissioner Kleinhenz stated that they are okay at this. Matt Miller stated that he wanted to be clear that this is not about Scott. He has been great. This is about the IT department. Mark E. Gorbett believes that they need to have more review prior to coming to the Council for funds. Jorge R. Morales stated that we have not stayed up with meeting the needs of the demands. Commissioner Kleinhenz stated that they are okay with figuring out what they can change to make things better. He understands that elected office holders are trying to run their office as the best they can. Commissioner London agrees that if department requests that stay on Scott's budget, then the department head needs to be there to explain it. Commissioner Kleinhenz stated that they do not want Scott making the final decision as to what an office gets or doesn't get. They had a newly elected official that had his office set up the first year and now has determined that he needs things completely changed. He thinks that better vetting is a good idea. Commissioner Lienhoop stated that in defense of everyone, the IT world is working overtime to keep up with the every changing IT needs. He believes that if you talk to City personnel, they would say that their IT department has not kept up over the last year. Commissioner Kleinhenz stated that they have \$500,000 in new requests. They are not in a position to make the decision on what stays and what goes of the department requests, nor are the Council. If they could budget up to \$300,000 and then have the committee meet after the budgets to prioritize the requests. The Commissioners have a request in there that they can do without at this time for a digital sign & Kiosk for the GOB lobby. That is what the committee could do. Mark E. Gorbett

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stated that the only thing that scares him is that the department heads were told to give the IT their requests. Commissioner Kleinhenz stated that they he is certain they are all needed but we have constraints. R. Scott Bonnell stated Scott has to work through it and he will have to see what he really needs and can do. The phase in of personnel is a good idea and makes sense. Jorge R. Morales stated that they have a plan with IT, the cars and the Health Department. Mark E. Gorbett is in favor of granting 1 position and a half a year salary for the 2nd position (to hire mid 2022) and then let's see during the 2023 budget hearings if the 3rd position is still needed. Greg Duke motioned to add no new employees for the 2022 budget year. Matt Miller asked about the nurse. Greg Duke stated that this, as well as other issues, can be dealt with as an additional appropriation. Matt Miller seconded the motion. He stated that the Courthouse Security would be moving people as is the Auditor. Greg Duke stated that we need to not hire people and put money in the Rainy Day Fund. Bill Lentz stated that in principal it is good, but he looks at the nurse and the IT and he is not quite with him. Jorge R. Morales believes that is totally irresponsible when we have the income and the needs and we are trying to solve the problems for the citizens. Mark E. Gorbett agrees with Jorge R. Morales and how, after 3 years, are we going to resolve these issues. Greg Duke stated that we are be responsible to the citizens of Bartholomew County. Mark E. Gorbett asked how he is going to resolve the problem of 3,000 deficit hours in IT. Greg Duke stated he would deal with it later. Jorge R. Morales stated that we are talking about adding people but are not discussing reducing jobs. Matt Miller stated his IT suggestion is to add \$50,000 in the fund and use it as needed to catch up. Then, if going

forward we need people, then we look at it again. Commissioner Kleinhenz stated that the future is hard to predict. Greg Duke stated that the Council has added people when they needed it. He sympathizes. Evelyn Strietelmeier Pence thinks the department heads need to be careful what they ask for. Matt Miller suggested that IT fill the currently vacant position, use the \$50,000 and then see where we are at after that. He stated that if it is simple IT requests such as a keyboard, then that could be handled by a non-essential employee. Commissioner Kleinhenz stated that he believes that Scott would say to keep the position not the funding for contract. The vote was called for and failed with a vote of 2 in favor (Greg Duke, Matt Miller), 3 against (Mark E. Gorbett, Jorge R. Morales & Bill Lentz) and one abstained (Evelyn Strietelmeier Pence). Greg Duke motioned for no pay raise for the County Council members. R. Scott Bonnell seconded the motion which passed 7-0.

2:00 – Youth Services Center

Via Zoom – YSC Director Anita Biehl

YSC:

Probation officer salaries are set by the State. She is asking for the nurse to be full-time. COVID has caused a greater need. They need a full-time nurse. The Job Review Committee asked them to give up another position in trade. She does not believe it is in the best interest of the YSC at this time. She did include \$55,000 for a Director of Youth Services. Bill Lentz asked how many kids they have. Director Biehl stated that in all the programs they have 11 youth that they are taking care of at this time. Evelyn Strietelmeier

Pence stated that the nurse would have 11 people to take care of. Director Biehl stated they would be taking care of 11 as of today, yes. Evelyn Strietelmeier Pence stated that in the past, they had a physician. Director Biehl stated that they do not currently have a physician or nurse-practitioner. They have someone interested but there is an issue they are trying to work out an issue regarding insurance. They looked at tele-health options, but that was going to be more expensive. With the center, you have to have a physician that actually checks the child out.

BREAK

3:00 – ASAP

Present – Sherry ? & Matthew

ASAP - Sherry wanted to give a “recovery timeline” and wants to continue to update them as time goes on. This particular 31-year-old man had 2 previous stays in rehab. He was in Wooded Glen and applied for the living sober house on Franklin St. He was accepted and arrived here this August. The staff completed applications for employment, a phone, a list of AA meetings and other items. He came back the next day and they helped him get in sooner to a support group. They took him to get groceries, helped him take it back to the house and then transported him to his support meetings. This is typical for clients that they serve. San Souci provided a bag of clothing. Matthew ? presented the budget request. He showed their 5 year plan they had been working off of. He showed the 2019 – 2021 numbers as well as the 2022 request. They need 2 more employees, one with Spanish

speaking abilities. They know funding for one position by a grant is going away so that position is in the fund requests as well. They are always looking for grants and have received some. He showed their funding breakdown. He asked if there were any questions. Jorge R. Morales clarified that the \$500,000 is the entire amount and the County share would be \$250,000. Mark E. Gorbett asked if we had been setting aside money from the increase in LIT. Auditor O'Connor stated that when they did that, it was her understanding that they had earmarked an amount for substance abuse. She is not certain that they have rolled that funding forward. As Matt and Sherry have noted, there has been a substantial amount of grant funding that has helped take some strain off of the City and the County. Jorge R. Morales stated that he believed they had earmarked almost a \$1,000,000 per year anticipating the growing needs. He stated this is not new money, this is money they had already planned for. Greg Duke asked if this money already exists or is it money coming out of the 2022 budget. Auditor O'Connor stated that it is all the same pot of money. The revenue stream that funds these requests is a similar stream that funds the other requests in the County budget. It is part of the Certified Shares that the County receives. It all comes from taxpayers. Mark E. Gorbett stated that at the time, the Council knew they were going to need this funding. They all agreed at the time that they wanted to be a part of it. Matt Miller stated allocated, no; agreed to participate, yes. Jorge R. Morales stated he does not remember how much the initial amount was. Bill Lentz was looking at the salaries. It appears they are up 4.2%. He asked who set the salaries. Matt believes there was a slight salary change between Doug Leonard and Sherry. They have 5 employees and are asking

for 2 additional for a total of 7. Sherry stated that Matthew is included in that salary, as well as Nathan Walsh. The Substance Prevention is funded outside of ASAP. The Recovery Housing Operations Manager was grant funded and that grant has ended. They are asking to add this position in the salaries. About 80% is City/County funding. They are always looking at every funding option available. They have reduced the contribution from the City and County by 20%, but they have expanded services with the same money. Greg Duke stated he has studied the more detailed information on the people they treat. Do they have an amount that they spend per client? It was stated that they have never tried to do that. Greg Duke stated it was a simple math question. Matthew stated that they have had 1,011 clients come through since they opened in late 2019. Bill Lentz asked how the walk-ins come in. Sherry stated it could be from a Court, a faith-based organization or any other program. Jorge R. Morales stated that in years past, you went through a program and then you were put back in the community which resulted in a return to the problem. Now, when they are released they can go to this program to continue to be aided and monitored. There was more discussion regarding the program. Jorge R. Morales asked if it would be fair to say the program was too new to show the percentage of success. Sherry stated he was correct.

Drug Court

Via Zoom – Judge Benjamin

Drug Court:

There were no questions. Mark E. Gorbett asked that Judge Benjamin hang around for the Jail Counselor if she had time.

REALM

Via Zoom – Director Rob Gaskill

Director Gaskill explained the changes in REALM. Jorge R. Morales asked if the 4% increase was set by the State or the County. It is set by the County. The Case Manager salary is set by the State. They will adjust the County raises based on the Council's final decision.

Jail

Present – Chief Deputy Chris Lane & Jail Commander John Martoccia

Jail:

The Lieutenants position. Commander Martoccia stated that this is not another person, just a rank. When they opened up the old Jail, they did not add any supervisory positions. He has taken a Sergeant and made him his investigator. It is too much for the 3 people to keep up with the required work load. He came back from vacation during COVID. It would help as it is currently split by 3 and would now be split by 4. He also has to cover if Major Lane is out as he is third overall in rank. This would help out the entire jail. He gets calls even when he is not on call. The position would be exempt. The current Sergeant doing the position is paid overtime. There was discussion regarding the distribution of duties if this is added. Matt Miller asked about the \$35,000 website. Chief Deputy Lane stated they met with IT regarding a website like the surrounding counties

have. They would like to have a page linked to the County to help with recruiting. They had no idea that it was \$35,000. Captain Slate has looked into it and the State has a place that they can build a webpage.

Courthouse Security:

It is their understanding that this would be run through the Jail Commander. It would have a separate line item outside of the Jail budget. They have 2 current Jail positions and Judge Rohde stated he would give up 1 current position for it. Would it exist if that is all that they are given? Commander Martoccia stated that it would exist, but you really need someone to cover days off and such. If it is only 1 person, he can't guarantee coverage. The current system has problems. Chief Deputy Lane stated that they have to keep one officer at the front desk. It is different if an officer is driving by and can respond quickly. An officer transport stays with the person. The issue is more of the family court issues such as divorce or such. Is the ideal number 5? He will get creative with what he is given. The problem is that the front door cannot be left unattended. The live scan system is in place and a fingerprint system. Once someone is sentenced, they have a number that tracks them. A person cannot be run through the live scan at the Jail and at the Courthouse. Drug Treatment Coordinator – Chief Deputy Lane stated that he had spoken with the City in regards to funding. He wants to take the \$145,000 off the table and leave it at the \$71,500. It is much more important to change the 2 part-time positions into 1 full-time. That would get this person up to speed and if the Coordinator leaves, then this full-time person would be able to step up and continue the program. He can't reach out to other jails

to see what they do as he does not know of any that have this type of program. They are just one spoke of the ASAP wheel. He has to keep his spoke functioning so that it does not damage the rest of the wheel. He believes that this would be palatable with the City if we went for a range of \$71,500 to 81,500. That would give him the range he would need to get someone with the current Coordinators expertise level. Matt Miller asked what facilities he had looked at. Chief Deputy Lane looked at a facility in Anderson, one in Evansville and one other facility. He listed the current qualifications of the current director. Matt Miller asked what is he using to determine that the program is working. Commander Martoccia stated that he has over 27 years dealing with these people and he can see that the attitude has totally changed with the people in the program. He has only removed one person from the program because he got out of hand. He sees a drastic change from 5 years ago. Jorge R. Morales recommends that every Council member go to a graduation or program to see the process. Chief Deputy Lane stated that these are not Court Ordered entries. The person has to ask to get into the program. They had 95 participants. Less than 20% of their graduates have re-offended. That is good. He worked 30 years in law enforcement and unless we help those drug addictions, we will continue to have to build jails. There was more discussion regarding this topic. If they take the contract out, then overall it is a \$9,568 increase to add the full-time Coordinator. If the City splits, it would be less than \$5,000. Mark E. Gorbett stated that the City agreed to the 50/50 split even after the Council took money back from them through LIT.

R. Scott Bonnell asked about the Sheriff's side regarding the 2 new officers. Chief Deputy Lane stated they asked for 2 more officers in head count and the addition of a Lieutenant in rank increase. Based on numbers, they should be at about 50 officers. They want to start working toward that number. We are growing and we need to keep up. If we wait, the hole will just get deeper. They have openings but there is not a line of people applying based on the world today. They can't afford to have officers on the road that are tired. They need the Lieutenant position for the Command Structure.

Mark E. Gorbett asked Judge Benjamin if she had any comments regarding the Jail. She agrees with them with the Jail Addiction Program. If they stop the programs they will need to build more jails, plain and simple. The age of juveniles starting drug abuse has now moved back by 4 years to the age of 8. This is the response to the taxpayers' requests.

Discussion returned to the Sheriff's Department. Chief Deputy Lane stated that crime has increased and it is not getting any better. They need the rank structure as they are a young department. Every time someone goes to training, they have to back fill the position. The County is growing and they need to keep up with the pace. Evelyn Strietelmeier Pence asked if we are using the tele-conference for courts. Commander Martoccia stated that yes they are. IT is switching things over to all Zoom and it has worked. Bill Lentz thanked them for the car breakdown that they had received. Chief Deputy Lane stated that there is such a lag time in getting the cars. It took 6-months even prior to COVID and the chip issue. They use to ask for 10-12 vehicles and now they are

down to asking for 5. Commander Martoccia stated that he had collected over \$2,000,000 over the last couple of years from parole and other items.

BREAK

Deliberations:

- **IT** – good with 1 person for IT. The consensus was 4 in favor. Matt Miller was concerned about money for this year. He finds it alarming the problem we have and he is not seeing any urgency by the IT department. Mark E. Gorbett stated he also feels that the process needs to be fixed. They need to have all the costs figured out before coming to the budget hearings. Matt Miller asked how they are going to make certain the IT needs of the department heads and employees are being met. If he hears of a problem, even if it is not his job, he wants to be part of a solution. Greg Duke agrees with no money for the wish list.
- **Assessor** - Jorge R. Morales does not know the credentials or what the contract would be doing before granting. They gave her the option and she chose the contract employee. Mark E. Gorbett is concerned as to how it would affect the next elected official. Mark E. Gorbett wants to leave it as a County employee. Assessor Whipple stated this is a highly technical position. This person has their Level 3. The goal is for the office to be self-sufficient. She thinks this is the best direction to go. Benefits will not be paid. They would not be working 40 hours a week. She would bring them in at \$25 per hour. They are currently making \$19.90 per hour as full-time. They would work in the office. The staff needs to know their jobs and

this person does. Matt Miller stated that it is their department and let them run it. This position is already trained. She is afraid this person will move on. Mark E. Gorbett is not in the position to barter with employees. Matt Miller likes the idea of not having a full-time employee but he sees Mark's point. R. Scott Bonnell stated that this is an employee that is here now. Mark E. Gorbett understands it is a unique situation. Bill Lentz sees where the Assessor is coming from. But if you open it up, how many others will want this setup. Mark E. Gorbett stated that everyone that can get insurance elsewhere will be knocking on their door. Where do you draw the line? There was not a consensus regarding the position. R. Scott Bonnell, Mark E. Gorbett and Jorge R. Morales were against this.

- **Raises** – There was discussion about the 3% and no other adjustments until the salary study comes back.
- **Jail** – add the Lieutenant which is just a rank adjustment. It was \$8,000 but no overtime. Consensus was yes. Addiction Recovery position. Mark E. Gorbett is okay with leaving it at the current window, removing the 2 part-time positions into a 1 full-time position. Director from \$71,500 to \$81,500 and removing the 2 part-time positions and make it 1 full-time position. The costs are split 50/50 with the City. This will assure the program will continue. There was consensus with 4 in favor of.

- **Sheriff** – 2 patrolmen. Consensus was no. Also cut 2 cars out to make the total Sheriff car request at 5. Rank structure on the Sheriff side. Consensus was no. The State took away the funding from the gun permit fees so leave the \$25,000.
- **Courthouse Security** – consensus was to use the 2 positions from the Jail and 1 position from Judge Rohde’s Court with some operating supplies in its own budget.
- **Code Enforcement** – consensus was to leave the cars.
- **Vehicle issues** – Commissioners will work out the remaining vehicle issues. Commissioners can come back for an additional if needed for the van for Veteran’s.
- **Health Department - Nursing** – left nurse position in. Matt Miller asked why it is so confusing as to what can and cannot be used out of ARP. Auditor O’Connor stated that it is a huge document and the “interim” final rules and directives keep changing. She is done looking at it until the final is the final. We also have a consultant for this. It is like another full-time job to deal with it. We did not sign up for a lot of consulting. You want to do it right or we will owe it back.
- **Assessor - Reassessment** – not decided yet. Matt Miller is leaning towards yes. He does see both sides. Due to the qualification of a Level 3, he sees the value in it. Greg Duke asked if that means the job can be done with less hours? Mark E. Gorbett doesn’t have a problem with her idea, but he is concerned with the next office holder being left high and dry. Evelyn Strietelmeier Pence asked about the salary ordinance. Auditor O’Connor stated that she always wanted to put that any open position had to come to the Council before rehiring.

- **YSC** – wanted part-time to full-time nurse and Program Director for Youth Services. Consensus was no to the Nurse change and no to the Program Director.
- **Health Department - Nursing** – Additional Nurse – consensus was no.
- **IT** – department requests. Auditor O'Connor stated they will have unappropriated money to grant additional appropriations even in the year. Mark E. Gorbett suggested that we put the \$300,000 and let them work with it and change the process going forward. They could put the entire amount. Consensus was \$300,000 for department requests and come back with a new procedure. The money for webpages was discussed. Consensus was removal of those costs. Chief Deputy Pattingill has called Schneider twice with no return call as of yet.
- **ASAP HUB** – 2 employees. Consensus was to increase the salaries the same as the other County employees.
- **Assessor - Reassessment** – consensus was to agree to contractual. Would prefer that hourly rate stays the same. There was more discussion regarding this position. It was decided no contractual and leave it as it is. Then, if the person wants part-time they will drop the position to part-time. Part-time pay – minimum at \$15.00 and wait for the salary study for top end.
- **Salary Study Adjustment funding** – Greg Duke asked about the \$1,000,000 for the salary study adjustments. Auditor O'Connor stated it is just a place holder if they make adjustments based on the salary study. They are currently at \$1,700,000 of unappropriated General Funds. Auditor O'Connor stated that a 4% raise is about

\$580,000. She also does not see the Council making up the full amount at one time; more of an increase over time.

- **Matrix at E911** – It is not like the Sheriff Matrix. The E911 Matrix protects the top end greater than the bottom end. Bill Lentz asked how the Auditor's Office was working 4 days instead of 5 days. Auditor O'Connor stated all of her employees work 40 hours a week. It also reduces parking issues which will come in handy when the City starts construction on the parking lot. The Matrix pays get a 3% like the other employees. There was much discussion regarding this.
- They did not discuss raises for the public defenders or other issues.
- They did not address the Parks Board members. All contractual stays the same based on consensus.
- Chief Deputy Pattingill suggested they revisit the Sheriff matrix in December as it is not the same as the E911 matrix. Mark E. Gorbett stated that they need to wait for the salary study.
- Auditor O'Connor suggested a work session on August 31 for this discussion at 6:00 p.m.

Jorge R. Morales made a motion to adjourn. Matt Miller seconded the motion which passed unanimously.

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BARTHOLOMEW COUNTY COUNCIL

By: _____
R. Scott Bonnell, President

By: _____
Bill Lentz, Pro-Tem

By: _____
Matt Miller, Member

By: _____
Evelyn Strietelmeier Pence, Member

By: _____
Jorge R. Morales, Member

By: _____
Greg Duke, Member

By: _____
Mark E. Gorbett, Member

ATTEST: _____
Pia O'Connor, Auditor
Bartholomew County