

BARTHolemew COUNTY COUNCIL

August 21, 2023

Budget Hearings – Day 1

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

The Bartholomew County Council met on Monday, August 21, 2023 at 1:00 p.m. in the Council Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana.

President Jorge R. Morales called the meeting to order at 1:00 p.m. The Rev. Mark Douglas of Lighthouse Tabernacle gave the invocation and President Morales led the Pledge of Allegiance.

President Morales highlighted some items on the coming agenda. Elected Officials Auditor Pia O'Connor, Treasurer Barbara Hackman, Assessor Ginny Whipple and Recorder Tami Hines would present first. The Information Technology (IT) Department

has been working on a new county website and IT Director Scott Mayes will give Council an opportunity to view it Friday at 11:00, and then go to lunch prior to deliberations. Matt Miller, Mark Gorbett and Bill Lentz suggested Thursday might be better, optimistically hoping that we may not need to carry budget hearings into Friday. Director Mayes agreed that Thursday would also work.

President Morales pointed out that this year will be different, in that the budgeted data will be coming almost instantly electronically. There are no scheduled breaks but we will take a 15-minute break around 3:00.

Auditor Pia O'Connor began by presenting the Budget Overview. There is sufficient revenue again this year to cover all requests. The property tax growth quotient is 4%. That is lower than what it would have been had we used the previous methodology of calculating a growth quotient that we have done in the past. It should have been 5.1%. This is because of a change by the Indiana State Legislature. The State has not yet given us the estimated Local Income Tax ("LIT") numbers; they were due to give them last week. Revenue has been estimated by using the 2023 LIT revenue and increasing it by 4%. Estimated General Fund cash balance at the end of December will be \$28.7M. The Rainy Day Fund, as of June 30, 2023, is estimated \$10.2M. Budget for all funds is \$67.4M, which is \$8M greater than budgeted last year. For estimated General Fund Miscellaneous Revenue, interest income is up substantially due to higher interest rates. General Fund Expenses are increased due to salary increases and new position requests totaling approximately \$1.8M. The Sheriff's Office is requesting some new positions. The new requested starting salaries of \$70k for Merit Deputies total \$450,000. The

Surveyor is asking for some additional part-time money. The Prosecutor is asking for new full-time positions. A salary increase for the Director of Emergency Management has been requested. The Elected Officials are requesting increased salaries. The Commissioners are asking for an increase for the County Administrator and Animal Control Director, an increase of liability insurance, and \$2M to do major repairs on the Courthouse, in addition to the committed funds from the American Rescue Plan monies. Maintenance is asking for a new van. The Jail, which has been financed completely by the Correctional Facilities LIT Fund, will no longer be able to support all expenditures and will need to be supplemented \$950,000 from the General Fund. Circuit Court and Superior Court I are asking for raises for the Public Defenders. Information Technology (IT) has increasing expenses outside of salaries and is asking for an additional \$216,000. Courthouse Security is requesting to increase its staff and salaries in the amount of \$184,000. The Health Fund has some major changes because it has a new state fund, the *Indiana Health First* fund, which will replace the previous grant funds.

President Morales noted that all combined submitted requests total \$1M less than the projected revenue. He stated that he would like the council to consider using whatever they have left over from the gross portion, after budget is decided, to follow the leadership of the Commissioners in how they have used their CREDIT Fund, directing leftover budget funds toward Highway projects needed in the county. Mark Gorbett stated he has received a lot of input in meetings he has attended in favor of this salary increases for the Merit Deputies as well as in support of elected officials.

Mark Gorbett asked that we start with this as a baseline: a consensus for the 3% catchup for all elected officials that were not able to receive the increase in January due to state law and \$70k entry level for deputies. President Morales asked that we wait on the consensus and moved to the next item on the agenda by calling Barb Hackman to present next.

1:20 - Elected Officials' Salaries

Barb Hackman, Treasurer, Ginny Whipple, Assessor, Tami Hines, Recorder and Pia O'Connor, Auditor came before Council to discuss elected official salaries.

Treasurer Hackman began by restating that in 2023, while all other County employees were given the 3% increase, the elected officials were not permitted to receive the increase due to the statute stating that they cannot receive a pay increase during a non-budget time once that salary is set. In addition, the elected officials were not addressed at that time of the 2022 salary study. Therefore, they come now to ask Council to consider the salary comparisons presented today.

The State has also set a precedent for using a percentage of a judge's salary for determining another elected official's salary. The Sheriff receives 80% of a prosecutor's salary. The Secretary of State, Auditor and Treasurer are going to be increased based on the Supreme Court Justice salary. Office duties have changed over the years. They now require special skill sets and training, communications skills, required Continuing Education courses and regular required state meetings. Some require additional specialty degrees and certifications. Our elected officials are public servants and community

leaders and their salaries need to be higher. Elected officials hold Constitutional Offices, are responsible for millions of dollars and must be bonded.

Auditor Pia O'Connor

2023 Factbook

Using the methodology modeled by the state and applying to our county, the maximum salary for Elected Officials should be calculated as 2/3 of the Judge's salary, which was \$178,000 in 2023. This means the maximum salary for elected officials is two thirds of \$178,000, which is \$118,666.67.

Alternatively, the minimum salary for elected officials, based on the Sheriff's Matron receiving a salary of \$70k, and surmising that the Chief Deputy should make the same wages as the Matron, whose salary would equal 85% of their elected official's base salary, creates the floor of the matrix. More simply put, the minimum salary for Elected Officials is \$70,000 divided by 85%, which is \$82,353.

Pia O'Connor, Auditor, shared a comparative spreadsheet of elected officials' salaries, which included data from counties of comparable size as well as City of Columbus elected officials, as well. She also provided Council with individual copies of the 2023 Factbooks. And again, this information was included in the packet of information provided to the Council. She concluded by displaying the Matrix onscreen as Assessor Ginny Whipple took came forward to present.

Assessor Ginny Whipple – the Salary Matrix

The Matrix begins at a base level of \$82,353 up to \$118,660. Varying levels on the matrix would be determined by education, training, and experience. They have to have the expertise themselves and be able to demonstrate that they are saving the county tax dollars by doing the work themselves rather than contracting with outside vendors.

As an example: counties our size who contract assessment work pay vendors approximately \$27/parcel. At 38,367 parcels, that is \$263,710 per year, or \$1,050,000 for a 4-year cycle. Vendors come to the county for three or four months then they leave.

Assessor Whipple encouraged the Council to look at the matrix and consider what it will take to attract and retain educated and professional people to serve in County Government, and to do what it takes to stay competitive and appealing to the best of the best.

Jorge Morales thanked the presenters for their information and hard work. Mark Gorbett expressed appreciation for the officials presenting, knowing they, themselves are going to be termed out soon. He recognizes that this is being done in service of future candidates more so than their own benefit.

Leah asked why the different elected officials historically make different salaries. Treasurer Hackman replied that over the years the officials have gone to bat for one another to go before council together in the past. Matt Miller does not understand where the \$118,000 comes from and does not even consider that a serious request. Pia replied that it was based on the methodology demonstrated by the State, then applied to the numbers from the 2023 salaries. Mark Gorbett expresses concern that setting a good but

high precedent now may be difficult to sustain in the future, if there were not resources to continue to pay the high salaries. Matt Miller interjected that we would have to lay people off.

President Morales called for the following consensus for Planning Purposes.

First, regarding the 4% increase for all employees, is Council in consensus? Yes, all members verbally and unanimously agree for planning purposes.

Next, regarding the 3% for elected officials, is Council in consensus? Yes, all members verbally and unanimously agree for planning purposes.

Next, regarding a one-time bonus “catch-up” pay for elected officials for 2023. Is Council in consensus? Yes, all members verbally and unanimously agree for planning purposes.

Next, regarding the future goal to begin working on a process by which merit and evaluation may play a factor in salary increases beginning in 2025. Is Council in consensus? Yes, all members verbally and unanimously agree for planning purposes

Next, regarding the proposed salary matrix for elected officials, All Council members agreed to take the proposed salary matrix for elected officials into consideration. Greg Patterson asked to verify that part-time elected officials (the Surveyor and Coroner) would be included in the matrix, as well.

President Morales and Surveyor, in order to continue to attract highly qualified candidates. He further stated contractual and part-time employees should be included in a

similar matrix, as well. Chief Deputy Dalene Pattingill stated that in most cases, if they have a specific job title, a part-time employee is paid at the same hourly rate as their full-time counterpart.

2:00 – Assessor’s Office

Present – Assessor Ginny Whipple

New Employees: No

2023 to 2024 major differences: Salary under advisement for Elected Official and Chief Deputy; Requests \$18,500 for 4 tablets in Reassessment and \$50,000 for SUV from Sales Disclosure Fund

County General:

Other than personnel changes previously discussed, supplies and printing costs are up by \$500.

Reassessment:

Assessor Whipple has increased professional services by \$18,500 to purchase four tablets. She will begin by purchasing only one tablet to be sure it is what they want prior to purchasing the remaining three. President Morales asked if she has asked Information Technology Director, Scott Mayes. She replied that yes, she was working with him on this. Also there is an increase for maintenance, repairs, software, printing and advertising.

Sales Disclosure Budget:

Assessor Whipple is requesting to purchase a small SUV. It should be tall and able to comfortably accommodate four people and their luggage and be suitable to drive

across country terrain. The smaller vehicle currently owned will be maintained for in-town travel.

She is pleased with the accomplishments during her tenure. The ten-year plan has gone well. She is most proud of the .5% reduction in appeals. President Morales asked if she has considered using drones. Assessor Whipple stated that drones would be very useful and would benefit from it, if there were another office with whom she could collaborate, but that they would not have exclusive need of a drone. Leah Beyer asked if governments were able to buy vehicles at a discount. Auditor O'Connor stated that she does not know of a way for other departments to do that. Assessor Whipple suggested that if we had four or five vehicles we knew we were buying together, perhaps we could negotiate a lower per vehicle rate. Auditor O'Connor pointed out that we would need someone to coordinate this and we do not have a purchasing department. Evelyn Stritelmeier-Pence asked if Assessor Whipple had reduced the size of their staff, which she affirmed yes, they were down one staff member from four years ago.

2:15 – Auditor's Office

Present – Auditor Pia O'Connor

2023 to 2024 differences: Salary under advisement for Elected Official and Chief Deputy;

Second Deputy base salary aligned with Accounting

Auditor O'Connor came before Council to present her budget for 2024. She requested raises for everyone at 6% that will now be adjusted to 4%, except for the Auditor and the Chief Deputy, as previously discussed in Salary Considerations. The

positions of Second Deputy Real Estate and Second Deputy Administrative Services, which have cross-trained, are requested for the salary to be aligned with the Accounts Receivable/Payable Administrator, Accounting Assistant and the Payroll Administrator positions. This will be a separate increase from the 4%. Everything else is the same except for the one time catch-up pay. The debt service remains at annual for jail bond. The official training fund is \$5000 per official. Evelyn Strietelmeier-Pence asked if cross training has helped reduce number of employees. The number of employees has not been reduced though the duties have been redistributed.

2:30 – Court Services

Present – Brad Barnes

2023 to 2024 differences:

Director of Court Services, Brad Barnes, does not have many unusual requests. He requests \$1000 for a cost of living increase. The biggest increase is with the Community Corrections. Unlike many other counties, Bartholomew County budget was not reduced by the State this year. Operational expenses come from Project Income, which are collected fees. This amount is usually anywhere from \$450k to \$600k. However, the total annual need is \$800k to \$900k per year. The annual requested amount is \$500,000, down from \$700,000 previously requested. This can be reduced to \$400,000 if the part-time positions are not filled. President Morales asked what happens if we do not fund those positions. Director Barnes stated that insurance fees have increased as a result and reduced staff will decreased the options that can be offered to the community such as residential treatment

programs and community supervision. When the judges have fewer options as to where to send people, as a ripple effect, the jails will have to absorb the difference and once again become overfilled.

Leah Beyer asked where the income from the Project Income budgets is accounted for. Auditor O'Connor stated that it is not in these budgets, as it was not received. They entered the Community Corrections income as what it was last year. It was not submitted this year. The money they are requesting for health insurance has never been requested before. President Morales asked where the \$400,000 they are requesting would be put. Director Barnes stated that their entire budget for 2024 is \$917,190 was submitted to the state on Friday, which is all project income. They receive \$1,530,117 in DOC Grants. That stayed the same from the previous year. He stated that they pay \$607,000 for their department's insurance. Leah Beyer asked for a clear breakdown on these figures. How much money is made from grants and fees and how much is still needed that you are asking us for? Director Barnes replied that what is left is what they are talking about as Project Income. \$1.6M from DOC. That goes to the Community Corrections Operations. What we cannot fund with that almost 1.6M, we fund with Project Income. We have traditionally turned in a budget around \$700,000. What we have to do is spend what we bring in. This year we are missing approximately \$400,000+. Brad will give the Auditor the budget today. Mark Gorbett asked Auditor O'Connor what bucket may be available with which to pay this? She replied with the Rainy Day Fund as one possibility. President Morales stated for clarification, that this request for \$400,000 will be henceforth, an ongoing, annual request.

Director Barnes affirmed that yes, this would be the case. The council asked that he make himself available to them for additional questions later.

Bill Lentz stated that, as a side note, he had heard from some members of state Legislature, they are thinking of eliminating State Income Tax all together.

Youth Services Center (YSC)

Mariah Lucas-George, Director of YSC

Kelly Benjamin, Circuit Court Judge

Nichole Phillips, Assistant Chief Probation Officer for Juvenile Services

Brittney Long Circuit Court Magistrate

Judge Kelly Benjamin began with an overview of the Residential Youth Services Center and Detention Services. She listed a very long list of organizations in the community that they work with while trying to provide as many resources and opportunities to the youth as possible. She invited any opportunity to sit down with Council to discuss any interest or questions at any time. Mark Gorbett asked if there was a 5-year plan to replace the facility. Judge Benjamin stated that there had been a plan in 2020 but nothing had come of it. There were issues with the building but that she believed it had outlived its usefulness.

Mariah Lucas-George, Director of the Youth Service Center, began by sharing about the Officer Drop-Off Program, in which any Bartholomew County Officer is able to bring a child in, drop them off, and get them back to their homes as quickly as possible

which is licensed and reimbursed by the Department of Child Services. They offer a shelter program, a day reporting program, a day reporting-independent living program, day treatment, also licensed and reimbursed by the Department of Child Services. They offer a home supervision electronic monitoring program, using GPS monitors, as well as “Spot Check” which is another electronic monitoring program that started this year using cell phones. They also have detention. They provide *Safe Place Services*, *Aggression Replacement Training*, and *Cognitive Behavior Therapy* classes, *Thinking For A Change Classes*, *Girls Moving On*, Parenting Classes, and Community Transition Program.

The YSC provides a location where many different service providers are able to come to one central location to provide the care needed to meet the needs of our youth.

All employees are cross-trained. YSC reaches not only the children, but the families, as well. The primary goal is to reunify and strengthen the families. They provide parental education create safety plans with kids before they are released, making sure the child is set up for success. Many surrounding counties frequently contact YSC for help. If this facility were not here, they would often need to be transported two to three times as far escorted by two officers in each direction. One very great benefit to our local facility is that it allows the students in the area to continue school while on probation. Bill Lentz asked if they have teachers on staff. Director Lucas-George said there are two full-time and one part-time teachers, all of whose salaries are reimbursed. Bill Lentz asked who determines if the child’s situation is safe. Director Lucas-George replied that the intake officers and/or DCS investigate. When Mark Gorbett asked, she also confirmed that intake officers’ salaries are determined by a state salary ordinance which is based on years of

service, and has a 5% increase due to master's degrees as well. Matt Miller asked what our max capacity is. She stated that it has the potential for 16 but currently is only 8 in detention and 10 in shelter.

Leah Beyer asked for the distinction between detention vs shelter. Simply put, detention is like kid jail, they cannot get out. Shelter is a DSC placement for any number of reasons. It might be due to a house burned down, a runaway, incorrigibility, emergency shelter care or sometimes it is a step down from detention. Leah Beyer asked why reimbursement is greater for shelter than detention. Director Lucas-George stated that it is because it is more like a home or a dorm, providing transportation and involvement in the community with greater regular expenses.

Evelyn Strietelmeier-Pence asked if there is unused space. Yes, there is.

In 2022, total expenses were \$1.4M; they received \$596,000 in reimbursements, resulting in actual cost to county of \$813,609. The request for 2023 is \$1.8M. Auditor O'Connor pointed out that one thing that is not in the budget is health insurance, PERF, utilities, etc. The cost of the facility is also embedded into either the Commissioners or the Maintenance budget. Matt Miller asked how many residents Johnson County Detention Center holds. Director Lucas-George stated that she believes it may be 20 or more.

ASAP – Sherri Jewett

Executive Director, Sherri Jewett

ASAP budget \$1.6M

Requested from the County: **\$555,380**

Grants Received \$700,000

Sherri Jewett, Executive Director of The Alliance for Substance Abuse Progress (ASAP) came before Council to present their 2023 budget requests. The budget amount requested is \$555,380. (Half of this amount, \$277,690, came from the City of Columbus and is embedded in the revenue.) There are no increases from last year, although they made some changes, allowing one new person to be hired. The staff is paid with stipends; payroll is done in-house. Accounting Services are outsourced. Seven employees are funded by city/county funds and another six positions are funded by grants.

Director Jewett stated that while they are requesting this \$555,380, they do have another \$700,000 in grants that are Prevention and Transportation Grants that are subsidizing salaries. They have also received about \$700,000 for recovery residences and another outstanding \$750,000 for recovery residences. They provide direct and umbrella services. Pia stated that part of this Opioid Settlement is already allocated. Sherry said five (5) opioid settlements are still in the works for the future. President Morales asked if any of the work they do through ASAP duplicates what is done through Brad Barnes, the Jail or through the REALM program. Director Jewett said that they work together more like a support. When someone is graduated from the Jail or Realm programs, they may enter the recovery residences set up through ASAP, giving them additional support and time to maintain what they have learned as they transition back to successful, independent living.

President Morales asked Auditor O'Connor if the budget all comes from County General and where does it the \$25M Opioid Settlement money fit into the picture. Can it be used for this? Auditor O'Connor confirmed that it is County General Funds but that half of \$555,000 expense that was received from the city of Columbus is embedded in the revenue. As for the Opioid Settlement money, it was already spoken for and assigned to Enhanced Programs. When the LIT tax was increased, two of the reasons were to help address the opioid issue and to help relieve the county from the increased cost of running and maintaining the jail.

President Morales asked if anyone had further questions for Director Jewett. Evelyn Strietelmeier-Pence asked how many people they were serving. She replied that they have served approximately 300 people in the recovery residences. In terms of people coming into the hub, they have served about 2,000. In their prevention grants, they are slated to reach some 20,000 at some level. The planned expansion of residences will facilitate 15 beds for women in the Bridge to Dove House. Centerstone received \$250,000 to open another level 3 house like the Whitney House. Volunteers of America received \$130,000 to take over the ASAP Women's House and convert that into a level 3. Those will all be resources for Judge Benjamin's drug court and for people coming out of treatment programs.

Circuit Court

Judge Kelly Benjamin

Office Manager Tammy Johannesen

Office Manager Tammy Johannesen came before Council on behalf of Circuit Court. They request a few increases this year based on the additional appropriations they requested over this past year. They included a raise for all employees and Public Defenders. Postage is increased. Other Services (390) is up from \$30,000 to \$50,000. This is based on jury trials appeals, and transcripts that are needed for every appeal. Circuit Court Public Defenders' salaries are currently below the other Public Defenders in the county. All other employees' raises are requested at the 4%. President Morales asked if the other courts have conferred regarding the Public Defenders; yes, they have.

Child Support, IV-D

Office Manager Johannesen had originally prepared the budget request for 2000 for chairs for Child Support Court. This was fulfilled as an additional appropriation so the budget request should now be reduced to 500. They request raises for the Commissioner and Court Reporter of the IV-D Court.

Family Recovery Court

Ms. Johannesen states this is a grant-based budget. The grant was written in May. The budget reflects what was requested in the grant. They have not received an Award Letter yet. The budget will be adjusted to accommodate whatever grant amount is received.

Drug Court Budget

Ms. Johannessen states that Drug Court is requesting \$30,000 less than last year. This includes Public Defender, Deputy Prosecutor, the Magistrate, and one of the Case Managers.

Superior Court 2

Office Manager Janet Ketron

for Judge John Rohde

Office Manager Janet Ketron states she is asking 5% for staff, 5% for Public Defenders. These will be adjusted to the agreed upon 4%. She has requested an increase for postage and \$10,000 from the Jury Supplemental Fund. In addition, they request that the Whitted Law Office will be paid out of the Public Defender Fund as requested in past several years.

President Morales asked Auditor O'Connor if all Public Defenders will be paid the same. Auditor O'Connor stated that they Circuit Court was different last year but they would all be the same in this budget.

Superior Court 1

The Honorable Judge James Worton

The Honorable Judge James Worton came before council to present the budget for 2023. He asked for \$1000 increase for office supplies, \$25,000 for Professional Services, \$5,000 for other services and \$32,602, which includes a new part-time Public Defender for the upcoming Mental Health Court. This position will be paid the same as the Public Defender for the Veteran's Court. President Morales noted that we will be paying all (Full-Time) Public Defenders the same amount. He asked Judge Worton when the Mental Health Court would start. He replied that they should begin taking referrals in the first part of October. Director Brad Barnes was able to secure funding for the remainder of the current year. Other than that, the budget is the same.

Deliberations

Bill Lentz stated that Nursing Director Amanda Organist's salary says it is \$73,000 and Environmental Health Director Link Fulp says \$93,000. He asked if this should be the other way around. Leah Beyer agreed that those numbers seem to be reversed. Auditor O'Connor clarified that Director Organist had left her original salary - \$70 some thousand – in the Health Department Fund with the nurses' salaries and only listed the increased amount approved in May in the Healthy Indiana Fund. Director Fulp did not do this; he listed his entire salary in the main budget page. She further explained that when you look Nursing and Environmental together, they have a Health Department Fund that is generated by property taxes and stated this should be capped at \$800,000, which is what is the required funding in order to get all the Health First money.

President Morales suggested that some of the large items for deliberation, such as the \$400,000 for Brad Barnes' organization, may not be able to be resolved until they get through more of the budget requests and are able to see the whole picture. Therefore, there may be nothing to deliberate on until they have more information.

Matt Miller said that, historically, the growing programs and increasing grants create a problem because the State will definitely one day cut the funding and leave the county holding the bag. Mark Gorbett asked if we should cut off our nose to spite our face.

Mark Gorbett and Matt Miller exchanged comments about homelessness as an example of a need that is granted programs on which people depend yet the quantitative effectiveness is difficult to ascertain, resulting in a variance of valuation of the programs and expense of said programs. President Morales points out that in the areas that services are offered, Bartholomew County is a role model to other counties for making a difference. Mark Gorbett observed that as things go, you trade one problem for another.

Leah Beyer said she wants to know exactly what that \$400,000 is for. Auditor O'Connor said it is just what they are short to operate their program. Director Barnes had said they are one of the only departments that have to put in benefits, but that is not accurate. The grant has not gone away but it is not increased and yet they are mandated to give their employees a raise.

Auditor O'Connor stated that she will go through and change all raise requests for employees to 4%, elected officials to 7% and Auditor's Office employees in other than the three currently in the room to the same pay rate. Council agreed. Mark Gorbett asked if part-time people are always paid at the same rate as their full-time counterparts. Chief

Deputy Dalene Pattingill replied yes, that is the case. President Morales asked about Loyalty Pay. This will be awarded once per year at a rate of \$50 per year of service; at 20 years, you max out at \$1000.

Matt Miller asked if the salary study was a waste of money. Mark Gorbett stated it is now obsolete. President Morales said no, that it was helpful and accomplished what was needed at the time. It said they were under paying a lot of people and reduced turnover as a result. Mark Gorbett noted that, on the subject of underpaying people, our elected officials are grossly underpaid compared to counties of comparable size. Even adding the 3% and 4% would still have Bartholomew County at the bottom of the group. He stated that he wants to have quality people in office for years to come, long after current office holders have termed out. President Morales agreed, and further stated that in a case like Bartholomew County where the deputies are being paid \$70,000, and the Matron is making the same as the deputies, the elected officials should be making more than \$70,000.

Auditor O'Connor asserted that this brings the discussion full-circle to make the case for how the Chief Deputies should be making the same as the Matron. Recognizing her own Chief Deputy as an example, she noted that Chief Deputy Pattingill, (having previously served as Matron and currently in her 5th year as Chief Deputy Auditor) is probably the most qualified Chief Deputy Auditor in the State of Indiana. Leah Beyer believed that Auditor O'Connor's message that Chief Deputies need to make \$70k like the Matron and then bump the elected official to be that \$82-something was a good idea.

Mark Gorbett pointed out that different office holders have different credentials and responsibilities. He does not believe they can all be fairly paid the same salary. There was some discussion regarding the salary variance.

Matt Miller asked President Morales what number he wants to get to on the budget. He replied that he wants to get to the growth quotient. Matt Miller replied that he is not on board to make it a goal to spend every penny.

Mark Gorbett made a motion to suspend the meeting until 1:00 tomorrow, August 22, 2023. Matt Miller seconded the motion, which passed unanimously.