

## **Randolph County Council Budget Hearings**

August 22 and 23, 2023

The Randolph County Council met for its regular meeting at 8:30 AM in the Commissioners and Council Room of the Courthouse with the following members present: Council President David Lenkensdofer, Tom Chalfant, Mike Stine, Tom Kerns, Todd Holaday, Missy Williams and Beverly Fields. Also present was County Auditor Laura J Martin, Chief Deputy Auditor Sherrie Timmons and Accounts Payable Deputy Auditor Danita Saintignon.

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Council President David Lenkensdofer presided.

Dave said I show it being 8:30, I will open the 2024 budget hearing process. I'd like to make one comment before we go forward. We had a salary committee meeting of four individuals: Bev Fields, Todd Holaday, Mike Wickersham and myself. We've come up with what we thought, a good plan. We will today, only be looking at the expenses of your departments. Tomorrow we'll make the final decision on salaries. This is our normal process and we'll just go forward with that. So, first up is Judge Toney and Beth Krieg.

### **Circuit Court, Sup Public Def, Child Advocate, Probation, Supplemental Probation**

Beth Krieg said I understand we're waiting until tomorrow as far as salaries, but probation officers are on the salary schedule. I had looked at the report that came back or the sheet that had the other positions on it from the salary committee. I thought that looked, I think it's pretty much in line with what I'd already submitted. And our expenses haven't changed. I haven't changed anything for several years. I do continue to try to get a small grant through Drug Free Randolph County to help with some of the drug testing expenses. So, we pretty much stay the same.

Dave said okay. Any questions for Beth from the County Council? If not, I'd entertain a motion to approve her budget as requested, except for salaries.

Tom Chalfant made motion to approve. Bev seconded the motion. All aye votes. Motion carried.

Beth Krieg said what about the supplemental? Are you throwing that in with Probation as well?

Dave said Probation and Supplemental Probation is on here.

Beth Krieg said I know sometimes we talk about it separately, but I always talk about it together. I just want to make sure. It's all pretty much the same.

Dave said Judge Toney. Go ahead Judge.

Judge Toney said with regard to our budgets, there are only a couple of things really that I want to point out. We are trying to get the lawbook numbers down. For example, we don't accept, now they continue to send it, but we don't accept any of the statutes, either the books or the pocket parts, because that's something we can get on line that's not overly difficult. The things we are taking now book-wise, would be the Indiana Law Encyclopedia because it's a really good source to do research with. Then we have to have our Instructions and our Rules of Court books. I think we get two of those, so I'm really looking for that number to go down. And hopefully, what we've got in the budget won't be used. But, it's similar to what we've used in the past. These companies are very difficult to deal with. You see the look on her face. She's the one that has to deal with them. But, she spends time on the phone and keeps good records of what we're using and what we're sending back. We're sending back something this week that they sent, but so, we're continuing to work on that, trying to do more on the computer. The other thing, and I know this is not something you are deciding on today, but in the meeting tomorrow as far as salaries, the court reporter, particularly, salaries continue to be a big concern for me. The two reporters have now, 19 and 20 years of experience. And what they do, in my opinion, pretty difficult. For example, a lot of times they're meeting with people who are unrepresented. And that's a lot of people, trying to get them to understand what the issues are because they can't try to come to some agreement when they don't even understand what the issues are. So, many times, these court reporters are doing that, and whether there's an agreement or not, once they're told what to put in the order by me, they're working independently a lot to do those orders. And to try to do as much of that work as they can, by themselves. So, once they get all the orders done and corrected and sent out, then they're distributed then by people, but the people distributing them are sometimes getting paid more than the people who are doing really the bulk of the work in getting these orders completed. And that's just, it's just a really difficult job. And again, these folks have a lot of experience and to try to replace them and to train people to do that would be a very difficult proposition. So, I'm making my pitch at least, for that, to make sure you folks have a really good understanding of what they do and how difficult the job is. Other than that, I think the budget is pretty standard. We always have the uncertainty when it comes to a couple of areas, and that would be with regard to what we're going to need for juries and grand juries, because that's something that we don't really have a lot of control over. And the same with regard to professional expenses, because those are things such as psychological evaluations, which can really drastically change from year-to-year. So, we try to stay consistent. We move money around thanks to the help of the auditor's office. Through the years, we have to do it, but I think it's, other than that, everything that I haven't mentioned is pretty standard.

Dave said okay. Any questions for Judge Toney?

Tom Chalfant said Judge do you have a succession plan for these experienced people, when they retire, what's going to happen?

Judge Toney said well if they stay, I'll be retiring before they do, because I'm way older than they are. One thing which was done in the past, this was done by Judge Chalfant for me when I was coming on the bench, was allowing Amanda to come over and use some of their part-time funds so that she could be trained by the Court Reporters that were there previously. And that's

something I think, that in the future, is the best way to do that, because if you just, if these folks try to come in without somebody that knows the job to train them, it would be very difficult. It would be very difficult for the judges to try to train somebody because of all the computer work is way above my head. But, that, I think that sort of answers your question. Even though I may not be around, that's the way I think it should be done.

Tom Chalfant said we should anticipate maybe having an overlap of six months or so for the old person to train the new person?

Judge Toney said yes. I would try to find the funds available to do that if that were possible, to have somebody in there for that length of time, because it's just a difficult job. Now the one thing that really benefited Amanda is she had worked in a law office for many years. So, that helped her. The way everything looked was familiar. If somebody came in who had not worked in a law office, then it would be really difficult for them. It would take a while for them to get acclimated to that type of job.

Dave said okay. Any other questions for Judge Toney? For your information, Judge, the salary committee recommendations, is very close to what you requested. So, it's very close.

Judge Toney said appreciate that.

Dave said so, it should see a decent raise. Dave said if not, I'd entertain a motion to approve Judge Toney's request except for the salary portion.

Missy made a motion to approve. Mike seconded the motion. All aye votes. Motion carried.

Danita said we need to approve the supplemental fund.

Judge Toney said I think we have 40,000 in there.

Dave said entertain a motion to approve the supplemental fund.

Tom Chalfant made motion to approve. Bev seconded the motion. All aye votes. Motion carried.

Judge Toney said with regards to Children's Advocate, she again is the spokesperson. She does a lot of work with the numbers, so she can, it's incredible what the program, first of all, what they do, for those of you who aren't familiar, we are required, it's been probably 10 years now to have either an attorney or a children's advocate appointed for every single child that's in a CHINS case. And the numbers, you can probably imagine are big, big numbers. We're so lucky we don't have to pay attorneys to do that. They don't really have the time and they wouldn't do as good a job, because we're talking about visits to facilities, yeah, visits to facilities and things of that nature. And I'll let her quickly go over the numbers but, because we're required to do that, the Children's Advocate program is invaluable to what we do in Circuit Court.

Deb Tharp said so, the program has been certified since 06. And we've just been building that. The amount of cases that we see varies from year-to-year, and last year the numbers were down because DCS does a different program. However, we've always asked for the \$21,000 and that is the max for the state. It varies from, this year they'll offer us almost \$21,000, and then almost \$9,000 in capacity building grant money that you guys do not have to match. That amount doesn't need to be matched. So, the \$21,000 has been for several years. If you were paying attorneys to do what my advocates do, we have just until August 1<sup>st</sup>, of December 1<sup>st</sup> of this year, they have almost 600 hours that they've spent and they have almost 3,000 contacts. So, the hours are how many hours they've spent with kids, and we have like 38 on our case load which year, which is down from before. If you are paying an attorney the amount of money they get paid per hour, you would have spent so far this year, \$311,000.00 versus my \$21,000 that I'm asking. So, that's, I mean, I could talk all day about this if you want, but I'm pretty sure that he doesn't want me to.

Dave said okay. So, it looks like it's the same from last year, \$21,000.

Deb Tharp said uh huh, yep.

Dave said so, I'd entertain a motion on the Children's Advocate Program.

Bev made motion to approve. Todd seconded the motion. All votes. Motion carried.

Judge Toney said I won't take up much more of your time, but I mentioned attorneys and they would have to do this job, but we're one of those few places probably anywhere, who don't have enough attorneys. So, this is my bid, you folks know a lot of people, anybody you know who's in college, tell them to go to law school, come back to Randolph County, Indiana, they'll make a good living. We send thousands of dollars every month, and that's not an exaggeration, to attorneys in Wayne County, Delaware County, Jay County, to do pauper attorney's work in criminal cases, and to do these CHINS cases. It's really incredible. Most of you may know we're losing another young attorney who is taking another job outside of the county, so the problem is going to get worse, we're going to send more money away.

Dave said thanks Judge. Hey Beth, just a minute please.

Beth Krieg said yes sir.

Dave said I apologize. I got out, I thought that was all at 8:30, I guess you were next in line on probation. The salaries, we approved, right Laura?

Laura said we didn't approve any salaries. You approved her budget without salaries.

Dave said okay.

Laura said but we did not approve the supplemental probation.

Dave said there we go. I thought they were all just one group.



Beth said I talk about them as a group. I've never been able to separate that out.

Dave said okay. I'm back on track now.

Beth said so the supplemental probation, those are the user fees that's collected. We, those are statutorily used to supplement salary or provide services. We have been supplementing salaries for years. It does fluctuate. Collections are down a little bit from, we had an increase there, kind of following COVID. In all honesty, I think we were taking some COVID money, I mean you know, they had money to pay their fees, so we were collecting it. But I do think that we maintain an average on our collection of around, in the supplemental, around \$3,500.00 a month. There's also the probation administrative fee which we do not have a budget in that. So, anyway, what I had proposed with the supplemental was a 10% supplement toward probation officer salary, and then the full-time secretary is also supplemented. And we pay a portion on the benefits, PERF and all that. That's where the drug testing funds come out of. And then I always have a little bit appropriated office supplies and that type of thing, just to kind of cover in case we need. So, it hasn't changed much over the years. It is just, what changes is the amounts that could, the percentages that could be supplemented. And when I'm looking at that, I do back two years and kind of look and see what our collections have done, and estimate what I think they're going to continue to be.

Dave said so, I would entertain a motion on the, everything but salaries on that. I think they, it looks like they're all the same, except for salaries.

Tom Chalfant made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

#### **Prosecutor, PTD, Prosecutor Incentive**

Dave said now we're up to Prosecutor Daly. Come on up Dave.

Dave Daly said I've got three budgets here. The first one is County General, and that's basically the same as I do every year. The only thing besides salary that's listed on that budget is I think some training expenses, and we use that for child support. And if it comes out of County General, we get 2/3<sup>rd</sup> reimbursement on that. So, it's a pretty good deal. So, it only cost the county 1/3, but that's \$22,000.00 I think is what I've asked for. And I think that's what I ask for every year. Other than that, the only other expense out of County General is salaries, and I think those are the same as last year except we, whatever the adjustment is, whether it's 3% or 5% or whatever, we've done that. And then the second budget is PTD. Those are not County General money, those are monies that are generated within my office from the pre-trial diversion and the infraction deferral programs. And those are pretty standard. Sometimes we don't know what our expenses are, so we just put in miscellaneous. Those are all approvals that have to go through the council. So, regardless of what I use that money for, you all see it and it comes in front of you to approve those expenditures. And then the last budget I have is Incentive. And those are my child support generated money. And we don't know what we use those expenses for. Those are discretionary funds that I have the authority to pretty much spend on anything I want to as long as it's not outside of the child support incentive expenditure guidelines. I have to

spend it on child support related expenses. I can't throw parties. I can't pay myself. I can't do anything, it has to be, and it can't be used for the criminal side of my office. It has to be focused entirely on the child support side. So, in a nutshell, that's my three budgets.

Dave said any questions for Dave? We'll take these individually, approvals. Unless you have any questions, we'll go ahead. First one will be the General Fund. Entertain a motion to do the, the training schooling, the rest of them are salaries.

Bev made motion to approve. Todd seconded the motion. All aye votes. Motion carried.

Dave said the next one is the county user fee.

Tom Kerns made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

Dave said and the last one would be prosecutor's incentive.

Tom Chalfant made motion to approve. Bev seconded the motion. All aye votes. Motion carried.

**Clerk of Courts- Superior/Circuit Courts, Election Board, Registration, Clerk RP, Clerk Incentive, Elected Official Training**

Dave said Mindy, would you like to come forward? Commissioners are not here yet.

Mindy Peed said we're starting with Circuit Court clerk, is that right?

Dave said right clerk of Circuit Court.

Mindy Peed said okay. So, I have removed the scanning clerk position. We are pretty much completely caught up with scanning old case files. So, I don't need that employee anymore. I've decreased office supplies. I increased our dues, just because our dues keep going up for the associations that I am in. Our bank service fees have decreased, or no, there's no change because they don't charge us fees anymore at our bank. I have increased attend meetings because expenses have increased. I decreased all of my postage lines in every budget because we're doing a lot less mailing and more email. So, that's helped quite a bit. And then increased mileage rate.

Dave said okay. Any questions for Mindy on this? If not, I'll go ahead and ask for approval for the General for the Clerk of Circuit Court, minus salaries.

Tom Chalfant made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

Dave said okay Mindy go right ahead.

Mindy Peed said which one are we on now, incentives?

Dave said Clerk of Superior Court.

Mindy Peed said I got out of order. Superior Court, everything has decreased. Less mailings and less office supplies.

Dave said any questions for Mindy on these two items? Entertain a motion to approve the clerk of Superior Court out of General.

Bev made motion to approve. Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said okay, go on to the next one Mindy, which is the election board.

Mindy Peed said okay. So, I was nice to you before, now I'm not going to be. So, this is what I've been preparing for. So, our absentee voter board, there's no change in the members' pay. In the absentee voter board when the part-time was increased to \$15, I did not allot for that in my 2023 budget, so that's why the increase for 2024. For the assisting canvassing board, it's increased because we'll have more days. We have this larger election, so we're gearing up for the presidential election, which means all of my expenses are basically increased. Precinct board members has increased quite a bit. I'm asking that we get three additional poll workers per vote center for this election, one of those being a student from each of the high schools at various polling locations to try to get younger poll workers when they graduate. And then it also includes also like the higher pay increases. So, that's why it's so much higher than 2020's. The custodian has increased because we're using more vote centers in 2024, which is the same as 2020. Office supplies went \$1500 for additional envelopes, labels, ballots because of the higher turnout, we're expecting. Meals, I'm asking for an increase to \$25 per day. Of course, commissioners will have to approve that, but, so that the funding is there, put it in our budget. Postage increased a little bit. because of the absentee voting turnout, we usually use more postage there. I had changed the travel/mileage one to accommodate the rate increase that we experienced this year. Printing, it's the same as 2020. But, because we changed the I.C. code from some of our election form envelopes, so we'll have to order new ones once they approve those, that new wording on the envelopes. Legals have increased. I just feel like I'm giving you guys bad news. So, then my computer maintenance, our vendors have increased their annual expenses. Know Ink, who is our poll pad vendor, they have increased, they have added a prep service that we have to do now. So, for those of you who do not know, this is required in 2024. It's a voter verifiable paper trail, paper audit trail. It's an extra machine that hooks up to our voting equipment that keeps a paper roll of every vote. And that's mandatory in 2024. So, now we have to pay that every year.

Dave said quick question on that Mindy. What I understand that the state's going to reimburse that. Have you heard that yet?

Mindy Peed said no, the state paid for all the equipment. They are not going to pay for the prep.

Dave said I just heard it last week that they were talking on the news, and I don't have any facts from the General Assembly on it.

Mindy Peed said I have not heard that from our vendor. I know it's \$1,840.00 is what the, oh, I'm getting there. It gets bigger, hang on. But the prep part is \$1,800.00 a year. So, then, the \$9,400.00 increase is for new poll pads. So, our current model of poll pad is an Air Pad 1 and the current update on that is 12.5.5 is as high as it will go. We can no longer get anymore updates for that version of an I pad. Our vendor is highly recommending by our presidential election that we have new poll pads, so that they can push above fixes, they can update the poll pads. It's just more secure to be able to get those IOS updates from Apple, because right now, we're using the older poll pads. But we can no longer receive updates. So, that's why the \$9,400.00. And actually, in the rent, I can decrease that by \$200.00 to \$500 because we are no longer using Hoosier Place and they were our highest rent that we paid. And we've moving that to the community room in Union City. And the commissioners approved that yesterday. So, we have a \$200.00 savings anyway.

Bev said so that would be on the bottom line?

Mindy Peed said the rent polling places, the \$37,200.

Dave said anything else Mindy on this?

Mindy Peed said that's it for that one.

Dave said any questions for Mindy on election board? I'd entertain a motion to approve the election board as presented.

Tom Kerns said I move we approve as presented except changing the rent from \$700 to \$500.

Todd seconded the motion. All aye votes. Motion carried.

Dave said okay, registration.

Mindy Peed said I decreased office supplies. There's no change in postage. No change in repair equipment, and I increased travel by a \$100.00.

Dave said any questions for Mindy on this one? It's pretty self-explanatory.

Bev made motion to approve registration. Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said next one is the Clerk's RP fund.

Mindy Peed said the only change if my computer maintenance. I increased that \$500.00. Our CSI, which was our old case management system, we still have to pay for a view only package, I guess is what you call it. Used to, the commissioners paid a portion and we paid a portion. I'm asking for a \$500.00 increase so that we could just pay the full portion of the view only. That's the only change.



Dave said any questions for Mindy on this one? Entertain a motion to approve the clerk's RP Fund.

Missy made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

Dave said okay, next one I have is clerk's, elected official training. You increased that from \$825 to a \$1,000?

Mindy Peed said yes.

Dave said okay, entertain a motion on the elected official training for the Clerk?

Missy made motion to approve. Bev seconded the motion. All aye votes. Motion carried.

Dave said last one I have is clerk incentive.

Mindy Peed said and I just decreased our postage usage. That's the only change.

Todd made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

Dave said okay, anything else for Mindy? Anything from you Mindy?

Mindy Peed said yeah, I just had a question about the salary committee. I know you said we're going to talk about it tomorrow. Are we going to talk about it tomorrow, or is it just a presentation tomorrow? Are we going to have an opportunity to have a discussion about it?

Dave said we will have an opportunity to discuss whatever, like we usually do every year.

Mindy Peed said well we don't usually get an opportunity to speak in regard to the salary, so that's why I'm asking now.

Dave said usually on the second day we allow input. It doesn't mean that it'll change anything but we'll definitely have input.

Laura said we never have.

Dave said huh?

Laura said we never have had discussion regarding the salaries.

Dave said we did it last year.

Laura said no.

Mindy Peed said no, we haven't.

Laura said nope.

Dave said I'm sorry. I stand corrected. I think we could allow it if there's some concerns.

Mindy Peed said so that'll be tomorrow?

Dave said then we can explain why we did what we did.

Mindy Peed said okay.

Dave said at the end of the meeting.

**Surveyor, Drainage Board, Surveyor CP, Elected Official Training**

Dave said go ahead Ed.

Ed Thornburg said got any questions? I don't believe we changed hardly anything this year.

Dave said okay. Let's take the General first. Any questions for Ed on this? I would entertain a motion except for salaries for the Surveyor.

Bev made motion to approve with the exception of salaries. Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said okay, the next one we have is drainage board. Any questions for Ed? It's pretty much self-explanatory. He's asking an increase in the drainage board and a board attorney.

Ed Thornburg said yeah, that's salary.

Dave said yeah, it is.

Todd made motion to approve with exception of salaries. Mike seconded the motion. All aye votes. Motion carried.

Dave said okay, next is perpetuation fund.

Todd said is this something new? I'm not seeing numbers.

Laura said operating supplies, it looks like you added \$10,000, and you didn't have that in there before.

Ed Thornburg said in where?

Laura said in your Cornerstone perpetuation.

Ed Thornburg said oh, yes, we did add \$10,000.00 there and that's money that's collected through the recorder's office. I mean, we collect an amount, I believe it's \$5.00 per transaction basically. They raised that a few years ago, and that's what we do our Cornerstone maintenance with. And I've been expanding on that. We've got, we're over 90% GPS on our section quarters. They tell me we've got one of the most complete sets in the state. And we're going through now, all the older ones, we're going through and re-doing and we're supposed to upgrade at least 5% a year. We've been trying to beat that some. We contract that work out.

Missy said who is that contracted out to Ed?

Ed Thornburg said Mote Engineering out of Greenville. They've been doing it since the 80s.

Missy said but it hasn't been in there before?

Ed Thornburg said yeah.

Missy said it should be a \$10,000 in the 2023?

Laura said no, the \$10,000 was not there before. The 50 was.

Missy said yeah, I get that, I get the 50.

Danita said that's where they

Laura said it looks like he just split it because he had \$60,000 before, but he just split it out into two different lines.

Missy said okay.

Tom Chalfant said now if you do every, more in than every 20 years, if you get it done in 10 years, you just wait ten years and start over?

Ed Thornburg said no, we just, we do every year.

Tom Chalfant said well, but you're required to do 5% a year?

Ed Thornburg said yes.

Tom Chalfant said so, after 20 years, you're supposed to be completely done?

Ed Thornburg said no, they figure you do 5% of them a year, as you get done, you go back and re-do because things change. Some of these quarters get obliterated. Some of them get hard to find because somebody paved over them, whatever. And we'd go back and re-locate them. We re-establish the reference points. Each quarter has got at least three reference points. And the reference points get replaced a lot. I mean they can be anything from utility poles to bridge abutments. And so, you go back and re-do those. It's just for GPS saving the reference points,

they're not as critical as they were, but still not everybody works off GPS. And occasionally, you've got to physically go out and find them and mark them.

Tom Chalfant said so, but the state, I mean if you don't 5% a year, what happens?

Ed Thornburg said then your stuff gets behind and you like a slob.

Tom Chalfant said but we're doing maybe every 15 years, we're getting through the whole system?

Ed Thornburg said yeah, like I say, we're getting through the whole system. And the other thing is we've got if you look at the map, we've got holes where there's not any reference corners in many places in the county. And anytime we can find a corner, some of these corners were established 50, 60, 70 years ago. And for whatever reason, have gotten lost, no records kept on them. They're not well kept. And we're trying to, some of the money we spend every year is re-establishing some of those corners.

Dave said that's an ongoing process.

Ed Thornburg said yeah, it really is. It's an ongoing thing, and the people that don't keep up on it, it cost more when they get, if you sell a farm and you're in a neighborhood where you've got to go three miles for a section corner, your survey cost more.

Tom Chalfant said well and it's probably, it'll lend itself to more litigation too, more disputes over property lines. And more lawsuits, and so, yeah.

Ed Thornburg said yeah, the more of them you've got gathered up, the more you've got good records on, like I said, the guys that come in and do the reference work, it's easier for them. Honestly, they make more money, they charge a little less money to their client, so it's a positive thing for just about everybody involved.

Tom Chalfant made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

Dave said the last one is elected official training fund.

Tom Kerns made motion to approve. Mike seconded the motion. All votes. Motion carried.

#### **Treasurer, Elected Official Training**

Dave said okay, the Treasurer.

Brenda Tharp said be nice to me. This is my first time.

Dave said okay Brenda, go right ahead. We'll start with the General Fund for treasurer.

Brenda Tharp said I really haven't changed a whole lot. The only thing that I changed was supplies, office supplies, which is our printing of the tax coupons. I raised it \$500.00, just because things keep going up. Then, I left my dues the same, meetings and travel, I left the same. The only other thing I changed was \$500.00 on the postage, there again, keeps going up. And you never know how it's going to go up because they change it every, seems like every six months or something like that. So, you're not sure on that. Other than that, everything's pretty well the same.

Dave said any questions for Brenda on those items? Entertain a motion.  
Tom Chalfant made motion to approve except salaries. Mike seconded the motion. All aye votes. Motion carried.

Dave said okay and the other one is for elected official training.

Brenda Tharp said I didn't change that either.

Bev made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

Dave said anything else Brenda?

Brenda Tharp said I do want to tell you how much I have on our income so far. In Trust Indiana for the year-to-date, we've made \$763,451.63.

Bev said on?

Brenda Tharp said on Trust Indiana.

Dave said investments.

Brenda Tharp said it's investments.

Dave said very good. That goes right into the General fund this year?

Brenda Tharp said uh huh.

Tom Chalfant said one positive of inflation?

Brenda Tharp said yeah, the interest rate went up yeah. It makes a lot of difference. Makes me look good but it's because it all went up. But yeah, I just wanted to let you guys know what's going on there.

Dave said okay, thanks.

#### **Assessor, Sales Disclosure, Reassessment**

Dave said Lindsey, come on up. Okay. This is your first one, right?



Lindsey Retherford said yes.

Dave said so, what we do is just go through the basic. Salaries will be considered tomorrow. So, we will be approving the budget except for salaries today.

Lindsey Retherford said okay.

Dave said so, it doesn't look like the County Assessor's General Fund has changed any for the legal and dues, and the rest of it is salary. I'd entertain a motion to approve.

Tom Chalfant made motion to approve except salaries. Mike seconded the motion. All aye votes. Motion carried.

Dave said okay, next one coming up is the sales disclosure.

Lindsey Retherford said so, that one was raised for the schooling and training for the sales disclosure to \$10,000 and then the travel and mileage to \$2000.

Bev said that's not on here.

Danita said he has \$8,000 for training and \$1000 for the travel.

Lindsey Retherford said I'll tell him, yeah.

Dave said I'd entertain a motion for county sales disclosure for the assessor's office.

Bev said is he going to change them or is it a possibility?

Laura said that's what he requested.

Dave said that's what was requested. It has to be \$8,000 and a \$1,000.

Laura said he can do an additional later if he needs to.

Bev said that's fine. I'll move to approve. Missy seconded the motion. All aye votes. Motion carried.

Dave said last one we have is the property reassessment.

Lindsey Retherford said I have, due to the postage he wanted to increase that one to \$10,000.

Dave said looks like he decreased the appraisal company.

Lindsey Retherford said yes.

Dave said and advertising. Entertain a motion for the reassessment.

Tom Chalfant made motion to approve. Bev seconded the motion. All aye votes. Motion carried.

**Auditor, Plat room, Elected Official Training**

Dave said go to the auditor's office.

Laura said we raised the association dues because they continually go up a little bit, not a lot. And, that's the only thing, other than salaries.

Dave said any questions for Laura for the General Fund for the auditor's office? Entertain a motion to approve, with exception of salaries.

Tom Chalfant made motion to approve. Bev seconded the motion. All aye votes. Motion carried.

Laura said and then auditor's plat book, raised office supplies because of the increase in the cost of office supplies right now. I didn't leave that other than, well the salaries, I've not changed on there. We just pay a portion of our GIF coordinator out of here. And, other than salaries, that's the only change.

Missy made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

Laura said and then Elected official training fund, we didn't change that at all.

Bev made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

**Solid Waste**

Dave said Laura informed us Solid Waste will not be here because of the, failure to post their budget legally in the paper on time. So, we will be approving it in our September and October meetings. Is that correct?

Laura said yes. They'll do their presentation, their hearing in the September council meeting and the adoption will be in the October council meeting.

**Area Planning**

Dave said okay, next on our agenda, I show Area Planning. Come right on up.

Debra Johnting said good morning.

Dave said we're approving everything today except for salaries and that'll be done tomorrow. Looks like everything stayed the same except for the salaries. Is that correct?

Debra Johnting said yes.

Dave said deleted the administrative/assistant recording secretary, and went to a part time? Is that right?

Debra Johnting said uh huh, yes.

Dave said okay, any questions for Debra on that?

Missy said on travel and mileage, you have a vehicle in that office to use though, right?

Debra Johnting said no.

Missy said there's not a truck?

Debra Johnting said no. Randy does.

Tom Chalfant said that's the building commissioners.

Missy said okay.

Bev said and you are the executive director of this portion?

Debra Johnting said right.

Bev made motion to approve except for salaries. Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said okay, I think you're good to go. Thanks. I'm going to bring Randy up next, then Gary, we'll bring you up.

### **Building Commission**

Dave said okay, next one is the Building Commission.

Randy Abel said I don't think anything's changed on this one either.

Tom Kerns made motion to approve excluding salaries. Mike seconded the motion. All aye votes. Motion carried.

Randy Abel said I do have a little side note here, almost every two years, we've traded for a truck. And so, I called this spring to check with Fuqua, and they've obviously, they've changed names, ownership. I forgot what the name of it is now, Glass something.

Tom Chalfant said Glass City Capital.

Randy Abel said Glass City, yeah. And so, apparently, they don't do fleet pricing on Tradesman anymore. We had a pretty sweet going because every two years, I get a brand-new truck, no maintenance, no, you know, full warranty, bumper-to-bumper. And now they're telling me, oh,

can't do that Tradesman anymore. I think the economy's tanking or something and they can't sell their Big Horn Rams. And so, now only pricing Big Horn Rams on fleet pricing. So, we used to trade every two years for a little over \$1,800.00. Anybody want to guess what it would be now, \$20,000 some dollars. I hope I didn't overstep my boundary, I told them I didn't think we were interested in it. So, would you like me to check with other dealerships and see if that Tradesman is still available somewhere?

Tom Chalfant said or, I mean like a Chevy or.

Randy Abel said or for something else?

Tom Chalfant said something that's similar in another brand.

Randy Abel said the trade in is still \$27,000 for the trade in. And originally, when we bought that truck, it was \$24,000 with a fleet price. So, surely somewhere, before the warranty goes out. Is that something you'd like me to go ahead and check into, different pricing for that?

Tom Chalfant said the dealer in Richmond, yeah, what's his name, he's a local guy, yeah, he's a local guy.

Randy Abel said is that Wetsel?

Tom Chalfant said yeah, Wetsel Automotive he's been pretty good to deal with.

Randy Abel said okay. I'll call that one then and see what we can work out. But when he called me, when he emailed that, I was like, we don't need a \$50,000.00 truck.

Dave said Randy you really need to get with the county commissioners on that.

Randy Abel said yes.

Dave said then we'll see what, if it's even available.

Randy Abel said yeah, I'll be checking into that then, thank you.

**Commissioners, LIT-Econ. Dev, LIT Special Purpose Cum Cap Dev Communication Bond, Windfarm**

Dave said we're going to omit salaries.

Gary Friend said other than the salaries. And I've been through the commissioners' budget a few times here. And the large majority of this is already appropriated approved contractual things that the commissioners have approved, the council has already appropriated. Some of it actually goes into multi-year contracting. Any questions to me, I'll answer the best I can, or ask Danita over there. She helped put the budget together.

Dave said one thing Gary, I had for you is group insurance, is that 2 million?

Gary Friend said 2 million I seen that, yeah.

Dave said is that enough?

Gary Friend said well I mean, we just don't know. The \$2 million though is appropriating out of the County General, then comes in all of the participation from the employees. So whatever that total is. And then, I mean, our exposure is \$3. In times past, we had circuit breaker funding put in there, a lot more than is in there right now. There's just a \$100,000.00 in the commissioner's budget to help cover a variance in the circuit breaker. Times past, that was \$200,00 or \$300,000. We could actually use towards the end of the year and get it and use it for insurance. But we're also putting \$1.5 million into the insurance account. So, I think, probably, it's going to be okay. If not, it's just not. We just don't know.

Dave said I know it's a hard one to determine.

Gary Friend said right.

Todd said how many people is that covering? Do you have any idea?

Gary Friend said well in this particular commissioner's budget, that 2 million dollars is covering the whole insurance plan. However, there's contributions coming in from the highway department, full contributions actually which will help that number too. Community Corrections is another department that has full contribution into it out of their funding. So, the premium is the county premium, is what this is dealing with. And then the, it's not really the stop loss, but it's our payments that we pay out monthly until we hit a stop loss of \$60,000 on any individual person or an aggregate, which we have never done since I was on the council, hit the \$3 million. Maybe we got close, but I don't believe we have.

Dave said okay, any questions of this General Fund for the county commissioner except for salaries?

Bev made motion to approve the general fund budget except for salaries. Missy seconded the motion. All aye votes. Motion carried.

Dave said let's go to Economic Development.

Gary Friend said yeah, the Economic Development, I actually have one question on here that I just don't know what it is. Maybe somebody can tell me. Is the IOT.IN.GOV. I don't have any.

Laura said that's our website.

Gary Friend said okay. Thank you. The rest of the items on here, of course, have been approved by the commissioners and then approved by the EDIT Board, and, like I said, some of the items on here are multi-year contracting as well. I believe Economic Development's contract comes up this year.



Dave said it does.

Gary Friend said and obviously, you can't do any more than three years obligation contract.

Dave said okay. I'd entertain a motion on Economic Development's for County Commissioners.

Tom Kerns made motion to approve. Todd seconded the motion. All aye votes. Motion carried.

Gary Friend said Special Purpose LIT.

Dave said yep.

Gary Friend said that of course, is our obligations of bonding, what the account is actually for. I do have a question, again, that I have on as I was going through. The \$96,400.00 on 31112, I don't know what that actual bond payment is. Does anybody? Probably should, but I don't. I don't know what that one is. We all know what the RCFFO is and the highway garage bond.

Laura said that's the communications project. We bonded 3 million for that. I think we switched it from our debt service to this last year.

Gary Friend said okay.

Tom Kerns said RCFFO, does that end in 25?

Danita said I think it's coming close to being over yet.

Laura said I can look it up and let you know.

Dave said you said that to me, I think it's 26.

Tom Kerns said so a little bit left to 26?

Dave said right, yeah.

Tom Chalfant said do you know if the commissioners are all done with the judication project, that he's, he owes us money or we owe him money?

Gary Friend said basically, I think we're done with Pyramid, yeah. And I do know what that is now. I just didn't recognize it. It said bond payments communications. And there's a consensus of you know, whether the county should be involved in any utility scale part of this broad band out here. Maybe down closer to the ground is where we belong, but I'm just not really thrilled about putting more money and funds into the concepting of towers because we have no control over. We can't put subscribers on it. We don't belong, in my opinion, in the utility side of that, and that's what it's turned into. That's all for the Special Purpose that we have and the account balance of it is growing. So, that's the purpose of that account is to pay our bonding.

Tom Kerns made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

Dave said now we can go to Cum Cap Development.

Gary Friend said the main change on the Cum Cap Development was last year during our budget. We had taken in 2022 for 2023, funding out of Cum Cap, and it's just return back in. And the theory then, was that if we had a project that would get us in that position of over a \$190,000 wouldn't cover, we did have other funding resources to go to. This year, however, we've been doing a lot out of the ARPA fund. Some of it would have been considered Cum Cap projects, and some not. That's the only change on that, is returning back to the \$250,000.

Dave said okay, I would entertain a motion on Cum Cap Development.

Tom Chalfant made motion to approve. Tom Kerns seconded the motion. All aye votes. Motion carried.

Dave said and the last one is Windfarm.

Gary Friend said these are contractual obligations that we have. Of course, we've been through this a little bit, a couple years ago. This is Head Waters 1, the amount of funding that we've decided not to take away from the schools when we put it together. And, it is what it is. I mean we all, not we all here, but it was agreed to, during the time we did.

Missy said is there a date when that stops?

Gary Friend said yeah, that stops when the first one runs through.

Tom Kerns said with Head Waters 1?

Gary Friend said we did not do anything from there forward.

Missy said not until 25 though isn't it?

Laura said I was thinking 25.

Tom Chalfant said I mean they were built in 15.

Laura said it was a ten-year.

Gary Friend said 10 years, it's getting there.

Tom Chalfant said and I hope Randolph Southern appreciates the fact that they probably got a 160 or \$200,000.00 more than they actually should have gotten.

Gary Friend said the turbines shifted and then the contract didn't shift with it.

Tom Chalfant said yeah.

Gary Friend said Modoc, Union has never come in and made a complaint that I know of.

Tom Chalfant said well they may have but not publicly.

Gary Friend said well they have every right to, by the way. It did happen. The structure shifted and that means the assessed valuation moved into their territory.

Tom Kerns made motion to approve. Bev seconded the motion. All aye votes. Motion carried.

Gary Friend said any questions from anybody? If I can't answer it, Dave can or Tom can. Or the auditor's office can. Thank you folks.

Dave said I talked to Owen yesterday, and they're going to be in here early, but probably not going to be for a few minutes yet, on the airport.

#### **Recorder, County Identity Security, Elected Official Training**

Dave said yep, we're ready for you Jane.

Jane Grove said morning. Mine's usually pretty simple. So, I have asked for 5,000 from my redaction fund. I believe it has a balance of \$38,000. And I'll be doing some more projects here in the next year. I've put some on, had them microfilmed, and then also put on digital image, and then those all have to be redacted with social security numbers. I just relocated my microfilm to an underground storage facility in Michigan. So, it'll be a little safer there. And I'll be doing some book projects. We had 7 to 10 searchers in our office on occasion. And, due to the solar and windfarm projects, and they are very hard on the books. Not that they're abusive, they're just a use, use, use. And I've got some the pages are going to have to be fixed. So, we'll be doing that in a few weeks. And I believe that's all. So, that's what the redaction is. I put some more things on digital imaging. And other than that, the elected officials, is the only budget I have.

Dave said okay. Well let's start with the redaction. I'd entertain a motion to approve Jane's redaction documentation fees.

Tom Chalfant made motion. Bev seconded the motion. All aye votes. Motion carried.

Dave said our next one would be the elected official training.

Tom Kerns made motion to approve. Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said the last one Jane, we will be discussing tomorrow right after the last group that comes in. We will sit down and discuss. Mindy has asked if we could have an open discussion between us and everybody, and I agreed to that.

Jane said oh okay, alright. Any questions for me? Thank you.

### **Veteran**

Dave said next one we have on the agenda is the Veterans Office. Would you guys like to come up and present your budget for us?

Dani Sibert said everything stayed the same as last year, except just, asked for a pay raise, that's all. Nothing has changed.

Dave said any questions for the Veterans Office? I'd entertain a motion then to approve everything but the salaries.

Missy made motion to approve. Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said we'll be determining the salaries tomorrow right after the final presentation.

Dani Sibert said okay. Thanks.

### **Airport, Fly-In**

Dave said hey Jim do you want to come on up? I see Owen out in the hallway here. The Airport next. Okay, do you guys want to present your budget to us?

Owen Griffin said you should have a copy of it.

Dave said we do.

Owen Griffin said okay. Do you have any questions?

Dave said you mentioned gas, fuel and oil, that line item.

Jim Michael said yeah, that I mean, you can see the price of gas has gone back up again, so, we don't really know where it's going to land at. Every year, we always have to keep asking for more and more money throughout the year. So, we're hoping this year, we won't have to do that by having that larger number. Again, everything, everything's going up, utility bills, insurance, all that stuff. What we've got listed is higher this year. One of, another line item was the lights. When we did the new runway, I don't know, 10, 15 years ago, whatever it was, we had a lot of extra lights that we bought at that same time for spares. We've depleted our spares, the \$4,500 for the lights is so that we can get some more spares in there, or we're going to have to start buying them one at a time. But that's because, we don't have the spare lights anymore that we had.

Owen Griffin said I think 13 years ago they replaced those lights. So, 13 years, we've got some of them going bad, and need replaced.

Jim Michael said and we've replaced you know, replaced them throughout the last several years. So, our fuel pump, the fuel cabinet is extremely old. I'm not going to say it's as old as Owen, but it might be close. We're actually on our second pump already this year with it, just because it's an old cabinet, and it's hard to find that pump. So, it was covered under warranty, but we replaced it in January or February, and just had to replace it again like two weeks ago. So, the bottom line, the equipment, that's why that's in there, is because we're pretty much we're expecting we're going to have to do a pretty thorough.

Dave said you said the fuel cabinet?

Jim Michael said yeah, that's the 100 low lead fuel cabinet. It is extremely old. I mean, it was there, it was that same cabinet that was there when I was 13 years old working out there.

Owen Griffin said long time.

Jim Michael said yeah. So, that's about it.

Dave said pretty much everything else is the same.

Jim Michael said yep.

Bev said do you get a lot of traffic out there?

Jim Michael said yeah. I couldn't tell, I don't know our numbers off the top of my head.

Owen Griffin said I might have it here somewhere.

Jim Michael said I got our report, our monthly reports. In July, we had 145 single engine planes, 19 twin engine planes, two helicopters, 413 total pilots and passengers coming in. Sold, year-to-day, we sold over 16,000 gallons of 100 low lead and 6,500 gallons of jet fuel. So, we get quite a few planes coming in and out of there. With the ethanol plant, they've been, about twice a month, they've been bringing a corporate jet in there.

Dave said any questions for the Airport board?

Missy said I'm surprised that the whatever you call him, who is out of the airport all the time, you don't have a phone for him, because he has to be on call 24 hours a day?

Jim Michael said right. No, he doesn't have a provided cell phone or get a stipend. We would like to see him at least get the cell phone stipend, because he is, he gets called, well just last week, he was called at midnight because there was a plane that was lost somewhere between Cincinnati and wherever it was going. So, he had to come in from his house at midnight to go check to see if it landed at our airport. His cell phone number is on the FAA website. We would love to be able to at least get the cell phone stipend for him.

Missy said that's not, you don't have that on here?



Jim Michael said I don't think it is on there. I don't know, when we were doing this, we had talked about it and wasn't sure you could add a line item for that in there.

Missy said the only reason I asked is I know when Fox Sports came in, they were running late the last time they flew in, and they needed to get ahold of him to let him know that they were not, he hadn't departed yet, and shouldn't be looking for them.

Jim Michael said right, okay.

Missy said I don't know why, I mean, I guess they want to do that, tell you where they're at in the air.

Jim Michael said is it too late now to get that added?

Missy said I don't know.

Danita said we would have to do an additional appropriation at the beginning of 24 to add it.

Missy said I just know they had a difficult time, and so, I had to message Mr. Lenkensdofer and he gave the number. He just went ahead, you relayed that number on to one Fox Sports person I know, to get the information. I guess I didn't know you had to say I'm leaving here, and I'm going to land.

Jim Michael said well when you file a flight plan, it's in that system, and so if they don't show up when they're supposed to, it sends alerts.

Missy said yeah, I didn't know that.

Dave said that one time I went in to ask Eric where Fox Sports was, he said they had just left North Carolina.

Jim Michael said yeah, I don't know what it would take to add an appropriation for that. But, we would.

Dave said you would have to go before the county commissioners and ask for that.

Jim Michael said okay.

Laura said and then the funding, we would do an additional appropriation at the beginning of the year to cover that. If you wanted to do it before the beginning of the year, you could. You could ask to do it the rest of this year, because the funding is not there so you would still have to do the additional. And I think it's \$40.00 a month. Is that right? That's what we pay for stipends.

Jim Michael said yeah, I knew it wasn't much, but.

Missy said he is required to be, have to answer that 24 hours a day they told me.

Jim Michael said yeah.

Missy said I mean, I didn't know all that.

Dave said any other questions for the airport board?

Owen Griffin said did you have some questions about the projects?

Dave said I did, yes.

Owen Griffin said well they're doing well. Taxi lane should be done this week, the last I heard. On the hangar, we're waiting for a grant. And then once we receive that grant, then we'll move forward with that, I would guess basically, we talked about. And as far as the terminal, we're considering options, but it's going to take about \$60,000.00 to just get a plan going.

Dave said now does your \$150,000 a year you receive Federal, does it cover something like that?

Jim Michael said yeah, yeah it would.

Dave said okay, just trying to get the numbers down the road here. You said you're waiting to receive a grant for the hangar?

Owen Griffin uh huh.

Dave said when you say you're waiting, is it applied for?

Jim Michael said yeah, it's a pretty much every year grant that they, that's always in the system.

Dave said is that part of that 150?

Jim Michael said yeah.

Dave said alright. I wanted to make sure you weren't just now applying for the grant.

Jim Michael said right. And then there's other grants that the state has initiated just this past year, they voted in. But it's already been sent.

Tom Chalfant said Jason is usually on top of all those.

Jim Michael said yeah, he's real good about make sure we get all the grants available.

Owen Griffin said now do we still have a liaison from this group to the airport?

Todd said it's me. Yeah, I'd like to get to know you guys better. So how do I best do that?

Owen Griffin said you can just come out to one of the meetings if you want to.

Todd said when is the next one?

Owen Griffin said it's the third Tuesday of every month at 8:30. That's all we had today.

Dave said I would entertain a motion for the airport board' budget except salaries.

Bev made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

Tom Kerns said move to approve fly-in budget. Mike seconded the motion. All aye votes. Motion carried.

### **Extension Office**

Dave said Julie would you like to come on up?

Julie Wilson said for our budget, everything stayed the same except for the contractual service figure, which is the one that Purdue gives me, and I have no say in that one. But, everything else is the same as what we requested last year, besides salary for my office manager obviously.

Dave said and the part-time secretaries.

Julie Wilson said yes, which is my summer assistants.

Dave said okay. Any questions for Julie?

Tom Chalfant made motion to approve the extension office budget except for salaries. Tom Kerns seconded the motion. All aye votes. Motion carried.

Julie Wilson said good. Thank you, guys.

Dave said anybody have anything else for the budget hearing? I guess I would entertain a motion to recess and re-convene at 1:00.

Tom Chalfant made motion to approve. Bev seconded the motion. All aye votes. Motion carried.

### **Health Dept, Health Maintenance, Health Trust**

Dave said first up is the Health Department. Would you like to go ahead?

Sherri Thompson said I know I had sent out some emails showing what our core services were or are going to be, and also, there was a study done on pay across the state for health departments. So, a lot of that, as far as pay is based off of those averages. Other than that, I do want to add Tammy is now doing clinic nurse and school liaison. Next year, school liaison will be a full-time job and she's chose to go with that position. So, we would like to hire a full-time nurse,

clinic nurse. That is figured in this too. When we talked about vehicles, there's lines in here to cover the vehicles also.

Dave said okay. You have two different budget sheets and one's the health department, let's start with that first. We've have been looking at everything but salaries today. We're going to look at those tomorrow.

Sherri Thompson said I think everything has pretty much the same except for some salaries on that. It's mostly board of health.

Dave said any questions?

Missy said on vaccine, is that the purchase of vaccines?

Sherri Thompson said yes.

Missy said so the state doesn't, we don't get any of those free? I thought at one time, we did.

Sherri Thompson said some we do, but we don't all of them. I'm going to let you answer.

Wendy McDavid said we do for some of the factories and different places, and they pay us so, I buy private, it's usually just flu. I buy private flu vaccine and then they pay us for that, instead of like, sometimes, they run it through their insurance. But a lot of time, it's just cheaper for us to pay the cost, for them to pay us the cost of the vaccine, and the cost of the admin fees for the insurance.

Missy said but we still pay, end of paying \$4,000.00 worth of vaccines in a year?

Wendy McDavid said that's just an average. The just what we do average, because I never know who's going to call me, and who's not. Sometimes they do, sometimes they don't. It's usually pretty steady, and it's usually \$3,000ish, but not always.

Missy said okay. So, how many people and what is their role that would have cars if you, I know we approved one, I can't remember names.

Wendy McDavid said Eric?

Missy said yeah, yeah. Approved one for he and Tammy to go to the schools, right?

Wendy McDavid said yes. So, and the other, I mean like, if Sherrie and I go to conferences, if we have, you know, if I have to, say I have a TB patient, that I have to take TB meds to everyday, all depending on where they're located, I mean, just in town is okay. But we are talking the last two that I've had has been over 12 miles apiece one-way. So, Sherrie and I probably won't use them as much as Tammy and Eric will, but there will be times when her and I will both use them too.

Missy said and communications and mobile phones, how many people have mobile phones? Everybody probably, except for you probably don't because you're in the office?

Sherri Thompson said we use our own personal phones.

Missy said so, how many people file their mobile phones and what is in communications, what is that? I'm just trying to figure out what the.

Sherri Thompson said that's for internet.

Danita said they pay a portion of their phone bill.

Missy said so really from the line, where it says vaccine down, that's what we're approving today, correct?

Dave said from registration/conference down.

Missy said okay. So, where it says personal health care, and aren't you guys on the county insurance? I'm just trying to figure all this out.

Sherri Thompson said that is for supplies. So, like, at one time.

Missy said gloves and things like that?

Sherri Thompson said yeah.

Dave said any other questions? I'd entertain a motion for budget, less salaries.

Bev moved to approve the budget items less salaries. Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said okay, next page we have is the new monies, is that correct?

Sherri Thompson said yes.

Dave said and we've, is this the total amount we're going to receive from the state?

Sherri Thompson said we won't know the exact amount until September 8<sup>th</sup>. So, this is the minimum amount that we should receive. We could get more.

Dave said okay. There should be enough to cover what you're requesting here?

Sherri Thompson said yes, right now, 84 counties have opted in out of 92.

Dave said this thing keeps going up every week.



Sherri Thompson said yeah.

Dave said I guess I don't have any questions. Since it's being new, we'll have to see other salaries. We open them up to make a decision tomorrow.

Sherri Thompson said and I do have a print out of the averages if anybody hasn't gotten that.

Dave said any questions for the local public health services accounts?

Tom Kerns made motion to approve less salaries. Mike seconded the motion. All aye votes. Motion carried.

Dave said anything else you'd like to present today Sherri?

Sherri Thompson said no, not that I can think of.

Dave said okay. Thanks for coming in.

**Courthouse, Community Correction Building, RCFFO, Cum Cap Dev**

Dave said Jake, are you prepared today?

Jake Donham said absolutely.

Dave said come right on up.

Jake Donham said we've got three different buildings, and then the Cum Cap as well.

Dave said yeah, the first one we have here is the Courthouse, General fund. It looks like you have \$16,000 increase in utilities.

Jake Donham said yeah, that was the only increase. All the buildings we, I got with Danita, we looked them up and everybody's utilities are going up. So, last year we had to fudge a little bit I think, at the end of the year, so we went ahead and bumped them up to make sure we had the coverage.

Dave said any questions for Jake on the General Courthouse funds? I'd entertain a motion for approval, less salaries.

Tom Chalfant made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

Dave said next I got Randolph County, RCFFO building. Let's go with that. RCFFO building.

Jake Donham said and again, the same thing there. I jumped my utilities up to 116 over the 96,000. Everything else stayed the same.

Dave said building maintenance.

Jake Donham said well, building maintenance went up and stuff a little bit too.

Dave said and what's that building maintenance used for?

Jake Donham said contractual. So, like elevator inspections, boiler inspections, all the state inspections, water heater rental. I was thinking there's a couple more in there, but that, so, in my building maintenance there, we do, out of the county general, we spend for all of our contractual stuff, the early annual stuff, water treatment as well, and then the building maintenance, the Cum Cap is what I use for building, actual maintenance, physical, yeah. And it's the same at the courthouse, as well, that building maintenance line item.

Dave said okay, any questions on this one for Jake? Entertain a motion.

Bev made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

Dave said now we back to Community Corrections. It's pretty much all the same there except for utilities.

Tom Chalfant said this doesn't include the roof?

Jake Donham said no. Actually, on that, the roof, I got hooked up with Simmons Roofing out of Muncie area. Those guys are awesome. I mean they came in and tuned that roof up. He said we could get a few more years out of it. But it's definitely going to need to be looked at. I had them come out to the old hospital too. They did a complete evaluation of the roof, cleaned up all the joints, anything that was going to be problematic. And I think we were, I want to say 6 or \$7,000.00, but they were there almost a week, two guys just patch and repair. And he said that roof actually was in really, really good shape. So, I highly recommend those guys just to, probably just have them out yearly, just to put eyes on it, if they see a problem, get it taken care of, and that way, we can get it nipped before we have a problem, to extend the life of a roof.

Dave said okay. Any questions for Jake on this one? Entertain a motion.

Bev made motion to approve the Community Corrections building. Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said okay, CCD. Same as last year. Any questions? Entertain a motion to approve.

Todd made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

Dave said I guess that takes care, any questions for us?

Jake Donham said only one. They sent us the salaries for my employees and myself, and I was just curious how the 4 and 7%, how that was developed?

Dave said I can share that with you. Anything over \$39,000, we went 4%. Anything less than that, we went 7%. The theory behind that is if you give everybody a 7% raise, the distance in between keeps getting bigger and bigger between your employees and your supervision. That's pretty much how we arrived at it. And we will share that tomorrow again.

Jake Donham said I was just curious. I just the two numbers and wondered how it came about. So, I guess that answered that. Alright. Thank you.

### **Community Corrections**

Dave said Rhoda, would you like to come up? Would you like to go ahead and present your budget?

Rhoda Davis said I have the, what you guys gave me here. I had written for my board, a worksheet for the case manager for 2024. And I believe I got a copy of that. I've not done this before, so I don't know what numbers you want me to give you?

Dave said okay. We're looking at your community corrections project first.

Rhoda Davis said okay. So, that would be the budget for personnel.

Dave said it has personnel and a lot of expenses in it.

Rhoda Davis said so, you're looking at the one that's \$141,185?

Dave said yes.

Rhoda Davis said okay. So, within that, I have budgeted for the personnel. I put in additional money to cover expenses for health insurance, the fringe and I also wrote in for a surveillance officer if we can get one of those hired, even for a few hours every week or two, next year if that's possible. And then, I haven't made any changes. I did make a few, I added some lines into the project income just because with working with the budget, I put money in line items, it might have been just a 100 or, you can see that I did that in the 200 series, because if there's not money there, then it's not possible to move into if we have a need, for those funds, if we're short in the grant side.

Dave said I'm trying to see. It shows group insurance going up right around \$31,000, and I think we've talked about that. That makes it \$120,000. And we show a \$141,000 but I see a part-time employee.

Rhoda Davis said I did not bring my 2023 budget.

Dave said I'm just trying to balance, to make sure. Anybody have any questions for Rhoda?

Missy said Rhoda, I was just wondering about the utilities that you have listed at \$2,000, but yet Jake has utilities on that building, I think I'm on the right one.

Danita said they split the cost of their utilities. Rhoda pays for half of the utilities through their grant.

Rhoda Davis said we pay half the utilities for the building.

Dave said okay, any other questions for Rhoda on this? And this is all outside of your grant, is that correct?

Rhoda Davis said yes, the PI is outside of our grant, yes. And the biggest changes like I said, was in the personnel changes within our department.

Tom Kerns said project income pretty strong again? I know it took a dive with COVID and everything.

Rhoda Davis said we're working on it.

Tom Kerns said working on it.

Rhoda Davis said our numbers are still down, but the courts are working with this and they're working hard to get those back up.

Tom Kerns made motion to approve excluding salaries. Bev seconded the motion. All aye votes. Motion carried.

Dave said and then the next one is Community Corrections grant.

Rhoda Davis said so, with the grant, the only changes was within the salary, the 100 series, I believe the only change I made in the grant was, let me look here, in the, it was within 2 or 300. It was for, I just moved like \$200 within the 200 series. And I took that out of vehicle supplies. Everything else is the same as the budget for last year, except for the salary changes.

Dave said okay. Any questions for Rhoda on this one?

Missy said you don't mail much, do you?

Rhoda Davis said pardon?

Missy said you don't mail much do you, with 50 bucks do you?

Rhoda Davis said no, but we are going to be. We're hoping to get letters out and so we're going to be using some more, hopefully, next year than we have been.

Dave said okay, being no other questions, I'd entertain a motion to approve the community corrections grant budget.

Bev made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

Dave said anything else you'd like to present today?

Rhoda Davis said well yes. I mean, I talked to a couple of you about the percentages, the tier salaries. I know I've got the committees' proposed raises here. I had done a worksheet for the case managers. So, I'm just looking for some guidance going forward, because the percentages that you gave, the 7%, it falls within a few hundred dollars of mine. But, going forward, I need to know how to work a budget on the tier system that the advisory board put into place back in 2014. We started our case manager one at the tier two with his experience, and then case manager that I hired, the second one, at the first tier. So, on your four, they should be making the same amount. I'm just looking for guidance on how I should do that, you know, going forward to the year 2025, because I had based, I was the top case manager. So, the salary that I made was what I based that tier off of. And then when I went to my advisory board, that was discussed. And so that's why those numbers had fallen within the sheet that I gave you. So, just going forward, what do I need to know here?

Dave said so, when you were at your top, which would have been the four-year correct that you had done it?

Rhoda Davis said yes.

Dave said and what was that number?

Rhoda Davis said it was, approximately, I don't know what the floating scale would be, approximately the \$40,331.20 somewhere, within a few cents.

Tom Kerns said for that tier system to work, pretty much everybody in that position would have to have the same raise as a percentage, even though it splits, is that what you're talking about, because it breaks up that middle of that? That's designed so that after four years you're in that job, you're fully trained in that job.

Rhoda Davis said yes.

Tom Kerns said so everybody in that position doing the same job, makes the same pay. So, if we, when you're at the bottom, you get 4% on the top of that because the way it splits up, gets 7%, would kind of mess up that tier system, based on what the community corrections asked ten years ago.

Dave said I don't think it does. I think the 7% follows under both.

Tom Kerns said oh, it does?

Rhoda Davis said see, what I did was I took the top case manager's salary of the \$40,331.20 about, and then I took it times a 5% increase, and then I took it time the percentages. So, my, the salaries that I had going forward, fell within that. The increase, there was a 7% increase that was presented fell roughly 400 and some dollars less than what I had forecasted.

Tom Kerns said if you add the 7% to each tier, once again, just like we did before, it would spread them out a little bit farther, we'd need to, basically, the 7% would go to the top tier of that, and then the other positions would be based on that, not based on the raise.

Dave said it would be based off that single tier.

Tom Kerns said that single position, yes.

Dave said yes, that's correct, because of your percentages for the levels of years.

Tom Kerns said right, because of the percentages. So, the other positions, you would give the raise just to the top tier and then the others, the rates you'd figure based on your percentages backed off of that.

Dave said off the top tier.

Tom Kerns said does that make sense?

Rhoda Davis said okay, so you're saying that we would go with the 7% for the top, for case manager one, this for 2024. And then for calendar year 2025, because.

Tom Kerns said well no, just for 2024 is all you need to do. And, if you have somebody that's in the first, second or third year, it would be off your percentages based off whatever that position is.

Rhoda Davis said okay. Because the percentages were based off of the, that's going to be less than what they were based off, the tier was based off of this year, this calendar year, because the pay for this year was \$40,331, so, it would be just a hair more, okay, so you're saying that's what we would take, I would take that tier?

Tom Kerns said you would have to use that tier as your basis for all tiers, because otherwise, it would mess up your percentage for the way that was passed by the board. If that makes sense?

Rhoda Davis said okay. I think so. So, then, what about the case manager one going forward with the tier system because.

Tom Kerns said that would just be whatever raise we passed, because one is the, wherever they're at, and then if they get a 7% raise, it's a 7% raise based on what it was from the year before. We haven't passed any official raises yet, but whatever that would be. And then the two, three and four, or two, three, there's just three tiers aren't there?

Rhoda Davis said well the fourth year would be a hundred percent.

Tom Kerns said a 100%. Okay, but two, three and four then would be based off of one, but just, the one would set the standard for the wage with whatever the raise. And then, since two, three



and four are based on a percentage of that position, then would always just be based on a percentage of that position, whatever the rate for that position is.

Rhoda Davis said okay.

Tom Kerns said does that make sense?

Rhoda Davis said I think so, yes.

Tom Kerns said does that sound right?

Dave said yes.

Tom Chalfant said so, the last twenty years, how many times have we given a 7% raise?

Rhoda Davis said never.

Tom Kerns said some positions.

Rhoda Davis said some positions.

Dave said there're actually several positions we have.

Tom Kerns said yeah.

Tom Chalfant said not overall.

Dave said not overall, yeah.

Rhoda Davis said okay. That makes sense, because the 7% does put it more than this year so. Okay. Got it.

Dave said anything else?

Rhoda Davis said I think that's good.

Dave said alright. Thanks for coming in.

### Coroner

Dave said Darin, would you like to come on up? Okay. So, it just had a few increases Darin?

Darin James said yeah. Miscellaneous supplies, obvious reasons, inflation. Body bags are about \$6.00 more now a bag. So, it's going to cost more for that. Fuel and batteries. We're going to need batteries for a cot next year. We had to increase that just a little, to get an extra, two extra batteries. Kept the autopsy fees the same. It's hit or miss, you never know if that's going to be enough or not.

Dave said how's it doing so far this year?

Darin James said not too bad really.

Dave said we got four months.

Tom Kerns said where are we going with that now?

Darin James said I'm going back to Ball now. Not near as much I guess in fuel-wise, going to Dayton, but, hopefully, that doesn't change.

Dave said any questions for Darin?

Missy made motion to approve less salaries. Mike seconded the motion. All aye votes. Motion carried.

Dave said okay, Darin, thanks for coming in. I do have one question on your, how are you coming along with your morgue?

Darin James said right now we've got the, I've got the dates out, the commissioner meeting dates out to the CEO at the hospital. He's supposed to get back with me. They mentioned maybe they wanted him to come to a meeting to explain what his legal team has said, and then, I guess, go from there. I know Gary asked me to maybe contact a couple of contractors, but I, without having a certain place to go, I don't know that that's, it's a waste of their time maybe, and a waste of mine. I'm not sure. But, I think the first step we need to do is establish a place that we're going to go.

Dave said yeah.

Darin James said and I will tell you, with this heat the way it is right now, is another reason why we've got to do something. Them coolers can't stand the heat in that barn. It's raising the temperatures up in it, and it's not a good scenario.

Dave said okay. Any other questions for Darin?

Darin James said I have one other thing.

Dave said okay.

Darin James said and I didn't put this in the budget because I didn't know if I should or not. A possibility of maybe putting on another deputy or two in the future. The reason I say that is we, you know, you cover 24/7. It's not the amount of calls that we take. It's the amount of call time you take. It's 24 hours a day, 7 days a week. It's hard to cover at times. And you're talking another, with last year's, don't have my calculator, \$5,000.00 a year. A deputy only makes

\$2,495.00 for the entire year, and they're taking 72 hours of call a week. That's a lot. Is it possible, is it something that I need to approach the council for or, how do I go about doing that?

Dave said I would think the first step would be to approach the commissioners about adding personnel to your, and we would have to, if the commissioners agree to it, we would have to try to find the funding somewhere.

Darin James said something I need to approach next year or this year?

Tom Kerns said whenever you're ready.

Dave said whenever you're ready.

Tom Kerns said just get on the agenda.

Darin James said okay. That's all I had.

Dave said okay. Thanks for coming in.

### **EMS, Cum Cap Dev, LIT**

Dave said Duane, come forward. Okay, what do you have for us today?

Duane Petry said what you got in front of you.

Dave said okay. Is there anything you'd like to maybe highlight? It looks like it's pretty much all the same.

Duane Petry said well, I do have a question about the part-time pay and the full-time pay. I think the last time we got a raise, they didn't give the part-time as much. And the part-time is doing the same job that the full-time is. And they're working until midnight sometimes, and then getting up and going to their full-time jobs. So, I was just wondering what the reasoning was behind the difference in the full-time and part-time pay?

Dave said are you talking about all part-time paramedics, advanced, basic EMTs?

Duane Petry said yes. Like there's a, I think a \$1.30 difference between the paramedic, a \$1.03 on the advanced and, and 49 cents on the basics for 2023. And it goes up a little bit more if you give the 7% increase.

Dave said I guess, what are you trying to say then, you think the?

Duane Petry said part-time should be making as much as the full time.

Dave said making as much as full-time?

Duane Petry said yeah.

Dave said okay. Now, we're going to approve the budget based on everything but salaries today. So, we'll have to put that down for tomorrow.

Duane Petry said okay.

Dave said to evaluate. It's been that way for some time though.

Tom Chalfant said do you have a need for full-time more than part-time or both?

Duane Petry said I need both.

Tom Chalfant said yeah, I mean, one more than the other, or both, you are desperate for both?

Duane Petry said yeah, I'm still short one paramedic in the full-time spot, and I could use a couple in part-time also.

Missy said Duane, how does this compare if you go to Union City or Winchester's ambulance EMTs, how do these numbers compare to them, salary?

Duane Petry said well Union City is the lowest around. And I think we're pretty close to Winchester. We may be a little bit higher than Winchester. They just got another raise two or three months ago, and I'm not sure what that took them up to. But, we were pretty close to what they are.

Dave said okay. Any questions for Duane, anybody, other questions?

Todd said all these utilities have gone up quite a bit, and yours, it's gone up too. I think it has anyways, gone from \$15,000 to \$25,000?

Duane Petry said well I'm hoping that we're going to have another building next year to have to deal with.

Todd said okay, so you're planning for that?

Duane Petry said yeah. And the commissioners decided yesterday to check on any liens on that property over in Farmland, so they're getting closer to doing something.

Tom Chalfant said which building is that?

Duane Petry said that empty lot east of Village Pantry, 301 East Jackson.

Bev said where the station used to be right there?

Tom Chalfant said no, it's two blocks east of the 32 where the old Shell Station, two blocks east of there, on the north side.

Bev said okay.

Duane Petry said two blocks off of 32.

Bev said yeah, okay.

Dave said any other questions for Duane? Entertain a motion on the EMS budget out of General, all except salaries.

Tom Chalfant made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

Dave said we have one other one here Duane. It's CCD. We have two items there, building maintenance and equipment.

Tom Kerns made motion to approve Cum Cap for EMS. Mike seconded the motion. All aye votes. Motion carried.

Dave said anything for us besides, look at the full and part-time?

Duane Petry said I think that's it.

Dave said okay. Thanks for coming in.

**Sheriff, Jail, Accident Fund, Handgun Permit, CCD, LIT Misdemeanant, Law Enforcement Cont. Ed**

Dave said Mr. Art. Come on up.

Art Moystner said before we start, I guess I'd like to ask everybody, I'd sent an email out, not last week, but the week before at the end of the week, regarding the turnover rate at the sheriff's office. Did the council happen to receive that? I didn't get any feedback on that.

Missy said I got it.

Tom Chalfant said I didn't.

Art Moystner said you did not? I'll get that information to you today.

Missy said you know what, I think it was in my spam folder though. But I got it. I didn't bring it.

Art Moystner said okay. Thank you.

Dave said when did you send that out?

Art Moystner said it was either the 8<sup>th</sup> or 9<sup>th</sup>, the 10<sup>th</sup> of August at the latest.

Missy said I think I responded back that I got it. Did you get my response back?

Art Moystner said I guess one of the things, I did get your response back. One of the things that I would share with you quickly, is since 2011, we've turned over 19 road positions with 17 positions is what we occupy, and we've turned over 68 jail positions in that amount of time, 38 of those have been since 2019 in the jail.

Todd said why is the jail so much more than.

Art Moystner said I would assume pay and hours is why they turn over so much. We generally, have a small percentage of those that will come on in the jail at age 18 or 19 with the ambition of being a law enforcement officer, which you can't do in Indiana until you are 21. So, we fully expect to lose some because it's a stepping stone. But to turn over 38 positions in 4 years is unreal.

Dave said for your information, Art, I did receive and did review it.

Art Moystner said okay.

Dave said it was sent out the 9<sup>th</sup> of August.

Art Moystner said was it the 9<sup>th</sup>? I knew it was right in that neighborhood.

Dave said I had a hard time opening it. I don't know if it's something on our end receiving or something on your end transmitting.

Art Moystner said we normally don't have issues from anyone else when they receive from me any attachments. Anytime you have an issue like that, let me know, because I can figure out another method to get to you. I kind of know where you all live.

Dave said because I cannot open your class system costs that you sent out also on the same.

Art Moystner said okay. I can make copies today before you guys go home, and I'll give you that information today.

Dave said it says should only preview files from a trustworthy source.

Art Moystner said I was going to say, you need to hit okay for me.

Dave said I did, but last time it didn't come up.

Art Moystner said I think that would be something on your end, because we're sending internally. So, I think it's an IT issue that we can talk to our company.



Dave said yeah, hopefully, we'll get it taken care of. Okay. Let's go into the General funds for the Sheriff's department. We'll take that first.

Art Moystner said and I guess I would touch with the general fund, some increases that I put in that was for repair of vehicles, I increased by \$5,000. New equipment, an increase of \$10,000, or new vehicles and increase of \$10,000, equipment for those vehicles, an increase of \$5,000. And in the criminal justice schools, I did an increase of \$20,000. We have supplemented that training fund for several years. Some of those sources have dried up. Also, with the number of new officers and jail officers, the training that we have, has went up. And in the world we live in today, one of the things I was sharing with you is we had an opportunity several years ago that we were able to stock up on some ammo for training. That supply has diminished. And we're needing to keep up with it, and I'm not sure whether you guys are aware of the cost of that or not. But it's quite expensive, especially when you're having 25 or 30 people training annually to purchase that ammo. So, that's the reason for the large increase with the \$20,000 for schools.

Dave said going back to your first couple of statements there, repair of vehicles, I show \$30,000. That's what it was last year?

Art Moystner said yes.

Dave said you said you had a \$5,000.00 increase.

Art Moystner said I increased that by 5,000 I believe.

Dave said it shows the same from 2023 to 2024.

Art Moystner said then maybe I have that out of a different line.

Laura said, Danita and I were going through this, we were wondering if we could take on equipment purchased, account 44102, if we could move that to CCD. We lowered CCD last year because financially, it was pretty strapped, that account. It's not that there's a lot of money in it, but it's building back up. So, we felt like we could move that back over there, if that is okay with everyone.

Art Moystner said I think some of those lines were moved last year, so Cum Cap would be fine.

Danita said we moved equipment purchased and new vehicle out of CCD and sent it out of your sheriff's budget this year. And we were thinking we can move equipment purchased back into CCD.

Art Moystner said I have no issue with that.

Danita said since we're getting that built back up, and to help general.

Art Moystner said sure.

Dave said so 44102 will go to CCD?

Laura said yeah, so minus it out of this General Account and add it into the CCD line.

Dave said and you said something about you added \$10,000 to new vehicles?

Art Moystner said to new vehicle purchase.

Dave said it shows the same.

Art Moystner said then I think what's probably happened is, I believe all that was last year when we had the budgets, it was coming out of Cum Cap?

Danita said correct.

Art Moystner said I think in the transition, when it was moved over, I'm betting when it was written up and typed up by my office, that that was just probably put into the wrong area.

Dave said so what do you show us?

Danita said well in 23, we did not budget the vehicles in your sheriff's budget, so that's why it's not showing on our sheet for 23.

Art Moystner said correct.

Danita said we had to do an additional appropriation at the end of the year.

Art Moystner said correct, and I think that's what the confusion is. What I'm trying to do is raise that from \$90,000 to a \$100,000.

Dave said okay. So, it is a \$100,000?

Art Moystner said yes.

Dave said that's what it shows in the budget.

Art Moystner said yes, because vehicles have gone up.

Dave said so we're okay there?

Art Moystner said yes. And I think some of it, when it got typed up has probably been put on the wrong sheet or someplace, because some of it was moved.

Dave said and you say the CCD will handle the \$35,000 in that?

Tom Kerns said why do we want to take \$35,000 out of the General as strong as the general is anyway?

Laura said no, you don't have to.

Tom Kerns said I mean, just the reason to take it from.

Laura said well we just had originally been paying it out of CCD and we moved it to General to alleviate CCD. And so, we just thought it's getting at the point where we could put it back. If you don't want to put it back, we don't have to, because obviously, yes, you're right, General is strong. We don't have to do that.

Tom Kerns said I'd rather see CCD built up a little bit for projects that we, I mean the whole idea of having that.

Dave said yeah, the original intent of CCD was for buildings and.

Tom Kerns said just a thought, since the General is strong. Let the CCD build up a little bit and get a little stronger, just in case something bigger pops up on one of the buildings.

Danita said one reason too, on this moving that out of General suggestion was when Chris Shaneyfelt gets up here from EMS, we are having to move several employees out of his 911 fund and it's going to have to go in the General.

Laura said and it would kind of wash each other out if we do this.

Danita said at least, probably 4 employees are going to have to go into General. So that was the suggestion for this.

Dave said yeah, because the 911 funding is way down. Any other questions on this sheriff's out of General fund except salaries? Looks pretty good to me, and I don't have any problem taking the \$35,000 to CCD. Entertain a motion to approve.

Tom Chalfant made motion to approve. Tom Kerns seconded the motion.

Dave said I have a motion and second to approve Sheriff General, less salaries and the movement of equipment purchased to CCD, all in favor.

All aye votes. Motion carried.

Dave said okay, next is the jail.

Laura said we have an adjustment on this one too, and I'll let Danita explain but, \$40,000 from here to LIT.

Danita said right. Our LIT is getting enough built up in it. We don't know what we're getting next year yet, but we have, we probably will have around \$80,000 cash left at the end of this year for LIT. So, we were thinking we could move about \$40,000 out of the meals line and add it to your meals in LIT.

Art Moystner said that's fine with me.

Dave said so we're talking \$70,000 in the meals/food in this?

Danita said yes.

Dave said and \$40,000 to?

Danita said 1170. That would make that \$165,000.

Art Moystner said then one of the things with meals, Danita and I had talked since that contracts new, and we've only been running it for 6 or 7 months at the time we were working on this, we left those numbers the same. I think we're projected to finish ahead this year. And we will, I will come back and visit with her next year as we start on budgets to see whether there's an adjustment we need to make with what we're funding there, whether we can reduce that or not. But, for this year, I'd like to keep it the same.

Dave said that's a good idea.

Art Moystner said I agree. But I think we're going to be ahead there.

Dave said any other questions for Art on this? Entertain a motion then to approve the Jail General budget less salaries and the movement of \$40,000 for meals and food to 1170.

Missy said the only thing I'm concerned about is utilities, with rates going up. That 135 across, you don't think that's going to go up any? I mean, I don't know, but utilities are expected to go up by 6%.

Art Moystner said I don't actually see that utility bill. It comes straight to the courthouse. I know it's an item that's in my budget, but it comes straight to the courthouse and is paid straight from here.

Dave said do you know what the balance is Danita?

Missy said because the Regulatory Commission has set to pass a 6% increase on electricity. And I can't remember what it was on natural gas, because natural gas was asking for an increase too. And I think they're expected to pass both of them.

Danita said you have a balance of \$37,000 for the year. So, we have, September, October, November and December left. We'll be cutting it close. Last year, I think we were just spot on. Off maybe a \$100.00.

Art Moystner said we'll keep an eye on it. I'll come and talk to you. It's up to you. If you would like to increase it a small percentage.

Missy said I'd be surprised if that would cover it, wouldn't you? I mean, in the long run, if they increase it? The increase is to go in November, is it November 5<sup>th</sup> of something like that.

Ken Hendrickson said I just seen that report last Thursday, so you're correct on that completely.

Missy said I think it's November.

Ken Hendrickson said that was not thought about when this was put together, because they just threw this out there.

Missy said yeah, it really is kind of. I don't know why I'm thinking November, because, anyway, the article from the Indianapolis Star said it would go into effect for the new heating season, which would hit a lot of people hard.

Dave said you're right. I talked to Conan and he said they were making an increase this year.

Ken Hendrickson said and again, we didn't have that estimate when this was done. I mean, I just heard about that full report last Thursday.

Missy said I mean, what happens if you don't increase it and they go over? I mean, you're going to have to pay it, I mean.

Danita said right, they'd have to do an additional appropriation for additional money.

Dave said it's nice to have it as close as possible on the budget.

Art Moystner said and we've been close enough and fortunate enough in years past, that when it gets close, Danita would reach out to us and we would do, we usually had something in another line that we were able to transfer over.

Danita said right, like your part-time jailer line or something like that where we could transfer money into it.

Missy said on an average, that's \$11,250.00 a month, and so, I don't know. I guess I'd like to see that go up by \$15,000. If you don't pay the, if it doesn't go any higher and they don't have to pay the bill, then the money.

Laura said what does that do to our advertisement? We've already advertised this.

Danita said it will be okay.

Missy said what do you think, just do an additional appropriation? I bet you go over the utility.

Dave said it's much easier if you don't have to.

Laura said but like Danita said, normally, they transfer. They don't do an additional. They have funds other places and transfer. I'm fine with whatever, as long as our advertisement doesn't go over what we advertised.

Danita said no, we'll be okay if we increase that line now in the budget, and what we've advertised. We will not go over that.

Missy said and the one other one, I guess I don't understand is, under the salary committee recommendation down under 03, under jail, 13200, maintenance worker, it's 4,000.

Danita said oh yeah, I didn't

Missy said okay. Just put a 4 in front of it. Put a 4 in front of it. You've got to be happy with having the food service come in, don't you? I mean, I've never talked to a school yet that wasn't happy with, you know.

Art Moystner said oh, absolutely, we think this was the right move, definitely.

Missy said yeah. Okay, that's all my questions.

Dave said okay, so is that maintenance worker okay?

Danita said yeah.

Dave said okay. And then, do you want to go ahead and increase the utilities to \$150,000? I have no problem with that.

Missy said I would. I'd rather do it now if it's not a problem.

Dave said okay. I did have a motion on the floor and a second, but we need to add 15,000 to utilities.

Laura said I'm sorry, I didn't get the motion and the second. Who made those?

Todd said I don't think we got that far.

Dave said okay. Let's go back then. I'd entertain a motion to approve the General Jail budget, switching the meals and food from \$110,000 to \$70,000 and the utilities from \$135,000 to \$150,000.

Todd made motion to approve. Tom Chalfant seconded the motion. All aye votes. Motion carried.



Dave said next is the accident report. It's the same.

Todd made motion to approve. Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said let's do the Handgun Permit first. It is the same also.

Tom Chalfant made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

Tom Kerns said motion to approve the Cum Cap with an addition of the \$35,000 for sheriff for equipment purchase.

Mike seconded the motion.

Dave said we have a motion and a second, we approve Cum Cap Development for additional \$35,000 for equipment purchase, all in favor?

All aye votes. Motion carried.

Tom Kerns said in the Gun Permits still getting money into it?

Art Moystner said the state has sent us a couple grants amounts for a couple of years. I think at some point in time, that's going to come to an end, as soon as the state thinks we are no longer thinking about it, which will probably be sooner rather than later. And eventually, once it's depleted, it's gone.

Tom Kerns said I didn't think we were getting money for handgun permits anymore.

Art Moystner said no, they are all free. We don't collect anything and have not for two or three years now.

Mike said so our permits any good?

Art Moystner said your permits are good. They are still valid permits, and you can still get a permit. There's just no fee that can be charged for that permit.

Missy said how much do you think you've lost on doing that? I mean, how many people do you think came and got permits to carry a handgun?

Art Moystner said the last year we collected money it was over \$13,000, just shy of \$14,000.

Mike said other states, right?

Ken Hendrickson said Mike, you want to keep that permit when you go to other states that have reciprocity with us. Some, you still have to have a permit in those states, so your permit is still good there.

Mike said good to know.

Art Moystner said well Ohio is one of those states. Ohio's constitutional carry, for their residents only.

Ken Hendrickson said yeah, there's different stipulations. So, keep your permit.

Dave said okay, I show Public Safety next.

Art Moystner said I think with Public Safety LIT, the two things you had an increase on was the fuel was an increase of \$10,000 on the sheriff's side, and then on the jail side, the medical contract was an increase of \$5,000.

Todd said you added \$40,000 meals to this one?

Laura said to the jail one.

Dave said we'll do the public safety, sheriff.

Tom Kerns made motion to approve. Mike seconded the motion.

Dave said it's been moved and seconded, we've approved the Public Safety for the Sheriff's Department. All in favor?

All aye votes. Motion carried.

Dave said next one we have is the Public Safety for the jail.

Tom Kerns said move to approve Public Safety for the jail with the meals going to \$165,000.

Mike seconded the motion.

Dave said it's been moved and seconded we approved the Public Safety for the jail, increasing the meals and food from \$125,000 to \$165,000. All in favor?

All aye votes. Motion carried.

Dave said okay. We're down to the County Misdemeanant fund. I just thought we did the whole CCD.

Laura said well we've got one for sheriff and one for jail. We did the sheriff. Do you want to include that one then?

Dave said that's fine. I was assumed we were doing both of them.

Laura said well mine are on two separate pages, so, that's why I am asking.

Tom Kerns said do you want another motion for the other one?

Dave said we can if you want to do it that way or accumulate.

Laura said I mean, they are two different locations.

Tom Kerns said move to approve Cum Cap for the jail.

Tom Chalfant seconded the motion.

Dave said got a motion and a second for Cum Cap Development for the jail. All in favor?

All aye votes. Motion carried.

Dave said okay, we're down to Misdemeanant. That is the same. Entertain a motion for the county misdemeanor.

Bev made motion to approve. Todd seconded the motion. All aye votes. Motion carried.

Dave said and the last one, law enforcement.

Tom Chalfant made motion to approve. Tom Kerns seconded the motion. All aye votes. Motion carried.

Dave said anything else for the sheriff's department? Art?

Art Moystner said I'm just going to make copies of the information for those that weren't able to get it. I would love to give that to you. It gives counties of similar size, and I would reiterate, as you move into salaries, we're easily in the bottom 10% of sheriff's offices, which pay, at this point in time, given 2023 numbers. I know I've talked to several sheriffs that they're talking about significant raises within their agencies. And I know my guys currently can go to Jay County for an \$8,000.00 pay raise, based on where we're sitting now. Even with the 7% that's going to be proposed, they're still going to be able to go to Jay County for a significant pay raise, and don't have to move. So, we spend a lot of money training these guys. And I was looking the other day, the top three officers at the sheriff's office have more combined experience than the remaining 14, because of turnovers over the last 12 years. The same can be said in the jail. We have to change this trend. You guys have us for about 3 ½ more years. And if we don't retain the experience we have, you're going to spend a lot of money on training at that point in time. You have to have it. So, I can't, I can't express that enough of how important that is, and where those lawsuits lie in that training and experience. So, do you have anything you want to add? That's all we have. I thank you.

Todd said I'm not talking about the actual dollars, but on the first page of the budget where it does show the list of people, I'm trying to add this up to the number of people that you have, and I'm just not coming up with it.

Art Moystner said which one are you on?

Todd said it's the first page of the sheriffs.

Art Moystner said the sheriff's budget?

Laura said General.

Todd said where it lists each person. And I thought you said you had like 16.

Art Moystner said there's 16, not counting myself, plus we have a secretary and an office manager. So, there's 16 road officers from the chief deputy down.

Todd said does that include detectives?

Art Moystner said that does include detectives.

Todd said okay. I think that, I was just struggling with that. So, then they don't all have the same title or whatever on the budget?

Art Moystner said they do not. Within the jail, there's 20, total, including the jail commander, plus the maintenance person is included in the jail General budget.

Dave said any other questions? I did share with Mindy and Jane today that we are going to have discussions right after the last budget hearing, which is highway and local road and street. That will be open to everybody for discussion.

Art Moystner said okay. We will be here, and I will get those copies back to those that want it. Thank you.

Dave said we still have one other one here, Elected Official Training for the county council. It's \$2,000.00. Missy, it's at the front of your book.

Laura said very first page.

Missy made motion to approve. Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said anything else for today? Some areas we're going to have to look for tomorrow when we get to salaries would be the ones that were discussed today. So, the EMS, Sheriff, highway, well highway's not today, but Clerk, so think about what you would like to see tomorrow in the

salaries. The committee is just a recommending body for this total body. So, any other thing today?

Todd said since I've never been through this process, I'm just asking, so tomorrow, will we go back through these one-by-one as we look at salaries or do we talk in general about the whole proposal?

Dave said yes and yes. On some of them, we will go back through. Some of them we probably won't. And then we'll talk general on the rest of them.

Todd said do we have a, since we didn't make very many changes, do we have an overall idea of what happened to the overall budget excluding salaries, after all these utility increases and so on?

Danita said well we're, with the changes, we're adding the \$15,000 to utilities and then subtract it out, \$75,000.00. With what we advertised for our budget, is everybody's salary that they asked for. The budget recommendation salaries are less than what everybody asked. So, there's a difference in there. So, if we come down to what they recommended, then we're okay. And we won't have to go over what we have requested. We won't go over it.

Todd said I was trying to get a feel for like, did the overall cost, I don't know if budget is not cost, but assuming it was all spent, did the overall budget increase from last year's budget by a couple hundred thousand or what did it go up by, not in including salaries, roughly, if we don't have it, we don't have it.

Sherrie said yeah, it would be hard to come up with figures, not including salaries.

Todd said yeah, okay. I can go back and about do it in my head too, because there weren't that many that changed.

Dave said also on salaries, you have to include the social security, PERF, Medicare insurance.

Tom Chalfant said 15% or well, 30, like 20%

Dave said 13% I think

Danita said 11.2 is PERF, 6.2, Social security, 1.45 is Medicare, 18.85, social security, PERF, Medicare.

Todd said as far as adding positions to the county, total number of employees is what I really, I think they have a couple new people today, right, a part-time. There was one that was covered under the Health Department I think with a grant, right?

Laura said uh huh.

Dave said there were a couple on their grant.

Todd said excluding those.

Dave said what we presented as a committee, for salaries and PERF and Medicare and insurance, we're at \$775,000.00. So, that's where we're at. That doesn't include any of the increases for utilities. So, I think we're looking at probably another quarter of a million there in different expenses today than we through.

Missy said I'm not trying to open a can of worms at almost 2:30, but, I see, when I was at the schools, I was in a so-called management position. And I really am having some hard, a hard time thinking that 7% for everybody else then elected officials, because when the buck stops, it's going to stop on that elected official. Now I'm not saying not to give the raises to the other people, but maybe we bring those both together a little bit, because when they walk in the door, and there's somebody who walks in unhappy, the person that's going to answer to it ultimately, is going to be the elected official who is sitting in that office. And I'll really get in trouble for saying this, but there is sometimes, and maybe I need to look back over that. There is an exception when you're dealing with numbers like these guys are. There is a difference on what the office requires. To me, finances are a lot of that. Who have to deal with that, who has to come up with that. I mean, she can tap that thing and tell you anything you ever want to know, but bottom line is if something goes wrong, it's going to be that elected official who is going to be held accountable, whether it's in the newspaper, whether it's on video somewhere, or whatever else, you know. And I'm just throwing that out there.

Dave said just remember, that committee is a recommending body. We're the final decision.

Missy said yeah, sure.

Dave said and you have to start somewhere.

Missy said and I appreciate all the work that you guys put into that.

Todd said I'd just say on the opposite side, is the other way of thinking about it. You typically, have people at the higher paid positions and the lower ones, and every year you throw, you put the same percentage out there, the spread gets greater.

Missy said yeah, I agree.

Todd said and the positions that we've been talking about, having the difficulty to replace and retain, are the ones at the bottom. So, what we've experienced in our workplace over the last couple of years in healthcare is that it's those people at the lower end, that really needed to be brought up, because inflation hits them the hardest, and they also have the most, they're also the most transportable in their jobs. So, I think maybe one problem is we've got people looking at this like it's a punishment to not get 7% instead of the fact that 4% is a decent raise normally. And we're actually bringing up a, the bottom up a little bit. So, I think there's two ways to look at it, and I can see both sides.



Missy said me too. But, I think we're going to find that across the state of Indiana, and maybe other places, I don't know, but I think you are going to find fewer and fewer people who are going to run for public office, because it's quite frankly, for a lot of them, it's not worth it. And I'm not talking just about Randolph County. I'm talking everywhere out there. Talking to, I was in Madison, Indiana a couple, I don't know how long it's been ago now, and I mean, they were going out and begging people to run for county council, city council. And it's Jefferson County. And one of them, they don't have anybody to run. What do you do when you can't fill your city council seats? And I think the mayor has probably got somebody by now. But, I just think people are saying I'm not going to do it. And it's not just cities and counties. I think it's all over you are going to find people saying I don't need this stuff. And you got, it's a big part of service, but it's just, our environment has changed on attacking and all that. But, I agree with you Todd. I see both sides of it.

Dave said and another reason a lot of the people, especially county council or city council have stopped running is because of the new atmosphere.

Missy said right, all of that's a lot of. They're not running for the money.

Dave said it's not for the money.

Missy said no.

Mike said if it was for the money, none of us would be here.

Missy said right.

Dave said anything else to come before us today?

Missy said I still, and this is really opening a can of worms. I'd like to see longevity pay somehow. The longer you've been, I mean, every year you work. I know it's tough to get it started, but once you get it started, but once you get it started, then those people just, and you top out at a certain level. A lot of incentive not to jump from place to place, just a thought.

Dave said anything else? Entertain a motion to recess until tomorrow at 8:30.

### **August 23 – Budget Hearings continued**

#### **Superior, Sup Public Defender**

Judge Arnett said since we had 8% increase last year to the pauper attorney rate. I don't know what it is this year. Within a year or two they may be looking for another ten bucks. But we're good for right now. We've got plenty of folks that want to do it.

Dave said okay, what's your wishes on that, on the pauper attorney then, stay the same or reduce it just a little or? Anybody have any ideas?

Tom Kerns said I think I'd leave it the same. We had issues with that in past years where we came up shy. We finally got it up to a point where we weren't going back multiple times a year. I think, once again, inflation and stuff, I think will, could run into that the next couple, within the next year or so, having to raise the attorney fees.

Dave said any other questions for Judge Arnett? Then I'd entertain a motion to approve everything but the salaries for 2024 budget for the Superior Court.

Bev made motion to approve. Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said anything else for us Judge?

Judge Arnett said no, thank you.

Danita said we have the supplemental fund.

Laura said on there's a Circuit Court page, they were both on that same page.

Dave said okay. That's the same.

Tom Chalfant made motion to approve the supplemental public defenders fund. Todd seconded the motion. All aye votes. Motion carried.

### **Emergency Management, LEPC/ E911**

Dave said Chris, would you like to come on up?

Chris Shaneyfelt said would you like to start out on the easy side first?

Dave said we always like easy side first.

Chris Shaneyfelt said okay. So, that's the EMA side. If you're looking at the 0035 budget, other than the raises I have requested, by my notes, everything is the same.

Dave said it's the same.

Missy made motion to approve. Mike seconded the motion.

Dave said it's been moved and seconded, we approved the Emergency Management 0035 budget for 2024, except for salaries. All in favor?

All aye votes. Motion carried.

Chris Shaneyfelt said the 1152 fund is the LEPC fund that falls under Emergency Management. In that, under the training section, I raised training \$800.00. That is due to the price increase for instructors to teach, the hazardous materials class to firefighters. And then I had an advertising

column and a printing column. I just combined those because we only advertise once a year, and that's just to do the legal notice for the year. And then, under miscellaneous expenses, I raised it \$300.00 because of the inflation.

Dave said any questions for Chris on this? Entertain a motion to approve.

Bev made motion to approve. Tom Chalfant seconded the motion.

Dave said it's been moved and a second, we approved the local emergency planning budget. All in favor?

All aye votes. Motion carried.

Chris Shaneyfelt said do you want to do 066 or 1222?

Dave said we'll do the 066 first.

Chris Shaneyfelt said okay. That has pay increases in there for the personnel. Office supplies increased, or I'm asking for an increase of \$250.00, just because at the time that I did the budget, I had already gone through half my office supply budget. Uniforms, postage, furniture are all the same. I asked to add a fuel/oil section because I'm going out to the towers and weed eating out there. So, I'm using my own equipment, but I don't want to pay for the fuel and oil. So, I put that line in there. Tower inspections, the towers were inspected if you remember, when we were putting them up to make sure that they were okay. But the recommendation's every three years. So, we need to start a line for the tower inspections. Towers are not classified as radio equipment. They're infrastructure, so I cannot put it under 1222. And I think under miscellaneous, I've done like a lawn and weed. And that's to purchase, again, weed, new equipment, round up at \$90.00 a gallon, trimmer string, and stuff like that. Again, I'm using my own stuff right now to keep that down. And then, talking with Danita, we're going to have to transfer employees from 1222. Several years ago, back when Tom was on, as the president, I informed him that the 1222 really could not sustain employees. That's not what it's, that's not what it's designed for. It's designed really, to take care of the equipment and all that stuff. But, it is an allowable expense. So, we've paid for employees from there so, I have at this time, that Danita had recommended transferring three employees from 1222 over to 066. Is that still the same or do we need to change that, based upon our discussion?

Danita said you need to move one more.

Chris Shaneyfelt said okay. So, we need to move four employees.

Danita said we have three moved already in the budget. We need to move another one. So, we'll have to add that to the 066.

Dave said that's one telecommunicator.

Danita said and it will have to be a shift supervisor. We've moved all of the telecommunicators already out of 1222.

Dave said so, with four moving, with benefits, we're looking at about \$200,000 coming out of the General fund or going into the General fund, is that correct?

Danita said yes.

Dave said okay. I just wanted to let these guys know that it's going to be a direct hit to the General fund for \$200,000. And it has to be done. There's no way around it.

Missy said I don't understand it. I don't understand what you're saying. I'm not questioning you, I just don't understand it.

Chris Shaneyfelt said they come from, they're paid by the fees from the 911 side. And so that money is capped every year. And our, she can tell you the amount that we typically get in a year, but DLGF won't let us keep people in that we can't afford to pay.

Missy said okay.

Danita said so we had these telecommunicators in the past, were paid, these three right here where the zero, they were paid out of this budget previous years. We cannot sustain that amount, so we have already moved these three telecommunicators over to here. So, they're already in the budget.

Chris Shaneyfelt said something that I'm forgetting to mention, is service contracts.

Dave said that's a question I had for you also.

Chris Shaneyfelt said yes. So, J&K, back in the middle of June, sent me quotes for service contracts, to maintain the system, the new radio infrastructure. And you know, while I expect that needs to be done, the amount that they're quoting, if I remember right, the one I did on my figures, was roughly a \$156,000.00, which I about choked on to be quite honest. Their quote, and I don't know if I sent you guys copies of the quotes back in June. I'm thinking I did. Counts the radios that are inside dispatch, the control stations for VHF backup radios, hardware, which I can understand. We have a lot of brand-new hardware sitting in the basement as a contingency. And then the software, and then they sent over the, shortly thereafter, on the 30<sup>th</sup>, they forgot to include the microwave systems. So, they threw in an additional \$19,390. I don't know how I feel about that quite honestly.

Tom Chalfant said is that just based on purchase price? Is that what they, how they can figure out how to charge you?

Chris Shaneyfelt said their price per hour, their trip fees to drive down here, cost of equipment, their profit and that kind of stuff. I'm hard pressed to believe it's going to cost 150,000 on brand new equipment. But, at the same time, I'm leery because you know this is not the same system

that we were used to, which was had a lot of equipment and it was cheap. And so, I'm not for sure how you feel about that, but that's a discussion for you guys.

Dave said any questions for Chris on that? That'll be another \$156,000 out of the General fund.

Tom Chalfant said could we have, can you get another bid, another bid from anybody else?

Chris Shaneyfelt said to my knowledge, there's only one other contractor that does it in the state, and I would have to find his business card. The sheriff gave it to me awhile back, as a contingency, in case we wanted to see if they charged the same amount.

Missy said it wouldn't hurt to get a second bid. I mean, why not.

Chris Shaneyfelt said I mean, I just don't know how you guys want to do it. If you want me to get a second bid, that's fine, and then looking at additional appropriation, or what you want to do.

Tom Chalfant said the commissioners said we have to have more than one bid if it's over \$60,000.00. I suppose we try to get two bids. If you don't, you don't.

Dave said at least try to get it. If you can't get them, that's another.

Tom Chalfant said that was the commissioners' idea. I assume that applies. They would be, they would be the ones to oversee that.

Todd said will they service it on an hourly basis?

Chris Shaneyfelt said yeah, sure. Like most of the things they're doing now, and I'm not a 100% sure why they're doing it, but any of these agencies they're calling in the county, they send me a copy of what they've been doing. So, I don't know if they're looking at everything under our office or my office, but you know, if that's what they're doing to agree, then I don't need to be paying for all the other county agencies. That's their responsibility. My responsibility is the towers, and what's in dispatch, because I know that they, there's been work done for the city of Winchester, that's they sent to me that was free, and that kind of stuff. They do a lot of stuff for Union City that they've never charged for. And all I could get from the one salesman, well you know, we've from a Chevy Impala to a Cadillac. And that's just the cost of doing business. But, it seems like a ridiculous cost of business.

Dave said because when they're around \$25,000 or more.

Chris Shaneyfelt said yeah, it was \$24,000 and I refused to pay Motorola that back in the day. I did it by mileage and stuff, and we paid like \$4,000.00 a year. So, Motorola's profit, they were trying to give us \$20,000. So, I think there's a fairly large mark up in here in their profit, especially for a brand-new system.

Tom Chalfant said makes you lose confidence in their product.

Dave said yeah, that doesn't look good. So, what's the county council's wishes on this line item?

Tom Chalfant said yeah, we about have to self-insure our self on this one.

Chris Shaneyfelt said my opinion is, that cost, if we could find our own stinking technician, it would be cheaper to hire our own technician.

Tom Kern said I think if we budget for it, and then hope that we can negotiate or figure another option down the road, but we budget for it next year so we're covered.

Dave said we're going to have to have something in there.

Tom Kerns said we have to have something. Do you want to reduce it a little bit? But, I think we still need to budget for it.

Missy said I agree.

Bev said I think it needs to be reduced. I think we need another bid if we can get one. Something to be comparable.

Dave said do you want to go to a \$100,000 maybe, and reduce it by \$56,000, because we know it's going to be more than 25, more than likely, because of what we had there before. And I know it's a different company, but we'll need to put something in the budget.

Chris Shaneyfelt said I'll say this far, most of our maintenance issues has just been stuff where they can remote in. They have been to dispatch a couple of times for some internal upgrades and stuff, or software upgrades. But, most of it, if we've had an issue, they just log in from Ft. Wayne or Columbia City, and manage it that way.

Todd said I would say, personally, I'd rather budget it, a smaller amount, go for a year, just going parts and labor, then next year, see what that added up to.

Chris Shaneyfelt said that's fine by me, as long as there's some money there. What you guys choose to do, because like I said, I'm not a fan of that \$150,000.00. I think it's ridiculous.

Todd said it's a bit of a monopoly.

Chris Shaneyfelt said it is. It is. There's not much you can do about it. I mean, there's only so many vendors around here. But, at the same time, I mean, I don't need to pay for another county's steak dinner when they're looking to find a tower system.

Bev said I like Todd's idea.



Tom Chalfant said and yeah, maybe you could start looking for a technician that we could contract with some money. There're people around here. This is an opportunity for somebody that's a techy, and a whole lot cheaper.

Chris Shaneyfelt said yeah, we just have to make sure that they're certified.

Dave said so, what number would you like to put in there?

Todd said \$50,000.

Dave said does \$50,000 sound okay to everybody in case, if you need additional appropriation, come back. We've just got to remember that potential is there. Okay. Let's change that to \$50,000 then. Any other questions for 0066?

Missy said yeah, one more. So, if you're using your own equipment to go out there and weed eat, under equipment, which is \$750, you need to buy some equipment that's not your personal ones that you're doing wear and tear on.

Chris Shaneyfelt said I agree. Then my problem becomes storage, you know. I would just have to store it in the Sheriff's basement wherever they store stuff. But yes, that was part of the thinking as well. Just buy new equipment, that way I'm not burning up my own stuff.

Missy said right. So, do we need to increase that equipment line to do that, or do you have enough in there to cover that?

Chris Shaneyfelt said it's what, \$750? I should be able to get a decent sized unit for like \$300.00 I believe is what they're running about now. I should be okay.

Missy said we don't need to increase that?

Chris Shaneyfelt said no. If for some reason we do, then I'll let you know next year.

Dave said any other questions on 0066? I'd entertain a motion to approve with a change of \$50,000 to the service contract, less salaries.

Missy made motion to approve. Mike seconded the notion.

Tom Kerns said are you adding a shift supervisor to that also?

Dave said we will when we get to salaries. We can make that part of the motion. Is that okay Missy?

Missy said yes.

Dave said it's been moved and a second, we approved 0066 less salaries, plus changing the service contract to \$50,000, plus adding one shift supervisor. All in favor.

All aye votes. Motion carried.

Dave said let's go to the last one. Some of these numbers will change also, won't they Danita?

Danita said yes.

Dave said this will take out one.

Danita said if we take out that shift supervisor, the benefits and that employee's health insurance, then it'll be okay with what Chris has budgeted.

Dave said okay.

Tom Kerns made motion to approve 1222 minus the shift supervisor and the benefits that go along with that. Mike seconded the motion.

Dave said it's been moved and seconded, we approve the State 911 fund, except for salaries and shifting the shift supervisor to 0066, plus benefits. All in favor?

All aye votes. Motion carried.

Dave said anything else Chris?

Chris Shaneyfelt said I just want to give us a brief update on our employees situation. We've been able, he hasn't started yet, but we have one gentleman that's going to start working part-time for us. He's an employee from Jay County. He's mostly trained. All we would have to do is just get him up to speed on our system, and our ways of doing things. They use Spillman up there. They're aptly trained. So, it really shouldn't take much to get him going with us. It's more geography and just our ways of entering things in the Spillman maybe, compared to theirs. I have another employee resigning. Her date of leaving is September 4<sup>th</sup>. That puts us three down, but I offered a gentleman employment, full-time employment. He accepted this morning, so that will put us two down, and that's providing he passes what he needs to with Shannon. So, we're still two short, full-time. So, our comp-time situation is still there. And then, the comp-time situation is just becoming burdensome, I guess, to say. It's, because all we're doing because we can't get people in there so we can take people out. All we're doing is just merry-go-rounding the comp time. And I don't know if it's something where you guys want to consider buying out, or if it's something where we start going to strictly paid overtime. But that really needs to be looked at because I've got one employee that's over 330 hours of comp time. And that's, several months off, you know, if she chooses to go that route. So, and it's a heck of a payout if she decides to leave. So, I don't know what we need to do there. But, it's an issue, and I know that one of the employees, the one girl that's leaving now, that was one of her things that she said just like when she gets forced in that she's working for free, because she's not been able to get out to even. You know, we've had to deny her a couple of times because we just did not have people nor shift coverage. And I hate doing that, because these guys are you know, like I said, the one employee has got 330 some odd hours. They're stressed. They can't get off. They

can't relax. We need to do something or I'm just going to keep burning people. And it may get to a point where it's going to be difficult for us to even function as a dispatch center. And I know that comp time isn't that, versus overtime pay is not the end all, be all of our situations, because it's not. But that has been cited a few times now, along with our unit of pay and people being able to go to Delaware and Wayne really easily for substantial pay increases.

Dave said okay. I put a note down here to discuss with the county council, to move forward. I can't do it today, but.

Chris Shaneyfelt said I understand that. I just, it needs to be brought to your attention because she's the highest, but I've got some others that are 200 hours and I'm over a 100 now, and stuff like that. And with the shortages, I'm going to be working more radio again. It's just something we need to look at so you guys can ponder it and what you want to do with it, because I know it's not going to be cheap. And then it's pulling money out of somewhere to do it. May not be available.

Dave said right. When we do it for one department, we have to look at the whole county when we do it.

Chris Shaneyfelt said I understand. Okay. Thank you.

### Tourism

Dave said Tourism.

Scottie Harvey said good morning.

Dave said so, we have your budget in front of us. Is there anything you want to comment on?

Scottie Harvey said no, we kept it, first of all, last month's hotel was beyond the best we've ever had. So, we are rocking it with Innkeeper's tax.

Dave said good.

Scottie Harvey said no, I just, I think I kept it really close to the same as we did last year, and just did some switching around within the categories but the total is right about the same as we did last year.

Dave said yeah, it's just up a couple thousand there.

Scottie Harvey said uh huh.

Dave said any questions for Scottie on her budget?

Tom Chalfant made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

Scottie Harvey said thank you very much.

**Highway, Local Road & Street**

Dave said Highway.

Jessica Olson said good morning everyone. I would like to give just a brief explanation on the difference that I'm sure everybody's seen.

Dave said go ahead.

Jessica Olson said from 1176 to 1173, restricted. When I first came in, I thought I did my level best to understand things that could be paid out of 1173. And I thought that if you were using a piece of equipment or something like that for a road project, or something, you know, the chip box, or the grader or something like that, that you could pay for repairs for those pieces of equipment from the restricted funds. The same with fuel. So, we were trying to separate out. So, we already separated out labor. You know, are they doing something that qualifies for 1173 or are they not? And we were separating all that out. And State Board came in obviously, April, Laura, or somewhere around there?

Laura said yeah.

Jessica Olson said and they came out and advised me that that is not, you can't pay those things out of 1173. So, the budget for last year looks more even. I was trying to even them out between 1173 and 1176. So, now I've had to remove all of the things that you cannot pay out of there. So, when you're seeing zeroed out lines or something like that in 1173, it's because we cannot pay those expenditures out of there.

Dave said what's the percentages between the two? I can't remember. Isn't there a certain percentage, so much out of 1173?

Bev said it's still 50/50.

Jessica Olson said as far as I'm aware, it's still 50/50.

Dave said okay. Yeah, I know it didn't change this year. Okay. I guess the first one we have here is 1169, local road and street.

Jessica Olson said I think the only thing we did is decrease the calcium chloride just because that's not what we were spending over. And then, we just put more in wedging and resurfacing, because we have the paver, and we can wedge with that plug and that type of thing.

Dave said so, what road equipment dollars, does that represent?

Mike Haffner said these are the two tandems that was purchased that never came in. So, they'll be carried over into this budget. We're not adding anymore that we've already committed to.

Dave said okay. Any other questions on 1169 council?

Missy said so, if you didn't get that road equipment you were talking about, is that why that cash balance is as high?

Mike Haffner said yep.

Missy said okay.

Dave said if there's no other questions, I'd entertain a motion on 1169.

Bev made motion to approve. Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said go to 1173. Just one sheet on 1173. Most of that has to do with the salaries. Is there anything you'd like to point out on this one?

Jessica Olson said if anybody's looking at comparison between the dollar amount in 1176, 202 compared to 1173, this is another thing that I was informed on when, when I started last April, all of the salaries with the exception of the administration, were being paid out of 1173. And then, when we came in, we started reimbursing 1173 from 1176. That is not the way the state wants to see it. They want to see the salary all coming out of 1176, and then being reimbursed the other way. So, it's just kind of a flip flop, if you will, between the amount we had. We had a higher amount in 1173 last time, and now we have a higher amount in 1176. Otherwise, with the exception on that, we decreased the rental of equipment line. We kept bridge repair the same, at \$300,000, and we went ahead and budgeted the paving line this year. Last year, we did an additional appropriation. And so, this year, we're budgeting that.

Dave said okay. Any questions for the highway on 1173? If not, I'd entertain a motion to approve.

Tom Chalfant made motion to approve. Tom Kerns seconded the motion. All aye votes. Motion carried.

Dave said okay, now we have 3 sheets, 1176. Is there anything you guys would like to discuss on those 3 sheets?

Jessica Olson said if we just start 1176, 201, a lot hasn't changed in there, with the exception that we lowered the communications line from \$32,000 to \$7,000. There was apparently, computer equipment and stuff that was going to need to be taken care of. Well, I think it was when we were in the, we don't know if we're going to fall under the county IT or if we were going, you know, so that was settled. So, we are. I did bump up utilities because we're going to be running short this year, if nothing happens. So, that's 201. Joe did not change the contract amount so, on the engineer.

Dave said and that's still split 50/50 right, with Henry County?



Jessica Olson said yes.

Dave said alright. Any questions on 1176 0201?

Missy said I know it's not, is this, but how many truck drivers? I see that amount, but how many does that include? Do you know Jess? I mean, I just wonder, how many truck drivers are on?

Jessica Olson said actual truck drivers?

Missy said yeah. You can get it later.

Jessica Olson said I can tell you real fast Missy. I should have that. Jay how many truck drivers versus equipment operators?

Missy said I can get it from you later.

Jessica Olson said okay.

Missy said just curious.

Jessica Olson said there's 3 equipment operators.

Mike Haffner said we, yeah, we budgeted for 4, but we have 3.

Jessica Olson said 9 truck drivers?

Missy said thank you.

Dave said okay, any questions on 0201 of the 1176 fund? Entertain a motion to approve that 1-page item.

Tom Kerns made motion to approve. Bev seconded the motion. All aye votes. Motion carried.

Dave said okay, let's go to 0202

Jessica Olson said just some reductions in that, so just took a 3-year average, and we're averaging around the 40, so, didn't think we needed the 50 in there. The uniform line could go up as Cintas increased their rates in July. I moved everything. So, if you're seeing zero lines in culvert and pipe, bridge and structural, road signs, concrete, went ahead and put that more in the 1173 because it is a valid expenditure, to try and reduce the amount in the 1176 professional service line is down to \$10,000. So, basically, trying to reduce that as much as possible, because 1176 204 is now going to house all the fuel, and all of the group insurance. I mean, but when DLGF looks at it, it's just all one total budget amount.

Dave said okay, any questions for highway on 0202? If not, I'd entertain a motion.



Tom Kerns made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

Dave said okay. And the last one we have for you is 0204.

Again, that one just now needs too house all of the group insurance cost instead of splitting that, all of the fuel, all of the tires and tubes. I was a little off balance with the liability insurance and workman's comp, so, I just increased one in the liability and decreased the workman's comp. Went ahead and had to bump up the truck and tractor repairs, and the road equipment, again because that is not eligible to be paid from 1173. And we took out road equipment, actually on both 1173 and 1176, because we have the two trucks now can be paid for out of local roads.

Dave said any questions for highway on 1176 0204? If not, I'd entertain a motion.

Bev made motion to approve. Missy seconded the motion.

Dave said it's been moved and seconded we approved fund 1176 highway, 0204, except for the personnel portion of it. That may fluctuate. I don't know. All in favor?

All aye votes. Motion carried.

Dave said okay. Any other questions for us? You may want to stick around a little bit and we're going to discuss wages next. I'd like to have about a 10-minute recess if that's alright. And then, we'll start on that moving forward.

Dave said one thing the auditor's office has asked us to do is to go through the book department by department, so they can accurately record whatever changes we make, by department. And I agree with that. So, first one we'll start off with is the Circuit Court. To me, it looks like everything is pretty much in order as presented, on the salaries. We are very close on what we propose and what they propose. So, I would entertain a motion on the circuit to approve as presented.

Laura said as presented, are you talking about the recommended or the requested? We need to know which one.

Dave said upon the recommendation.

Laura said okay, that's what I need to know.

Dave said everything will be by recommendation unless discussed otherwise.

Bev said I do have a question.

Dave said okay.

Bev said probably should have asked when they were in here and didn't get it asked because I didn't think about it at the time, but, court reporters typically, do a lot of transcript work. And I would be wondering, do they get paid additional from some other area for those transcripts?

Laura said yes, they'd have to do it on their own time. They get paid separate for that.

Bev said okay. Do they get paid from the county?

Danita said yes. They do get paid by the county. I don't know if there's, if they get paid elsewhere. That would be a question for them. But we do pay them for a transcript from the county. And like the prosecutor's office, will have them do some transcribing, and they'll pay for that out of their budget.

Bev said okay. So, they do get extra money for that. In civil cases, when I was court reporter, the civil body paid the court reporter. But I never got paid for transcripts in house.

Missy said so did they do the in house on their own time?

Danita said I'm assuming that's on their own time.

Missy said yeah.

Dave said it's supposed to be on their own time, correct?

Bev said okay. It's pretty lucrative.

Missy said if it's on their own time, it's like having just another job.

Dave said right.

Todd made motion to approve the Circuit Court salaries as recommended. Tom Kerns seconded the motion. All aye votes. Motion carried.

Dave said okay, next one we have is probation. That is set by State standard. That's nothing we have control on here.

Tom Chalfant said but do we have to approve it?

Dave said I have asked that question several times.

Danita said they have their secretary you need to approve. The secretary line, the 11203, that is not, that's county.

Dave said okay. There're two, line items there, secretary and probation secretary, part-time. And actually, they are almost identical also with the salary committee recommendation. Entertain a motion to approve those two, line items.

Bev said I'll move to approve the two, line items and probation secretary and probation, secretary, I guess they're both secretary.

Dave said one's full-time, one's part-time.

Bev said yep.

Dave said do I have a second?

Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said next one we have is the prosecuting attorney. That is pretty much all salaries. They all look pretty close to what the salary committee recommendation was and their requested budget.

Tom Kerns made motion to approve. Bev seconded the motion. All aye votes. Motion carried.

Dave said okay, I have the county user fee for the prosecuting attorney. There're some salaries. We're going to address the part-time employees at the end. We've set a certain per hour rate. So, that's, what we'll do that at the end. There's just one salary, second deputy, prosecuting attorney. That's the next part-time, is that right?

Danita said yes.

Bev made motion to approve. Todd seconded the motion.

Dave said it's been moved and seconded, we approved the county user fee for prosecuting attorney at the salary committee recommendation. All in favor?

All aye votes. Motion carried.

Missy said I've got a question on that one. On the Buildings administrator, who is that? Is that Jake?

Dave said it is.

Missy said is that a, what percentage increase is that off hand, if you can tell me. Is that 7% or 4%?

Dave said that would be, it looks like 4%.

Missy said I mean, considering that he's supervising every building that the county owns.

Tom Chalfant said yeah, he's, I'm afraid he could get poached very easily.

Missy said oh, that's what I think is going to happen.

Dave said that's why we're here for discussion. Do we want to start commissioners next then?

Missy said yeah, if you don't mind. I mean, I already flipped it. Did I go ahead too fast?

Dave said it's the next one, we've got elected officials, soil and water manager, and building administrator, custodian, two custodians.

Danita said and the county attorney is in there also.

Missy said he's making plenty, and you can tell him I said that. I just, some of these, I think I look at these and say man, he's doing, I mean, I know, I've seen him here in the evening, not here, but I've seen his, and he has to be in the building because his truck is out there, or other places around the county.

Dave said so, what's your recommendation Missy?

Missy said percentage-wise, what would it be, even though I know he's, what would it be if you took him up to that 7%? Just in, and we can work our way down if people want to discuss it. I had Jay County's number, what they pay their maintenance, their building, they call him the building supervisor. And, I could look it up real quick.

Tom Chalfant said 5% would put him right at 50,000.

Danita said it would put him at 52,900.

Missy said with 5% or the 7%?

Danita said 7.

Tom Chalfant said 5% is right at \$50,000.

Dave said Danita, what was his adopted budget for in 2023 for his salary? Or, do you have that?

Danita said he got \$49,439.

Laura said it says \$47,539.

Danita said okay, then that's what it is. I was looking at the 4%. So, 7% of what he's making now would be the \$50,866.

Dave said is that what you're recommending Missy?

Missy said I am.

Dave said okay.

Missy said because I think he's in a leadership position.

Tom Chalfant said well he's on call. He has a lot of expertise here.

Dave said is that okay with everybody?

Tom Chalfant said what was that number again?

Bev said \$50,866, which is the 7% versus the 4%. Should we approve them separately with the change?

Dave said what we could do is approve everybody then make sure we list building administrator in that approval for the \$50,866. Does everyone else look okay in the General fund for the county commissioners, other than building administrator? I would entertain a motion to approve the commissioner's General budget for the salaries as presented elected officials, council members, soil and water, the building administrator to go to \$50,866, and the two custodians and the county attorney, as presented.

Bev made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

Dave said okay, Clerk of Circuit Court. Mindy, I offered you a chance to come up and speak.

Mindy Peed said thank you. And I do want to say thank you to the salary committee for putting in what I'm sure, was time and effort into doing the recommendations. I also want to thank you for the 7% proposed for my employees, because I think that they're deserving of that, as well as all the county employees are. I guess I have a couple of questions, and you can tell me no, if you don't want to answer them. But, why the \$39,000.00 thresh hold that you mentioned yesterday?

Dave said that was just a figure that most of our employees fall below that line, \$39,000. And what we were trying to do is promote some of our, how did you say it yesterday, our people that didn't make as much, to bring them up more and that was the only reasoning. But, Todd, do you want to share that what you?

Todd said yeah. I mean, when the four of us looked at that, we looked at the overall picture based off of those percentages, and how they affected the overall budget. We tried to stay within a reasonable you know, overall increase. And at the time, we wanted to make sure that the people who we were struggling to retain and keep and replace, and were most affected by inflation, were able to have a bit of a higher bump. We felt like 4% was a good number overall, but we wanted to add an additional percentage for those who we felt were most affected by the economy recently, and just the presentations that are brought before us all the time, about difficulties in retaining those people. We looked at a couple different percentages, but the thresh hold, that arbitrary \$39,000 just fit well when we looked at all the employees and sort of where the people fell above and below. So, it wasn't personnel, particular person or group that we

looked at that were above or below that number that we said this is where we are drawing the line.

Dave said that's pretty much how we determined.

Mindy Peed said okay and then yesterday you said that the purpose of the difference in percentages was to close the gap between elected officials and the staff. So, what, I guess my question is why do you want to close the gap?

Dave said I'm not one, so much as closing the gap. What I look at is it's accelerating higher. When you do a percentage method, and I'm not in favor of percentages. I'll be honest. These guys knew that. Because, over a period to time, that gap gets so large in between, we have some that are 11, \$12,000.00 difference between the supervision and their first employee under them. And that's the only reason. Eventually, it will continue to grow where your people that's working for you, it's going to be a lot less than what the supervision is making. And I just feel, in my opinion, if you're going to do a percentage, you need to show increases that are pretty relevant. That's my opinion.

Todd said right. In real dollars, percentage, obviously, is not going to be as much for someone who is making less than someone who's making more. As it continues to, if you continue to use the same percentage year after year after year, the difference just keeps getting bigger between the people at one position and to the other.

Mindy Peed said well unless you add in bonuses, which is what's been happening in the recent years, is elected's don't receive bonuses, but employees do. So, right now, our gap is \$9,464.00 between myself and my chief. With this proposed raise, it's going to bring it down to \$8,691, is the gap. So, although, I understand the percentages aren't necessarily the gap, it is shrinking. And I mean, you all know, it's hard enough to find people to run for elected positions, let alone, I mean, filling the future gap. So, I guess my whole point in this is that I want to think about the future and people who, getting other people to run and stay in our county, to run for these positions. If you keep adding responsibility into the elected's, or the elected's have this responsibility, and you keep closing the gap between chief deputies and elected, I think it's something to consider. And even if it's not today, I think that that gap is important, I do. And, I mean although I would love to see an even percentage of 7% for everyone, if you're going to take it away from employees, for myself, I want to withdraw my request for that, because I think that it's important to make sure that that gap stays relevant so that responsibility is paid for. But than I, at the same time, my employees deserve the 7%. That's really all I wanted to address today. If you have any questions of me, I'm still here.

Dave said any questions for Mindy?

Bev said not really. I do understand what you're saying. And the elected official will always be the most important person in that office as far as that goes. There are times when, how do I want to say it, I don't know, anyway, I do hear what you're saying. And I think we will be cautious as to closing the gap.



Mindy Peed said thank you.

Missy said but we're making a step now that we're not being cautious in closing that gap. I really think there's going to be, there's a lot of responsibility and money that needs to be invested just to try to run for an elected office. And I agree with you Todd, I mean I understand exactly where you are coming from. I have all kinds of respect for your ideas. I just know that, why run for an elected office? I mean, sometimes the criticism, the amount of responsibility to stay there until the job gets done because sometimes there's all kinds of deadlines, and that's where the buck falls. I'm afraid we're going to, I think we're going to see it all over the place, people aren't going to want to run for elected office. I just compare some of the elected officials I guess, the responsibilities, working as opposed to some other professions, that they're way behind. And I mean, if you had a bachelors.

Mindy Peed said I do.

Missy said I mean, you could go teach and you could make, you're going to make \$58,000.00 starting, and that's a 185-days a year, or more than that. But, you know, because of, and they, for whatever, and I can justify that, but I still have questions on that. I think you have people who are necessary in county government that you cannot take their service lightly. And I don't mean that you can go out and hire people to do these jobs, willy nilly, you can't, because they need to know it too. But I do have caution about, the leadership is very important. Being there is really important, being the person that they have to come to, that you have to answer to you know, people, is really important. So, anyway, I mean I will respect anybody's vote and anybody's decision, but, and I haven't talked to any elected official to get any information on it. I just, and I do appreciate that all the committee's work. I really do. And I'll go with whatever the vote says, but I do feel that way.

Mindy Peed said thank you for your time.

Dave said thanks Mindy. Any other questions for the council? Any other opinions? Entertain a motion on the Clerk of Circuit Court salaries of committee recommendation or otherwise?

Missy said can I make an overall proposal? Do you want to do it page-by-page? I would make a proposal and I will follow through on all other elected officials in supervise, or in leadership positions in those offices, that you increase that by 5%, or 5.5% if we can do a 5.5%. And we'll keep the gap, but still.

Dave said instead of 4% is what you're saying?

Missy said yes.

Tom Chalfant said what's that amount to?

Missy said yeah, that's what actually, that was my.

Dave said well that's why we've got Danita here.

Danita said yeah, you're talking, it would take some time to figure that.

Dave said I understand.

Tom Chalfant said roughly, how many people are we talking about?

Missy said should be five, elected officials, right? How many are there, do you know?

Tom Chalfant said are you just talking about elected or are you talking about supervisors too?

Missy said I'm talking, I'm talking the offices here in the courthouse.

Danita said we have more elected officials than what's in the courthouse. You've got the sheriff, you've got surveyor.

Missy said yeah, I'd do that separately. And I understand that they run departments, but they don't run people.

Danita said you're going to have go page-by-page if you're going to do that then.

Dave said right. So, you're recommending for the Clerk of Circuit Court to go to 5.5% increase over 2023?

Missy said yes.

Dave said and then the balance of the employees at the salary committee recommendations?

Missy said yes.

Dave said so, is that a motion, Missy?

Danita said so, can we, I mean I know it's your decision, but can we not do a 5.5? I mean, 5 or 6. When you start getting into 5.5 percentages. I mean it can be done.

Missy said I know, no, I understand.

Danita said but like I said, it's up to you, if you want 5.5, that's fine, we'll.

Missy said no, that's too hard.

Danita said like I said, if you want it at 5.5, that's fine.

Tom Chalfant said that's \$50,479?

Dave said I see what you're saying Danita, because I've worked with numbers all my life, but, it's still a number percentage-wise. I think whatever Missy wants to put as her recommendation, it's something we need to go with.

Missy said I'd make a recommendation to raise all the Clerk of the Circuit court, like 5% over the 2023 adopted budget.

Tom Kerns said I'll second that. That was a motion?

Missy said yes.

Dave said okay. I've got a motion and a second for the Clerk of Circuit Court's budget to increase the elected official by 5% over 2023, and the balance of the employees to be from the salary committee recommendation. All in favor?

All aye votes. Motion carried.

Tom Kerns said what's that put that salary at?

Dave said \$50,240.

Todd said I'll make a motion to approve the salaries for the chief deputy and deputy on the clerk of Superior Court's budget, as recommended.

Bev seconded the motion. All aye votes. Motion carried.

Dave said any other there?

Tom Kerns said what about board members, election board members?

Laura said election board members. I don't know that you included any of the absentee board members and the election board members yesterday.

Tom Kerns said is that considered salaries?

Laura said I think those are all paid out of payroll now, aren't they?

Danita said I'm sorry, I didn't hear.

Laura said election board members. Are they paid through payroll now? I know election board members are, absentee.

Mindy Peed said election board and absentee.

Laura said okay, got you. Election board members is all we need to address on that.

Dave said okay. Election board members, no increase and absentee voter board, just a slight.

Laura said absentee voter board are part-time, since she's saying that would be on the part time thing.

Tom Kerns said a motion to approve the election board member as recommended, which is the same as in the past.

Missy seconded the motion. All Aye votes. Motion carried.

Dave said now we go to the Assessors?

Laura said yes.

Dave said next one we have is the Assessor.

Missy said I would make the same recommendation for that position, at the 5%, actually, I would like to make a recommendation, that the county assessor elected official, would be paid \$50,240.46 to bring it even. I guess I've never understood why one office, elected official makes more than, and I understand there's different duties. But, I've looked at a lot of counties and they're all the same. Their elected officials get the same, not, other than county council and commissioners.

Dave said did you hear Missy's recommendation?

Bev said I have a question. I heard the recommendation. So, this is, is this, George will ask the question. I mean, is this his base pay?

Missy said what do you mean?

Bev said because, as assessor, in level 3, he's entitled to \$2,500.00 in addition. If you have, that is built beyond the base pay.

Tom Chalfant said so, he's going to get \$2,500.00 more than whatever we decide.

Bev said he's entitled to it.

Missy said he's entitled to it

Dave said yes, he is.

Laura said we have to do it. It's IC code.

Danita said his \$2,500 is already built into this.

Bev said that's why I was asking, is if this was base pay or not.

Tom Chalfant said so it's built into the \$49,377?

Bev said so he's figured at a lesser.

Tom Chalfant said and you, now were you proposing a 5% increase for him?

Missy said yes. What I'd like to do is make every elected official who runs an office within this courthouse, to be paid \$50,240.46, put everybody on an even keel.

Tom Chalfant said I don't know.

Dave said I don't agree with that.

Missy said okay, I'm open for, you guys have been at this a lot longer. I don't know, so I'm certainly open for discussion. You're right, because the auditor would lose money. No, I'm going to recommend that we do a 5% increase for all elected officials that serve as a supervisor in an office within the courthouse.

Tom Chalfant said if you stay in the courthouse, what about the other, none of the other buildings that the county owns?

Missy said that's all I want to do right now.

Tom Chalfant said is that a, is that legal? I mean, is our attorney going to tell us that's sort of?

Tom Kerns said we're still going page-by-page, so we'll just do it with each page.

Dave said so that comes out to \$49,877, is that correct?

Tom Chalfant said yes, I believe so. It's just \$500 more than what you guys did.

Dave said and that's \$23.00 difference between what he requested?

Tom Chalfant said uh huh.

Dave said I'd entertain a motion then on the Assessor's salaries.

Tom Kerns I'll make a motion we approve the Assessor's salaries, with the change to the elected official to \$49,877.

Tom Chalfant seconded the motion. 6 Aye Votes. 1 Nay vote (Bev Fields). Motion carried.

Dave said we're down to Surveyor.

Missy said I would make the same 5% proposal and increase.

Dave said brings it to \$48,998, is that correct?

Tom Chalfant said yeah.

Tom Chalfant made motion to approve. Todd seconded the motion.

Dave said it's been moved and seconded, we approved the surveyor's salaries with the change of the elected official to \$48,998. And the rest of it, part-time, the secretary as presented by the salary committee recommendation. All in favor?

All aye votes. Motion carried.

Dave said next one is the Drainage Board.

Tom Chalfant said I think we go with the salary committee recommendation.

Dave said is that a recommendation Tom?

Tom Chalfant made motion to approve. Bev seconded the motion.

Dave said it's been moved and seconded that on the Drainage Board, we followed the salary committee recommendation of the \$7,773. All in favor?

All aye votes. Motion Carried.

Dave said okay, Area Planning. You've seen the recommendations before you.

Bev made motion to approve the salary study committee recommendation. Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said now the Building Commissioner is next.

Tom Chalfant said now the adopted budget, that was a single position, right?

Dave said that is correct.

Tom Chalfant made motion to approve the salary study committee recommendation. Tom Kerns seconded the motion. All aye votes. Motion carried.

Dave said next one we have is the Board of Aviation.

Tom Kerns made motion to approve the salary study committee recommendation. Mike seconded the motion. All aye votes. Motion carried.

Dave said okay, County Extension is next.



Tom Chalfant said the office manager is the only salary.

Dave said only one is the office manager, yep.

Todd made motion to approve the salary study committee recommendation for the office manager. Tom Kerns seconded the motion. All aye votes. Motion carried.

Dave said next fund we have is the Auditor.

Missy said I'd like to make a motion that we increase that position by 5% for the auditor.

Tom Chalfant said that would be \$51,808?

Missy said yeah.

Tom Chalfant seconded the motion.

Dave said I have a motion and a second to increase the salary in the Auditor's office with the elected official going to \$51,808, and the balance on the salary recommendation, all in favor?

All aye votes. Motion carried.

Dave said we'll by-pass Solid Waste. Their budget will be coming to us in September. Next one we have is for Veteran. Veterans' officer.

Tom Kerns made motion to approve the salary study committee recommendation for the Veterans office. Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said next one we have is the Recorder's office. Jane would you like to come forward?

Jane Grove said sure. I'm glad you get to crunch all these numbers, because I don't envy your job. But I do thank you for your service in crunching these numbers. I just have the same things, concerns that Mindy has about closing the gap. And I'd like to recommend next year, maybe we can all meet collaboratively and hash this out before we present out numbers. We can tell you what's going on in our offices, how we feel about things. Are salaries the only thing why we're not retaining people? When I've hired people, I've not had any turnover in my office for five years, so I'm good. When I was Treasurer, I had one retire. When I went to hire, I said well, you get three weeks vacation, after ten years. And they said no thanks. I already have six weeks, and I've been at my employers six years, or whatever. So, just some things to look at. And maybe we can hash all this out just before you're actually trying to crunch the numbers, and get us to say what we, you know. So, very with the 5% that's been recommended for the elected officials. So, just some things to consider. Historically, there's been about a \$10,000.00 gap between chief deputy and elected official. So, probably should keep it that way, but we also want to retain our employees. So, any questions for me?

Dave said that's our main thrust here is trying to get the employees.

Jane Grove said right. And I agree with that, but then also, maybe you should ask Shannon for exit interviews, not who, but some statistics, did you leave because of salary, did you leave because of benefits, did you leave, get some historic reference of why people have left. It might not only be salaries. There's probably some things that we could, maybe we could gather that information for you, and that you wouldn't have to do it yourselves, and to present it to you. And we could have a conversation before we're actually down to trying to crunch the numbers.

Dave said I will pass that on to the county commissioners on the exit conferences. I think it's a good idea. In business, we've already had it.

Jane Grove said yes, yes.

Dave said and it isn't, you're right, not always salaries.

Jane Grove said it's not, it's not.

Dave said it's leadership too.

Jane said yes. And like I say, in my case, some of mine didn't want to take the job because of vacation. They've already had six weeks paid vacation and had been at their job 8 years or so. Just different things that we could bring up. But I do appreciate the 5%.

Dave said okay. Thank you, Jane.

Jane Grove said thank you.

Dave said okay, I'd entertain a motion on the Recorder's office.

Bev said move to approve the recorder at 5%, the deputies at the salary committee recommendation.

Tom Chalfant seconded the motion. All aye votes. Motion carried.

Dave said the next one we have is the Health Department.

Missy made motion to approve the salary study committee recommendation. Mike seconded the motion.

Dave said it's been moved and seconded on the Health Department's salaries, that we adopt, according to salary committee recommendation. All in favor?

All aye votes. Motion carried.

Dave said the next one is still in the Health Department. I don't know if we'll know more by September 8<sup>th</sup>, I think is what Wendy told us yesterday, with this, new monies coming in, the school liaison, clinic nurse, all those, how that affects the rest of the Health Department, or if it does. I don't know, but I think by September 8<sup>th</sup>, they'll know how much money. They guaranteed us it wouldn't be less than what they budgeted for.

Todd said would it be a problem that the clinic nurse on this new budget is paid at quite a bit different rate than?

Danita said right. this is their requested on this fund, because they've never, we haven't paid that position in the past. So, somebody would have to determine the salary. Or, unless you would want to go by what they requested. But like I said, there's more than what's been approved for the clinic nurse.

Tom Chalfant said it gets complicated. Let the schools run the schools, and let them, they have their taxing, now we're just convoluting a lot of different things. We're putting people, Economic Development is putting people in the schools to help, and they're all good ideas, but, then you start co-mingling jurisdictions, it's just, it's a mess.

Laura said can I just say, and I don't know if Sherri is here. I don't see her. But, I think by them giving us the free money, they're required to have a full-time school liaison.

Missy said they are.

Tom Chalfant said yeah, our state government tells us we're not smart enough to run our schools or our county, let's do it for you. So, that's where we need to be talking to our State Legislatures, one of who is having a fundraiser this Saturday, would be good for people to go and talk to them.

Dave said I agree. The state always mandates a lot of different things for us and we can't financially afford.

Tom Chalfant said they never raise their taxes. They brag about not raising taxes, giving refunds, then they put it all on us.

Dave said unfortunately, we are the highest in the State of Indiana on tax rates.

Tom Chalfant said and where are we going to go next when they tell us to do something else?

Tom Kerns said what credentials are required for the clinic nurse compared to the public health nurse?

Laura said so, right now, we have one person doing a part-time clinic nurse, and part-time school liaison. So, they're going to move her to, instead of doing part, part, she's doing one full. And she's going to be school liaison. So, then, they're going to hire the new clinic nurse.

Tom Kerns said so should both of them positions be the same because they're both nurse's positions?

Missy said I think they're both, are they both RNs?

Laura said I don't know.

Tom Chalfant said I'm sure they'd have to be an RN.

Dave said I don't think Wendy is.

Laura said well no, no, we're not. Yeah, clinic nurse, we haven't hired yet. So, we don't know really.

Tom Kerns said so the school liaison is a nurse also?

Chris Shaneyfelt said Wendy is an LPN.

Dave said that's what I thought.

Laura said and I don't know that they're going to hire, who they're going to hire for that clinic nurse.

Dave said so, what do you want to do on this one?

Missy said I'll make a motion to approve the salary committee's proposal.

Todd said the problem I see with the proposed budget for that position under 11507, on the first page. And the proposed budget on the second page for the clinical position there. I think we're going to get in a bit of a problem.

Tom Chalfant said well is the public health nurse an LPN?

Dave said yes.

Tom Chalfant said that's, probably 10, \$15,000.00 difference in then money, difference between an LPN and an RN.

Tom Kerns said is it, any of, are any of the three of them a RN?

Dave said we don't know.

Tom Kerns said so the clinic nurse then, we should have this edited the same pay as the public health nurse?

Tom Chalfant said well one's an RN, I think.

Laura said no, we haven't hired the clinic nurse yet.

Tom Chalfant said okay.

Laura said so we don't know at this point.

Tom Chalfant said their intention is to do that though?

Laura said no. Tammy is going to be the school liaison.

Tom Chalfant said okay.

Dave said are you recommending maybe the clinic nurse to be paid the same as the public health nurse?

Tom Kerns said yes. The \$44,336.

Dave said we can do that.

Tom Kerns said so is that a requirement, to be an RN? The problem is, it's not who we're hiring, it's for the position. So, is it a requirement to be an RN for the school liaison?

Bev said I don't know that.

Missy said I think it might be.

Tom Kerns said I mean that's just, to set the salary, we're not looking at who we're hiring. We're looking at what position.

Missy said in 40 years, we never had a nurse that wasn't an RN. I think it's a requirement.

Tom Chalfant said if that's the school nurse.

Tom Kerns said it's hard to set a salary without knowing for new positions. Actually, what I would recommend is we set all three positions at the same salary, and then have them come back to us and we can amend it in the future if they're, based on requirement, because we don't, we're just guessing.

Tom Chalfant said yeah, we don't know enough.

Dave said what we do know is the public health nurse is an LPN. We do know that the school liaison is an RN.

Tom Kerns said the current one. But is that a requirement for the position or are we going to hire the next one as an LPN, do we adjust the, based on credentials next time, you know, if she leaves in the year. And the next one comes in, is it a requirement.

Dave said so, you're recommending those, put them all at \$44,336, those three, the two new ones and the previous.

Tom Kerns said until we meet with the Health Department.

Laura said amended salary ordinance.

Tom Kerns said yeah, amend the salary ordinance, but we really don't know.

Dave said so, we'll put the school liaison and the clinic nurse at \$44,336.

Missy said and let them know that we're going to discuss that.

Tom Kerns said yeah, because she's advertising for the positions.

Missy said can we have them bring in a job description, you know, somebody create a job description?

Dave said there was one supplied.

Missy said right, didn't have the credentials at all on there.

Dave said it didn't say what the credentialing had to be. It didn't state, I know the one stated that she was an RN.

Tom Kern said and we can go ahead and set that one higher now. And then state, based on that position, the person in that position being an RN if we know, the next person, if it's not an RN position could be, well we really need to have that conversation with her.

Dave said let's do your recommendation, the \$44,336, and have her come in.

Tom Kerns said I'll make that as a motion. Mike seconded the motion.

Dave said I have a motion and a second to, for the new local public health services, school liaison and clinic nurse to be at \$44,336. All in favor?

All aye votes. Motion carried.

Dave said okay, the next one I have is the Treasurer.

Missy said I make a motion that add a 5% increase from 2023 to 2024.



Dave said looks like \$50,240. Is that right?

Missy said yeah.

Todd seconded the motion.

Dave said it's been moved and a second that we approve the treasurer's salary, except for the elected official going to \$50,240, and the balance on the salary recommendation. All in favor?

All aye votes. Motion carried.

Dave said okay, next we have the Coroner.

Missy said I'd make the same motion on that one, 5% increase on the elected official.

Dave said that did go up 7%.

Missy said oh, okay.

Bev said I'll make a motion to accept the salary committee recommendation of \$22,860 for the coroner.

Mike seconded the motion. All aye votes. Motion carried.

Dave said okay, Community Corrections.

Tom Kerns said what did she put in as, we don't have any kind of breakdown.

Dave said it looks like one of the case managers will be \$41,162. She didn't have a breakdown did she on that?

Missy said no.

Dave said and the other one would be \$39,976.

Tom said are we, since they're above the \$39,000.00 are we going to go with the 4% raise? The case workers, the other case workers, like we talked about the other day, would all be based on one salary, and then the reduction based on their in house pay schedule?

Dave said right. She had \$40,331 times 4%, \$41,944. One is a third-year level, which makes it \$40,770. And the other one is at 90%, 4%, that makes it \$39,595.56.

Tom Kerns said I'll make a motion we approve a 4% raise for the positions there, understanding that the tiered positions would be based off of the 4% raise, and then their percentages they have in place in their system.

Danita said 4% on the director, then take their scale by that, okay.

Mike said second.

Danita said which you already, your recommendation is 4% correct?

Tom Kerns said right.

Dave said it's been moved and a second, we provide a 4% raise for the Community Corrections' case managers. All in favor?

All aye votes. Motion carried.

Dave said we're down to the EMS. There was a question yesterday, about full-time, part-time, being one-in-the-same. I'm not sure. It always was a difference, so, full-time, part-time. Duane, do you want to come up, state your case again?

Duane Petry said I'll take any questions, I guess.

Dave said the question about full-time, part-time.

Tom Chalfant said the hourly rates were

Duane Petry said hourly rates. Yeah, I tried to look, went down to the Auditor's office yesterday and tried to figure out when that changed. I think I got back to 2020.

Tom Kerns said actually they used to be farther apart, didn't they?

Dave said yeah, they did.

Tom Kerns said we brought them closer together a couple of years ago.

Dave said I think it was last year the salary committee recommended it.

Tom Kerns said bring the part-time up farther, because they talked about, we had a discussion that full-time does get benefits, compared to part-time. So, with salary, we brought them up closer together one other time.

Duane Petry said okay. I just wasn't sure why it was that way, and it just, I came across it, I guess, doing the budget this time around, and I just wasn't sure why.

Tom Kerns said do you know what other departments do? Whether there's a difference at other departments?

Duane Petry said I think there is at, I think Winchester, I was talking to one of the guys at Winchester yesterday, and he said that the part-time makes less money at Winchester.

Dave said that's pretty standard throughout just about every salary.

Tom Chalfant said yeah. Do you know whether your EMS part-times work at another EMT job or?

Duane Petry said oh, yeah.

Tom Chalfant said do they do another job outside of EMT?

Duane Petry said I've got some. I've got one guy that works at a factory over in Muncie, and they work other EMS jobs and, yep.

Dave said okay. Any questions while Duane is here? Thanks Duane. Okay. I would entertain a motion for the EMS, all their salaries, including the hourly wage, 2024 hourly wage for full-time and part-time employees.

Missy made motion to approve the EMS Salaries recommended by the salary study committee including the full time/part time hourly wages. Bev seconded the motion. All aye votes. Motion carried.

Dave said Art, where are you at? Come on up.

Art Moystner said I sat down last night and typed up a really long thing to give you guys today. We're not going to do that. One of the things over the past several years, with the turnover rate that we've had, we've had somebody in training in the jail over the last 12 years, different individuals going through training for a total of 5.6 years-worth of time, of a person in training. That's a person not contributing to the running of the jail. With the road, over the past 12 years, if we lose a position, it takes us anywhere from 9 to 12 months, to get that person back out on solo patrol, to get them hired, get them trained, up through the academy, and our training. Over the last 12 years, with the number of officers we've turned over, we've had someone in training for a total of 14 years out of 12. So, it's a pretty significant turnover rate for us. One of the things I'd shared earlier was the surrounding counties and counties of similar sizes, and where they're at, and we're about 6 to \$8,000.00 behind them. With the salary committee's recommendation, we're still 3 to \$6,000.00 behind them. And that's starting pay. Most of those agencies also have a longevity system, that if you've been with us for 10 years, compared to a deputy someplace else, ten years, that's even a broader gap. With the amount of money, it takes us that we invest into the officers and their training, and I have some of mine here today, you can see sitting in the room. I bet you there's an investment sitting here for the county, of about \$500,000.00, in training and equipment. I guess I'm here asking you, over the last couple of years, we've had other departments that would have had issues with retention, people weren't staying. And we went above the salary committee's recommendation. I know the last two years we did it for CDL drivers. Last year, we did it for paramedics. I presented that information. We've turned over 68 positions in 12 years, in the jail, and 19 on the road. This is the future of this county in law enforcement when those of us that are much older are leaving. Your future sheriffs are sitting me today. They need that experience. I want them to stay. They're good

officers. I'm asking you guys to go above what you've, what the salary committee is proposing for the jail and the road so that we can get our experience back in, so that we can reduce that liability for the county, to keep the training and experience here. It's a must. I would welcome any questions that you have. But, I can't emphasize enough how important it is that we start making changes now. We've always gotten behind and caught up and gotten behind, and caught up. We're behind again.

Dave said anybody from the council like to ask, recommendations or?

Bev said I don't have a recommendation at this moment, but I just, I feel the hurt when I, I know that Randolph County is training so many officers to go elsewhere.

Art Moystner said we, you talk about a liability, when we're training somebody, we have to fill these holes, where we know the positions are open, we have to fill them. We don't have the part-time staff to do it anymore. We're hiring our part-time so fast, we can't keep a part-time list anywhere. So, we're filling those holes of full-time positions, with other full-time positions. So, every time somebody takes 8 hours off, we're putting 12 hours in a comp bank.

Bev said yeah. It's costing us on that end, as well.

Art Moystner said yes.

Tom Kerns said what I was thinking, and it's not going all the way, and not looking at percentages, is going at \$6,000.00 per position increase, and leaving the elected official at the committee recommendation. That would get us up close to 52. It doesn't get all the way up, it's a starting.

Art Moystner said now is that just the road, or are you talking road and jail?

Tom Kerns said well right now, we're just doing sheriffs.

Art Moystner said okay.

Tom Kerns said we're just on the sheriffs. But, it's a starting point for discussion.

Missy said how many, total would that be, do you know Tom?

Art Moystner said you would have 16 officers.

Missy said yeah, I had 15, okay.

Tom Kerns said that's about 25, it's about double, the recommendation isn't it? An additional \$2,500.

Dave said an additional \$2,700.

Tom Kerns said \$2,700. As a starting point for discussion. So, the regular road, deputy would be \$51,802.

Art Moystner said I think it would be a good start. As I said, I think, I think it's something also that, I think this is a good start. That would be a good base salary. I think something that I would love to discuss with this council as we move forward, is figuring out a way to either come up with a longevity system, to come up with a tier system, to come up with a matrix system, I don't care what system we come up with, but we need to come up with something that rewards those that stay with us any length of time, because everybody's doing it throughout the state. They're doing it in law enforcement. They're doing it in other places that they came up with a system that we have to reward that. I have guys, I'd hate to think how much money this county has spent in training this officer here, after 33 years?

Ken Hendrickson said 36.

Art Moystner said 36 years. There's a tremendous amount. But most of that training was given to him in his first 15 years. And we've retained him. We're doing the same thing with these guys. It's like I said before, the one we lost to Muncie PD, they should have sent you guys a thank you card. They cashed a check for about \$75,000.00. So, I think this is, I think it would be a good starting point, but I think we need to keep communicating on how we can do this. And not just for the sheriff's office, but we need to retain all the employees. But my passion is the sheriff's office.

Missy said I think there's a lot of merit to having a tiered system on how long you've been in service. I mean, schools have done it forever. And it is a way to keep your employees, because some school corporations don't allow you to transfer all those years. Some them, you start at zero, some of them you start at whatever. But degrees mean a lot. And your certification means a lot. I wouldn't want to do it across the board, but in one, you know, where you have to have, you have to have training, got to be certified, got to go to school to do it, I see it as a good thing to look at that a little bit.

Art Moystner said I don't think there's any, any of the officers sitting behind me that have less than probably, 650 some, 700 hours of training right now.

Missy said I would be talking years of service. And you, based on where they're at would be certification.

Art Moystner said I agree.

Missy said certification would be, I don't know how tough that would be, I've never seen, I've only got, I've seen two of these plans where they do years of service. They were bigger, they were bigger counties.

Dave said is there any other questions? Tom sort of got on the floor for \$6,000.00 additional for the 16, is that right? 16 members you were talking about?

Art Moystner said there are 16.

Tom Chalfant said I would second that motion.

Todd said before you do that. So, that's what, \$51,800 for the base?

Tom Kerns said right.

Todd said can we just move that to 52, keep it rounded, and it would be, just looking at what Delaware County.

Danita said you could do that. That would be easy then look at your sergeant, detectives, those are a different amount.

Todd said those are 3 different rates there.

Danita said yeah. You could do that.

Tom Kerns said I think actually, I'll make a motion that we increase them by \$6,500.00 we'll jump it up.

Mike seconded the motion.

Dave said I have a motion and a second, originally, was that.

Tom Kerns said I'll withdraw that. And I'll make a motion that we increase it by 6,500 per position to get it a little above 52.

Mike seconded the motion.

Dave said I've got a motion and a second to increase the 16 officers by \$6,500.00 each over 2023 budget.

Tom Kerns said leaving the sheriff as the recommendation by the salary committee.

Dave said he's based off Circuit and Superior Court judges, prosecutor. All in favor?

All votes. Motion carried.

Dave said okay. So, does that take care of the sheriff's department, then?

Art Moystner said it takes care of the sheriff's side.

Dave said let's go to the jail side.



Danita said so, we are leaving the secretary at the salary recommendation, office manager and a secretary.

Art Moystner said I, can we discuss them briefly?

Dave said sure.

Art Moystner said both of those have 40 years of service with this department, or with this county, over 40. They both do quite a bit. And I think there are some other secretarial positions within the county, that are paid at a higher rate.

Dave said I just see one secretary.

Art Moystner said I have one secretary and one office manager.

Dave said is the office manager under the jail?

Art Moystner said they should both be.

Danita said under the sheriffs.

Tom Kerns said 61, or 11611.

Dave said there it is.

Art Moystner said and I apologize. I don't have the salary recommendation in front of me.

Ken Hendrickson said \$41,746.

Dave said is that the committee recommendation? That's an increase of \$2,700.00.

Tom Kerns said actually, they're right in line with the chief deputies in a lot of the other departments.

Dave said so, is there a recommendation on the floor.

Tom Kerns said I'll move we go with salary committee recommendations on those positions.

Bev seconded the motion. All aye votes. Motion carried.

Dave said let's go to the jail then. He's requesting a new person. I don't know what you guys feel about that. Then we'll get into the salaries.

Art Moystner said I guess one of the things that I would like to explain with that, the reason the new person is on there, we've asked for that for a few years now, is with the new person, with some of the changes, it used to be by jail standards or jail rules, that they were allowed to

observe inmates by video. That, no longer is the case. That has to be an in-person observation at least once an hour. They have to have eyes on every inmate that we have in our facility. With us bringing video court in, which has saved the courts a considerable amount of money, they sometimes will have someone tied up with video court, visiting with an attorney, or having a hearing. At times, we also have to bring an inmate over here. We also have some transports. When we do that, it takes us down to one jail staff in the satellite control area. And there's not enough individuals to pop someone through that. We've managed to do that, thus far. But that's the reason that's on there, just to explain that to you. I would also tell you that my priority today is to also stop the hemorrhaging with jail staff, because we've lost 38 of them in 4 years. But I'd be willing to discuss any of that.

Dave said okay, you've heard from Art. Let's go ahead and go into the jailers. The salary recommendation is \$40,022 for the jail.

Tom Chalfant said is that a 40-hour week?

Art Moystner said some of my jail staff work a 40-hour week, some of them are on a 4 and 2 rotation. I believe at the last council meeting, I explained the reason we do the 4, 2 rotation is we're able to we're able to meet our minimum staffing standards, as administrators by doing that. If we were to go to a 40-hour week, every week, where a 5 and 2 rotation, we would have to hire three new jailers to plug two days a week. So, the 4 and 2 is to our benefit, not our employees benefit.

Tom Chalfant said does that amount to, does that amount to 42 hours per week or is that, how's that work? I haven't seen.

Art Moystner said on a 4 and 2 rotation?

Tom Chalfant said yeah.

Art Moystner said they would work 2, 32-hour weeks every six weeks. The others are 40-hour weeks. As I said, in comparison to, and we have several different shifts. You know, EMS I think, works 2400 hours a year, a 5 and 2 is 2080. A 4 and 2 is 1945. And a 7-hour workday, 5 days a week is 1820.

Todd said a couple weeks ago, or a month ago, maybe, you went over the training costs for officers. But that's far different probably then the training costs for this position isn't it?

Art Moystner said it is a bit different. The problem you get into is when you hire a jailer, we have to buy uniforms for the jail officer, so you have an expense for that. They have a 40-hour jail academy they have to go to, and then there's some in house training that we give them. I figure within their first year, you have about \$5,000.00 invested in that officer. And then, as time builds, obviously, that goes up exponentially because they're required so many hours of training in jail standards, medical, suicide prevention. There's a whole list of them that I would probably have difficulty rattling off my head.

Ken Hendrickson said understand also, with the training of the jail, we think of the liability the road officers go through every single day whenever they're making contact with people, in the street, because that's what you see on this. What you don't see, is the liability that you have within that jail. That jail is a huge liability. Those personnel in that jail, they're under standards that are astronomical. You have to have, because that's where your big liability lays, with the inmates. Every standard is set down by the state, the Department of Corrections. You know, we have to abide by that. And those jail officers have to know that. That is why we emphasize the rounds that they make, because any time we have an incident in the jail, first thing they're asking for is those videos, what the jail officers do, how did they do it, when did they do it. The microscope that they come under with an incident in the jail is the same microscope that these officers come under every day on the road, just so you know the responsibilities.

Dave said what's the council's wishes here?

Art Moystner said and I think there's about a \$9,000.00 gap between a road officer and a jail officer, if my math is correct.

Bev said it seems to me, I'd like to find a number, find a number similar to what Tom did with road officers. Is that, maybe \$4,000? I don't know.

Tom Kerns said right now for the jailers, there's just regular jailers is \$3,623 is what the current recommended, with the percentage.

Bev said then I would maybe suggest \$4,500.

Art said what does that take them to?

Danita said \$41,899. You said \$4,500?

Art Moystner said take it to 41,800? Can you make that an even 42?

Danita said they're at \$37,399 right now. \$41,899.

Tom Kerns said so it would be a \$4,700.00 raise.

Dave said so that brings up the jail sergeants then. That's for the jailers, right, 42,000?

Art Moystner said and I believe all the rank positions of the sheriff's office, are set by a specific number that the corporal makes a \$1,000 more than a jailer, sergeant makes \$2,500, and then the road rank is set up different. So, that's a specific amount that's already built in.

Tom Chalfant said so if we raise, one, we've got to raise them all. I mean, they're all going to get a raise, something.

Art Moystner said they would all raise, but they would all raise the same amount because the other figure is already figured into this year's budget, unless you do it in a percentage. Then that changes it. But from what I'm hearing, it's just a flat rate.

Missy said so how many of these positions are we talking, because we have 12 jailers. Who else are we talking about adding into that.

Art Moystner said your total for that amount would be 20 jail personnel. And then with the new position, it's 21.

Missy said Mike, what was your recommendation?

Mike said make it \$42,000.

Danita said I kind of would like to know whether you're saying 42,000 is what it is? Okay.

Mike said well bring the jailers \$42,000.

Danita said \$42,000?

Bev said right. Then the jail sergeants and supervisor would be.

Art Moystner said incrementally by what they've already got.

Bev said incremental.

Art Moystner said correct.

Bev said and the commander.

Ken Hendrickson said yes.

Dave said is that a recommendation Mike?

Mike said it is.

Dave said do I have a second?

Bev said second.

Dave said it's been moved and a second on the jail staff of you said 21 employees?

Art Moystner said 21.

Dave said that we bring them up to \$42,000.00 each.

Tom Kerns said so that means we're adding the additional staff.

Dave said is that okay, Tom?

Tom Kerns said yeah, I was just making sure that was what part of the motion was adding the staff.

Dave said I've got a motion and a second for that approval. All in favor?

All aye votes. Motion carried.

Dave said okay. Anything else?

Art Moystner said that's all I have. Thank you very much.

Missy said just one more thing. Sorry.

Art Moystner said yes ma'am.

Missy said but, again, I do believe in this situation that years of service would be a big benefit to you, because if I'm jailer number 5, whoever that is, there's incentive for me to stay here because I'm on a step, make my steps up, and where it wouldn't be. Do you agree?

Art Moystner said I do agree.

Missy said and I just think that's something you.

Art Moystner said I agree wholeheartedly. And I would like to bring the commissioners into the conversation, because their benefits have been the same for years. And I think that's something we're going to start competing with also in the marketplace, is some of the benefit stuff. So, I think there's a lot of discussion that could be had. And maybe the salary committee can continue, maybe get with some of the department heads and some of the others, and we can have those discussions of what we would like to see in the future.

Tom Kerns said one of the reasons in the past, the years of service we did not do, is because the budget is so tight. And that would have meant letting one more person go, because that's an automatic raise fixed in the budget. So, we would probably had to do away within one more position within the county to meet that requirement in the past, when our budget was so tight.

Danita said I have one question. On your jail commander and your maintenance worker, are you going with the proposal, committee proposal on the salary increase?

Dave said I thought the \$4,200.

Danita well these are maintenance worker and the jail commander. Jail commander makes more than \$42,000 now. So, I just want to clarify on those two positions.

Dave said yeah, skipped that.

Danita said and for maintenance worker, I do have it wrong on that.

Art Moystner said what's the increase?

Tom Kerns said 4%, correct?

Art Moystner said what's the increase for jail staff from their base to the current?

Todd said \$4,601.

Dave said that's the number we need, \$4,601.

Art Moystner said and that would be across the board pay raise for those other positions also.

Danita said for the maintenance person and jail commander.

Art Moystner said and then the jail commander I believe, obviously, it's council, but yes, I think it should include the jail commander. As far as the maintenance person, we can discuss that.

Danita said I just want to clarify, they're not, as jailer, well they are, but they have different titles.

Art Moystner said they do.

Dave said who does your 21 people include? That's what I'm getting at.

Art Moystner said that would be the jail commander. It does not include the maintenance person.

Dave said everybody but the maintenance, is that right?

Art Moystner said correct.

Dave said so everybody gets a \$4,601 raise except for the maintenance.

Art Moystner said correct.

Dave said and then we can adjust that 7%, is that right?

Todd said so, that was a typo on the sheet so it wouldn't.



Laura said your recommendation would have been the 4% on that one?

Dave said well, I think on all jail, it was recommended 7%.

Danita said and maintenance would be \$44,590. Does that sound about right?

Dave said yeah.

Danita said 7%.

Laura said I got \$44,579 on 7%.

Danita said 44,579, yeah. By the time you have to figure out wage, you've got to divide it out by the weeks times the hourly rate, all that kind of stuff. So, \$44,590.

Art Moystner said and his is fine at the salary committee's recommendation.

Danita said okay.

Art Moystner said if the council wants to approve it as such.

Todd said do we need to make a motion on that?

Dave said yeah, we need to make sure we have everything covered.

Todd said I move that the maintenance worker on the, on the jail fund, be at the salary committee recommendation.

Mike seconded the motion. All aye votes. Motion carried.

Art Moystner said are you good Danita?

Danita said yeah, I think so.

Art Moystner said okay. Perfect. Thank you. You guys have anything else for me or the chief? Thank you all very much.

Dave said okay, next item is the Superior Court, and Laura just reminded me we always approve the same as the Circuit Court, and they are identical, the \$39,840. So, I'd entertain a motion.

Bev made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

Dave said Chris, do you want to come up and add anything to yours?

Chris Shaneyfelt said sure. I can piggy back off a lot of things that the sheriff talked about. I shared with you folks, we haven't been able to keep a full staff for almost the entire year now.

Be a minimum of 2 down, and close, well we were 4 down for a while, which caused us to go into the 12-hour shifts. So, like I explained to you this morning, we were two down, we were supposed to be 3. I'm lucky I'm not 4 down because my deputy director applied out and was looking at another job, and they selected a different candidate because she just didn't hold some particular credentials. So, I could have been 4 down by now. But, we're hemorrhaging. And our problem is you know, we're surrounded by counties that are paying more, and I understand they've got a larger tax base. But, at the same time, the staff can go there. It's not that far away for them to drive. Quite honestly, I don't even know why I'm still here because what a beginning telecommunicator makes in Wayne County is what my salary is for running two agencies here. So, that really is an issue. I mean, they're making \$17,000 more than what we are at Wayne County. Now what Delaware County is, I don't know, but I know it's significant. It's not 17. But in my tenure as a 911 director, I've lost people to Wayne, Delaware, Jay County, and then the private sector. Most of them that have left, some of it's been money, some of it's been stress management, and things like that. Some of it they just don't particularly care for my leadership style, and that's fine. But, if we don't start to stop the hemorrhaging, we're going to have issues. Now, on the training side, when I came in, I mandated that everybody had to have the APCO recommended training standards, which was police, fire and EMS certifications and the basic telecommunicator, plus the ability to run the CICI desk and the things that we primarily do every day. In 2022, the state of Indiana required that we now have to do that by law, in addition to, you know, maintaining our certifications every year. And that includes the CPR as well. So, we're no longer in Indiana, classified as administrative. We are public safety professionals. I understand the Federal Government has us classified as administrative. We are the first line in any emergency. I mean, we're the ones that's answering the 911 call. My staff is trained to provide emergency medical assistance over the telephone, depending on what's going on, plus getting the responders dispatched, and making sure that they're safe while they're there. In addition to that, we also run all the jails inside the door that go exterior. So, the sheriff has jailers that sit in satellite control, and they control the blocks. But our staff runs all the exterior doors and locks people into the facility, except for the main door, which is unlocked in the lobby area. Otherwise, you can't move in the jail without a dispatcher letting you through the door. And that's unique, I believe, to our situation. Prior to becoming a consolidated center, they felt the 911 employees or the dispatch employees fell under the office of sheriff. And then, when we consolidated, they moved them and made them a separate agency. But we still run the sheriff's department doors for them. So, at times, you know, then there becomes a priority issue on who we let, who are we going with first. I mean, you've got to take care of the calls, the 911 calls, then the responders and the jailers and stuff, or anybody else that want through a door, they become last. So, there's just a lot of different things, and I know that you guys, and the salary recommendation was you know, compared to previous years, a larger increase. But, you know, quite honestly, we're looking at \$17,000.00 to drive 20 miles down the road. \$3,500. It's well appreciated, but I think it needs to be far more than that.

Dave said what's your wishes here? First page we have Emergency Management Agency is the, Chris' salary is paid from that. I think that's the only one on that.

Todd said where all does your salary come from?

Chris Shaneyfelt said my salary, the vast majority of it comes from the EMA side. And then the remainder comes from the 1222 fund. And that's like \$400.00 or something like that.

Danita said \$14,000.

Chris Shaneyfelt said I was talking by the pay period, I guess is that I was looking at, but yeah. And I can tell you that on the 911 side, the 911 side has taken far more of my time to manage than the Emergency Management side is, to the point that, you know, we may end up soon having to consider our part-time emergency manager, just because it's getting to the point where I cannot, a 100% keep up with the emergency management stuff and the requirements that the state or the Federal government continues to push.

Dave said okay, what's the county council's, we'll start with the director first. The salary committee recommendation, the two combined is like \$52,916. I think Chris has requested 60,000, or 61. Any ideas out there?

Missy said I just asked Danita and she said he got 7% on the one side and only 4% on the other side. Could we consider taking that 4% up to 7% and give an increase overall for 7%.

Dave said we can do anything we want. What's the council's wishes here?

Missy said I think it should have been 7% on both positions. So, I would make a motion that we increase this by 7% on both job obligations.

Mike seconded the motion. All aye votes. Motion carried.

Dave said okay, got that one down. Now we're down to the telecommunicators, plus one shift supervisor. They went up by 10% is the recommendation of the salary committee. And I agree with Chris, sometimes they are the first line of defense when a call comes in.

Mike said how many telecommunicators are there when your fully staffed?

Chris Shaneyfelt, with the deputy director and on down to the telecommunicators, there should be 11.

Dave said any recommendations here? Because they were some of the lower employees we've had in Randolph County.

Tom Chalfant said 15% is \$40,616.

Todd said these are last year's numbers but the salary survey, I mean, 40 is sort of the, in the, probably the lower or third percentile, or the lower 30 percentile. Most of them are in the 39 to mid-40 range that are around us.

Bev said I think we ought to shoot for 40.

Mike said I do too.

Todd said I was thinking the same thing.

Dave said okay, so each telecommunicator at \$40,000, is that right, is what I'm hearing?

Bev said yes.

Dave said let's see, so that would be an increase, you've got to think about the shift supervisors too while we're doing this.

Chris Shaneyfelt said and the deputy director.

Dave said trying to get the number here.

Tom Kerns said an increase of \$4,681. Do you want to just give the same dollars amount?

Dave said is that a recommendation, Tom?

Tom Kerns said sure.

Mike said I'll second that.

Laura said what was that number? Sorry.

Tom Kerns said \$4,681, based on where we were at \$35,319 before. If my math is correct.

Dave said it is. I have a motion and a second to increase the telecommunicators and their shift supervisor by \$4,681 each. All in favor?

All aye votes. Motion carried.

Chris Shaneyfelt said is that based off of this year's budget or next year's budget, because you were talking 40,000 and if you do 40 what?

Tom Kerns said that's 40,000. That takes it to 40,000. \$4,600.00 was the increase from this year's.

Chris Shaneyfelt said okay, so it's like a 14% or a 15% then. Okay. It'll all increase incrementally from there after?

Dave said right. Everybody else in your depart will go up \$4,681.

Chris Shaneyfelt said okay.

Dave said any other questions, Chris?

Chris Shaneyfelt said no sir.

Dave said down to the courthouse. Have two custodians, recommending \$34,144.

Missy said that's referencing the 7%, so, I make a motion to approve.

Bev seconded the motion to approve. All aye votes. Motion carried.

Dave said we're down to highway.

Mike Haffner said we received the recommendations. And I think, in most part, we're pretty close to what I originally asked for. I think every department is struggling on manpower. And most certainly, CDL is top of the list as well, but it seems like the people I'm interviewing either doesn't have the CDL, or doesn't, they just want a steering wheel job. So, it's getting challenging in all departments. I guess on the salary recommendation, the driver, operator, you've got it about half as much as the operator. And I agree, the operators are key players in our system, especially when we're adding, paving and we've got all of our operators, pretty much, doing that. I thought just the driver, operator could be tweaked up just a little bit. And then our office manager, I think her wage was increased with what her duties is, with the engineer and everything coming in, and there's just a lot to these state and federal, keeping track of everything. But, keep in mind, that takes a lot of time and effort, and our other office staff is taking care of the general duties. And, in my mind, that should be a little better salary than what the recommendation is. I think in my highways, that there's two, there definitely needs to be a spread between the office manager and the other one, but I kind of think that one needs to be a little better than what their recommendation was. Other than that, we all want as much money as we possibly can get, and you know, a lot of ours is dealt with MVH money, but for the most part, I think we're close.

Dave said did everybody get the worksheet here? I'm going to lean on Tom a little here, Kerns, because he's pretty versed in a lot of the CDL-type workers.

Tom Kerns said want my opinion? What I wrote down is from, on that worksheet from the foreman up, adding an additional dollar an hour. With the way things are now, to try to be competitive at all, and that's still not very competitive.

Dave said so you're saying the 7% plus one dollar per hour?

Tom Kerns said yeah, with where you're at, add \$1.00 per hour on that recommended, where you have the 7% on each one of those positions.

Dave said okay.

Tom Kerns said is what I had written down.

Tom Chalfant said so we need to add a dollar to all those amounts?

Tom Kerns said add to the 7% an hour. Yeah.

Dave said from the foreman up?

Tom Kerns said from the foreman up. I wasn't doing anything for the seasonal and part-time, right now, just for the seasonal. If you want to do the same for the part-time CDL driver, because we had, that's the same as the other driver. You could probably throw that in there too, because you're not going to get CDL drivers for any less than that. The other positions, I would leave them the same. I know the office administrator has a lot of duties, but once again, comparing them to some of the other offices and chief deputies and such, I think the pay is in line.

Dave said well let's work off this worksheet first, the highway and maintenance repair sheet they've supplied. Is that in the form of a motion Tom, that 7% plus one dollar per hour?

Tom Kerns said it can be, sure.

Dave said okay. Do I have a second on that?

Tom Kerns said do you want me to name the positions?

Dave said yeah, probably wouldn't hurt.

Tom Kerns said well it's everything besides seasonal labor, part-time laborers, and seasonal drivers, the part-time seasonal drivers. Would exclude those three positions.

Mike seconded the motion. All aye votes. Motion carried.

Dave said okay. Let's go to the supervisor and the secretary, and office administrator, and assistant supervisor. Any questions there? Any recommendations?

Bev said I recommend we go with the salary Recommendation.

Dave said I have a motion on the floor. Do I have a second?

Tom Kerns seconded the motion.

Dave said it's been moved and a second, on 1176 Highway for the supervisor, secretary, assistant supervisor, office administrator, that they would take the salary committee recommendation. All in favor?

All aye votes. Motion carried.

Danita said your salary recommendation is 4%.



Dave said right.

Dave said okay, is that all of them then? Anything else for us? Alright, we'll get the numbers out here shortly. One other thing we have to discuss is the part-time. The recommendation has gone from \$15 to \$16.00 per hour. I don't think that's out of line.

Tom Chalfant said can you get anybody for \$16.00 an hour?

Missy said is there anybody in those positions right now? Do you have any part-time workers right now? I meant for the highway department.

Mike Haffner said we don't have any part-time.

Dave said and they're \$16.00 an hour now.

Tom Chalfant said I guess we can try that.

Dave said is that a motion.

Tom Chalfant said yes.

Bev said I'll second that.

Dave said it's been moved and seconded we increase the part-time employees from \$15 to \$16.00 an hour. All in favor?

All aye votes. Motion carried.

Dave said thanks for everybody coming. Need a motion to adjourn.

Missy made motion to adjourn. Bev seconded the motion. All aye votes. Meeting adjourned.

Reviewed and accepted this 3 day of October, 2023.

RANDOLPH COUNTY COUNCIL

David Herkansen for  
Mike Smith  
Tom Chalfant  
Beverly Fields

Mary Wood

J. P. [unclear]

[unclear]

ATTESTED:

Laura J Martin  
Laura J Martin, Auditor