

Randolph County Commissioners/Council Joint meeting

June 18, 2026

The Randolph County Commissioners and Council met in a joint meeting at 6:00 PM in the Commissioners and Council Room in the Courthouse with the following members present: Board President Gary Friend, Tom Kerns and Missy Williams. Also present was Randolph County Auditor Laura Martin, Sheriff Art Moystner and County Attorney Meeks Cockerill.

Pledge of Allegiance

Gary said alright we'll officially bring the board of commissioners to order. Greg.

Greg said bring the council to order.

Gary said okay, first on our agenda is, and mainly on the agenda is Mr. Barry Ritter from Ritter Associates.

Barry Ritter – Discussion regarding salary challenges to stabilize the PSAP Center

Barry Ritter said good evening.

Gary said good evening. We're going to ask you to share with us what you can share at this particular point in time. And then what you can't, we won't get into, Barry.

Barry Ritter said Barry Ritter, owner of Ritter Strategic Services. I'm the public safety consultant that the commissioners hired three weeks ago, probably.

Gary said yeah, or so, yeah.

Barry Ritter said to, for my team to conduct an efficiency assessment in the 911 center, which you may hear me refer as PSAP. It's the same thing. In short order, they're after contracting my team to perform an efficiency assessment. In the PSAP you have a staffing crisis that occurred, and so commissioners expanded that engagement for me to work with Chris and others in the PSAP to try and stabilize the workforce and identify emergency steps moving forward to insure that there were warm bodies in the seats in the center. As Chris works through a hiring process that qualified potential employees were identified, tested and offered employment to begin training, I think this week at the commissioners' meeting they executed the contract with a company that we've identified, getResQ911. Think of it in terms of like a traveling nurse staffing company. It's exactly what that is. It's a company that staffs 911 telecommunicators around the country. They identify subcontractors that have a minimum set of qualifications that Chris has identified that they can operate within the center, maybe have experience with the same CAD system, familiarity with the radio system and at least have the minimum level of

training that would be required for like a public safety communicator 1, so they have basic training for that. And then those individuals supplement your full time staff to be able to sit in a seat, take 911 call, take administrative calls and the engagement here was expanded here to also be responsible for assisting with the responsibilities within the jail that your full time employees do now. That company estimated at the time that we spoke to them that it would take 4 to 6 weeks to identify trained staff in the country that could spend the next 6 months here in Randolph County. And their goal is to have the same staff throughout the duration of the contract with minimal turnover. But, we're dealing with human beings. And as we talked to references, they did see some turnover in the staff where they had to replace with other folks. So, we're less than a week into that. We've not heard from the company yet, but I would hope that at least, within the next 2 weeks, we may have a phone call or something where they've identified the first one or two people that could end up here to start some basic training to be able to fill a seat. That is the second phase of our contract. So, that's actively moving forward. The first phase was the efficiency assessment for my team to come in and look at a comprehensive review of the operation of the center. That is everything from recruiting new employees to hiring, to training, and to maintaining a workforce that's well trained, qualified and dependable. We look at technology. I will say that from my first cursory review, you've done a pretty good job here in Randolph County with the technology and the advancements that have been made there. We look at the operations, everything from standard operating procedures to how they handle an active assailant and everything in between. We attempt to identify the strengths and the areas of concern or the weaknesses that need to be worked on or improved upon. We make recommendations off of those things that we believe that are weaknesses or areas of concern for the county, not only for Chris, as the director, but for you, as the executives of the county, things that may be a liability or a potential issue for police, fire and EMS response across the county. From that assessment, we also do a staffing analysis to determine the number of employees you actually need, and how do we staff the center, what's the minimum staffing on any given shift or hour of the day that needs to be adequately placed in that room to be able to provide service to police, fire and the EMS. And I'll tell you right now, one of the things that will be in report, I'll tell you, you need to get it out of the jail. Today's 911 centers should not have the responsibility in being working in the jail and being responsible for movement of inmates, opening doors, security in the jail and the officers working in there. Those are two totally separate, distinct public safety responsibilities. And it makes it difficult for a 911 telecommunicator working in that room when the telephone rings if it's a 911 call, a jail officer needs something, a road officer needs something, a firefighter needs something, or an EMS person needs something, how they prioritize. And having that split responsibility is a definite concern. It may not be feasible. It'll be a recommendation, but it may not be feasible. The other action items in the report are then the responsibility of Chris or commissioners and council to determine the things that you want to address, the areas of concern or the weaknesses that have been identified, the recommendations that are made and the steps that you, as a county, can take to get there. The ultimate goal is to be able to staff that 911 center with longevity and an agency within county government that you hear very little about. That it's operating fluently, that it's providing the service to the citizens that are expected and it's providing the services to the police, fire and EMS agencies across the county. If you're not hearing anything, that means things are working smoothly because most often, telecommunicators being the first of first responders or the things that, or the people that are often not seen and heard. And that's the way you like it to operate because you know it's operating efficiently. So, that is our goal. We just received our first round of information from

Chris, I believe it was yesterday for my team to start working through. There are some additional requests that will be coming his way. We'll begin to interview employees, current employees, past employees. We'll interview agency chiefs, first responders in the county, to try and get a level set of the operation that occurs here, concerns or compliments that may be coming from the field for the operation of that center. That is unique in that they have a large customer base. And they serve a lot of individuals and a lot of agencies, and they have to be versatile to be able to do that. And they're not going to do things perfect. They're human beings. But if we hire the right people, we train them the right way, we give them the right tools to do the job, they'll be successful and we'll have more success stories than we have concerns. You know, you've had a mass exodus of employees here. It's beyond a critical state. I think we're taking the appropriate steps to try and put our fingers in the hole in the dam, if you will, and the only way to move forward is to move up. And that's what we're going to focus on and try to accomplish. It's taken a long time to get to the state in which it's in, and it's not going to be corrected next month. I mean, we're in for the long haul here to be able to stabilize that division of county government. I think with that, I'll yield and try and answer any questions that you might have.

Gary said I think that's a good report. I'll go over here to Tom. He's the, Tom Kerns, Commissioner Kerns is the liaison for that center. So, he's requested tonight's meeting to be put together.

Tom said yeah, I requested us to meet tonight. I really, we're not ready to address most of the things that's going on there, but one thing I thought we needed to address in the beginning is the employee compensation now instead of waiting until even next month or the end of the year for the next budget. In recent years, we're done some pretty good adjustments for emergency first responders, and we've kind of left 911 out and haven't treated them as first responders, which was a big mistake on all of our part, that we haven't. So, that's the biggest thing I would like to address tonight. I really don't, do not want to address any type of other issues within 911, that, what we're here tonight is to adjust potential compensation and their package, with first responders or with the dispatchers. And I went through numbers. I think we've all seen the comparisons for area counties. I have talked to most of the personnel a few times and have had some pretty good feedback and really appreciate all the information I've got back from everybody. But what I came up with or looked at, and I think has been talked about multiple times, is potentially a \$5.00 an hour increase, across the board for that department. And that gets us above all the counties our size. It doesn't quite get us to where like, Delaware County and Wayne County, but it makes us extremely competitive across the board. So, we're making that for discussion.

Gary said before we go to discussion, Missy?

Missy said I agree with you. I think that's a good step forward. I think we have to keep in mind that when we do this, that we're going to have the sheriff's departments and other departments, they're going to say, you gave them a \$5.00 a hour raise, I think we're going to have to be ready for the sheriff's department is working comparisons that I've had between different counties and our sheriff's department, we're lacking behind there too. I'm in favor of it, if we get qualified people and this department starts to run smoother.

Tom said I will say that, and I know it's been 4 years ago, 5 years ago, we did give the sheriff and the EMS substantial raises above the rest of the county employees to adjust them up. We did pretty good adjustments at one time. And you're, but you're right, everybody needs looked at for adjustment when it comes to budget time this year. There's no question. But they did get large adjustments in compared to what the 911 operators got in the past, the rest, pretty much all the rest of the first responders.

Missy said and I don't think money is all what's got us in this situation.

Gary said no. I don't either. It's what we're dealing with tonight, culture issues are a different subject altogether. However, money will help. There's going to be many levels of fix. And the compensation is one of them we can take care of quickly. I was going to now defer to Barry, I mean if we're talking a \$5.00 across the board, everybody in there, are we better off that way, or four standard operators and six for trainers, type of thing. What's your advice to us right now on this? Knowing that money is not the cure all, fix all, it's one of the legs of the stool.

Barry Ritter said correct. I think when I first met with Commissioners, one of my statements was that in today's world, workforce, and for those of you that are trying to hire today's generation, it's all about work life balance. And that's extremely important. And money's a big thing. People like to make money. That's how they enjoy their personal life when they're not at work. But it's not going to solve the issues that you're focusing on. I think when you're looking at a compensation package to attract employees, and I was just reading through the county personnel policies just briefly, so, I could have misread this. It could have been updated. I think a county employee has to be here for one year before they have accrued vacation time that they can use. That doesn't really help with that work life balance. Now, they can earn accrued personal time in the beginning that helps offset that, but all of those things are inclusive, as is employee health insurance, which we all know is not an easy thing to pay for. I can't say that you use \$5.00 an hour, if you add that to the salary, that that would not make a position attractive. What I laid before you is a comparison of 8 other counties that self-reported income or payroll for entry level dispatchers, supervisors, deputy directors and directors. And when you look at comparable counties, and I don't know, do you all use a company like Erwin Sheeley for market studies?

Meeks said not for market studies.

Barry Ritter said or for salaries.

Meeks said for the handbook.

Barry Ritter said for the handbook. They do salary assessments and give you, you know, outside market, low, mid, high ranges, to be able to compare what you're paying your county employees to. This information here comes from data that the state collects from counties as to what they're paying folks in their 911 centers. When I look at comparisons for Randolph County, I look at 2 things. I look at population, and I look at the call load. You know, it's easy to compare you to a Delaware county where they have a bigger population, they have a bigger call load, they have a larger tax base. The 911 center is busier, they're going to pay more. So, when I look for

comparisons, I'm looking for similar counties around the state that are not connected to Randolph County and may not even be in this region. Those are, there're 4 above you in population, 4 that have higher population than you do. The number of 911 calls in 2025, pretty similar across the board. You're looking at 9 to 10,000 calls for most of those counties. Some of those are located in the jail, some are not. Some have combined EMA/911 director, others do not. But when you look at entry level salaries out of those 9 counties, currently, you're falling 5th. So, you're in the middle of the road for entry level dispatchers. Supervisors, you're ranking 6th. And, in the director's salary, you're ranking 7th, which is towards the lower end of those 9 for department head running that particular center. If you were to add the \$5.00 an hour, 2080 a year, you're looking a little over \$10,000.00. That's going to bump you up to 54, so you're going to be in the top pay range in these comparisons. Chris probably shared with you earlier, I received a copy from he and Gary both of the comparisons that he did. You know, when you look at Delaware and you look at Wayne, they pay significantly more, their population is larger, their service area is larger, they have more agencies that they serve. And so, their pay is obviously, higher. So, that does not include any stipends that may be paid to employees in a 911 center. Those vary by county. Wayne County hires in the first year you make less than what you do until year two when you have all your minimum certifications that are required to have. Other counties then pay a stipend if you're the IDAX coordinator or if you're the assistant coordinator, if you're a certified training officer, if you're a shift lead or a shift supervisor, those stipends are put in place to compensate them for the extra work that it takes. But then it also gives your employees who you hire an incentive to do a good job, to perform the way they're supposed to, you know, in their quality assurances, they're hitting the check marks, there's no deficiencies. And then when one of those specialty fields are available, they want to apply for those. They want to be a trainer. They want to be an IDAX coordinator. They want to be a shift supervisor. They want to be the deputy director or the director. And those salary differences are there within those stipends. Other centers' supervisors, it's not paid as a stipend, it's part of the salary, so it impacts their overtime rate and impacts their PERF contributions on all of those things. So, it's really up to you as a county, how you want to incentivize those positions that you may not have today, you might have in the future. But make it attractive to folks that hire on there to want to stay.

Gary said before I shift over to council, just do a real quick follow up to the commissioners, one thing not taken into consideration I think, on this report is, how many directors are homeland security also, and when you're doing your reviews, is that something that we should be doing, because Chris does both.

Barry Ritter said when it works, it works. When it doesn't, it doesn't. You know, when I left Wayne county, the last order I had from commissioners was you need to set this up where the EMA director is the 911 director as well. It works there. He had two deputy directors. While he's the director over two entities, he has a deputy director that runs the day-to-day of the 911 center, and he has a deputy director that runs EMA. Randolph is not the only county that operated like that. But there again, that's really two distinctly different sets of responsibilities. And, while I say if it works, it works, you don't know until you try it. I think today you're pretty fortunate that you have an EMA director who can function as a telecommunicator.

Gary said right.

Barry Ritter said in Wayne County, they can, he can operate as a telecommunicator. Other communities, it's not that way. They were the EMA director and they said oh, yeah, by the way, you're going to be the 911 director too. Well, I'm not working 911. So, it's all a matter of how it's handled, you know, if it works or not.

Gary said last thought for me, one of the things I'm looking at and I appreciate your report here, is we also, I believe as a county, have to look at who draws employees from us, our congruent counties around us, and Ohio, you know. We're dealing with losing to Greenville, Ohio, Wayne County possibly, Delaware County. So, I think that's why. It's a very good list, but I don't know what all these counties have around them that they can, because if you're within 30 miles of a center, this is a mobile economy today and we can lose. That's what I'm kind of looking at, trying to stop the outflow employment.

Barry Ritter said oh, absolutely.

Gary said under the best conditions, you can't stop outflow if your pay is not right.

Barry Ritter said yep. I did not include anything from Ohio because I don't have access to that information. I think it's on Chris' but Wayne and Delaware are included on that sheet, as well.

Gary said yeah, I seen that, yeah. Tom?

Tom said I did, when you talked about the difference in this, put in a different category that we did not have before a new hire, like you said, some departments were for the first year or until they have their certifications, at \$2.00 below a regular dispatcher. With our raises, the new hire actually has to get certified so, I did have that for us. And the only other thing was what Gary said at the end, I wanted to say, one reason I wanted to be at the top of this list, but was a little bit below Wayne and Delaware, is it'll help the bleed from the local, from you know. Obviously, we will lose some people to Wayne and Delaware you know, with the difference in pay, but if it's close, and the same with Darke County, Ohio. This actually puts us really competitive with Darke County, Ohio. Very competitive with Darke County. You know, we want to be competitive and we want to be respectful for our county employees.

Gary said sure. Missy?

Missy said I don't have anything right now.

Gary said Greg.

Greg said I don't have any questions. I don't know if anybody else from council does.

Todd said I do.

Greg said go ahead, Todd.

Todd said can we kind of look at these positions here as far as how many head counts we're talking about? Do you have that number, do you know how many we staff currently? We have one director, one deputy director.

Barry Ritter said two supervisors.

Todd said two supervisors. And then how many do we have in the budget?

Tom said there're 11 total positions, is that right, Chris?

Chris Shaneyfelt said if you throw me in, there're 12.

Todd said so, the big picture, I mean, the big number is the dispatcher number, as far as the effect on the budget. When we looked, we talked about this a couple months ago and we said we'd look at it when we came to the budget time, I felt like as weren't too far off. And I'm not saying that we shouldn't be number one, but this would put us almost at the top on the dispatcher side. If that 44 goes to 54, we're more than Delaware, Jay, Henry, and we're kind of right there at the entry level of Wayne. I mean, that's a pretty big jump comparatively. One thing I did like on this report, on the salary study, is that Wayne has two levels and I don't think we do, for a trained front line dispatcher and an untrained. Right now, obviously, we're bringing a lot of untrained. And as soon as they're trained, they can then jump ship. We spend all the time training them and they don't have any, okay, I'm trained, but the pay didn't change, I kind of like the idea of creating a tier there where we, because we're going to lose some people during the training time, say ah, this isn't for me. It may be 50% of them that we lose. So, why start them off as the highest paid dispatchers in the five county region if they haven't even done anything yet? You know what I mean?

Gary said I do.

Todd said I think there should be, Barry, you can tell me what you think about that, but I feel like that idea in having some incentive to make it across the goal line and actually be functional.

Barry Ritter said I think that that's important for the employees who are sitting in those seats who have longevity, who are trained, who have worked the long hours, who have been a long-time county employee, because, do you have a longevity schedule here?

Gary said we do not.

Barry Ritter said that when they hire me off the street and I come in and sit down in the seat and I don't know anything, and they're training me, but yet, I'm making the same money that they are?

Gary said yeah.

Barry Ritter said so, that first year, under Indiana law, they have to have their certifications, the minimum training within the first year. So, you're paying them less money to be trained, they're

doing less work for the majority of that time, getting their training, and then they hit that one-year milestone, you give them that increase. The one thing that I would ask you to consider is that, you start paying more and you become attractive to the other counties and you get an applicant who comes with a compliment of certifications, that there's leeway there for HR and the department head to bring that fully trained person in at that higher rate.

Gary said if I might, we don't have longevity, but Community Corrections has such of a scale, a 3-tier scale of experience. So, it's not like some, it's the only one I know in the county that exists.

Todd said my verbiage wasn't longevity, it was trained, to not trained.

Tom said that's why I mentioned bring in the new hires at \$2.00 below the regular dispatcher pay, so that they have that year.

Gary said like a 3, 4, 5, up to the trainer?

Tom said yes. One other thing that I had down I didn't mention, not to jump in with council, but, was the potential, if we have a dispatcher that is doing training that is not a supervisor or one of the directors, that they should get a stipend for training somebody that's on their shift with them because that's, you know, we're going to be at a place now where they potentially have two, they're training two separate people during their shift and making the same amount of money that the person they're training is making. So, I, whether there's a training stipend, and I don't know if anybody does anything like that?

Barry Ritter said they pay a stipend for a CTO or Certified Training Officer, which goes a long way in having that dispatcher responsible for training the new folks. And when you get into a staffing shortage such as yourselves are in, and you have a large turnover in employees, you're in continual training mode, which then long hours, continual training on your CTOs equals burnout. And you know, if can compensate them whatever that amount of money is, that would go a long way.

Todd said I would like to see a fairly significant difference, maybe not \$2.00, like the whole 5. I mean, you're coming in untrained. If you come in and we've got to invest a lot of time and we're paying you at the level that you're currently going to make as a trained person, I just like to see some big incentive for somebody to get there.

Scott said not just get there but stay there.

Todd said just my thought.

Gary said anybody else on the council?

Larry said Greg.

Greg said go ahead.

Larry said I was just trying to think in my mind if you're talking \$4.00 an hour, if we had the people already hit it and they're working 200 hours a year, that's be \$10,000.00 a person. So, that would be, at 12 positions, would be \$120,000.00 additional to the budget versus what we do now, without overtime.

Gary said right, that's correct.

Larry said then the only other comment I would make and Barry probably knows this and everybody. If I go to Greenville or I go to Muncie, if you think right, it's going to cost you 2 to 3 dollars an hour to travel with your wear and tear on your vehicle, paying your gasoline. So, that's another thought of behavior of people that some people think about that and some people don't. I'm with Todd, coming in untrained, some people are thankful to have a job, then get the raise later, some people aren't. So, it's, and like Barry says, like everybody, it depends, and Chris and everybody, it depends on the behavior of the people that you're bringing.

Todd said but even argue that a trained person is so much more valuable than somebody coming off the street. You could make it pretty significant. And then you could be stealing from other counties instead of losing to other counties.

Gary said well, I took a note down here like for 3, 4, 5 type of a scale, just as a discussion point after the council is done.

Scott said I like that 3, 4, 5. 5 didn't bother me for your experienced trained personnel. It might be a little bit steep for the new trainees that haven't got their certification yet. I don't, this doesn't fix all our problems but it makes it easier for Barry and Chris to concentrate on the other issues that need to be worked out. Yeah, that's a big step, being 120,000 additional to the budget, but adding \$10,000.00 to somebody's salary, that puts us at the top of the list and that kind of insures that we're not under paying.

Tom said and I will say really quick, just not to jump into council again, I did figure it at 3, 4 and \$5.00 an hour is what I had and 5 was the preferred, but I have numbers here for 3 and \$4.00 an hour bumps too. They get us somewhat competitive, but I want to once again push towards the top of the list so that maybe we're not losing, we're taking.

Gary said 5 opened up the discussion?

Tom said 5, yeah, opened up to discussion.

Gary said anything else for council, Greg?

Greg said Beverly?

Beverly said nope. I'd just like to say I'm highly in favor of a staggered pay scale based on both experience and training. I think that has to play into it and play into it competitively with the other counties.

Mike said then we need to look at the deputy director and the director.

Greg said yes. Have that to look at.

Mike said because a dispatcher would make more than a deputy director.

Todd said well I think you're, I think what's being proposed is \$5.00 across the board, all positions.

Greg said yes it was.

Mike said okay.

Gary said yeah, this is opening.

Scott said and I'm in agreement with that.

Todd said I just brought up the numbers because the 10,000 additional for the other position isn't that because there's not many people.

Greg said and then just to make it clear while we're talking different things here, are we talking about adding stipend on to this too, or longevity?

Mike said I think that's something we need to discuss at budget. If we can get.

Gary said I understand that, but it's going to tack more onto the total.

Gary said it is.

Gary said if it's done. And that's what I'm.

Gary said longevity is something that should be equally across Randolph County, all departments. I'm not against longevity, figuring it out is different, hard, but yeah, I mean, right now, I don't know that we're ready to go into something that doesn't even exist yet.

Greg said okay, that's what I'm trying to get clear is to where we're, exactly what we're looking at, exactly right now.

Gary said that's my take though. Missy, what's your take on that?

Missy said yeah, I mean I like what we're doing here over all because if we have to increase this, and the training part of it is extremely important. I'm not sure I want to start saying we'll go out there and steal other employees from other areas, but if you pay more, you're going to get better qualified people. Will they stay? Six months, we'll know, a year, we're going to know. But we have to do something because we can't just keep this turntable. That may mean looking at performance of everybody in there. And exit interview when they leave, why are they leaving?

Was it the money or is it any other thing that we need to look at? Insurance? I think our insurance stipend is pretty good.

Gary said okay, Tom? What do you think on that?

Tom said longevity that needs discussion at budget time for everybody. If you do an entry level position that is significantly lower, like Todd talked about, then at the beginning, the stipend wouldn't be as important. But if you have an entry level that's making the same as somebody who's training them, then you need to stipend that, for sure.

Gary said okay. I think now we'll have just a joint, yes, go ahead, Missy.

Missy said I've got one more thing, Gary. The highway department is going to look at this and say okay, I know, but they take, they get training too. Get their CDL, different certifications, this opens a door, same thing with our sheriff's department. All of our deputy sheriffs as they get certification, what are we going to do? How are we going to handle all of that? I think comparison-wise, if you start looking at Delaware County at least those, I've got some statistics on some of those. I have Jay County, Wayne County and some of that on deputy sheriffs. That's why we're losing a few of those is because they pay a lot better. So, I agree with it, but it opens the Pandora box. Where do we stop at?

Meeks said let me just add something. Whoever is on the salary committee, they should look at the city, I know the city of Winchester pays per certification. That's to incentivize their employees to get more certifications. And the other one, the longevity, we've been talking about that for, I've been here for 17 years and that has come up every couple of years and it always dies. I wish Dave was here right now. He was there. I bet you it comes up every, and that one you'd need to be across the board.

Gary said yeah. What Missy had walked out. We have taken care of our highway department. I'll wait until Missy comes in. Yeah, Missy, that's all fair concern. It really is. We have kind of a unique situation down in the PSAP center where you can't draw in help from all other communities.

Missy said right.

Gary said and that kind of sets that apart. But that has to be specifically trained in that specific area, you know. I've always said the police department can get in trouble with personnel, and if it happens, we don't want it. But you've got every city and town around that can come in and help with a crisis. Same with fire departments and ambulances. You don't have that down there. I think that's why I can separate the two. But I take your point quite seriously. We will be fielding questions. There's no doubt about it. So, now we get in our general around the table here on this particular issue. You're our advisor, Barry, helping us here, I mean, I'm looking after this discussion to saying entry level is \$2.00, \$4.00 is after you've got your training in and 5 is a trainer up from where they're at to help keep it incentivized and going. I mean, I know I said 3, 4, 5 and I wouldn't have an issue. But the discussion being entry level is entry level, to me, that may be where \$2.00 an hour starts, 4 for once you're here and completely trained, and 5 if

you're a trainer. But, that's what we'll go around the board and talk about. But first, Barry, I'd like to have your input on that before we start around both bodies.

Barry Ritter said I don't think any stair step or any variation is wrong. Just making sure that it's fair and equitable, that it's commensurate to the responsibility. So, you know, when you look inside the PSAP, the additional responsibilities that are in there go beyond a trainer. So, your IDAX coordinator is responsible for the Segis responsibilities and BMV records, they're responsible for insuring that all the employees input all of the stolen property, missing persons. They're doing the validations for the sheriff's department and all the outlying law enforcement agencies including Winchester. They're doing potentially pre-sentence stuff for probation and for the courts. They're doing work for Community Corrections. And that's all in the 911 center. So, if those things are put off on the IDAX coordinator and the assistant coordinator, I think those are positions that stipend is that incentive because it is additional responsibility that they have, otherwise they could just sit there in a chair and do the job of just the telecommunicator and not take on that additional work. And if you're a terminal agency by IDAX rules in the state, you have to have those folks. You have to have a coordinator and you have to have a deputy coordinator, or assistant coordinator.

Gary said what's a terminal agency, and are we?

Barry Ritter said Chris, you're the terminal agency, right?

Gary said Chris, do you mind coming up for a minute because we're going to, I'm going to ask for your input on this tier as well.

Chris Shaneyfelt said terminal agency makes us responsible for all the NCIC, IDAX and that stuff.

Gary said and that stuff is what, actually? I mean, I think I know.

Chris Shaneyfelt said it could be criminal histories. They could be entering stolen vehicles, stolen guns, stolen boats, with the officers that had MDTs in their car, we have to make sure that they're trained and we have all their signatures. We have to insure that they get fingerprinted. We do all the stuff like Barry said with probation, the courts, prosecutor's office. We have staff that enter the warrants in from the courts and stuff, so. I am the head person that signs off for each agency that gets IDAX. So, we have the terminals. We run it. The officers have the MDTs. They hold their own MDT certification. But we still have to sign off on them.

Gary said which is what?

Chris Shaneyfelt said huh?

Gary said what's that certification you're talking about, MDT?

Chris Shaneyfelt said it's an in-car cam, or in car computer.

Gary said okay.

Chris Shaneyfelt said so they're allowed to run license checks, license plates in their cars, so that in theory, it takes a load off of us. Sometimes, you know, those agencies choose not to do that, so we still run quite a few for all the agencies. So, it just depends, but all those people have to have the appropriate segis level. I mean, Joey. If Joey comes over into the 911 center, technically, he has to have a test and be certified to be in that room, because he may see something that has personal information in it. So, and any vendor, contractors, they have to have this stuff.

Gary said so, we're an IDAX center?

Chris Shaneyfelt said we're a terminal agency, yes.

Gary said terminal agency, okay. Alright. Chris, your input on a scale up to help the center for the long haul?

Chris Shaneyfelt said it needs to be done.

Gary said and what would be your input?

Chris Shaneyfelt said to the money input, I, that's more for you guys to decide, but I know that several staff members over the years have really been upset that we get the new hires come in and they're making the exact same amount of money that somebody that's been there 14, 15 years, and then, you know, they're reasonably close to the supervisors and the deputy director position and stuff like that.

Gary said yeah, we have to.

Chris Shaneyfelt said so, I think it, whatever it is, it needs to be probably at 20% below what our normal staff would make, whatever that is and then it can go up from there with some of the suggestions you guys are talking about.

Gary said yeah, because right now, we're leaving longevity out. We're just talking about levels of.

Chris Shaneyfelt said yes, I understand that.

Gary said okay. So, you, I mean, 3, 4, 5, 2, 3, I mean, you've worked in there all the way through. What helps you and what harms you on this?

Chris Shaneyfelt said any pay raise that you're going to give the staff is going to help. I think that the \$5.00 discussion was, it's going to make us very comparable to those surrounding counties, and hopefully, keep staff that doesn't choose to go to those other places, because depending on what their reasons are, they make a 30-minute drive and they're burning \$3.00 worth of gas, it doesn't really matter to them, because they're going to make that over there. So,

it kind of works out in the wash, but, there definitely needs to be that separation there. And obviously, I think that we need to be very comparable to any agency our size.

Todd said I have a question for Chris.

Gary said yeah, yep.

Todd said so, you got 5 recent applicants I think. We're they from Randolph County?

Chris Shaneyfelt said 4 of them were, 1 of them is in Darke.

Todd said thanks.

Chris Shaneyfelt said and I'll just go with the ones that we were looking at hiring. They're young. There's an 18-year old and then there're some that are a little older and have a little more life experience, but, nothing in this realm.

Scott said do you get any that's already got their certification?

Chris Shaneyfelt said the only one that we've gotten that has certifications come over from Henry County and she just started for us. She has all of her certs. She just doesn't know the county real well. But, you know, we're working with her on that. I mean, she's with one of us. So, she has all the required certifications. She's even a CTO, but I mean, obviously, we can't use her as a CTO because she doesn't know the county real well. But, I mean, she was immediately available to sit in a chair Henry County holds, or runs Spillman CAD, which I the same as we do. So, there was no learning curve for the computer system and stuff, so. And she has her IDAX certifications as well. So, she was really to go out of the box.

Gary said Tom.

Tom said one of the things I want to say is, and I said across the board and that was a starting point to talk, one thing that really needs looked at, the current difference, and I think it needs to be a little bit more, and Chris will probably agree, the current dispatcher, the supervisor and supervisor to deputy director, there's less than a dollar's difference between each one of those positions.

Chris Shaneyfelt said yes. Those positions are very tight, and they have been for a long time, so there needs to be a larger separation there as well.

Tom said correct.

Todd said I totally agree. I mean, you're talking 11 people in that one position. And if they move up to be a supervisor, it's dollar an hour.

Tom said it's not even a dollar an hour.

Chris Shaneyfelt said yeah. And it's been that way for a long time. And it's just, definitely, there needs to be a greater separation because the headaches just come with it, the terminal agency position and that person being the IDAX coordinator is a lot, because the rules constantly change and if you get a new IDAX lead, and for the state police down in Indianapolis, they may handle things differently. So, you're constantly evolving to meet those rules and changes.

Barry Ritter said who's doing your quality assurance?

Chris Shaneyfelt said right, it's me. And we use, prior to going with Equature, which Equature is just a communications company that provides 911 related communication things, we purchased the AI call handler that answers the phone to deal with the spam calls we were getting. They also have a QA/QI program. So, it uses the AI and it listens to the calls, transcribes the calls and then, based upon the APCO Standards that we have entered for the quality assurance part, it goes ahead and evaluates the call. But I still have to go through and make sure that the score that the AI is giving it is accurate. Sometimes it is. Sometimes it's not. It just depends. Often, the scores go up. But we've been doing that for, I don't know, 4 months or so, now.

Gary said anything else here, Tom?

Tom said not right now.

Gary said Missy?

Missy said do you think pay is the only reason they're leaving, or is their environment that we need to change in there with it also?

Chris Shaneyfelt said oh, no. There's some culture that definitely needs to be changed. In people being people, you know, they sometimes don't get along. I deal with it the best I can. Is it perfect? No. And what hasn't helped us any is we are in a position where it doesn't, sometimes maybe some terminations may be needed to curb it but we're so low on staff, it doesn't make any sense to fire anybody, and then we're just down one more person and we're creating more over burden, over stress, burnout on some of these issues. So, it's just got that cumulative effect, but no, the money is not the only issue. There's, again, it can be things like the pay ranges. It could be they just want to go back home. We've had an employee, she's been gone for a few years now, but she lives in Selma. She came over to us, learned how to do everything and then she went to Delaware County. Now, she's an RN. She's not even doing it anymore. So, there's a variety of things that.

Missy said we can approve on?

Chris Shaneyfelt said oh yeah. Oh yeah.

Gary said anything else, Missy?

Missy said no. That's it.

Gary said Larry?

Larry said no, not really.

Gary said Bev?

Bev said nothing more than what I've heard.

Gary said Mike?

Mike said no.

Gary said Greg?

Greg said you're, what are you wanting here tonight? Are you wanting to make a decision on the 2, 3, 4 or 2, 4, 5, whatever?

Gary said yeah. I think, one second, yeah, I think we'll go to that phase just directly here.

Gary said okay.

Gary said Todd anything further?

Todd said just that I really like the idea of bigger ranges. That would mean leaving, in my opinion, what we have currently at the lowest level, alone for a new employee and then bigger increases for once they're trained and the two supervisors and so forth.

Gary said noticeable steps between the tiers.

Todd said not a 3, 4, 5. I'm thinking like a bigger spread.

Gary said I understand.

Todd said if I understand what you're saying by 3, 4, 5, and I mean not.

Gary said it's just a conversation starter.

Todd said yeah.

Gary said Scott, too many names on my mind. Sorry, Scott.

Scott said I like the tier. I like the tier system and the reward these people for staying. I'm kind of like Todd thinking that the range needs to go from new hires at \$2.00 an hour increase to some of your directors or deputy directors to 5 or \$6.00 an hour increase. Like Todd said, a little bit bigger steps. Reward those people that stayed and trained the new people. But, yeah, I'm looking at you know, from 2 to \$6.00 an hour or 2 to \$7.00 an hour.

Gary said and sorry about that Scott. I was thinking about his tier while trying to get your name out of my head.

Scott said you're fine.

Gary said Missy, anything final before we turn this to the council, because ultimately, the council is going to be the one who sets this. And I'll let Tom, being the liaison, maybe throw out a recommendation, and we'll flip it to council and maybe tonight, the council can vote on making a salary ordinance change, as soon as we can run it properly through the system. But that is the council's call. I would make no mistake about it. Missy, the final thought here before we go there?

Missy said it doesn't stop here. I'm concerned about the sheriff's department. I'm concerned about the highway and not saying I'm not concerned about the courthouse also, but you have those three, particular departments that kind of have a lot more, I mean, a lot more stress, a lot more opportunity for a dangerous situation, whether it's snowplow on a terrible day or whether it's somebody pulling a guy on you or whether it's stress of this particular department that we're talking about. I think we're going to be needing to think about where do we go if those all, you say you're going to do them in another year. I don't know. But, I think if we took this and we compared Delaware County, Henry County and Jay County to our sheriff's department, to our highway department, I think we're going to find the very same thing here. But, the culture evidently, has kept those people around and they feel appreciated and want to stay or they don't want to move out of the county. So, they want to work where they're living at.

Chris Shaneyfelt said I can tell you for most of them, the ones that have stayed, it's home. And they just don't want to go somewhere else, and Mindy sitting back there, she's left, she's came back because it's home. The men and women that work in the emergency services here, those are her people.

Barry Ritter said in your salary ordinance, is there a differentiation for the director's salary as to what percentage is EMA, what percentage is 911?

Gary said no, I don't believe it is. It's all lumped one. There's no delineation between percentages of one to the other. Years ago, when we had to make, we didn't make a change, we had a retirement. I forget that lady's name.

Chris Shaneyfelt said Cynthia.

Gary said Cynthia, yeah. We asked Chris, the commissioners at the time did. I wasn't a commissioner at the time, asked Chris if he would do both. The council started setting a salary for both, but I don't ever remember saying there's a percentage.

Barry Ritter said what is your annual reimbursement from the state for your EMA salaries?

Chris Shaneyfelt said the state's reimbursement for my salary?

Barry Ritter said yeah.

Chris Shaneyfelt said 18,000.

Barry Ritter said they just flat-feed that, didn't they?

Chris Shaneyfelt said yes.

Gary said anything else, Barry?

Barry Ritter said no, thank you.

Gary said Tom, have you got some kind of recommendation you'd like to present to the council, being the liaison for 911?

Tom said not yet. Give me a minute and they can discuss it. I'm trying to get some staggered stuff. I don't know if Todd's.

Meeks said just to interject. Whatever you do, we'll have to give a salary ordinance.

Gary said yes.

Laura said amended, yes.

Meeks said amended, which will come to your next meeting.

Gary said yep.

Meeks said so, if there are more than one suggestion, you can have two salary. Laura's looking at me.

Laura said I don't understand what you're saying, but I have two.

Meeks said you have two, you got two different versions.

Laura said I see what you're saying, okay.

Meeks said yeah, then you decide on what you want to do.

Bev said pass one or the other.

Laura said yeah, okay, that's what I wasn't getting.

Gary said pass them both and just start the whirlwind.

Laura said yeah, that's what I was worried about.

Gary said council, you can go ahead and deliberate what you think, while Tom's adding up what the liaison and the commissioners think. So, council, why don't you take over and you're in charge of the salary ordinance.

Greg said well I'll go first and say that I'm in agreement with Todd that the lower, the beginning entry level and all that, probably don't need to bother with that too much, and then increase the higher ends to get.

Gary said want to start throwing numbers?

Todd said I've got something for you.

Greg said I seen Todd figuring over here so I know he's figuring.

Bev said he's on the salary committee, so, he's got the numbers too.

Greg said but yeah, that was my thought is use our money toward the higher end.

Todd said rather than just throwing out hourly rates here, I'm just going to round numbers into annual salaries. I would go with 45 for entry level, which is pretty much where we're at, 55 for trained dispatcher, 60 for supervisor, 65 for deputy and 70 for director. That creates a tier system.

Gary said that's a pretty good one.

Todd said it's all over the place as far as, you know, but it's very comparable when you look at some of these other counties.

Gary said you might say that again so, I lost you on that.

Todd said 45 for entry, 55 for trained dispatcher, 60 for a supervisor/CTO, 65 for the deputy, 70 for the director.

Gary said that's pretty incentivized to stay, isn't it?

Scott said I think so, and I like it, but what about your part-time people?

Gary said Chris, before they say part-time, do you struggle with our pay for part-time help to come in? Are we like 20 something?

Chris Shaneyfelt said 18.

Gary said 18.

Chris Shaneyfelt said yeah, it needs to be higher. It really does. I mean again, the ones that we have, most of them are prior employees that worked here that left to go other places but they've

stayed to help. And the one that we had that was from outside the county, she's now the full time one, so, everybody, off the top of my head is former employees. So, they would obviously appreciate.

Gary said what would, if you could ask the council, what would you ask them? You can ask the council. What would you ask them for part-time to be?

Chris Shaneyfelt said I'd probably go at least 22.

Gary said okay. That's, I think what you wanted, to hear a number, right?

Scott said I was thinking 3 or \$4.00 an hour, so, yeah.

Tom said Henry County does it the exact same as a dispatcher.

Todd said that's what I think is simplest, is just take the trained dispatcher and divide it by 2,080.

Tom said and, I mean, our full-time people get all the benefits too.

Gary said right.

Todd said but then, the part-time people are valuable because they can fill in the gaps.

Tom said yeah. Maybe you drop a dollar an hour, below that, you know.

Barry Ritter said you know, there are some counties that pay their part-time people more per hour than their full time. I did that in Wayne because we're not paying fringes on those folks.

Todd said or overtime.

Barry Ritter said and they are required to maintain the same certification levels as your full-time employees. When a full-time employee leaves, we really like to keep them as a part time if they have an interest. And so, we did that by actually paying more on the hour. So, then, when we called them and said I hey, I need you at 11:00 tomorrow night, they had an incentive to come in and work.

Gary said I like what Todd said, that position, that hourly wage. Makes it easier.

Todd said as it goes up, the other one goes up.

Scott said do you realize though, that's like 26.44 an hour?

Gary said yeah, but it's cheap, not cheap, it's inexpensive compared to.

Gary said it's still not the higher end of what you're paying, so, that's just the competitive rate compared to some.

Todd said I assume you're not bringing in part-time people who don't have certifications, right, but part-time is somebody who's trained, right?

Chris Shaneyfelt said most of them are. There are some like a girl that I have right now, she's a previous dispatcher for us and when we started looking for people that we could get that would go part time, she wanted to come back. So, we're getting her re-certified. She's, when we bring in these contractors, the minimum that I agreed to with these contractors, they had to have PST1 and EMD. Then, you know, the state can pay for the other certifications. And that's what I'm just doing with her. She's got her PST now. She's in the EMD class. That'll be another two weeks, but, she was an EMD before and had all those certifications, so, it's not new to her. And I'm not as concerned about the liability as if it was somebody that's brand new that has no experience, because we just can't do that.

Scott said well, do you need to two-tier the part-time people then?

Chris Shaneyfelt said well, my part-time people, I try to get them already certified.

Scott said already certified.

Chris Shaneyfelt said yes.

Greg said but if they're not.

Gary said we already got them certified.

Tom said well it would be two-tiered if you just pay them at whether, if they're certified, they would get the dispatcher, if they're not certified, they'd get the new hire rate.

Greg said right, yeah.

Tom said so, it's basically, already two-tiered if you're looking at it that way.

Greg said okay.

Chris Shaneyfelt said when we're talking certified, we're talking Indiana certification for after one year. They have to have that one-year certification. Is that what you're saying?

Tom said yes.

Chris Shaneyfelt said okay, because if you talk, just certified, I mean, technically, just to sit in a chair, all they have to have is a PST1 and a TCPR. And then.

Tom said with the one year where you can turn them loose?

Chris Shaneyfelt said yes. Yeah. But I mean they still have to have all the other things that Indiana requires. But, we ran all four of those skills, so they have to have all four of those skills.

Tom said that's basically for you to tell us.

Chris Shaneyfelt said yes, yeah.

Barry Ritter said I think the agency policy would have to reference and reflect the salary ordinance so that the term train is defined.

Tom said yes.

Barry Ritter said and what the expectation is to reach that level of training to get that additional pay. So, you're looking at your minimum PST1, your IDAX, and EMD.

Chris Shaneyfelt said yeah.

Barry Ritter said at a minimum in the first year.

Gary said well, for the council too, I know we got the ResQ911 contract executed, but however, it has a 30-day out if we get fixed before the whole 6 months is up.

Larry said one thing I wanted to say about the part time, even though we're thinking about it here, the part-time 18.03 is for all the county, right, and all the departments? So, it kind of piggybacks a little bit off of what Missy says. Maybe you shouldn't have part time, if now we're countywide?

Tom said it's not the same all the way around. We pay, EMS gets paid a different rate, part-time for that and it depends on training.

Larry said I mean, for like courthouse people and everybody.

Gary said part time being attractive is helpful for us to manage county government personnel. I think sometimes we're lacking on part time because we don't pay benefits on them, and we don't pay overtime on it. We don't allow overtime on part time. Tom, do you have anything to put in before the council goes into the final thinking?

Tom said I like the way Todd's thinking. I think it's a good.

Gary said yeah.

Barry Ritter said where did you land on the incentive pay for IDAX deputy, assistant IDAX coordinator, certified training officers?

Greg said we did not. We have not done anything there yet.

Gary said I'm going to need a little more expertise, what that should be, how we should phase it in.

Tom said I think that should be brought during budget hearing, instead of doing that all right now. Does that make sense?

Barry Ritter said yeah, we can put something together with some comparisons and recommend something.

Gary said I do think.

Todd said based off of what I'm seeing, it's not a tremendous amount.

Gary said no, we roll it in and make it part of the qualification for the money, for like the director, up to 70, is that what you said? You would expect IDAX included in having that certification, I would think. But, I think I would need help from you guys on what that really should do.

Bev said when they said the 45, 55, 60, 65 and 70, it's just a title with no qualifications, you know, set out that will need to be set out on each one of the areas.

Gary said yeah. I think those upper levels have to have full certification. They do now, don't they, Chris?

Chris Shaneyfelt said yes.

Gary said so, you can't even take the position without certification? You can't get the pay. You can't get the pay without certification.

Chris Shaneyfelt said me?

Gary said no, no, the people that we're going up. I'm talking about when we're putting these in here like, Bev is talking about those are title positions, but we also, or at least I do, think that when you take that title for that position for that new money, that it comes, you have to be certified to get the money.

Chris Shaneyfelt said oh yeah. So, like if you're talking about giving them a stipend for CTO, yes, they would already have to have that CTO certification.

Gary said no, I mean when you go to a supervisor

Chris Shaneyfelt said uh huh.

Gary said up to 60, that supervisor has to be certified to be a supervisor, correct?

Chris Shaneyfelt said okay, yes. And we have a policy, a procedure that kind of delineates what I want in those. So, like they have to take additional independent study courses. They have to take the communication supervisor course and stuff like that.

Gary said yeah. I think Bev's point is well taken that, it's a title.

Bev said it's all part of the job description.

Gary said right. The title has to have the job description.

Bev said commensurate with that.

Gary said with, yeah.

Chris Shaneyfelt said yes, yes. And what I've done with the job description, which, you know, when you compare our job description with just the overall general county job description, our job description is 11 pages long, and it outlines what each step is supposed to have. And it follows the APCO standards because APCO creates standards for those positions.

Gary said does that answer your question?

Bev said yep.

Gary said Greg?

Greg said yes.

Gary said Missy, do you, or do you have any issue or want to add anything to what Todd had brought up?

Missy said no.

Gary said okay, I think maybe the council can go into deliberation and see if you want to take a vote on having the salary ordinance amended for the next council meeting so you guys can take action on it?

Greg said okay. I like what Todd's come up with here. He's still figuring

Todd said I was just doing the part-time rate.

Greg said yeah, yeah. I'd like to know the part-time rate before we talk about it any further.

Gary said I think the part-time rate, the discussion that the part-time position equals the position that you're filling.

Scott said I agree.

Todd said right. I was just calculating it.

Chris Shaneyfelt said well that might be a little difficult for you because if you're putting them in there that they're, the position that they're covering, and they're covering my day off.

Gary said oh well yeah, okay. Well, because you've got to watch all that. You're right.

Chris Shaneyfelt said yes.

Gary said it's either certified as an operator or non-certified.

Chris Shaneyfelt said right.

Gary said two positions.

Chris Shaneyfelt said yeah. Either they have all their Indiana certifications or they don't. So, they got them in at the lower rate for one and then if, the higher rate for the other.

Barry Ritter said and they're no different than a police officer. If they've not completed that certification the first year, they can't work here.

Gary said right. Did you guys hear that, the council? It's two levels of part-time, certified or not certified. Okay.

Todd said should I make a motion or you want?

Greg said \$26.44.

Mike said for the certified?

Greg said yeah.

Todd said the math is 45,000 as a non-trained dispatcher is \$21.63, and a trained dispatcher is \$26.44.

Greg said part time. Part-time pay.

Gary as many, many things are going to be worked on in there and reports, this ought to help.

Bev said how much per hour were you talking?

Greg said I was going to say, did everybody get that on council, the part, which one do you want to know, Bev?

Bev said well I've got.

Missy said go through them all.

Bev said go through.

Greg said well, the beginning for entry level was \$45,000.

Bev said that, I got.

Greg said and then the next level was \$55,000.

Bev said that I got, yeah.

Greg said and the next level is 60, then 65, then 70.

Bev said yes. I have those. It was the two part-time differentials.

Greg said and the two part-time numbers for entry level come in at \$21.63, and the certified, has certification at \$26.44.

Scott said that's almost \$5.00 an hour increase, if they stay on after they've been trained.

Greg said yeah. As part time.

Bev said I think that sounds fair.

Greg said Larry, do have any discussion on that? What are your thoughts on this?

Larry said my thoughts are good on the 45 to 70. I don't feel real good about the part time but...

Greg said Mike.

Mike said I'm good with all of it.

Greg said Scott, you saying you're fine with it too?

Scott said I like them.

Greg said any changes or?

Todd said my big thing on the part time is not just the benefits, it's the overtime because we've experienced a lot of overtime in this area and finding a few part-time people could really alleviate a \$35.00 an hour, you know, slot.

Bev said yeah, no paid overtime.

Scott said that is true.

Todd said so, they pay for themselves two ways. They're valuable people, like pinch-hitters kind of. Are we making a motion tonight, or are we just?

Greg said I think so, yep. They need it to get on with it.

Todd said alright. First, I make a motion that we create a new two-tiered level of dispatcher on the, in this department. So, you've got a non-certified dispatcher and a certified dispatcher. We don't have that currently, I don't think, two lines for that. That's my first motion.

Tom said you need to get them language for that.

Chris Shaneyfelt said we can get them the language, yeah.

Todd said the job titles or whatever, yeah.

Chris Shaneyfelt said just keep in mind I'm gone until the 29th, but, well I'm here until Sunday, then I'm gone, but, out of the office.

Greg said alright, we had a motion and a second, Mike second. All in favor?

All aye votes. Motion carried.

Todd said alright, I make a motion that we change the salary rates, the dollar amount will have to be calculated, but, that we set the non-trained dispatcher salary at 45,000, the trained dispatcher salary at 55,000, the supervisor at 60,000 the deputy director at 65,000, the director at 70,000. And the part-time pay rates for the non-trained and trained dispatcher at the same hourly rates as those positions. That is \$21.63 and \$26.44.

Greg said I've had a motion.

Mike said I'll second it.

All aye votes. Motion carried.

Barry Ritter said effective date in the salary ordinance would be?

Meeks said probably August 1st. Wouldn't be before, well I don't want to jump the gun.

Laura said well I need to look at pay dates to be able to tell you exactly, yeah.

Meeks said we'd have to look, yeah, we'd have to look at pay dates.

Laura said I don't have that information with me, but.

Meeks said this would not earlier than the first meeting, the second pay period in July probably.

Laura said they can vote on this on July the 1st, but yeah, it would be the second pay period.

Meeks said well we don't meet on the July 1st, right?

Greg said we won't meet on July 1st.

Mike said it's the 7th.

Laura said July 6th, yeah. But I need to look at the pay periods to see when it is.

Meeks said so, probably whenever the next pay period is after that.

Gary said okay, council, I appreciate you guys helping the county, helping the commissioners begin the work of getting the PSAP center back on its feet. I know there's a lot left to do, but this was one we could do quickly, and we'll go from there. So, Tom, anything else on this?

Tom said not on this.

Gary said Missy, anything else on this?

Missy said I've got a question for Barry. Barry, I like the idea when you said that center being you know, in the basement, that possibly the environment, just because you're in the dark all the time, what are other ones doing?

Barry Ritter said there's not a hard set rule. You know, I'm working in Franklin County. They're in the jail. They're running the, helping run the control. The county owned another building. We're relocating the PSAP to another building. You know, the impact on that is depending on the number of employees you have, you're going to have to add employees to the jail staff to cover those responsibilities. Others have received grants and they've built a hard EMA 911 center somewhere out in the county that's conducive. Some will put them in administration buildings. It's just whatever the county has that works.

Gary said I can't even fathom how you would move all that technology down there.

Barry Ritter said very slowly.

Gary said okay. That's all we have for the PSAP center tonight, I do believe. Thank you Barry, for your time.

Barry Ritter said absolutely.

Gary said we look forward to all your reports to help us get, come out the other end of this. Chris, thank you for your input. Now, we've got the, Tom, we've got a couple other things that we might want to bring up that council needs to look at. We don't have to make a decision tonight. But I mean, I can, you want me to bring it up?

Tom said you can.

Gary said I've spoken to Greg on the council and then I spoke to Art today on the jail. Obviously, we're looking at when to make a wage adjustment for the building administrator salary, and the discussion out there is move it to \$65,000. But I spoke to Art because in that discussion, we had talked about taking the personnel over there. That doesn't really work as well as it seems out loud, because, according to what the sheriff told me, it's all true and it's all perspective. There's a lot that goes on in the jail that has nothing to do with maintenance with this particular individual position takes care of, and there's a lot goes on in the jail, but the sheriff is responsible for, and if you take that away from him then the commissioners will be responsible for. We don't need all that, so, I had spoken to Jake and said you know, he would take over the major systems of the jail. And that's really where we need to get into is put the building administrator in charge of the preventive maintenance schedules and making sure it happens on the major systems of the jail, because we, the commissioners, we're responsible to keep the jail in good order. But the sheriff, without any restrictions is in total operations of that jail. So, when I was discussing, hey, we'll just put that person under Jake, it does not work. And, I'm sure the sheriff will talk to anybody and tell you why. They're all valid reasons why. And I completely agree. We don't want to take the responsibility of somebody working in the jail that doesn't belong to the sheriff's purview making a mistake that we can't answer for. Sheriff, do you want to say anything?

Art Moystner said I agree with that, Gary, like we talked today.

Gary said so, when we come into the salary part of this, that's what we're looking at, on Jake on an adjustment. The other thing that I want to talk to the council about, as we're looking at making some serious changes on our contributions to Economic Development, has been in the meetings or RCU, that that's going to leave the county, and I believe the county's past needing a county administrator. And a county administrator who works for commissioners is an allowable expense by statute. That administrator probably needs an assistant, and that assistant, I believe, for at least the next 2 years can be paid out of Edit, because we'll be asking them to do a lot of Economic Development work for Randolph County, as well as the administrator. We haven't come up to a conclusion, on how much we're going to give to RCU if any, or somewhere in between. But my thoughts is as the county administrator for Randolph County ought to be a salary in the range of \$65,000.00 or at least ability to get there. And the range on, the assistant county administrator probably ought to be in the range of a deputy in an elected office. Tom, anything to add on that, and Missy?

Tom said I don't. The idea of the county administrator is first of all, kind of Economic Development.

Gary said right.

Tom said but it's also the communication that there's a lot of, the positions are full-time positions, but the part-time positions, we make a lot of phone calls to try to get information and to have somebody in between that is working for full time for the county getting that information, I just, I think would be invaluable and would pay for itself, with the addition of the,

I just think that position would be extremely important. And comment on Jake for that position, he has become really a project manager also, in addition to what he's doing with all the projects we've got going on. He is constantly out at the morgue, doing the all contracting for us. He's somebody that understands the HVAC and the heating systems and all the systems in our building. And to find somebody to replace, he's extremely under paid for the, his skills in all that. That doesn't mean the next building administrator will do all those things, you know if Jake leaves and we replace him. We might have to do an adjustment then. But, for what he's doing running these projects, overseeing all the heating and air conditioning of the buildings and all those specialties, I think it's important that he's compensated for his experience.

Gary said Missy, your thoughts on these two.

Missy said I agree with you on Jake a 100 percent. I think we're lucky that we've kept him.

Gary said county administrator?

Missy said yeah. I mean, he enjoys working for the county. He's dedicated to it, not only just brick and mortar, but I think the county as a whole, no matter what the need is, where he needs to go, whether it's the new EMS in Farmland or whether it's the new morgue, he's there. And I don't think we want to lose him, so I think we definitely need to look hopefully at a substantial increase there for him. My take on RCU is.

Gary said how about the administrator part and then add it to RCU?

Missy said yes, absolutely.

Gary said yes.

Missy said I think RCU has done some really good things. I think we need to hire our own person to do that. The Economic Development part, I think needs to come back into here where we have control, where we get somebody to write, we see grants coming up, are they, they research and find grants. I think that would help us greatly in this county to do that, because there are a lot of grants that we know about, we hear about maybe, or we don't hear about, that other counties are getting, that we need to make sure we've got our hand in that till from here on out.

Gary said and RCU's fully aware of these discussions, fully aware. And Tom Kerns is on a committee with the president of RCU as they worked out an equitable change in how the county funds them.

Tom said with their executive committee.

Gary said with their executive committee, yeah.

Tom said the one thing I would like to say on the Jake salary, I'd like to see that adjusted in mid-year instead of waiting until the end of the year. That's why I wanted to bring it up tonight.

Missy said we put a lot on his plate.

Tom said we do put a lot on his plate. Instead of waiting until next year's budget.

Gary said so, maybe when they do this salary ordinance here the first of July, they can make a motion on Jake's for the next month. So, you guys have time to think about it, deliberate it, it's not fair to shove too much down the council's throat at one time, if that's a fair way to put it.

Todd said I'm okay with dealing with it tonight.

Mike said I am too.

Gary said then you may deal with it tonight. You're the council.

Todd said is there a proposed, a proposal? Is it 65, is that what was?

Gary said I would say that's a proposal from me. Tom, you?

Tom said yep.

Gary said Missy?

Missy said I'd like to see it go to 70. I think he, I mean, if you're over in this building very often and you start to see where he's at all the time and the things that he fixes, I've looked at some others in different counties.

Gary said yeah, go ahead.

Missy said I've had a death in the family.

Gary said we got the, there's two of us said 65, one said 70. Council, you have it.

Todd said and it's currently 55?

Greg said 56 something. So, it's not quite a, just shy of a \$10,000.00 right now. And I'm, my personal opinion, that's a fine place to start and if you want to go to 70 next year, we could throw that into the budget then.

Mike said in the budget. I agree.

Greg said and we can decide that during our budget hearings. But, I have absolute, I know, I've known Jake for a long time. I know what he does here and his information to me has been invaluable and it's, I'm all for it. He's underpaid for what he does. Anybody else have an opinion?

Bev said I agree, 100%. It's just, it does, if and when the day comes that Jake is no longer in that position, though we may not be here either, but you know, a person has to qualify for it, so.

Greg said oh yeah. Larry?

Larry said I'm fine with it.

Greg said guess all we need is a motion.

Mike said I make a motion to raise Jake's salary to \$65,000.

Gary said at the same salary ordinance change that we're going to work on with PSAP?

Greg said yep. Just add it to it. I've got a motion. Do I have a second?

Scott said I second.

Greg said Scott seconds it. All in favor?

All aye votes. Motion carried.

Larry said can I add a question on RCU, Gary?

Gary said yes sir.

Larry said I noticed we have two claims a month. Is that correct?

Gary said yes.

Larry said okay.

Gary said one's Tourism and one's RCU.

Larry said okay. What is that, what is that total for year, do you know?

Gary said for year, the total is \$270,000.00.

Larry said I thought it was about 300, okay.

Gary said all of it together.

Larry said okay. Thanks.

Gary said that is changing without a doubt.

Larry said yeah. Thank you.

Gary said okay. That's the end of this agenda for me. You, Tom?

Tom said no.

Gary said council, before we ask anybody in the audience that might want to have, they're not on the agenda for three minutes, but we'll certainly give it to them. Does the council have anything they want to add before we go to the attendees?

Greg said I don't. Anybody else?

Bev said I do not.

Gary said other than, I'll get with Jake again about the 3-minute countdown clock. I forgot.

Greg said okay. That's good.

Gary said alright, we're at the end of the agenda. Is there anyone in attendance today that would like to have 3 minutes to address the council and the commissioners? Alright, seeing no one getting up, I'll make a motion that commissioners adjourn. Do we have a second?

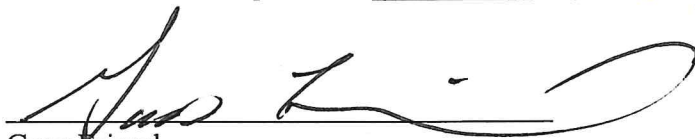
Tom seconded the motion.

All aye votes. Commissioner's Adjourned.

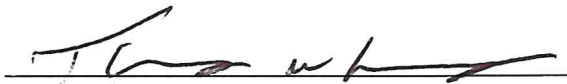
Greg said on council's side, do I have a motion to adjourn?

Bev made a motion to adjourn. Scott seconded the motion. All aye votes. Council adjourned.

Reviewed and accepted this 3 day of August, 2026



Gary Friend

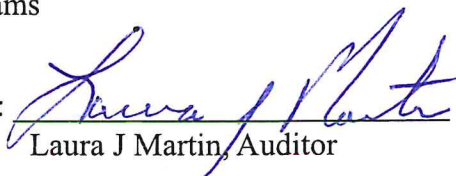


Tom Kerns



Missy Williams

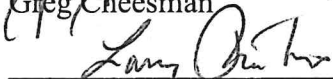
ATTESTED:


Laura J Martin, Auditor

Reviewed and accepted this 4 day of August, 2026



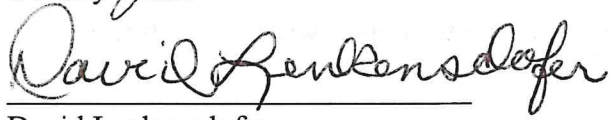
Greg Cheesman



Larry Preston

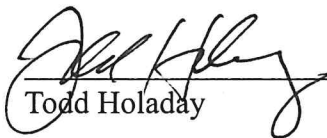


Beverly Fields



David Lenkensdofer

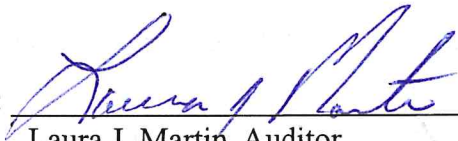
Mike Stine



Todd Holaday

Scott Fisher

ATTESTED:



Laura J. Martin, Auditor