

Randolph County Commissioners

May 4, 2026

The Randolph County Commissioners met at their regular meeting at 9:00 AM 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

Council's update

Gary said we have Council President Greg Cheesman here. Are you giving the update?

Greg said I wasn't prepared to do that today Gary.

Gary said we can come back to you.

Greg said yes, come back to me.

Jaqualine Peed, Clerk – Introduction and request for access to camera's

Gary said next up is Jaqualine Peed, Clerk, introduction and request for access to camera's.

Jaqualine said I am Jaqualine Peed the appointed Randolph County Clerk and I would like to have access to the camera's for the election tomorrow and for general safety and security.

Gary said for you to have access to the camera's.

Jaqualine said yes, I do not have access to the camera's.

Gary said you should by the way as a department head and Clerk of Courts. The thing that we are debating is how many employees we are going to allow access. I take it there are a lot of employees in your office that have access to the camera's right now.

Jaqualine said yes.

Gary said I think what I would like at the next meeting is if you could explain to me why so many people in your office needs access to those camera's.

Jaqualine said okay.

Gary said you have every right in the world to have it. You could probably put your code in if you need somebody to monitor for you while you're doing something. Things will be discussed as Commissioner's it's been on our agenda a time or two. So, if you would just let us know who has it and why. I personally think you need access. Tom?

Tom said yes, I'll make that as a motion.

Missy said I second that motion. All aye votes. Motion carried.

Missy said can we get that set up for her for tomorrow?

Joseph said yes, we can get that done.

Greg Cheesman Council's update

Greg said last meeting we went through Sherrie Thompson was here for Preparedness grant and also a supplemental pay request which was denied. Beth Kreig was here to request overtime funding. I guess they have been swamped with paperwork from getting caught up from the previous judge. She was granted her overtime to get through the month of May. Joe Copeland and Jay Long spoke to us about funding for the Highway, give us the same sheet that you guys got on the chip and seal on how many highway miles they are wanting to do. Also, to get additional funding for some of the bridge structures, that all passed and was granted. We listened to the ladies from Playground Paradise in Union City and it sounds like they are coming along very well. I see where they had a ribbon cutting ceremony sometime after that. I hope that went well for them. Art Moystner talked to us about the same thing he talked to you folks about. We had the Redevelopment Commission report shortly after our meeting by Baker Tilly. That all went well. We did have, I requested that Laura contact, we got a new CEO at Cardinal and we requested he be there if he'd like to and he did and it was very nice to meet him and he answered a lot of questions cleared up some things. I think he was kind of interested to hear the report. We appointed three people to be on the wage and salary committee. Missy is on that from the Commissioner's. We got that set up so they can do what they need to do. The other thing that is not necessarily part of this. I did take the time and go to the walk through at the jail and that was very interesting.

Gary said big project.

Greg said yes, a big project, a lot of different things to look at and a lot of things to do. The architect, Tony Jacobs. He was talking about 182 working days to do that project.

Gary said that's a year.

Greg said and that's only if some of the bigger stuff that has to come from overseas can get here in time to do the job. If they can't get the equipment in today's world the way things are it's going to be postponed. But that is the only reason he would postpone anything. It was very interesting and informative to me. It is a huge project.

Gary said needed though.

Greg said yes, very much needed. Does anyone have anything for me.

Gary said I do not. Tom? Missy?

Tom said no.

Missy said no.

Darin James, Coroner – Quotes for Cooler

Darin said I am Darin James, Randolph County Coroner. I meant to get you this before the meeting but some of the stuff has not come into me yet. I came into requote the coolers once again. I have only got one actual quote. The others I've talked to a company out of north Tennessee. They were supposed to get me a quote on Friday and I have not received it yet but I do have prices on here from them. The first section is the quote from Mopec, it's a 4 person cooler with a standard lift. This is all one cooler. The prices went up. This is the initial cooler that I quoted prior. The prices went up significantly. I think too much myself. Even the assembly is \$19,000.00 alone. So, the total quote for that with the lift is \$84,082.52. That's with them coming in putting it together on sight, put it in place. Basically, a white glove install. The people from north Tennessee, it's a little different set up. You guys talked like you wanted a six person cooler. With Mopec, there six person cooler I could not fit them in the space that we have, just to wide. This here, I talked to the lady there, we went over a few things. You can get two, three tier coolers which equal 6 bodies. Them two are \$9,166.00 apiece. There standalone coolers, you can have them on or off casters. There really a plug and play deal kind of like we've had in the past. I like them. I think they will definitely work and with the room that we have it gives you the six full person coolers.

Tom asked are they separate cooler systems then so if one went down?

Darin said exactly. There two separate coolers and I think even depending on how long these things take to cool down from start to finish. If you're not using that second set, could you just leave it off until needed. It will save electricity and things of that nature. You have to buy the trays that go with it, that's the six trays \$1855. You also need a low profile lift that's on a roller system and you'll see on the next page is pictures of that cooler. They trays roll in and out. It's safest to do with this lift. The lift has rollers on it as well so the tray goes on it, rolls from the lift to the cooler itself. And then the stainless steel autopsy table I priced. It's \$2695. Shipping for all this to ship it here from North Tennessee was estimated at \$3,000.00 and I put a 10% overhead on that just in case things went up or went down. So, the total for all that is \$34,990.27.

Gary said versus \$84,000?

Darin said that's right. I'm not saying that the Mopec cooler's, that their not better. They're probably top of the line. But I don't see why we'd spend that much money when we're really not getting a six person that we needed. This way I think if one goes out it's not replacing the entire 4 body cooler.

Gary said it gives you redundancy right away.

Darin said sure, it give you redundancy. They plug into a 110. It's a 20 amp breaker 110 outlet. Again, they're a plug and play deal.

Tom said pretty simple.

Darin said I think so.

Tom said what about technology wise for alarms or whatever. Can it be added or what?

Darin said it can. I think any alarm can be added. If you noticed there's alarms, you can put them on your personal freezers at home. That go to your cell phone as long as they're connected to WIFI. I've looked at this. I think the most we're going to get. It could be up towards \$1000.00 for an alarm. But I haven't as far the company goes, they do not have this alarm. But I think we can get alarms to put in them fairly easy that will work. The other folks Mopec did have an alarm system that you could buy. It was \$1400.00. It's the same thing you would buy anywhere else. We talked to the electricians at St. Vincents that were going to put the alarm system in there. So, it can be done and I'll keep working on that part. So, the next page is what the cooler looks like and there will be two of these. Again, it's got the roller system in it. I think they'll do well. They're well insulated. Seem like they have pretty good gaskets around them. The next page is the lift that is on the quote. It's electric lift, battery powered. I think it's needed. I'm just not sure how well it would go if we didn't have it. It would be hard to get them in and out with this set up.

Tom asked is there room for it in your space?

Darin said yes. The lift can initially set out in the garage, so when we unload in the garage we'll unload from the cot to this lift and lift into the cooler. It will work fine. The next page we'll talk about the sinks. The options, I kind of want your opinions. Initially you wanted this thing set up to be where we could do autopsies in this place. If you do and I don't for see this happening in the near future but 10 years from now we could. Right now, we go to Ball Hospital they're really the cheapest around. Our pathologist, I'm very fond of I really like them. They do a great job for us. I don't plan on leaving Ball Hospital until they kick us out basically. But if you want to and I think it's a great idea to look at the future. This autopsy table pictured here depending on the options is between \$15,000 and \$18,000. It's expensive but that's what it's made for. The table that I quoted in the other section here goes to this autopsy table. It's a six week or so to build to get it. I just wanted to know your thoughts and where you want to go with this.

Gary said I think we install one. We're doing this right now. Let's make it so we don't have to add \$20,000 down the road to upgrade it. What do you think Tom?

Tom said I agree. You say we're going to Ball. Are there any of the guys that would come to our facility?

Darin said pathology wise? Sure. Several counties around us do that now. There's becoming more and more traveling pathologists out there. We did use one for a while in Randolph County if you remember. I just choose not to. I'm comfortable where we're at.

Tom said I know over the years we've been at Ball. We've had to go to Ft Wayne. I think we've even had to go to Dayton, Ohio at one time. So, I would say while we're doing it, we do it so if we ever get into those circumstances in the future we're set up.

Gary asked Missy what do you think?

Missy said Darin if you decided it's something you wanted to take, a particular incident that you wanted to take to Ball then you could. Right? Otherwise, if it was one you felt confident with as far as the cause of death. You could use this facility. Is that correct?

Darin said no. So, during a death investigation. I guess I'll start there. If we decide that there needs to be an autopsy done on somebody then we immediately go from the scene to Ball Hospital. We drop them off there they do the autopsy that day or the next day. If we don't decided that an autopsy needs to be done and there's no funeral home available which is 90% of the time. We take them back to our coolers and put them in the coolers. I will not use this unless we don't have the option to go to Ball for an autopsy. Then we could call a traveling pathologist to come in and they can do it here. Again, it's coming. It's the future. Our pathologist is probably in her 40's. So, when she retires they are hard to replace. They're hard to find here in Indiana.

Gary said plus there will be a day when there will be another Coroner that may make a different decision. We just need to be set up for it.

Darin said sure.

Missy said I agree.

Darin said I will follow up with that part then.

Gary said part of the build out does include putting this equipment in there.

Darin said it does. But we are responsible to get the equipment. I guess what I'm asking is...

Gary said what do you recommend?

Darin said I'm recommending is that we go with coolers and stuff from North Tennessee. I like it, I think it will work great.

Gary said and this autopsy table?

Darin said yes, this autopsy table, this is also from North Tennessee. I'm going to look at a few more just for sizing.

Gary said do the builders need to know pretty soon?

Darin said yes. That's what I'm rushing on here. They've got the drain set it looks like at the building. I just need to know.....

Gary said if we make a decision today to just go this way right here. Then you can go ahead and turn some prints over to the builders for some specs.

Darin said yes I will.

Gary said then that the route we need to be thinking about. Is make our decision.

Darin said okay.

Gary said you can keep looking and looking and we could do that until next year.

Darin said no, I'm just trying to get the right size for the space.

Gary said this does that option 2 your gave us?

Darin said I believe so. I've got to call them today for the full measurements.

Gary said okay. So, what do you need from us today?

Darin said I need to know basically do I need to go to the council to see as far as the expenditure?

Gary said Meeks help me out here but the Coroner has their own standalone authority?

Meeks said well he still has to get funding.

Gary said from Council. But as far as the Commissioners we're taking care of the building, Council's taking care of the funding your taking care of outfitting it.

Darin said okay.

Gary said with the budget that the Council set forth for the funding of the building and the build out.

Tom said the Council needs to approve the budget. If this isn't an actual quote. You put 10% in there maybe add a little more unless you can get a quote between now and tomorrow.

Darin said I'm hoping. I was hoping to get it by Friday and that didn't happen.

Tom said make sure your covered so you can get it ordered.

Gary said Greg do you mind coming up please?

Greg said Greg Cheesman Randolph County Council.

Gary asked is Darin on his agenda tomorrow?

Darin said yes. Or Wednesday.

Gary said Greg do you have any questions on this that you need the Commissioner's involved with?

Greg said all this has been approved hasn't it.

Gary said the build out has.

Greg said but not for the equipment?

Gary said not for the equipment.

Darin said that's kind of what I'm asking. How much do we have for equipment?

Greg said I didn't hear how much the cold storage was.

Darin said \$34,990.27.

Greg said the bed that you're talking about?

Darin said the table was....

Tom said basically \$55,000.00.

Greg said okay for the whole thing.

Gary said even with the current outlay in that spreadsheet. If it needs extra funding to get there, we have to get there, we know that and that's where you will be dealing with the Council.

Darin said I think the funding from where we started to now is actually lower as far as the equipment lines go. The original bid for the cooler was in the \$66,000 range. So, we're still lower than that now. I think we'll be okay. I plan on being at the council meeting on Wednesday.

Gary said okay.

Greg said that's wonderful but I don't see any reason why Council can't fund this equipment. And it needs to be done any way.

Tom said timing wise. It really needs to be done Wednesday. The project is underway now.

Greg said like you just stated the Commissioner's if you can get more information. All the information you can get us will help on the decision making. I don't see a problem.

Gary said on the commissioner's side we've got the building up and going. You've got the equipment you need chosen and the Council will finish the funding off on Wednesday.

Darin said the only thing I have with the building itself, I talked to Jake earlier about it, the door that is going into the office. Which is the existing door now, I looked at the prints last night and I notice that they're just painting this door, they're not replacing it. This door has been there since the 90's. It needs to be replaced. I don't know if it was a mess up on the drawings. I missed it the first time.

Gary said it's supposed to be a new door.

Tom said I thought everything was supposed to be new when we did the walk through originally.

Darin said I thought so too. Look at the prints again, make sure that door gets replaced.

Gary said that's just a phone call to Thor Construction.

Darin said that was my plan for today is to talk to them.

Gary said that will be on our end. You can go ahead and talk to them first but if there is an issue it gets to the Commissioner's and we'll deal with it.

Laura asked Darin do you have a copy of your quotes?

Darin said yes.

Tom said you're talking about the existing door that comes in the west side of the building there. That will be between the two bays or your office and the truck bays?

Darin said correct.

Gary asked anything else Darin?

Darin said no.

Tom anything else?

Tom said one thing. Your vehicle. Is there anyway, we talked about it before, potentially you taking it off site for now.

Darin said it is.

Tom said you already did that?

Darin said yes, I did it over the weekend. I talked with the EMS Director. At first it was okay for it to be there. It's at home now.

Tom said just trying to control traffic.

Gary said I spoke to Gary Moore earlier, also we need that bay cleared out. He can take stuff to the old highway garage that isn't sensitive almost immediately to get that bay cleaned up and out of there. Missy do you have anything?

Missy said you've done a really great job in the situation you've been in for several years and we really appreciate it.

Darin said thank you. I think this will be good. We'll get it done and we'll have a new space.

Barry Ritter – PSAP center discussion

Barry Ritter said I am Barry Ritter co-owner of Ritter's Strategic Services a public safety consulting company here in Indiana. I appreciate the opportunity to be here I've had brief conversations with Gary and Missy over the past few weeks. My company is a public safety consulting firm specializing in 911. I've been doing this about 10 years. The consulting role I do about close to 30 counties in the state of Indiana I've done business with for public safety related items. Before I started this business I was the state 911 director and so I managed the revenue and the networks for all the 911 centers in the state of Indiana prior to that I managed the consolidated 911 center in Wayne County for a few years and in a previous life retired policeman out of the City of Richmond. So, all of my life in public safety. Enjoy working on behalf of local government and the unique twist in Wayne County I'm also a member of Wayne County Council. So, I get the finance side of things of local government. I know from my initial conversations you really wanted to have an exploratory conversation here with the operation of your 911 center and I've gone back and read some previous minutes and reviewed some annual reports that have been filed and those types of things just to try and be prepared to answer your questions and have a discussion this morning.

Gary said I don't think it's a secret that we struggle a little bit in our 911 center and staffing. We're also wonder if that is the times, if it is our fault at Randolph County, if it's our facility, how we manage, how we set the hours, if there are things we are missing that can cause things to be different. I would like for you to look into that. Of course, before I get to far into it when we get done today are you able to get us a not to exceed contract?

Barry said yes, I've started on that but I really wanted to have some time with you this morning. Your staffing issues within your 911 center is not unique to Randolph County. Since Covid we have had a significant hit in public safety in general. Law enforcement, fire, EMS and 911 centers. You know it is a high stress, horrible hours environment in which they operate in. And an essential function that you have to have and when covid came along we began to see people

leave the public safety spectrum and they have not returned in great numbers. So, in the 911 centers what happens is that we are trying to hire anyone we can because the number of applicants are low and that creates a problem because maybe we are not hiring the most qualified candidate to provide structured quality training to which then creates a retention problem. So, it puts you in continual training regimen which from minutes that I've read it appears that may be one of the issues here is that you are in a continual training. When you're doing that the new employees are not trained and not eligible to work a console, take 911 calls, provide EMD. Which then puts us into a forced overtime scenario with current employees. Forced overtime that's uncontrolled leads to burn out. Burn out leads to resignations which then just compounds the problem of forced overtime because you essentially can't in theory close. So, when you're looking at stabilizing your workforce we start at the very beginning in the recruitment phase. How are we interviewing these employees, how are we testing these potential employees. So, we're not hiring people that are going to wash out in the first week or the first six months. It's not uncommon in some areas that a new employee will be hire and within the first day they don't come back. I've been told they leave for lunch and they don't come back because they see what kind of work that it really entails. Working in government, you're not going to get rich so we're not the highest paying employers asking for individuals to work in some of the highest stressed environments. With the generation that we are trying to recruit to work in public safety or anywhere today it's not always about pay. It's not about benefits. It's about work/life balance. When you have employees that are working nights, weekends, holidays, can't get time off that impacts that work/life balance and younger people are choosing life. Because they can go get work at a local manufacturing plant or a store or drive to another community and maybe get that balance that they are looking for. So, the pool is smaller so we have to make sure that you are doing your due diligence that when you do find a qualified candidate we give them the tools that are necessary for them to stay. So, once we've interviewed, we tested, we've hired, how are we training the employees. Are we using the credential training regiment, are we using certified training officers to do that. Are we equipping them to give them the ability to do the job their doing. And then from that how do we retain them. One you're going to pay them obviously, you have to do that you have to give them benefits but we really have to manage that work/life balance. What kind of shifts are we working. Are we on nights for ever, are we not getting any weekends off, are we not getting holidays off. Every counties different, one thing I did find interesting in one of the discussion that you were having is that for new employees in the county they accrue personal time but they can't use it in the first six months. So, I'm going to be interested to hear from whom ever, if it's Commissioner's, Council, community members, how Randolph County achieved the decision to not allow employees who earn accrued time that belongs to the employee, why they can't have it for the first six months. That may be an issue that factors into that. In government the one thing we are cautious of that we don't make special exceptions for one department over another. If it's a decision for county employees as a whole, it's county employees as a whole. But those are the kind of things that we look at. Our largest expense in a 911 center is our personnel and it's pretty significant. Followed by technology, looking at some reports, it appears that you may be up to date, leading edge in technology, some of the things that your current director has employed and is using. So, that may not be an issue and then third is operations. How do we operate. Interesting the things that those employees do the least is answer a 911 call. If you've not worked in a 911 center, you've not visited a 911 center, you won't understand the work that goes on behind a 911 call or a radio transmission or an administrative call or by policy what's put upon those employees. You may not know that

they probably do work for the prosecutor's office, they're doing work for the probation department, they're doing work for community corrections. If they're like every other county, they're doing a lot of work for defense attorney's in records requests in producing audio recordings. The ancillary duties in warrants and validations and just things that most people don't understand is these are other responsibilities these employees are doing. They are not just sitting there doing nothing when the phone is not ringing. So, there is a significant amount of work. And so, we look at that, what's been put upon them. Last time I was in your 911 center it was 2007, 2008 time frame, it was in the jail. I expect it is probably still there and are there any cross over duties for those employees and the jail. Which in today's world of 911 centers is not a good environment to be in but has implications if you start the conversation about if they're not doing that cross over responsibility in the jail, who's going to do it. Which adds to additional costs. So, there's not a one size fits all. It's based upon community needs and what it is that you think you need and what the director thinks that they need to provide that service. That's a long answer to your question, Gary.

Gary said it's a perfect answer. I wanted to hear all that.

Barry said that's the foundation.

Gary said I'll ask Commissioner Tom Kerns and Commissioner Missy Williams if they have anything.

Tom said he answered everything I was, adequate staffing is, even if we were full staffed whether we have adequate staffing the way we're set up. That was a big question. Just like you said the work/personal relationship, where we're at pay wise, whether our shift design is the right for that same relationship with work or whether we need to look at something different with shift design. Advancement opportunities, what we can do so that maybe if you're coming into a job like that in a small county like this what we have and what's the potential to increase their pay. We have just a couple extra supervisor's and whether we need to do a different pay schedule after training to get some incentive. You talked about technology and working that into it. Part-time pay, do we need to structure the part-time pay a little more aggressively. Right now, there is a pretty big difference between part-time and full time and they don't get benefits so to help fill those shifts and bring in potential more part-time people that just want to work some shifts. What's available out there for third party manpower. If we contract manpower. And then maybe in the future if there is going to be regional PSAP centers for small counties like us. Whether that is something that's looked at a regional covering a territory. A region or a district. Whether that's something that's coming or we need to look into. Or whether with that same kind of concept if area's are doing shared staffing. If there are any other aspect of it that can be done with that.

Barry said a lot of bites of the apple there. So, in staffing, while the state does not mandate a minimum staffing level, we do a work load assessment utilization evaluation in the center and I don't know if you only have times where you work with one dispatcher or if it's two but understanding that under NFPA standards for firefighting you're going to have a minimum staffing recommendation out of that standard. Your providing emergency medical dispatch to the citizens when they call. There's minimum staffing levels for that, because if you have one dispatcher doing CPR or delivering a baby or whatever, and they're in there by themselves and

the 911 line rings and a police officer's calling in radio traffic and a jailer needs something, who has priority? Think about that, who has priority? Is it the one who is doing CPR on your family member or friend or citizen, or the jailer who needs help or the road office who needs help, or the other 911 line ringing. And so, when we look at call loads and we look at those ancillary duties and we look at the recommendations in staffing. All of those things factor in to a formula that we use that's a national acceptable formula that recommends the number of employees you have, the shifts they should be assigned, the staffing levels you know you may drop fewer on an overnight on a particular night through the week but in your peak call times you want to ensure you have enough bodies in that room to provide the work load that's there. All of that comes at a cost. You speak about regional PSAPs, you know we went through forced consolidations when I was a state 911 director and I was the legislatures person responsible for ensuring that all counties went to that. You can't consolidate any further than you are here but there are conversation around the state across jurisdictional boundaries about what would that look like. I'm going to tell you I'm a retired policeman but your public safety folks in your county are going to say that's a bad idea. Your sheriff, your police chief, your EMS. They're all going to tell you it's a horrible idea. I'm not telling you it's a good thing, I'm just telling you that it's conversations that's taking place. Manpower is creating an issue in a lot of jurisdiction. I just negotiated an interlocal agreement between Union and Wayne Counties where Union County shuts the light switch off on particular shifts throughout the week and the 911 responsibilities are handled by Wayne County. A citizen calls 911 they don't even know where they're calling. They don't know they're calling into a different county they're equipped a mirror image of one another and have the ability for Wayne to serve as Union. That's a short term option for that scenario there that could potentially one day become a long term. We already have two counties in Indiana that operate one PSAP. So, those things do exist. Technologies exist. That is a very complicated long term conversation because the folks that need to have that conversation are your Sheriff's and your Police Chiefs, your EMS Chiefs, your Fire Chiefs and no disrespect but the elected official is the last one involve in that conversation because they are not providing the public safety. The foundation for those conversations really have to be built prior to any engagement. Not to shoot myself in the foot with your public safety folks here in Randolph County but those are conversations around the state and around the country that folks are having. All of the other things that you mentioned Tom fall within the scope of work. How I build my contracts, I have a boiler plate contract that, it's the same boiler plate contract that I'll send to the Auditor who will share with your legal counsel behind that is the scope of work that describes the things we've talked about here today, the things that I know that we have to look at. The deliverables out of that and action plan for what may happen if deficiencies are found or things that you think need to be worked on and I built everything on a based estimate number of hours. Because we really don't know what we are going to get into until we get into that. So, I built a not to exceed based on schedule and on dollars. And if the not to exceed comes in and I'm just using this number, I'm not saying this is what it's going to be but if it's \$50,000.00 and we do \$30,000.00 worth of work, you only pay \$30,000.00. If we base it on \$50,000 and we're on 75% of the way through the project, I come back to you and Council and say we're not going to get to the deliverable so we're going to need a little more money to do that. That doesn't happen very often, I've done enough of these to have a pretty good idea of where we're at. Where we get off track is when we get into a project and you say while you're here I want you to do this also. And we just do that by addendum. That allow you to control the budget and Council to control the budget.

Gary said Missy?

Missy said thank you for your conversation on the phone. I really appreciate you giving me a lot of insight on things. And I agree with everything that everybody has said, no doubt about it but I am going to add one more thing in there and that's the environment in which you're working in. Everybody works, anybody that has a job, that environment in their work place can be the number one reason why people stay or don't stay. They stay for the money, they stay for the hours, they stay for the environment and what they have to do in the work place that makes them feel comfortable and appreciated. So, I think that is one thing you and I talked about and I think that is one thing that is important for us and many other places because I know it's a stressful situation but the stress sometimes will undercut the pay and it won't be the number one reason why they stay or go. That stress is really impossible and to slow down on training. We all want to get through training and get going as fast and get them on where ever they're going, whether they're umpiring a baseball game or whether they're doing whatever. I think try to hurry people through I think is one thing I'd like to hire you to look at a little bit and have you say that's a lot to throw on somebodies plate at one time. Let's make sure we get them significantly trained so they feel comfortable when they go in and aren't just thrown to the fire. Turnover is always a concern and I know it's high in all kinds of public service whether it's in Art's department because there's a lot of stress today in all of those things. But, I also think certain departments do a really good job of hey, seems like you're a little stressed what can we do for you and I think there again it goes back to that environment. I agree with everything they're saying environment and how your superior treats you or what they think is appropriate or inappropriate and that goes with the supervisor and all of the employees in there. How they treat each other and whether it is language or comments or stories that are appropriate in the work place that sometimes get out there. Those things along with everything else they have said. Moral is everything. Some people work for people who have good leadership skills and won't leave because they like the work place so much and others do have to leave because of money. That's one thing I'd like you to consider. Again, I appreciate all of your time you took with me on the phone. I know you probably didn't mean to have that long of a conversation.

Barry said my pleasure.

Missy said I had a lot of questions and I appreciate you taking the time.

Barry said one of the things we do and we find very beneficial and very enlightening as part of the engagement is we offer anonymous survey to employees. Employees when they have the ability to provide information and survey to a third party that's not involved gives us a little more insight into the culture, the environment, the work the stress and allows us to focus on particular areas. One thing I will share with you is that while we do that survey and the data is in the aggregate, you will never know the person who gave it to us, told us. Number one until we get into it we don't know it's true but the idea of it being a safe environment to provide information and survey is the employees and the staff knowing that you're not going to get that information except in the aggregate.

Gary asked would you do that for the entire county in all departments or are you specifically at PSAP centers?

Barry said well the survey we've only used, myself particularly in the PSAP because I've not been contracted to do other departments. But it is a survey instrument that can be modified to address other areas, yes.

Tom asked do you address an Ex employees int that or do you ever tie into employees, you know with the turn over and stuff?

Barry said I have. Understanding that some previous employees, they're gone they don't want to talk, they don't want to do the survey. Others do because they have something that they want to share, the good, bad and ugly.

Gary said I have a couple of follow up questions and Tom and Missy may have and then we'll thank you for all that information. It was a lot, gives me a better understanding behind the scenes work that I was not aware of. How much work was going on in there. I want to make sure as we proceed forward that the executive government part of this puts the right system forward. I think we've let it slip over there because we've not had any problems or they've slowly eroded away to having that problem which is not related 100% to Randolph County. It's just the environment. So, I think it's our responsibility to make sure we set up a good scenario, if we have to have more people to have better shifts for people to have real lives then what I believe personally is one of the highest stress positions in Randolph County, not to down play anything at all that the Sheriff, Police and fire all do, EMS. But all of that pin points into the PSAP center. So, I want to make sure what you are giving us is building a PSAP center environment a structured schedule like Tom mentioned, moral like Missy mentioned, we've got to do our part first before we can point any fingers in there. And one thing too, I'd like to know if what we're doing just to save a few dollars in Randolph County and I was on the Council when we done it, should we have double duties on the director? Should the Director also be EMA? We've done that too. So, it's easy for us to compound on to what's going on in there and not done our due diligence to create the right environment. I want to make sure the Commissioners have the opportunity to create the right environment, the right schedule, the right release necessary. I mean some of this stuff has been asked of us, there's no decompression time. It's not like if you're in another emergency services you can call in help from outside from other departments to help you through. They cannot. They can call down to Wayne County if they're under staffed. I want to build the right PSAP center then from there we can make sure that we're operating correctly.

Barry said I appreciate you clarifying that. Because where we may present to you best practices and industry standards on paper and we will stand ready to help you facilitate that, the responsibility employing those recommendations lies with the county.

Gary said yea. Tom any follow up?

Tom said one thing you mentioned is the location whether, they're in the middle of the jail with no windows in a stressful situation. So, whether we need to eventually move it out of the jail or

maybe that's one of the recommendations. My other point I had written down along with that is the mental health support, what are other counties doing. We're in a small community so they obviously answer a call for people they know eventually and what other mental health support not only from just the regular stress of the job but also bringing in potential family members or close friends that they're dealing with and what other areas besides workman's comp. Getting professional help, whether there's anything beyond that they are using for mental health support.

Barry asked does Randolph County have an EAP Program?

Gary said what?

Barry said an employee assistance program through your health insurance plan.

Gary said I think there's something there.

Laura said we had presented one a couple years ago and it was denied. It was through our health insurance company. It wasn't them.

Gary said they were trying to third party it out through a religious center. Anyway yes. We didn't take it serious enough and maybe we should look into it.

Missy said may we call the Sheriff up. Art would you mind coming up. This is not in your wheel house but it's in your building.

Art Moystner, Randolph County Sheriff. He's made a lot of good points. I think these are things that we've tried to communicate to you guys before. I don't know that we put it quite that way as he has done today. I think he's done a really good job of pointing that out. I think I've stated to you guys and I've stated to Council I see a storm coming to this county in emergency services right now we're seeing it in the PSAP center. You know I've had an opening on the road for a year and a half. Getting good, qualified people to come, it's hard to compete with larger counties. Wayne Counties one of them, they pay more. They take a few more calls, benefits are important. I think he hit something real good with the life to work ratio and I've tried to say that, I didn't quite come up with the language he came up with but yea, that life to work ratio especially in my department with the number of people we have and I don't know whether it's adding people so we can do something to have more weekends off, I don't know whether it's the hybrid comp/overtime that I've asked the county for anything like that but on a four and two rotation, you know for my people their only getting 7 true weekends a year. So, I think these are things we need to think about. I think mental health is becoming a very big thing. We're talking about it at Sheriff's conferences and everything else. I don't think it just there, I think it's all county employees. I think Gary at one point in time a few years ago made the comment that when we were going through a tough time, we actually had to make it through there on the backs of the employees of the county because we didn't have the stuff to give them. Things were tight. So, in order for the county to succeed we definitely have to take care of it because I agree with the statement I think your biggest resource is your employees.

Gary said there's no doubt that sometimes the loyalty of employees abused, not on purpose, it just happens.

Art said I don't disagree.

Gary said you really see that when an employee leaves and you have to replace them. It's sad but true. But that's why I was telling Mr. Ritter that I think that Randolph County Government has to do their part first as he lays out a plan. I don't want to add an addendum right away for the Sheriff.

Art said I think he's made some good points. That's a good idea.

Missy said I know your guys go through a lot of stress too and then you have to hear too some of what happens.

Art said everybody does and when you hit that viscous cycle to continue to have to train people is tedious on those having to do the training.

Missy said and it's expensive.

Art said it's also a long process because it takes months of training before we release somebody on their own and then if you only have them for a short time then your right back into the training cycle.

Gary said okay, Tom?

Tom said if for some reason that was moved out of the jail, the center. What's that do to you? I know they open doors for you and do certain things for you.

Art said you're looking at additional jail staffing. To where we could have at least one more per shift and the way that works through, I don't know rather that's 3 employee, 5 employees. We would have to sit down and really look at that to come up with those solutions. We can come up with those solutions to, it's just more personnel.

Tom said we've never sit in those chairs in there but I look at being in that dark room in the middle of the jail with the stress of everything. Sometimes just to get in a different environment might be a big improvement also. I don't know, I've never sit in there answering the phone.

Barry said I would invite you to go in.

Gary said and spend more than 10 minutes?

Barry said spend 3 or 4 hours. I'm going to tell you when you go in and sit down the phone will probably never ring. That's the way it works. But if you have the opportunity just go in and observe.

Gary said I don't have anything else. Do you have anything else?

Tom said I do not.

Missy said I have done that because Art and Ken said you need to go down there. So, I did, I spent ½ hour, it's stressful.

Art said and I would invite both the Commissioner's and the Council as the Sheriff if you want to come in and I'm sure I can speak for Chris with this, if you want to come in and sit in the dispatch center he'd be more than happy. If you want to come in and sit in my jail, come back and sit and see what the jailer do. If you want to go ride on the road, let me know. I'll make it happen. I would recommend doing that.

Missy said I know you would, you have done it for me and I appreciate it.

Gary said moving on Barry do you have enough to begin to build us a boiler plate contract?

Barry said yes.

Gary said the way you laid that out was well done. It was an eye opener to me right here and now. I still feel like we have caused more of this at management level and maybe we can't fix it all with the times we're in but we'll take a stab at it.

Barry said absolutely, in the meantime if other questions come up you'll have my contact information. You meet again in two weeks right, I'll finish this and get it sent to the Auditor and it should be ready for you to consider at your next meeting if that is what you choose to do.

Gary said before you go, Missy do you have anything else?

Missy said no.

Gary said Tom?

Tom said thank you.

Gary Thomas, Leap – Security

Gary said are you ready to do IT at the PSAP center?

Gary said Gary Thomas president of Leap Managed IT.

Joseph said Joseph Baldrige Leap Managed IT.

Gary Thomas said we get drug into a lot of conversations which we appreciate and to be honest, thank you for the past conversations so far. A lot of big stuff.

Gary asked Jake do you mind coming up here?

Jake said Jake Donham Randolph County Building Coordinator.

Gary Thomas said I sent a couple of emails the other day because Joe was asking where we were with everything. I met with Commissioner Williams and we did a little demo of some other software and technology that was out there. I just kind of shot an email across the bowel just saying do you need us for anything, were here to obviously to advise and then help build solutions when needed or even review solutions that other third parties propose, that's our job. We take that pretty serious. I know some of the goals for the county is to protect the mother ship, protect this building and your citizens. The infrastructure is always very challenging in these old beautiful courthouses. Putting the right solution in place is important. There's a lot of other counties that are in these same conversation and dealing with old technology that they've had from 2000, 2010. The camera systems, door access or lack thereof to try to make everything work and unify under one platform. That gets to be the biggest challenge, you work on the airplane while it's in flight. Just like today, downstairs there's elections and their people in the courthouse and safety is a big deal. It kind of also ties into the conversations you just had. I know you guys have a lot of questions and I do to, to be honest, where are you at in the process, what do you need and want from us. I know part it is advisement and kind of what we see is some best practice and some other ideas. It's always easy to rip and replace everything but that typically does not work in any organization or business.

Gary said to get started I'd kind of like to work with the platforms we have and keep going. I believe we can get 95% of this courthouse going and we can tweek the other 5% as we march forward.

Gary Thomas said yes.

Gary said we are going to start security on June 1st. Front door security. We are going to close the doors to the east and west. That's the plan we've put together. We would like to see and I'll have Jake join in here. We'd like to see computer terminal panic button system networked. So, if there is a problem, does that make sense?

Gary Thomas said it does.

Gary said we would also like to see a large screen tv down in the lobby that the security people can see what's going on from the camera's in the hallways. Then of course we need to tie in an alarm system to the east and west doors if they're opened for any reason. They are going to be egress doors at all times, so they can be panic bar pushed out. The signage is on us to get the signage up is how I see this.

Gary Thomas said correct.

Tom said they are just going to be emergency egress doors.

Gary asked Jake do you have anything to add on this?

Jake said yes, the doors can be as simple as a notification to security that somebody breached those doors. It doesn't have to be a full-fledged alarm going off for the whole building to get annoyed. It's just to notify them so they can go to that location see what's going on or roll back the camera's to see who went out that door.

Gary Thomas said that is kind of the best practice world is that you'd have all these systems tying together that somebody egresses a door then there's a notification. Those notifications, we'll have to kind of go through what those policies would be when we activate a door push. Just to make sure everybody is on the same page. What gets to be challenging in these situations is if you want to have key fob for example that gets very expensive for all your employees but it limits then what you can do with a door once it's egressed.

Gary said we haven't took a final vote on that but I can tell you what my opinion is. Standard employment comes through the front door.

Gary Thomas said I would agree with that. From our knowledge and what we've worked with other places I think you need to have everybody coming in and out the same door whether that's a credit union, bank, financial institution, or government entity. I think everybody comes through the same door. Now you can control traffic, you can control who's, you never know if somebody is disgruntled and making sure they are not carrying something.

Gary said contracting we've got to work that out. Jake has contractors. But that's still a camera monitored door. Which will be on the screen for them to see.

Gary Thomas said so the egress we can get you the panic button information on what that would look like for all the locations as you see fit. I would have one here probably underneath the desk.

Gary asked can you do it by the because there's always a computer here all the time. Can you do it by computer stroke?

Jake said the biggest challenge with this building is the older construction is hardwiring. So, we were looking at more of a IT based system versus...

Gary Thomas said WIFI. So, hardwiring is always best in most technology but Verkada, one of our partners for example has a very strong WIFI capable system. Also, when those buttons are hit the camera's would then be notified, someone else would see what's going on.

Gary asked is the public at risk by not being hardwired.

Gary Thomas said there's risk in all that stuff. Somebody cuts a wire, power goes out in a building, there's risk in every system and then redundancy is saying there's no backup power to the building. So, there is always going to be something that happens. I think we can at least say hey what are the best steps that we can do in the short term. WIFI is going to be probably the easiest, less intrusive for running wiring. There's probably going to be certain areas that we are going to still want to put in hardwire when we can and if it's applicable. Because then that can also look at switching to make sure that the switches have enough available ports that we're

running wiring back into. I think WIFI makes a lot of sense. It's something by your timeline can get up and running at least with that we can get access pretty easily. I could see where the camera's, we could roll out some and then as we kind of go just hit your June 1st as close as possible with at least a couple of solutions to then say okay what do you want for the outside of the building or in hallways to really tie the systems together. Your current camera system that's in the building is a little bit older. We could potentially throw some other technology without replacing all those camera's to then put them into that same system without replacing those cameras. We'll really need to do an audit of each camera and see what that would look like. But that would kind of turn everything into platform down there. The Sheriff could also still have access to that on a different panel or screen in his location to kind of help make everything a little meld together. There'd be some pros and cons with any system but that would be the easiest and quickest and then you can kind of build off of it as you see fit. Some of the other advantages to some of the solutions that we like is let's say that you're going, we just talked about the people conversation, finding people to then look at and access this data that we've collected that's visual data, it's time consuming. Certain systems have the capability to say someone has a blue shirt on and they're on the property or we need to go back and look at footage. It's going to give us every instance of somebody in a blue shirt, a green shirt, something similar. We can also track vehicles that way we can track potentially license plates that way. So, we can really take the search down to see, let's say somebody is in the building on the property or let's say you have somebody who's not allowed to be in here, we can do some facial recognition and also put in some photos of folks that potentially are not supposed to be here. Or it's a concern that we just need to be aware, we've had issues in the past. That's always a fine line, right. But using AI to solve these problems is really coming to the for front. The cameras are one thing it's now all the systems behind it to help manage it.

Gary asked Tom?

Tom said I don't have anything to add.

Gary asked Missy?

Missy asked will there be any need to put or can we put camera's for safety reason both the court rooms?

Gary asked Meeks?

Meeks said I don't think you can.

Gary said I don't think so either.

Gary Thomas said I would do a panic button in the court rooms.

Meeks said yes, that's what they want.

Gary Thomas said I would maybe put a couple. I would probably put one at the Judges, and then maybe another one someplace else.

Meeks said I think the Judges wanted panic buttons at each of the desks of the and the bench.

Gary Thomas said that makes sense.

Gary said I could see where a transitory computer like we bring up here is probably not one that needs to have button.

Gary Thomas said well a panic button we could do WIFI underneath the desk. It's very modest. I would say they work, we had a staff member back in the day go what is this and flip it and I was like well Delaware county will be here shortly and within 10 minutes they were there. It was a great test, which these systems we still need to test to make sure there operative.

Gary said we will leave it to your expertise to tell us what we need and where.

Gary Thomas said we'll work on that and kind of some next steps.

Gary asked do you have anything else Missy?

Missy said no.

Jake said we're looking at the whole building as far as any devices that's every office throughout the entire building.

Gary Thomas said maybe we'll do another walk through with you and make sure that we understand the environments, I know you guys have done that a couple of times.

Gary said from us you've got enough information?

Gary Thomas said I believe we do.

Gary said can we have some of this going when we start the door security on June 1st?

Gary Thomas said I know you have a meeting here in the next two weeks, we'll need some lead time for sure. I will get back to you by the end of the week.

Gary said okay, we'll going to start June 1st, hopefully down there no matter. We'll build into it.

Gary Thomas said that makes sense.

Gary said we won't even have our two doors here by then. So, we're going to manage the traffic with what we have and just build into it. Anything else Tom, Missy?

Missy said Jake do you have any needs? You need to have access to anybody coming in and out of the building after hours or Sundays.

Jake said that is Commissioner's decision, I don't want to be the one to say who's in and out of the building. Now if I have service guys coming in after hours. I'm going to let them in and be with them and kind of run it that way. But after hours stuff, that's going to be by you guys to figure out a policy of how you want to run that.

Missy said I just want to give you what you need.

Gary Thomas said we can help out with some of those at least rough policies as well. You'll have also the capabilities for mobile, that you can be able to see these images on a device as well. Tablet or phone. I think that would help you out a lot.

Gary said very good. Thank you

Perry Knox, SJCA – Randolph County GIS access

Perry said Perry Knox with SJCA. I'm here to request read only access to your GIS.

Gary said I don't have a problem with that, Tom?

Tom said I have no problem with access. I look at no cost, there are other contractors that do it, if we have a cost, he's going to put it right back on us.

Perry said yes.

Tom said I would say no problem.

Gary said Missy?

Missy said absolutely.

Gary said somebody want to make a motion to approve this request?

Missy said I will make that motion.

Tom seconded.

All aye votes. Motion carried.

Other Business:

Art Moystner, Randolph County Sheriff

Gary said Sheriff, you have anything?

Art said I don't have anything.

Minutes of April 20, 2026

Tom made a motion to accept the minutes of April 20, 2026.

Laura said I have two sets for April 20, 2026 one is regular meeting and one is Executive session.

Gary asked would you like to accept both sets.

Tom said yes, I move to accept both the regular meeting minutes and the executive session.

Missy seconded.

All aye votes. Motion carried.

Payroll Claims \$364,153.36

Gary said payroll claims \$364,153.36. Somebody like to make a motion to approve the payroll claims.

Missy said motion to approve.

Tom seconded.

All aye votes. Motion carried.

Regular Claims \$1,559,659.52

Gary said regular claims \$1,559,659.52. Somebody like to make a motion to approve the regular claims.

Missy said motion to approve.

Tom seconded.

All aye votes. Motion carried.

Acrisure Insurance claim \$999.50

Gary said Acrisure Insurance claim \$999.50. What exactly is this?

Laura said this is automobile insurance. Danita added the auto insurance to the regular claims but the Health Department's portion was not included because they had not turned in their claim. So, this is just for the Health Department's portion. So, we can pay the whole bill.

Gary of the auto insurance?

Laura said yes.

Tom said motion to approve.

Missy said second.

All aye vote. Motion carried.

Baker Tilly agreement

Gary said Baker Tilly agreement.

Missy said motion to approve.

Tom seconded.

All aye votes. Motion carried.

Public Hearing date

Gary said we need a public hearing date. This is for transfer of the acreage?

Meeks said yes.

Gary said what is the earliest we can have it?

Meeks said I'd just do it at your next meeting at 9:00 am.

Missy said I'll move to have a public hearing on the transfer of property on May 18, at 9:00 am.

Tom seconded.

All aye votes. Motion carried.

Treasurer's monthly report

Gary said Treasurer's monthly report. I don't think I want to approve this right now. Does anyone have a problem with that? Do you want to make a motion to table this?

Missy asked is there a reason why?

Gary said because some of the reconciliation that we are hiring Baker Tilly to do will be to look at the Treasurer's report.

Missy said okay.

Gary said Missy anything?

Missy said no.

Gary said Laura?

Laura said no.

Road Closure on 750 W

Gary said I do. We had a notice come out to everybody for a bridge closure and I personally don't think we need to address that. I think we need to bring it up because we were asked but I'm not in favor of closing that road or any portion of it at this time.

Missy said I agree with you because I think it opens a can of worms. You're going to find more than one of those around the county and where do you start, where do you stop.

Gary said right.

Missy said not to say in the future you might have wished that stayed open and you could still have it.

Gary asked Meeks do we need a motion that we're not going to address that request?

Meeks said no one has come to do anything. You could deny the request.

Tom made a motion to deny the request to close any portion of the road on 750 W.

Missy seconded.

All aye votes. Motion carried.

Meeks said if anybody asked they can file a petition to vacate. So, the proper thing to do is to file a petition to vacate that portion and then you have a public hearing and then you deny it. At this point they haven't really gave you a petition in proper form. Just like we do for an alley or road or anything else then you have a public hearing. You can deny the petition even before the public hearing it's up to you but the proper channel is to have the public hearing and then address the ordinance. So, when they ask that's the response.

Gary said you have the right to file a petition.

Courthouse Traffic

Gary said courthouse traffic, you sent out a bulletin of how some of the language could go.

Jake said I just put something together real quick, I'd seen how another county had approached it for a notice for the doors of the building.

Gary said I seen it. Tom, Missy, have you seen it. Do you have any problems with it? Meeks have you seen it?

Meeks said no.

Jakes said I have a copy.

Meeks said I've seen this yes. It looks fine.

Gary said that can be a bulletin that we can send to all the employees.

Jake said you can do whatever you want with it. I just put it together.

Tom said is there someplace we need to post it.

Jake said the main thing I wanted was to start getting the public notified ASAP.

Meeks said I'd put those on the doors.

Gary said starting now. We were talking about chains too. We have to be careful we don't impede egress.

Jakes last week I spent a lot of time with a couple different vendors on what's available, what we can and can't do or what we should do. So, their getting me some information as far as what to put in front of the doors with some, similar to what Security Plus is going to bring. A couple post with the retractable, easily breakable so if we have to get out of the building, it can be moved pretty quick. This morning I was talking with Tom on the outside of the east and west stairs. I am going to go see Apex to see about the availability of doing maybe just a single swing gate, spring loaded with a magnetic catch. So, if we do egress the building it can easily be broke to get out of the building but I think we need to have a barrier from the sidewalk so people don't, their going to go up the stairs if we don't have something to stop them. If we have something permanent there with a sign on it and arrows to direct them towards the main entrance, I think that's going to be our best approach. That's my thought on the outside of the building with additional signs throughout locations with arrows that says main entry this way. Because a large portion of the traffic, everybody is going to have to come from all three sides to the main entry. So, that's going to be really important I think is getting people directed.

Gary said okay, so a thought I was wanting to talk to everybody about is we get these signs up right away, get a bulletin out right away and then do this employee bulletin in two weeks again. Can we get in the position to start restricting access at those doors two weeks from now at our next meeting?

Jake said it depends on how soon I will be able to close down. We could do some temporary stuff to shut down, that's going to be whatever you guys want to do on that.

Gary said I'm thinking that we get these posted, get the notices out, in two weeks we put of soft barriers saying you need to go around. So, two weeks from that when it opens up, everybody is used to the traffic going to the front doors. Also, part of that traffic is I think we need to let people know, if we have signs, everybody is going to be going left. Left in and left out. So, as people start learning to go left to go down the stairs to go out, to the left through the doors and to the left out. When we get there we will be 99% of the way there. As far as how we are going to do people that come in and unlock the doors and go to work early and work late. I'm not sure how we're going to maintain security. I believe there just has to be a log book, if somebody has keyed their way in ahead of security, they've got to sign in to the log book. We're taking about

employees in the courts, the prosecutor, anywhere. I think the people doing our security needs to know there are already employees inside the building. I don't know how we stop that at the moment because we have flex time that is part of our procedures. Any thoughts Tom?

Tom said if we go ahead and do that after the next meeting and early so they get used to it. That email needs sent out now. Along with that also saying we are going to restrict employee entrance and they need to start entering in that door on the 18th or whatever that day is.

Laura said beginning Monday May 18 go to the north door. Is that what you want it to say?

Tom said yes. That needs to be part of that notification.

Jake said so, on the 18th are we locking the east and west doors then?

Gary said I would say so.

Meeks said you could still get out though.

Gary said you could still get out, you can always get out, right.

Jake said yes, absolutely. I was just curious because when I go to unlock in the mornings, that's what your after. It's whatever you guys want to do.

Meeks said I would think you wouldn't lock those doors, you would just put up barriers. Just put up temporary barriers and don't lock the doors until June 1st. That's what I think.

Gary said you did mention that. I think so too. We're not trying to penalize, just trying to get everybody used to it.

Tom said the other thing is, I know certain employees have keys.

Jake said every employee of Randolph County courthouse, the key to their office is also keyed to every entry door of the building.

Tom said we need to make sure they know that they can't use that key to go in those entryways once this is in place.

Gary said yes, front door entrance only. That's going to be something we have to work our way through. People that go to work early, through the front doors even, there will be people in the building when security gets here.

Meeks said that's why I think it's going to be very difficult to make every employee go through security because if your going to be here early, your going to whatever. So, it's really for the public. I think that's what that notice said.

Gary said if you're here past 7:30 you're going through security.

Meeks said I think, I will say this, I've been to 5 different counties surrounding us and they do not make the employees go through the metal detector and they do not make attorneys. Because you don't want them going through my bag. There are things in there that shouldn't be seen. I will tell you that Wayne County, Delaware County, Henry County, Jay County.

Gary said how do the employees go through?

Meeks said everybody knows them. This isn't Indianapolis. The security guard knows who the employees are.

Tom said do we let them come in the other doors if they come in before hours?

Gary said no.

Laura said for clarification we are as of June 1st only using the North door?

Tom said actually as of May 18th.

Gary said June 1st is when security begins.

Jake said one option we could do on the exit doors. I could rekey everything except the main entry door. So, that is the only key, if they want to come in Saturday or Sunday, they are going to be coming in that main entry door. Versus any of the others which would be 5 cores I would have to have remade. It would be pretty inexpensive.

Meeks said if its Saturday why do we care?

Gary said alarms.

Jake said it depends on how we set it up. I don't want an actual alarm. This is some of the what if's we could do all day long.

Tom said I would say as of now no, but that's something we could talk about in the future.

Jake said I personally would just rekey those other entry doors. It's going to be less than \$100 probably. Just rekey all the rest of them. It will be on a master system, so myself and my staff during after hour business, we go out and throw trash out or whatever it will be on our key system like everything else in here. Everybody else is still going to have to go in the main entry door to get into this building.

Gary said it's only going to be Randolph County employees and they are already going to know they can't go through there and if they do go through there, they're going to be on camera and then it will be addressed.

Jake said it's going to be on camera but somebody has to be watching to see it.

Gary said I mean off hours.

Missy said I say rekey them. If you can do it for less than \$100. Rekey those that you don't want people coming through. It makes it so they have to come around, there's parking on the evening or weekend, you can find parking close.

Laura said if he rekeys them, its not like they can't get in on the weekend, they just have to come in a specific door.

Jake said it's no different then the rest of the week. You use one door in and one door out. Whether it's after hours or during hours.

Gary said I'm okay. Go ahead and rekey them.

Tom said yes.

Gary said what it all boils down to, it really doesn't matter.

Jake said I think it would eliminate what door is coming in and out of. Everybody will just be using the one. We can do that pretty easy.

Gary said anything else you see?

Jake said not on the security side.

Gary said come on up Greg.

Greg said Greg Cheesman, Randolph County Council. We get everybody in the building the one thing I've not heard addressed is what if any penalty or fine for somebody that does go through the door after.

Gary said we're not there yet.

Greg said you know it's going to happen.

Meeks said it's addressed in our handbook. It is not following procedures. It's probably a group I offense.

Greg said I didn't know if you guys set that or if it was just automatic.

Meeks said if an employee comes through there and they are not supposed to, we can either amend the handbook to say that's.

Greg said I'm not talking about the employees so much as I am just the patrons.

Gary said they're not going to be able to.

Meeks said they're not going to have a key, they'll have to come through the front door.

Greg said I'm not talking about after hours, I'm talking during the day. Nobody goes through the east or west doors. They will be able to go out.

Jake said so if somebody breaches that, goes through that door and they get out to their car. It sends a notification to security, what's the next step.

Greg said yes, I know there are people that are going to do that. I'm not worried about the employees.

Gary said I understand, I don't have every answer right now.

Greg said I've just not heard that addressed and thought I'd bring it up.

Gary said we'll get it addressed. Art did you have something to add to this?

Art said you guys were talking about keys. I just wanted to mention that the jail staff is still going to need access to that bottom door and as far as road officers, if you have an emergency, I want them to be able to access any door.

Jake said so now we're back to just leaving all the doors keyed the same. I didn't give that a thought. Specially on that basement door because you guys are in and out of that all day long.

Gary said we'll leave the keys alone.

Jake said we'll scratch that one for now.

Gary said and Greg on yours what would be the penalty to the civilian population, I don't know.

Gary said does Randolph County Sheriff have jurisdiction over this building or is it Winchester Police Department?

Tom said Randolph County because the courts are in here.

Gary said Jake anything else?

Handrails at the RCFFO Building

Jake said yes, I handed you the newest copy of handrail quote for the old hospital. The original vendor we had that priced it out 8 months ago business sold out and now has a no compete clause so he can't actually do that project. So, I reached out to Apex Ag Solutions here locally. Obviously 8 months ago prices were different. The prices went up to redo the handrail out there, stainless steel, original contract we had that is not in business no more was \$44,859.00 that was okayed. That price now is \$53,000 through Apex to get all that handrail changed.

Gary said 20% is not uncommon for a year in today's environment. We still need to get it done.

Missy said and they are local.

Tom made a motion to approve the estimate from Apex for \$53,000.00 to replace the handrails at the RCFFO building from Commissioner's Cum Cap.

Missy seconded.

All aye votes. Motion carried.

Courthouse clock lighting - Carroll Electric

Jake said at your last meeting you addressed the lights in the clock tower. It was kind of confusing, somebody told me outside and then I got with Missy and she was referring to the inside lights. So, I had Carroll Electric come in, it was not as easy as just utilizing the lights we had in place now because they are pretty much just service lights for the equipment we have. We were looking at relocating those lights but that is going to offset what we need for maintenance needs. So, he priced out actually putting LED lights underneath each individual window pain up there that will shine on the glass. That way we get an even light on each window. That's the quote he proposed there.

Gary said the quote is \$1,899.00.

Missy said those should last a long time.

Jake said LED is the future of lighting right now anyway.

Gary said that's on a run of its own?

Jake said yes, there's already power up there. So, the biggest portion is running the conduit inside that unit to get to every light fixture.

Gary said okay, we have a proposal from Carroll Electric to take care of the Courthouse tower lighting for \$1,899.00.

Missy said motion to approve from Commissioner's Cum cap.

Tom seconded.

All aye votes. Motion carried.

Entry doors for main lobby

Jake said the next one is a quote from Cetrons Glass to put in entry doors at the main lobby, east and west side so we have designated traffic patters in and out. Whichever side they decide to set

up shop on. They redone their quote, it went up a little bit, just shy of \$1,000.00 for that project. But to put those doors in with new closure and everything was \$23,449.21.

Gary said that is going to be another Cum cap project that we have to do. You could put it in the security budget. Tom?

Tom said we just need to approve it, where we get the money comes from, it can come from general as far as I'm concerned.

Gary said I think we should leave it in the security budget because it's tied to the whole project.

Missy made a motion to approve the quote from Cetrons Glass in the amount of \$23,449.21 to be paid for out of the security budget (Special LIT).

Tom seconded.

All aye votes. Motion carried.

Bullet proofing of Judges benches

Jake said Jack Hinty is going to start the bullet proofing of the judges benches this week.

Gary said the door?

Jake said I don't know if he has all of his parts and pieces yet. He's definitely got the material for the bullet proofing. So, he's going to go ahead and get started on it after 4:00 o'clock. I contacted him this morning and let him know about election day tomorrow. I got him a key and notified the bailiff to let the judges know that that's going to be taking place.

Gary said alright. We've got a lot going on. Thank you for your help on that. Laura do you mind sending the Commissioners an email of where their Commissioner's cum cap budget balance is at after these projects. Greg do you have any questions on the funding of everything we've been talking about?

Greg Cheesman – EDP Road repairs

Greg said no, I don't have any question on the funding. I have a question for you at the last Council meeting we talked about Union Township, the road situation out there from all the solar panel construction and you said you were going contact EDP.

Gary said I spoke to Brad from EDP and Jay and they are not here to give a report, but we will have a report of what's going to go on.

Greg said I just wondered if it was progressing.

Gary said it's all been pushed into the appropriate areas for consideration and a solution.

Greg said that's what I wanted to hear.

Gary Friend – EMS/Coroner building bay clean out

Gary said last thing I have before I move on is on the EMS and Coroners. I think we need to make sure Gary Moore understands is to make sure everything in that bay 4 needs to go to the highway department as soon as possible. Everybody agree with that?

Tom said yes.

Gary said as soon as possible means make it happen. Okay Tom?

Tom Kerns – Need for Executive session regarding economic Development

Tom said the only thing I have is we've had a request for an executive session for economic development so I'd like to set that up. Wednesdays does not work for them, so I'm looking at Tuesday May 26th in the evening.

Gary said 6:00 pm?

Tom said sure.

Missy said I'd rather not. I have something on that day.

Tom said what about the next week Tuesday June 2.

Missy said Tuesday's are bad for me, but we'll make it work.

Gary said which one works best?

Meeks said I will not be here on the 2nd if you want me here.

Missy said can we make it any other day besides Tuesday.

Gary said I can do Thursday. Wednesday was the day that was not open for them.

Tom said Thursday is fine with me.

Gary said Brad do you mind coming up? Does that work for you?

Meeks said it works for me.

Gary said on the Executive session are your people good to do it on Thursday? 21st or 28th Tom?

Tom said either.

Gary said Brad?

Brad said the 28th.

Gary said Thursday May 28th at 6:00 pm.

Brad said yes.

Gary said Meeks, Tom, Missy? I'm good. Thursday May 28th at 6:00 pm. Anything else Tom?

Tom said no.

Gary said Meeks?

Meeks said no.

Gary said Brad do you have anything before you go?

Brad Dilger – Riverstart IV Road repair report

Brad said just a response on the road situation at the Riverstart IV area. I met with Jay last Monday. He is going to do a drive around of the area to see how the repairs that were done I guess last fall/winter, how they've held up, what needs to be done to remedy any other issues, finish out the contract with White Construction and their use and maintain of the roads and then we'll also figure out what needs to be done to make the final road repairs for the project. So, that will be happening. Jay is going through and doing his analysis now and then based on that we'll go through and make repairs and do the final chip and seal and finish that out.

Missy Williams- Flooding video

Missy said I am seeking permission to send a video to Gary and Tom about the flooding that begins, I don't want to name the farmers field but begins in the farmers field south and comes up through the wedding venue and then into the golf course and then flows from lake to pond to pond into a private citizens pond that overflows.

Gary said yes, I don't see any problems with you sending that video to us, its just an fyi and we can address that at the drainage board.

Missy said yes.

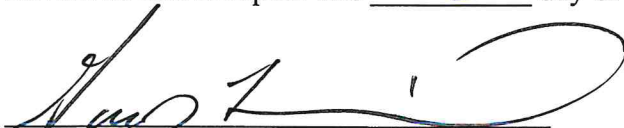
Citizen Comments (3 minutes)

None

Adjournment

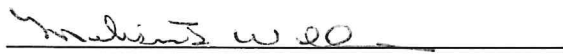
Missy made a motion to adjourn. Tom seconded. All aye votes. Motion carried.

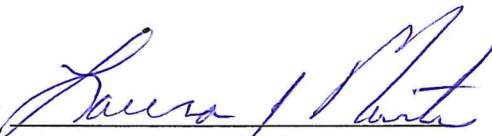
Reviewed and accepted this 6 day of July, 2026



Gary Friend


Tom Kerns


Missy Williams

ATTESTED: 
Laura J Martin, Auditor

