

# Randolph County Council

August 25, 2020

The Randolph County Council met for its budget hearings at 8:30 AM in the Commissioners and Council Room of the Courthouse with the following members present: Council President Gary Friend, Rick Brown, Tom Kerns, Max Holaday, David Lenkensdofer and Missy Williams. Also present was County Auditor Laura J Martin.

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Council President Gary Friend presided.

## **Superior Court. Sup Public Defender**

Judge Haviza said the budget we submitted is a little bit less than last years budget. We had added one-line item in, in case we needed to bring somebody in temporary at the end of the year to learn the job in case on of the three staff members would be leaving. It doesn't look like that is going to be needed this year. We have eliminated that line item for next year. We have increased the amount of liability insurance a small amount and there was one other category Mrs. Detweiler.

Rhonda said the books went up \$500.00.

Judge Haviza said the books went up a little bit more. By taking out the one-line item, it made up for the increase of the other two items. If you folks are looking to cut 20% about the only place it could be cut would be out of public defender fees, but we still may have to come back and ask for additional appropriations towards the end of the year.

Gary said we didn't take that route with Circuit Court. We have a constitutional responsibility to the courts, we all know that and so, what you can do for us you can do. If we cut pauper attorney fees out, we have to come back and replenish that anyway.

Judge Haviza said the rest of the budget is pretty much what we spend on an annual basis.

Gary said what we are doing is going through all of these budgets, seeing where we can make cuts without wiping out departments. It is just a tough time and we have to get through it. We will be finalizing these budgets this afternoon and you are welcome to come back.

Judge Haviza said on a personal note, I would like to thank the Council for all of the courtesy that has been extended to me over the last 22 years. This is my last year on the bench and it has been a good working relationship and a lot of respect.

Gary said thank you for your service to the community. Law and order define us so thank you.

### **Emergency Management**

Chris Shaneyfelt said which one of my budgets do you want to stait with?

Gary said we are starting with the EMS general budget.

Chris said on the Emergency management side, I am not asking for the pay raise. On the office supplies I went down 10% so, from \$750 to \$675.00, gas/fuel/oil removing 33% from that so, from \$3000.00 down to \$2000.00, Uniforms from \$750 down to \$500.00 so that is another 33%, training taking 25% off of that so, from \$1000.00 down to \$750.00, travel mileage and meals 20% from that from \$500 to \$400 and from professional memberships 33% from that \$300 down to \$200.

Danita said is that your dues.

Chris said yes. Communication line 10% from it so from \$1500 to \$1350, equipment repairs 10% from it, from \$600 to \$540, vehicle maintenance, I increased it because I need new tires on the truck but I knocked that down 10% from \$1000 to \$900, postage from \$25 to \$20 that is a 20% cut and then equipment from \$750 to \$675 and that is 10%.

Gary said that is outstanding.

Dave said very good.

### **Local Emergency Planning**

Gary said next is 1152 Local Emergency Planning.

Chris said 1152 is a state budget, I didn't change anything on that. There were no decreases or increases.

### **Public safety commission - general**

Gary said next page is General public safety commission

Chris said I have personnel services, I am moving one person from that budget and placing them into the 1222 line.

Gary said which one are you moving?

Chris said whichever one is cheapest for me. Office supplies taking that from \$500 to \$450 which is a 10% decrease, uniforms I dropped 20% from \$2800 to \$2240, postage from \$150 down to \$120 which is a 20% decrease, and Office furniture and equipment dropping that by 20% as well from \$2500 to \$2000.

### **Statewide 911**

Chris said this is where he is adding the telecommunicator from public safety general to. What we did on the training, school and membership, we cut that to \$5000.00 and then created a

membership line for \$2000.00 so that it more accurately reflects what we are doing with the state money. Other than that, the rest of the budget remains the same.

Gary said this is funded through 911 funds.

Chris said yes.

Gary said will there be enough funds to fund it.

Chris said as far as I know. The state is attempting to rearrange their funds so that the current fees that I pay for telephone services, they are going to start incurring more of those with the 911 transfer points and stuff like that, that should help reduce some of our telephone costs and stuff like that which will help. Then we are doing the communications project, so of the equipment fees that I spend will probably reduce as well.

### **Courthouse**

Jake said we can start with which ever one you have in front of you. I have courthouse. Going into 2021 I have left everything the same other than my outside maintenance line items, we got bit by snow and several more mowing's this year than normal, so I wanted to increase those. It was hard for me to find any cuts on maintenance and outside grounds because, I am asking for extra already this year on top of what you gave me last year. I am afraid if I cut anything I am going to be back asking for it is what I am getting at. I don't know what the answer is but that is my budget.

Dave said it is probably to early to tell if we are going to go down on natural gas.

Jake said it is hart telling with all of the electric that we had last year. With that being said, the boilers were an additional make up, the Diken will still be running, just when it gets 30 degrees and colder is when the boilers are really going to show the efficiency and make up side of it.

### **RCFFO**

Jake said it is pretty much the same, I left my numbers the same other than my outside grounds. I did bump them up a little.

Gary said up \$1000.00.

Jake said yes.

Gary said you just came back for an additional appropriation last month, didn't you?

Jake said yes.

### **Community Corrections Building**

Jake said this is pretty much the same thing, I bumped up the outside line item from \$200 to \$400.00.

Gary said is this the probation part of it?

Jake said it is the Probation/Community correction building.

Gary said the Community corrections side, do they split their utilities with probation?

Jake said yes.

Danita said Community corrections pays half of the bills for that building.

### **Cum Cap Dev - Courthouse**

Gary said that is not out of line either. Does anybody have questions on this budget.

Dave said this is over and above the \$250,000.00 in the Commissioner's budget, right?

Gary said yes.

### **Cum Cap Dev - RCFFO**

Gary said this is the same. Does anybody have any questions on this?

### **Cum Cap Dev - Community Corrections**

Gary said Cum Cap on the Community Corrections building \$1000.00.

### **Area Planning**

Randy said there are a few items on there. I took the last 4- or 5-years average. Basically, if we don't use it we don't spend it. There have been years that we have not used the registration/educations hardly at all, I do most of my education through the building commission, if we are working on this new unified developmental ordinance, that may change a little bit because we want to make sure the BZA and APC are trained properly. You can take it our or not, if it is there we won't use it if we don't need it.

Gary said right now we would take it versus leave it and have you come back. If this is one of those that really doesn't need to be there.

Randy said I would say go ahead and eliminate it and if we need it we will come back. Travel and mileage, I do all that through the building commission, so I would take that \$800.00 out under that line. Repair equipment, I'm assuming that is for basically the copy machine, it is only two or three years old, we haven't had a lot, I would maybe cut that down.

Gary said I would cut it down.

Randy said when you look at this budget and you say cut 10% out, my secretary started panicking because they took everything out but salaries and we were still short two or three thousand dollars.

Gary said that is exactly what we seen.

### **Building Commission**

Randy said this one we have done a lot of juggling in over the years, attending meetings is one I usually don't use, unfortunately they have changed three of the bigger codes for the building commission, they went to a brand-new residential code which hasn't been changed since 2003. I would like to leave some in there for training because there is a lot in that that's pretty confusing sometimes, they also changed the mechanical code and some other codes. I really hate to take that out, but like I said I won't use it if I don't have to. Part time clerical we haven't used that for years, you find out if you get a part time person all they are doing is answering the phone and we have an answering machine that will do that.

Gary said so we can take that out?

Randy said I would say go ahead and take that one out. Code books, I hate to reduce that because we have actually had to get money from other places to get enough money for codes. You are probably not going to like my next comment. We traded trucks back two years ago, we ended up spending \$1850.00 for it, which is \$925.00 per year for a vehicle which is basically free of maintenance and everything else. I have not heard from our car dealer yet, he usually calls me in December, I am assuming I will come back at that time to see where everybody stands. I am assuming it will be around that \$1800.00 again. Right now, it is at zero.

Gary said just leave it at zero.

Randy said on the good side of this, in two or three months, these two departments should generate about \$470,000.00 for solar fees.

Gary said that is a good note. How close is should to a reality?

Randy said they are calling us and asking how many checks they need. So, to me that sounds like within a month or two we should have the majority of that money. I will also tell you, when we did Headwater's the Building Commission did the only pennits, \$500.00 per tower, that generated \$50,000.00 and they were 200 megawatts. Headwater's II, still 200 megawatts are now 50 towers, so the building permits only generated \$25,000.00. So, in this ordinance what we did was we said \$500.00 per megawatt, so the building permits will generate \$100,000.00 now.

Gary said where is the other \$300,000.00 coming from?

Randy said \$20,000 comes from application fees, and the Area Planning IOP's is \$1750.00 per megawatt.

Gary said and that is a deposited receipt in the treasury?

Randy said yes.

Angela said into the general.

Randy said you are talking \$470,000.00 roughly in the next two or three months. That might give you a little breathing space. We don't have it yet.

Gary said the probability factor, is it over 90%.

Randy said I would say so. Like I said they are already getting everything done, I have not seen any site plans or anything like that yet. But when they are calling asking how you want to do the checks. What we did last time, we just had them write one big check and then we did an IOP for each tower. We will do one for each parcel this time and reference back to that one check.

Dave said I am glad to see it is per megawatt.

Randy said we need to go back in and change that ordinance for towers. That is something that is kind of on our top priority list. To change that fee schedule.

Gary said what is the saturation level for towers in Randolph County?

Randy said there is no limit in the ordinance.

Gary said I don't mean that, what is the saturation for the wind companies competing for the velocity of wind.

Dave said the still have the whole eastern side to develop yet.

Randy said you can also have the solar around the wind.

Gary said you can have the solar right beneath the tower?

Randy said within the set back.

Gary said everything else in this budget is fixed?

Randy said on the office supplies, we don't always spend that \$450.00 but there have been times when we have transferred it to other lines when needed. Our printing this year was rather expensive because every 5 or 6 years we print all our building permits which are in triplicate, they have to be sequential numbered and so that cost about \$1000.00 but that is every 5 years so we shouldn't have to do that for several more years.

Gary said you could take that to \$300.00 and be comfortable?

Randy said I think so.

Gary said maintenance of vehicles has got to be low because it is a brand-new truck.

Randy said all we spend out of that is oil changes.

Gary said how many oil changes do you do?

Randy said every 3000 miles, I have about 24000 miles on it. But that is in two years.

Gary said then this is twice as much as you really need. Let's cut that to \$250.00.

Randy said yes.

Max said not that we are talking salaries right now, but I notice you bumped the secretary a pretty good chunk, any particular reason on that?

Randy said I think what we did was go in and do 5% on salaries.

Max said that is about 50%.

Randy said I see that now, I don't know why.

Danita said we increased the hours to 28.

Randy said yes, we increased the part time secretary to 28 hours, but she doesn't use all 28.

### **Clerk**

Melinda can you come up really quick and take care of a line item.

Angela said I'll explain why Melinda is coming back up. She is creating a part time line in her Clerk general fund, it is no additional money, but she did not have that line, so to create the line I need a paper signed. She is taking money from the scanning clerk to the part time line.

Dave made a motion to approve the part time line for the Clerk. Max seconded. All aye votes. Motion carried.

### **Community Corrections**

Paula said she is in court, I met here outside and she said she will be here as soon as she is finished with Court.

### **Highway, Local Roads & Streets**

Gary said we are starting with 1169 Local road and street.

Mike said no changes.

Gary said next page is 1173 highway restricted. You told me that you had restricted and non-restricted balanced.

Mike said yes

What is your intake right now from Motor Vehicle Highway, you said it's up from the projections of going down 40%, how much of that has come back?

Mike said instead of a 40% hit, I think it had been down about 30%, what was our last month?

Angela said August was bad. August was actually \$75,000.00 in each, but we are doing \$198,000 in each.

Gary said what happened in August, anybody know?

Angela said August is always bad.

Gary said your budget recognizes this?

Mike said yes, we went with what the state recommended.

Angela said they had to cut to about \$2.8 for next year.

Gary said \$2,8 next year, from?

Angela \$3, keep going I will get that.

Gary said this budget reflects the \$2.8 for 2021.

Mike said \$2.9.

Gary asked if anyone had any questions for Mike on 1173? Okay, let's go to 1176. The supervisor increase represents how much of an increase?

Mike said originally, we put in 20% across the board.

Gary asked if anyone had any questions on 1176?

Missy said why are we doing an increase on salaries?

Gary said we are not, that was put in his original budget, before we sent out the reduction notices. We asked that they not resubmit their budgets, just be prepared to start the cuts. There had been no approval for the money yet.

Gary asked how does your workman's comp work, do you have a line item in here for that? Does the Highway pay for workman's comp?

Paula said yes.

Gary said it's not joined in with Randolph County, it's a standalone policy?

Paula said it is self-funded. Several funds pay their share of the workman's comp. We do break it out.

Gary said so that is the highway's share of the total policy?

Paula said yes.

Gary said the repair of the garage and buildings on there, is that referring to the old building?

Mike said yes. That would be a line that we have always kept to repair, but now we have a new facility. They are getting ready to lease the old building, so hopefully we wouldn't be obligated for any repairs on that old building.

Gary said it depends on the lease the Commissioner's do, it is completely up to them.

Missy said is that a zero then?

Gary said it can be but for this particular budget here, it doesn't jump back and forth like general and public safety. We can zero it but it stays in the Motor Vehicle Highway account to use elsewhere as necessary.

Mike said I will give you a little heads up with our traffic signs for our bridge posting. We are definitely going to see an increased expense of potentially \$80,000.00 to repost bridge tonnage limit signs.

Gary said \$80,000.00 to put signs up?

Mike said potentially, that is in the future, that is what is coming.

Gary said don't we do that internal?

Mike said right now you do, until there is a grant fund or something set up, we are working with *SICA*, we have already had seven already that we had to post and for every bridge you have to post, that equals times 4 signs. I might have to later in the year transfer some money into signs.

Gary said 4 signs per bridge, two on each side?

Mike said one at each intersection and one at each approach to the bridge. It's a federal mandate.

Gary said does anyone have any questions for Mike on 1176?

Gary said let's talk about the manpower situation because we haven't passed any manpower raises across the county. We have a situation that we have to discuss at the Council to be able to retain and attract. Brief the council on what it is that you see and what it is that we need to get into the range of being attractive.

Mike said basically I sent e-mail's out on everybody on several counties our size surrounding counties.

Gary said what are you down to right now, 13?

Mike said I'm down to 13, yes.

Gary said out of?

Mike said theoretically 21. We have 13 plus the 3 management. I think I am down three critical people. We can't service the snow routes with the man power we have today. We are barely able to keep up with our chip and seal program, we started it and me and the assistant have to support that, driving or running a roller or anything, you have to have enough man power to keep that rolling. We are able to get it done but we are at a critical situation that we are going to have to figure out a way to attract people. I have had three people that has talked to me because we were able to get and be able to hire a non CDL and train, but all three are shaking their head and saying \$18.00 per hour for me to just start training and then they are looking at \$21 to be able to stay. We have lost several employee's to Best Way, Cobalt Civil and \$21, starting with potential \$25 to \$26 per hour in three years.

Gary said what are you at?

Mike said I'm at \$15.42 starting. That is why the 20% was there, I know you think that is an astronomical increase but even the 20% won't get us to some of the other departments around us. That is just how far we have fell behind. I think two years ago at the Indiana Association of Commissioner's conference, they announced that CDL wages was going to take a major hit throughout the state and they have.

Gary said where's Jay County at as far as their starting CDL?

Mike said Jay County is at \$17.05 just to start.

Dave said for your information, I am looking off of Mike's information. We are the lowest out of the nine counties for mechanics, operator's, driver operator's and drivers and they are all on \$15.42 to \$16.32 and most of them are up to \$17 and \$18.

Mike said if you take a look at the operator position and they are all floating into that \$19 per hour. I didn't even do Delaware County, who is a lot higher than that. Darke County is a lot higher, I left them off.

Dave said Darke County has twice the amount of residence.

Gary said we have more miles.

Mike said we have more miles and more bridges.

Dave said the bridges are really important.

Gary said for the Council, where are we wanting him to get the drivers up to.

Mike said we have the starting, then we have what we call driver/operator, part time operators and then you have your full-time operators. We are at a three level, usually to start, once that person hits their training period, then I usually move them up to that middle lever.

Gary said do we need to move all categories up equally? Let's just say we move all categories up \$2.00 per hour, just one, two, three, however you have them laid out, everybody just shifts equally up. Is that something we are thinking about?

Mike said I personally think there needs to be a little, not much, but a little more emphasis on equipment operators, I have a lot of guys that don't want that added responsibility and fifty some cents difference is not enough, I don't want to deal with all the headaches and for fifty cents, I'll just do this. Nobody wants to step up to the plate, I have equipment right now that we are not operating because I don't have operators. I do have operator's but they are busy doing their work. The personnel that we've lost has been on our higher scale labor. I am losing my higher skilled, we lost bridge tech and we kind of said after training we'd move him up to that higher pay level, well if we don't start doing that.

Gary asked Mike Wickersham if he had any input on this.

Mike said I don't know what the \$15.42 is, is that the starting wage?

Mike Haffner said \$15.42 and then \$15.80 and \$16.32, I think that is really close.

Mike Wickersham said this is just a hypothetical but if your goal is \$21.00 and I'm not suggesting that and you moved everybody from \$15.42 up to \$21.00 that is a difference of \$5.58 an hour for 18 employees for 40 hours a week that is about \$1,000.00 per week additional money.

Gary said you could do it in your budget.

Mike Haffner said I was thinking we might need to have a three-year game plan to get to \$21.00.

Gary said I'm asking right now what do you need to see as the Highway Superintendent to keep you in business.

Mike Haffner said how about \$16.75 to start, \$17.50 as the middle and \$18.25 as the operator, that is.

Gary said Mike what do you think about that.

Mike Wickersham said I think anything Council can add to the salary of the highway department is going to benefit the county road system. We are at a critical point.

Max said how many people did you put in the budget?

Mike Haffner said 18.

Dave said what you just recommended would be very comparable to Jay County.

Mike said I don't think I went to the high side of it.

Gary said I don't either.

Mike said I think I went on the conservative side. A year and a half, two years ago, I told Max I don't know if \$20 or \$21 would solve my problems, its individual, you just have to start somewhere and go. I can't say that this is going to keep people or this is going attract people, I'm not saying that at all, I'm hoping.

Gary said this is just the first year of a three-year possible plan going forward is a good start.

Mike said this would be a giant step in the right direction.

Max said one more question, do you have enough trucks for that many people?

now. Especially to the younger people, I'm not saying I agree with that myself, I like benefits, but unfortunately to try and attract new in, they need to have at least a competitive wage. I don't want to be a training ground for somebody that comes in and stays for a few months to get their CDL's and then they go someplace else.

Tom said we are not going to keep any quality CDL drivers for \$15 or \$16.00 an hour. Working in the construction industry, they are just not available. Like you said if we do hire them, they will be gone as soon as they are trained because of the opportunities that are out there. I think we do have to get the wages in line.

Missy said do you ever do exit interviews to see why people left.

Gary said Council doesn't.

Missy said I mean the department heads?

Mike said I don't actually give them an interview, they tell me the reason, I will tell you the last several that have left, other than one, they like what they do, they certainly like the hours but it becomes a need for the family, they have to decide.

Dave said I think we just have to address it and move forward. Its been an ongoing problem for the last three or four years. Its time to address it.

Max said yes, we need to do something about it. The only question I have, have we thought about or investigated contract drivers for peak periods like snow?

Mike said Bogues trucking approached I believe Mike Wickersham and myself last year and they wanted \$30.00 per hour.

Max said \$30.00 per hour for a week is different then big wage for 52 weeks.

Mike said if you say \$30.00 per hour hiring for snow plow, I believe you will have wide spread trouble in the ranks.

Mike Wickersham said I think they were driving our trucks as well.

Mike said and I checked into our insurance and I believe that if our insurance changes we might have to revisit this but I don't think you will be able to put a non-employee in our trucks.

Rick said I know we need to address it but we have other departments that have the same issue about keeping good quality people because we can't pay them. We have folks coming in and we are asking them to cut their budget and then were looking at giving the guys at the county highway a couple of bucks an hour raise. I understand that it is a double edge sword, you can't win for losing. I understand that we have put this off for a long time. Don't get me wrong, I appreciate you and the guys working but if I'm running a department out there and you asked me to cut my budget so many percent and I've got professional people who have to be licensed to do

their job and they are not making anywhere near what people in other counties are making, its tuff.

Mike said the only statement I have in response to that and I'm compassionate and I definitely feel that I'm not worth any more money than anybody else, I think everybody is deserving, but it comes down to this is a state MVH line that pays this labor, not a county general. At some point they might have to understand that. That is the only defense I have to offer.

Rick said to me that is your saving grace is that it is not affecting the general part of it.

Mike said if it weren't for the MVH we wouldn't be talking about this.

Max said that triggers another question, assuming we did this, what area of your budget is going to suffer, is it going to be your stone, your paving material, what are we going to be cutting.

Mike said I don't think any line will suffer because the 20% is higher than what we are asking for and that is what the budget was drawled out for.

Max said you have funds that would cover that?

Mike said basically our budget is set in there for a 20% raise and we are not giving that, we are giving less. Theoretically I will have money left over. While we are on this subject, right now we are at \$15.00 an hour for a CDL part time driver, if we increase these other lines, I would like to see at least my CDL part time snow route driver, not be stuck at \$15 and everybody else is making \$18.00. I would like that to go up to go with it. I have one other area that the Commissioner's approved a foreman's position and last year it wasn't funded. I would like to get at least a token fifty cents per hour for what this gentleman is doing for me and the county.

Gary said yes, we do this in other departments throughout the county. We have really let the highway get behind. We know what we need to do, it's decision time. Does that put anybody over you in wages, I'm pretty much against having employees over their managers.

Mike said no, it is not going to put anybody over me, your getting into an area in the future that your assistant superintendent might say for all my responsibilities, it's not worth that extra little bit.

Gary said that wage adjustment being out of order for our job duties, if we were to do a managerial adjustment at the same time, then we would be looking at the rest of the managers in Randolph County too. It needs to be done by percentage. What does the council think about the wage increase? I think it is the consensus that we need to do it. How much?

Rick said I agree with the fact that you don't want to start to low and not mean anything with it. I think \$17, \$18, \$19.00.

Gary said that is what I would like to set it at \$17, \$18, \$19. Then your foreman would actually be \$19.50 right.

Mike said the foreman is a little bit higher than that. I think his salary figures a little over \$20.00. There is not near the spread between them and him and if that because a problem later on then I might have to come back you.

Gary said so we are not talking about the foreman.

Mike said we are not talking about any management, you are just strictly talking my CDL and operators.

Max said we have to do something; your suggestion is a good starting point.

Dave said I think that is a good number.

Gary said \$17, \$18, \$19?

Dave said yes.

Tom said I do to, I like seeing a little bigger spread.

Gary said we haven't approved the budget yet at all but on this issue, we can make a motion and get a vote to get that secured. Mike do you have any input?

Mike Wickersham said anything you can do, I'm a little like Tom \$17, \$18, \$19.00 to me it could be a little higher.

Gary said higher than \$17, \$18, \$19.00.

Mike Wickersham said I am just thinking an equipment operator at \$17, \$18 but see where it takes us. That is more than Mike recommended and he is closer to it than anybody.

Mike Haffner said at my budget for the operator that was \$16.32, I put in 20%, that would be \$19.58.

Gary said with Commissioner Wickersham's input Missy do you have anything else.

Missy said I think we have to pay them a little more to get them, because I have sent him workers and possible employee's and when they hear that salary, they call me back and say they can't work for that. These are young people that want to have jobs.

Gary said the thought that Mike brought up \$17, \$18 and \$19.50 where are you at on that.

Missy said I think that is a good starting point, see how it does.

Tom said at \$19.50 you are getting pretty close to his assistant. Within a couple thousand dollars, there is not much incentive to be an assistant superintendent if you can make the same

thing.

Mike Haffner said that is not enough spread difference.

Tom said I don't have the numbers in front of me to know what your foreman makes. What is his salary, do you know?

Mike said \$41 or \$42,000.00.

Dave said the 2019 budget says \$43,000.00.

Tom said that is the assistant. We haven't funded the foreman.

Mike said he is making right at \$20.00 an hour. So that is only about fifty cents an hour difference. That would be tough for him to stay in that position.

Missy said I think that is what Portland is making, I'm looking it up now, a highway mechanic is making \$39,328.00 so, they are right in the ball park of where your wanting to go. Their insurance I know is better.

Mike said here is the comparison, Jay county has an engineer and a superintendent then a foreman. They are at a three tier, we are at a two tier. I'm doing a lot of work that engineer's do in other counties. My assistant is doing a lot of work that other county superintendents do. So, their foreman in my opinion doesn't have near the responsibly and duties as my assistant. Because we are a two-tier management system versus a three. The foreman looks like he is in line but their foreman is nothing more than a group leader, he does not do much with leading and directing the man power and a lot of other duties. We do have an office manager that probably does more in that position than some of the other departments clerk's and stuff to help that out.

Gary asked what is the spread between the top operator and him. How much money per year?

Mike Wickersham said about \$4,000.00.

Tom said I like \$17, \$18 and maybe go \$19.25 kind of compromise in between. So, we are not pushing up against the supervisor.

Mike said what would you increase my part time CDL?

Gary said I would take them right with it, with the pait time ordinance, the thing with pait time they don't have benefits at all. It doesn't cost us. It makes it attractive if you get a part time in there. I personally would take the part time wages right with the full-time wages.

Mike said at the \$17.00 per hour.

Tom said yes, I would keep them at the lower.

Gary said \$17.00. That is your starting CDL.

Rick said right now I am leaning toward doing something because we are at a critical stage, we need these people and when snow hits we are going to need these people. You have to pay a competitive rate and the saving grace is because it is coming out of state funded budget, not county general. I wouldn't be surprised if we don't start hearing from other department heads.

Gary said I am absolutely certain that we are going to hear but I would defend it that the actual MVH amount of money we get, recognizes what it cost to have CDL drivers.

Rick said I understand that and that is the reason I would probably vote for it.

Gary said would someone like to make a motion for \$17, \$18, and \$19.25.

Tom made a motion to raise the pay rates for the highway department for 2021 to \$17, \$18 and \$19.25 and \$17,00 for the part time CDL drivers. Dave seconded. All aye votes. Motion carried.

Gary said I was going to say that this budget probably now could be passed. We are done with it as far as the council. Would somebody like to make a motion to pass the highway department's budget.

Tom made a motion to pass the highway department's budget excluding the salaries. The only wage increase is the wage increase that we just passed. Max seconded.

Gary asked Paula if she had discussion.

Paula said my question was the other salaries, but Tom clarified that.

Gary said we have a motion and a second for passing the highway budget excluding managerial salaries and increasing part time and man power. All aye votes. Motion carried.

Mike Wickersham said a question regarding the overall budget, will that be social security, perf, Medicare and all those accounts adjust.

Paula said they will all have to be increased.

Gary said they will adjust down, the budget shows more.

Mike said the budget shows more because all of that was factored into that 20%.

### **Community Corrections**

Gary said Robin your budget has probably changed in the last week or so, hasn't it?

Robin said if we are talking about the budget that was submitted to the Department of Corrections, we have a couple of things going. The new budget has not changed as far as DOC

goes, however in the current budget that we are on, I don't know if I am to bring this up here now, but I have been working with DOC on seeing if there is some money that they would allow to move from 200 and 300 series into the unemployment line and I just got back documentation today, they are approving for me to move \$8,730.00 from the 200 and 300 series to the unemployment line.

Gary said out of the grant?

Robin said out of the grant. This is not the norm, I think they are very aware of what our office has experienced this year and last year and they are trying to do what they can do to help out from their end. Not sure how I am to go about that because we are going to need to move appropriations, so do I need to do that at?

Gary said that is a transfer that you will be doing at the council meeting for this year. What we are discussing today is 2021 budget. Anything you need to discuss about this year, we are open to do it today as well. But if you need to transfer to unemployment to that line out of project income, that will be a transfer at the council's meeting next month. If you can wait that long. Can you wait that long?

Robin said absolutely. I just wanted you to be aware.

Gary said I appreciate that, is there anything else before we get into 2021 you need to talk about in 2020? Your department has taken the brunt right now.

Robin said I can't think of anything that I need to talk about with that but I did want to you aware of the information I just received.

Gary said does 2021 represent where you are currently at or does it represent getting back.

Robin said the 2021 budget is the budgets that were submitted to Department of Corrections within the grant. This is not where we are going to be starting out in January. This is the budget that the state is going to be approving, what we submitted. I am not really sure, that was a done deal when that was sent into the state. This is what submitted.

Tom said this is projecting that she brings her people back by the first of the year.

Gary said the actuality of that is 50/50, higher, lower, don't know?

Robin said I don't know. Depends on the next few months and what kind of income is generated, there are a lot of variables there.

Gary said how do we address the budget then? Because if we are going to pass a budget that doesn't have income to support it. I don't know how we can pass a budget that doesn't have income to support it. If we pass this then we will have to support it. Looking at your budget, providing the income comes in, we can pass the budget, if it does not it is kind of null and void. Does that make sense? Mike do you have any input on this from the Commissioner's side?

Mike said I don't have any thoughts on passing the budget, not knowing if that income is going to be there, I guess optimistically I think the county needs Community Corrections at what level, I don't think we can predict. The advisory board has cut expenses down and trying to find more income and plan for a restart after the first of the year with full staff. If you did pass the budget and if full staff is required at the beginning of the year because referrals are up and the project income is up, then we just go ahead. If we find that the referrals are not up and project income is down, then you continue either in a layoff situation or you terminate to shrink your department. By doing that I would think that budget would adjust, I would suspect. Another option there is that should it become necessary and I've said this many time, we do have other funds available that both Council and Commissioners can use to fund government on a specialized basis.

Tom said no matter what I think we are going to be looking at funds to prop them up at the first of the year just because I don't think project income is going to come in that quick and the grant money is not going to be there the first of the year instantly. When does that usually come in?

Robin said last year we had three payrolls' before we were able to start using grant funds.

Tom said that is something we need to look at.

Gary said we could do that because the grant is secure. The grant numbers here are already going to be approved by the department of corrections, page 1.

Robin said the 2021 grant has not been approved yet.

Gary said so this is a projection.

Robin said this is what was submitted to the state and in the past, we have received what has been submitted.

Tom said part of the salaries has always come out of project income.

Gary said on the grant side, we can pay out of rainy day and then repay it as soon as the grant comes in.

Tom said what I am saying is that the grant doesn't repay that, that part of the salary has always come out of project income. Because a certain percentage of the salary comes out of project income.

Gary said so it can't resurrect back to?

Tom said no, project income pays a certain percent of the salary and right now, the projection of the money coming in for project income if they don't get more referrals, that account will be close to zero by the end of the year.

Gary said so we can pass her budget, contingent on whether there are funds from Community

Corrections project income or other sources as Mike has pointed out. We will have to make sure that stipulation is in there.

Missy said I am looking at office supplies and miscellaneous supplies, based on the other departments, to make some cuts. Is there anything you can go through there and even if the grant comes through, is there anything there that you can cut?

Robin said with this budget at this point we would not be allowed to do that. We are already in the process of approving this budget.

Missy said when do you usually find out if the grant went through?

Robin said the projected time is sometime in October, that doesn't mean it will happen in October. This has been a very different year, I am really not sure.

Tom said we almost need legal advice on how to proceed with this.

Gary said kind of.

Mike said if the Council doesn't approve your budget, how does that affect the Department of Corrections and their approval?

Robin said I don't know, I have never been here before. But I would think that would be a problem.

Mike said are you required to submit an approved budget to them, once you go through this process?

Robin said no, they just approve from their end, I think they just assume the County will approve from this end. I've never been here before, so I don't really know how to answer that.

Dave said you think it may be mid-October before you know anything?

Robin said it may be mid-October, it could be November.

Dave said I think we probably should talk to Meeks briefly and not approve it today. That gives us time to approve it, once Robin finds out where they are at.

Gary said right, because the Council's main function in this is to appropriate it back out of the treasury, because if the money is in there, it has to come back out through the Council. That is where working together with the DOC. You will see how much money your going to have when they approve your line items. The Council's oversight is to make sure if you have \$9,000.00 in miscellaneous, you need to break that out, you need to tell the people what that is for. This is still a tax dollar. I agree with Dave, we have time to pass this, it is not going to affect our submission to DLGF. We just need to all be on the same page and also give you some time to look and see what is really going to happen. Are there other new programs coming on board that

will help?

Robin said right now, all we have is the day reporting program and of course home detention which we are already operating and community transitions.

Gary said according to the judges, the courts are beginning to pick back up and take off, this Friday I think they said. That may help some. I would like to get with Meeks too. We can't pass a budget that has no reason to pass. Because it may not last a week and we would have to come back and change it all. Are you okay with that?

Robin said I am kind of a sitting duck here. Whatever needs to be done. I am open to whatever, I'm not the expert on these pieces here, I don't know what needs to be done. We will work within whatever we are allowed to work within.

Gary said you have to have approval from Commissioner's and Council to pursue the grant.

Robin said yes.

Gary said project income is what really has us, we have to be able to fund you for up to six weeks at the first of the year. That is not retroactive back.

Robin said right, that is out of project income.

Gary said as Mike has said also, there are other funds that we can pull in, we need Community Co1Tectations, I don't think it should go away. It should be expanded to get more people rehabilitated versus in prison. Anybody else have anything for Robin?

### **Final Discussion**

Gary asked where are we at Angela?

Angela said \$120,000.00.

Gary said \$120,000.00 short?

Angela said she did not count Randy.

Gary said was you here Mike when Area Planning was here.

Mike said I met Randy on the stairs up.

Gary asked did he tell you? That he expects \$470,000.00 to be brought into the county general through receipts right away. That is pretty significant.

Mike said that's solar farm.

Gary said yes, that is solar farm permits, he told us that they had actually contacted him on how

to get the checks out to us. With \$470,000.00 coming in we actually have the budget balanced with our receipts, with a little bit left over. Not knowing where the insurances are coming, there is such a thing for council to consider, we have held everybody steady on their pay and where we are at, we could remedy that situation. Fourth of July like we had before.

Mike Wickersham said I think that would be valuable considering the change in the insurance.

Gary said I think it would be very helpful with that too. Especially when this all balances out.

Mike said it might be something that maybe we talk to employees, of course they can do that themselves and make their own I-ISA contribution.

Gary said right. We have to go back through this budget now and start passing them.

Angela said you were working with Mike on the veterans.

Gary said I had asked, I don't know exactly where the veterans are, Mike do you have any input on the veterans? I had mentioned about the Journey Home and the Mike Kennedy said that wasn't possible because they don't have a veteran in there and it would have to be a veteran to be a veteran service officer.

Mike said there has been some discussion on whether that would be a full-time position or part time position. We have not talked about it as Commissioner's. We have not decided yet. When

Gary said I questioned him two or three time and he was adamant. We will go into a 15-minute recess for everybody and then we will come back and we have time to discuss it.

Angela said I did pull the statute and it says he "may".

Gary said we are back in session. We shall take this department by department, page by page and go through it for final approval of the budget.

Max asked Gary are you doing this not considering salaries at this point or are you going for final approval?

Gary said not considering salaries at this point or we can talk about salaries right now so we are not doing it twice. If we don't have money for salaries, we are going to see where our revenue comes in to give a bonus out at mid-year that would allow us to leave salaries. What we are talking about salaries, it has been discussed that were using 2018 salary numbers and that is because, that is the number not changed. The salaries rolled over from 2020 to 2021, most of them, one didn't that I am aware of for a 27-cycle payroll. To get back to 26 cycles which was the year before and the year before had a bonus on it. To get us to the 2018 salary, was the salary going into 2021. It is not cutting salaries, it just doesn't recognize the 27<sup>th</sup> pay cycle which increased the salary and it doesn't recognize a bonus which increased what we see because it was in the salary ordinance. Does everybody understand that?

Tom said it is going to be the same bi-weekly pay check.

Gary said right, but if you look at the numbers, those numbers are reflecting a 27<sup>th</sup> pay for 2019 it is looking at what was a bonus.

Angela said except for elected officials, theirs will be 2019 because they had a raise because they are not allowed as elected officials to have a bonus.

Gary said and that was a 2% raise, to department elects, Council and Commissioner's did not get it.

Angela said correct.

Max said so at what point is it appropriate to discuss what we might do?

Gary said right now.

Max said about six months ago, we adopted an insurance plan, that in affect took money out of I think most of our people's pockets. We have not given a raise other than a bonus since 2017. We decided to not fund, new ambulances, we decided to not fund Sheriff's vehicle, I think it is time for us to step up to our responsibilities and do what is right for our people for the county. Even though it might not be all that popular. We have two sources that we can do this from. We can look at raising the LOIT, not going to be very popular or we could use some wind farm

money.

Gary said there is also a third one Max. We can do a LOIT/LIT shift of the .5 PTRC, shifting it to LIT, some people got a property tax credit, everybody in the Cities and Towns did not because of the circuit breaker, that would also not raise the income but also bring more money in.

Max said just a quick calculation with 185 full time employees, \$1000.00 accommodating for 26 pays \$1040.00 per employee. That would amount to about 12% of next years windfarm payment or if we decided to not keep paying the amount that we have been paying to the three school systems, who have taken that money and used it for raises for their people and other frivolous things. With that in mind I think it is time for us to discuss it.

Gary said I agree. I have been looking into it and Jason from Baker Tilly has too. Of the possibility of a shift. Right now, the .5% of the property tax relief credit, we get about \$270,000.00 back. There is a sliding scale of how that will affect, the half percent of income tax, is a million dollars' worth of revenue for Randolph County. If we lost the \$275,000.00 on that and we would and if it affected others, let's just say it affected another \$100,000.00, it has a \$400,000.00 affect across the county in property tax relief, we would still recognize \$600,000.00 of revenue into Randolph County general fund and there would be no tax increase because people already pay the .5%, it is already part of the formula. What we would recognize is that whoever got a property tax credit, wouldn't get the credit, but that credit isn't going to the major population centers anyway because there are circuit breakers. Those numbers are just rounded in my head, Angie is looking up what we get in property tax relief credit. Now the legalities of doing it is being checked out right now, Jason thought it was legal to do. We will see how it all goes. That is one thing, if we were to do that and put in one quarter more percent in LIT tax, we are allowed to go up a whole percent from where we are at, these rules and laws are put in because the state allows more latitude locally because they are not letting us get any money through the constitutional change in the in the property tax laws. If we put another quarter percent in that would raise another \$500,000.00, so the County Council by October 31<sup>st</sup> has to have anything of this nature done to be recognized in the 2021 budget. If we were to do that we could make it a possibility of getting close to \$1 million more dollars into Randolph Counties general fund. I am with Max, we have suffered through what we have no control over. We have communities that are losing value, we have a net assessed value in Randolph County that went down, not up and taxes are horrible. If we do the shift and do one quarter of a percent, we are only going  $\frac{1}{4}$  of what we are really allowed to go. We are allowed to go all the way up to 2% right now. We are at one. With that there is other funding out there too, I think we need to step up so our people want to work for Randolph County as well. But, also be responsible, we went through the budget this year, we were very responsible before we even talked about tax increases or the possibility of them. We have cut budgets to the absolute minimum we can do, when you have done that, that's a pretty good argument to the population, we have done what we can do. We have to survive as a county, we have services that we provide and that is my take on it.

Rick said well if we are just shifting the responsibility, the tax is already there and we are just shifting I would be more inclined to do something like that. You know how I am with tax increases.

Gary said that is being looked at right now, so we don't do something we are not allowed to do. There is also a jail tax that supports the jail staff. There are ways for Randolph County to fund its operations.

Rick said we are at a point now where we have to do something.

Dave said I'm like Rick, I'm not in favor of an income tax increase, but I'm definitely in favor of a shift. Also, the other revenue stream we have is what Randy Abel brought brand new to us this morning. That was great news. We can also use that for the increases.

Gary said we can actually use it now and then an increase into the other departments.

Dave said next year we are going to still have some income problems with our funding coming in because of Covid. It is sort of a delayed action for 18 months, so I would be in favor of either the using the \$470,000.00 or the tax shift or both.

Tom said I think the \$400,000.00 is already done, I think that is going to go to medical and that is a one time, it is not a real revenue stream, that's a one-time payment. The other thing we need to consider is our Towns and Cities, I am actually in favor of the quarter percent increase, I know I have talked to Bob and I talked to Chad in Union City and they are looking at cutting their fire department and ambulance department in Union City because they don't have the income coming in, were somewhat responsible for that too. The only way we are going to be able to take care of the county employees is if we increase income, right now we have put it off years and years. I am in favor of the quarter percent increase and the shift both. We can use wind turbine money to give bonuses and supplement but that is not sustainable.

Max said that is a short-term solution.

Tom said yes, it is a short-term solution. Our property taxes are going to get hit again next year I'm sure, especially with the agricultural. We still have a couple of years.

Gary said one more to go.

Tom said just one more? I was thinking a couple more. But that is going to affect us in the long run and in a way the other quarter percent is a shift too, because its shifting from property tax, where the state has taken away from us to income tax, it is kind of a shift. I just don't think we can operate or we are going to keep losing people everywhere. We need income to be fair to all of our county employees.

Missy said I agree with Max, especially on the windfarm money, you see one school corporation who is making a huge profit off of that, not just the property tax they are losing but they are profiting greatly from that percentage that they are going to get. The other thing I've been in a corporation where I know people try the best they can, but when you start tacking on high deductibles for insurance and you can't get any kind of raise, we have to incentivize the employees to stay. We keep saying we want to attract young people to our county, so part of it could be right here in this courthouse. You have people already not wanting to stay because of

the pay and then the increase in insurance, basically there is no insurance for a lot of those people. I have seen a lot of young teachers who cannot stay when you can't give increases and insurance. You are making less each year. I am in favor in anyway, I don't know enough about what some of you are talking about, but I do see that money that is for the wind turbines, and it is an agreement that goes to 2025, that obviously looking back that should have been done differently. I know it is going to be a blow to one school corporation particularly but again you are going to find that they are spending more on their general budget. A small school corporation is bringing in \$27 million in revenue, you have to look at some of that. I'm first in favor of going back and redoing that contract completely. We have to give raises and we got to help them on insurance too.

Rick said that is something that is probably going to have to be down the road on the schools. Redoing the contract, because we have to go through breaking the contract and then renegotiation it and that is going to take time. With that we have to get the Commissioner's to agree with what we want to do with it. Those are the only two catches on the windfarm money that I see. But it is there, it's available.

Missy said windfarm money, personally I see some of that, that you need to reserve for the future generations. I understand that you have a Headwater's II coming, I understand about the solar coming, but at some point, in the future, you want your kids to have some advantages from that and it is going to be gone. I'm whole heartedly coming up with something for our employees.

Gary said the Commissioner's have always worked well and the Council has worked well with the Commissioner's but when it comes to things like this budget, we have to make sure that we are in a position that we can do it, if there is a disagreement from the Commissioner's. Even on the windfarm contract, we can all agree that we want to break the contract and they can say they we do not. I can't speak for them but I know that they always work well with the Council and we work well with them. We also have to make sure that the County Council can meet its obligations as the body of the Council. That is why like Tom, I think we need to shift and put a quarter percent on. The Cities and Towns are dying out there too. They need money. They don't have these extra revenue sources that we do.

Missy said and yet the same provision, same requirement, like waste water treatment, Ridgeville and some of those areas can't afford to meet state and federal guidelines. You have all your department heads that came in here and worked hard to reduce their budgets and maybe it should have been done earlier, but we can take a hard look and say yea, I can do better on the yearly budget. If I have this figured right, we spend more than \$40,000.00 in office supplies across the board and maybe it's all needed, but there may be a more efficient way to do it.

Gary said so now understand that we have a revenue situation that we are responsible to make sure that it gets cured. What is the pleasure of the Council for increases to the people this year?

Rick asked Max if he had it figured for \$1040.00? I'm not opposed to that.

Tom said for a bonus. We would have to get permission from the Commissioner's to do that if we are pulling it from windfarm

Max said yes, if we did it from windfall, but if did it from the receipts.

Rick said I am even thinking if it is possible maybe do \$1500.00

Tom said what does it cost us per percent?

Gary said payroll?

Tom said payroll, if we are looking at the potential of raising taxes, just out of curiosity.

Gary said that would be pretty easy. What is our payroll for the year?

Paula said \$5,000,000.00

Max said how much every two weeks?

Angela said \$228,000.00 but that is every department.

Gary said that is what I want to know.

Max said 1%?

Tom said just so we have a, if we can increase, I think in the long run, and we can, I think we can give bonuses every year, I think the county has to have the revenue to sustain itself and I think we need to figure out a way to give raises. Not just bonuses. Obviously, the money is not there today, but we have to figure out a way to get it there.

Rick said it looks like we have a couple of options.

Gary said \$50,000.00 per percentage point.

Max said if you did, the number of full-time employees  $185 \times \$1040.00$  equals \$165,000.00 a year.

Dave said that would be \$192,400.00.

Max said I have it in here.

Paula said county general is looking a little over \$4.5 million annually.

Gary said that would be \$45,000.00 per percentage point.

Tom said I know we technically can't pass raises today because the money is not there. But I think we have to look.

Gary said we can but we have to say we are going to cover it with rainy day and then replenish rainy day. Secure it with rainy day, ask the Commissioner's to come up with windfarm funding.

Tom said we can't give a raise with windfann money, then we would have to do it every year. The only way to do that is to increase the tax revenue.

Max said ultimately, we are going to have to increase our tax income. We are just going to have to.

Gary said as hard as it is, we have 1% that is allowed to us.

Tom said in reality you are talking about windfarm money, if we took all that money and spent it on our bridges and roads, we wouldn't get our bridges and roads up to date. We have a revenue issue; the windfarm money is nice as a rainy-day account.

Max said it is not going to take care of vehicles or whatever.

Gary said we will have reports from Baker Tilly next month, for our council meeting, I don't know if they will have them done in two weeks, will they?

Angela said I haven't heard whether the shift is allowable or not.

Gary said Jason is looking into that, maybe somebody can call him and see where they are at with the preliminaries. Any tax shift or increase has to be done by October 31<sup>st</sup>. If not, we will lose the opportunity. With Ted being away, we will not be able to pass it on a same day reading if anyone of us happens to not make it. We have to be very conscious of the time frame. We must have six people here to pass it in on the same day.

Dave said what was your number on the tax shift?

Gary said \$270,000.00 PTRC. Half a percent is a million dollars in revenue. If we took that ½ percent to revenue, we would have to subtract \$270,000.00 out of it. There would also be a bell curve situation within circuit breaker, that could increase a little more than that. Say that goes to \$300,000.00, I just would like to put in a little room, if you put another hundred there to cover before seeing what Baker Tilly is working on for us, there will be \$600,000.00 of new money. If we take the whole ½ percent, if we are allowed to. And if we show a quarter percent income, that would be another \$500,000.00 and that would give us \$1.1 million, which means we can get back to taking care of what we are responsible for taking care of which is people and services. Because the problem with all the windfarms coming on and all the solar coming on, when they go off abatement and they go to assessed valuation, we are at max tax levy, therefore we are not going to get double property taxes. Everybody is going to pay less property tax. If we are only allowed \$6 million of max tax levy, that \$6 million is divided by our assessed valuation, so, if our assessed valuation puts the county rate at .5 percent let's say, then all of the sudden the windfarm comes off or the solar farm comes off, that's \$6 million, just to keep it simple, may put the counties tax rate at .35 because there is so much assessed valuation out there. That frees up fifteen cents either to the people in the county that don't support cities and it helps bring down

circuit breakers for everybody, but the real revenue is income tax, that is where we are unlimited and that is where we have to get people back in the county, if we don't get them back we have to keep raising taxes, until we can't raise anymore, then we have done all we can do, then we would be going to talk to the Sheriffs depaiiment and cutting them in half because there is no more money, there is none. That is a service that is necessary for building a community. The windfarm is good because it brings in dollars, but we would get lower tax rates, we wouldn't get the money. The solar farm alone will bring in I think it was \$6.2 million of revenue, that we wouldn't get if it was a standard abatement. Back to talking about raises for people. We have \$470,000.00, I agree with Tom, we can use that, but its probably going to be used for insurance. Commissioner's are going to have to come in with their help on the insurance, what was it \$3 or \$4,000,000.00 they were going to bring in for another fund.

Angela said that was done in 2019 and it was just to get us through the year.

Gary said no, when we had the joint session a month ago. That is the plan we are on, we put \$1.5 million in appropriation and the Commissioner's were talking about adding EDIT funds to it. We are down to about \$200,000.00 in the insurance line. It is coming in at \$100,000.00 per week, is there relief in sight from that? We wert told that was an abnormality by Chris Burton, it is not an abnormality its continually happening at a higher rate.

Angela said we have done a half million in four weeks.

Paula said that is the claims of the employees.

Angela said that is not premiums.

Gary said we have to get off self-insurance. Anyway, Chris told Mike and I that, that extreme claim was and abnormally and he didn't expect that to continue on, but it has continued on at a higher rate. At that rate, we have a \$5 million problem. We can't pay for it. If this continues on at \$100,000.00 a week, how is the county going to fund it.

Angela said is there not a \$3 million aggregate on that.

Gary said yes, we do. It is none of my business who, but that \$60,000.00 stop loss, it is like it's not even there.

Paula said we had one claim that was \$144,000.00.

Gary said we should have only paid \$60,000.00 of it.

Paula said we paid \$60,000.00 of it and on that same bill we had another claim that was over \$25,000.00. So that is 1 ½ of our stop loss on two people.

Gary said so let's just say we have a \$3 million aggregate stop loss, how are we going to get through. We have \$1.5 million appropriated and that stop loss doesn't count the premiums we are paying, right?

Paula said I'm not sure.

Gary said is the \$3 million out of pocket for Randolph County solid?

Paula said I would have to pull the policy. I can't answer that.

Gary said back to raises, Rick you said \$1,000 or \$1,500.00.

Rick said yes.

Gary said raise or a bonus?

Rick said vote a raise but that is just me.

Gary said a raise is permanent. That is why we have to get it out of the funds that are not supplemental.

Rick said right, the tax increase, I am not a fan of it, but it is something we have to do.

Max said I would like to see it as a raise. If we have to do taxes, we are going to have to do it this year or next year. Whether we want to or not.

Dave said I think it has to be a raise, we have done bonuses for two out of the last six years and the 27<sup>th</sup> pay, which doesn't get them any additional money and one year was zero, so I think we need to do it as a raise.

Tom said I think we need raises, I don't how we can do it unless, I don't know how we can do a raise today.

Gary said unless council takes first vote that they want to raise taxes.

Tom said in my opinion that is the only way we can do it. Otherwise we do not have funding and we don't have a sustainable budget.

Gary said the shift is being investigated, the quarter percent LIT increase doesn't have to be investigated, it will begin.

Tom said we have to have a sustainable budget without additional funds coming in. Yes, I am in favor a raise, but we have to be able to sustain it.

Missy said I would rather go with a bonus, just because you don't know what Covid is going to hold for 2021. This give you a change to revisit, if you find to get the money in for a raise that you know you can sustain. I would go for a bonus myself.

Gary said I would go for a raise, we don't all have to agree, we all have an opinion. How much

of a raise, what percent? We have discussed general, of course there are other accounts, can EMS support it out of 911, Chris. Can your fund support a percentage raise within your account?

Chris said that money is capped every year at \$348,000.00, I have already taken on an employee.

Gary said if it can't we will have to supplement it.

Chris said I wouldn't think that it would be too easy to do.

Gary said that is kind of what I thought. That doesn't stop it, it just means that we would have to make sure that we get the money to it to support it. Gary said 3% is about \$150,000.00, we are about \$120,000.00 short, that leaves us \$270,000.00 out of the \$470,000.00. That is a \$200,000.00 of cushion. If insurance doesn't slow down it is going to blow through it all, no matter what. I am thinking 3% and I am at a minimum of a ¼ percent income tax rate increase to cover it. So, it covered no matter what. What are you thinking Rick?

Rick said when you get into percentage, some people are getting bigger raises than others.

Max said I personally at this point would like to go straight across the board, so much per head. I would like to see it funded through LIT.

Gary said with that are you looking at \$1000 or \$1500 or what are you thinking?

Max said \$1500.00 is okay with me, I initially said \$1000, but \$1,500 is okay with me. We have gone a long time, we can do it.

Gary said even is we don't get the raise for ¼ percent, the shift I think will cover it. I am more than confident that we can shift ¼ percent because it wasn't put in to cover the ¼ percent LIT, it was an extra. We can cover it, we just need to make this action happen by the end of October.

Dave said I am thinking \$1,500.00 per employee, I am not big on percentage either, because it does skew higher or lower. But I am in favor of a tax shift only and why I'm saying that, that doesn't give anybody an additional 4% out of their paycheck county wide, I don't think these people in the county can afford anymore income tax increases. The tax shift will cover that, at \$1,500.00 that is \$278,000.00, so it is about half of what the tax shift will do.

Tom said \$1,500.00, I'm not sure that Missy doesn't have a point, that we do a bonus this year, just because we don't know what the shift is going to do yet, we don't know what the reality of it is and try to do the \$1,500.00 bonus this year which would be the same affect with the plans of getting the new taxes in place for next year.

Gary said the \$1,500.00 bonus leaves your elected department head officials out.

Dave said we would have to increase them by a percent, like we did last year.

Tom said that's either or. The main thing with the bonus is that we can do it. Down the road we don't know where it is on the other, on the shift or even a slight increase, we can do it as of right now. I'm good either way.

Missy said I am the same as I said before. We don't know how many people have left or are going to leave the county because they had to leave for the jobs, due to Covid, or whatever their situations were. I don't like the unknown, so I like it open.

Rick said we could do a bonus today and we could cover it, like Tom said, I hate changing in mid-stream, but could we say we are going i.e. bonus and then, if and when we can get the...

Gary said the bonus would have to have a date put on it.

Tom said that is the only bad thing about a bonus, is they don't recognize it weekly. Last time we did it, mid-year.

Gary said I am with Max, I think we should put \$1,500.00 in as a pay raise, as a flat across the board raise and we go for it.

Rick said that is what I am in favor of, but I was just thinking if we had to, until we got everything lined up.

Gary said the same thing the pay raise will rescue the bonus.

Rick said then I would be in favor of a raise and the shift.

Gary said that will come during Council's September meeting. I know we can say we can give a \$1,500.00 raise to every employee, but not the highway, they have already gotten theirs taken care of.

Mike Haffner said on the CDL lines.

Gary said managerial would be just like anybody else.

Mike said managers would get the \$1,500.00?

Gary said yes.

Tom said what about Council and Commissioner's, \$1500.00 is big bump.

Gary said it is a big bump.

Paula said our part time.

Max said we are just part time employees.

Gary said no, we are full time. We are all full time as elected officials. To answer your question, I can cut that down a little bit, like \$1,000.00 on the Council and Commissioners, we haven't had raises either for a long time.

Max said we did without the bonus the last time and I think we went without the raise one time.

Gary said these positions have value, they do, it is not a big deal, but somebody down the road behind us is going to say what in the world, did they not care about themselves too. Personally, I think the Council and Commissioners come in at one, even less it just depends on the Council. Sometime you have to take care of these positions too.

Rick said what about part time?

Gary said Max what do you think about part time?

Paula said 3%.

Gary said that is not a bad thought.

Max said they are all paid the same rate?

Paula said most of them are paid the same, but that would be equitable for all.

Max said you wouldn't worry about whether they were on the payroll on a certain date.

Gary said what does the part time 3% cost Randolph County?

Angela said I don't know.

Gary said it isn't a big deal is it?

Paula said no. It is less than the \$1500.00 per head.

Gary asked what everybody thought about part time at 3%?

Missy said yes.

Tom said yes,

Dave said yes.

Max said yes.

Gary said the Council and Commissioner's what do you think the value there is. \$1500.00 is pretty significant. The positions have to have value and you have to attract people to run for them too. Somebody is going to have to do it, it has to have a little bit of value. I'm still at the

Commissioner's and Council go to \$1,000.00.

Max said I could live on that.

Rick said that is fine with me.

Dave said that will be alright.

Tom said I don't know.

Missy said no. I could go for \$750.00, I can't go for \$1000.00. I will be honest, I think it is a service position. I think full time employees are more important, they have to live on it.

Gary said as we go through these budgets, we can right now make a motion that the salaries are all raised by \$1,500.00 except for the Council and Commissioner's. We will break it into categories. Does someone want to make a motion raise the salaries by \$1500.00 to full time people of Randolph County.

Rick said so moved. Max seconded. All aye votes. Motion carried.

Gary said the next motion is we need a motion to raise part time by 3% across the board.

Rick said so moved. Max seconded. All aye votes. Motion carried.

Gary said the third motion is to raise the Council and Commissioner's by \$1,000.00.

Rick said I will make that motion. Dave seconded. Four aye votes. Two nay votes. Motion carried.

Gary said with that out of the way, all the motions we will be dealing with on the departments, will not include, they have already been taken care of, all employee salaries. It will be going forward with the cuts.

Max said clarifications, the Sargent in the jail, we already approved, is that right or not.

Gary said that raise was just a positional raise, so they get it.

Paula said I have questions on salaries for the highway. I thought I heard talk about there being a foreman, bridge-tech and you didn't set a pay for part time students, the driver, CDL trainees.

Gary said so, what do you need?

Paula said if you are bringing in a new foreman, what are we going to pay him.

Gary said do we have to do all that today?

Mike said I can bring it to you in October or November to be effective January 1.

Gary said if the council wants to set them, overall those particular positions, right now, it is okay with me. We can move on that later and move on what we have done.

Dave said it has to be part of the payroll salary ordinance.

Gary said okay, then let's move on all that. Mike come up so we can hear you clearly. We will get right down to what has been proposed.

Mike Haffner said originally the full-time driver trainee, talking to the Commissioner's and this was set up as going to be \$1 less per hour to start out, then once they achieve their CDL, they would get that. So, if you are at \$17.00, then that would be \$16.00.

Gary said \$16.00 for the trainee position.

Mike said yes.

Gary said would somebody like to make a motion for that.

Tom said so moved. Dave seconded. All aye votes. Motion carried.

Mike said the bridge-tech position, when it was introduced, they said basically the level that the person was on presently, that would be his until he completes his training and then we didn't want it any higher than your equipment operator, so basically, the bridge-tech would be the \$19.25 per hour max.

Tom said does that mean the bridge-tech has to have a CDL.

Mike said yes, the bridge-tech has to have a CDL, because he has to drive a snow plow route and support chip and seal programs.

Tom said I will make that motion. Max seconded. All aye votes. Motion carried.

Mike Haffner said next would be the foreman position. This is not an assistant manager by any means, it is somebody that orders all the parts, keeps track of all the maintenance scheduling, in case of absent management, he can lead and direct, but cannot discipline or anything. I am saying it needs to be a token .50 cents or .25 cents an hour.

Gary said to what?

Mike said if he is coming out of the mechanics, then the mechanics are at \$19.25 now. It would be basically \$19.75 or \$19.50. I am just asking.

Gary said how is that in comparison to your assistant?

Mike said my assistant right now, with this extra \$1500.00, it helps to keep that separation.

Tom said that helps. How many, are we just funding one position?

Mike said just one.

Dave said I will make the motion to raise the foreman position .50 cents. Max seconded. All aye votes. Motion carried.

Gary said is that all the classifications?

Paula said for clarification, the foreman will be at \$19.75. We need to set the garage mechanic which has always been the same rate as the equipment operator.

Tom said so moved. Max seconded. All aye votes. Motion carried.

Mike said then we have seasonal, high school, college.

Paula said summer help is at \$12.50 an hour and if I understood correctly they would increase 3%.

Gary said right, that is there. Is that all of them.

Paula said yes, thank you.

Gary said it is 11:30 am does Council want to take lunch and then finish this, we are going to have 1 ½ hours probably getting through the page by page?

Missy said let's work until noon and then take a break.

Gary said with all the man power taken care of, one thing I must bring up for Council to consider. Is the \$1500.00 going to go to probation? I say no, they are mandated by the state, we have no say, this shouldn't go there.

Max said I personally think any salary that is mandated by the state, we have no choice, we leave it at what the state says.

Rick said leave it what the state says.

Dave said yes.

Tom said I agree, because they have got a raise every single year.

Gary said that does not include their secretaries. Just the officers, the ones that are mandated.

**Circuit Court**

Gary said we are not on the general budget of Circuit Court. Do you have a record of the cuts, so if we pass this budget with the recommendations of the Judge, you have the actual recommendations of the Judge logged?

Danita said yes.

Gary said is everybody on board with that reiterated?

Tom said reduction of \$3375.00.

Danita said yes.

Tom said I will make a motion to approve his budget with the recommendations of the Judge reducing the total budget by \$3,375.00. Rick seconded. All aye votes. Motion carried.

### **Circuit Court., Sup Public Def**

Dave made a motion to approve fund 1200 public defender. Max seconded. All aye votes. Motion carried.

### **Probation**

Gary said we will take the Chief Probations officer's recommendations.

Danita said pay 12% of the salary out of Supplemental?

### **Prosecutor**

Rick made a motion to pass the prosecutor's general fund as presented. Max seconded. All aye votes. Motion carried.

### **Prosecutor, PTD fund 2500 loc 0023**

Max said this is all salaries.

Gary said it is all salaries, it has been handled.

Tom made a motion to approve. Max seconded. All aye votes. Motion carried.

### **Prosecutor, PTD fund 2500 loc 641**

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

### **Prosecutor Incentive**

Max moved to approve. Rick seconded. All aye votes. Motion carried.

### **Commissioners**

Gary said the Commissioner's budget approve as presented by Mr. Wickersham, he made 10% reductions in some of the line items that he pulled out of there.

Angela said yes, the total is \$52,107.00 proposed for the EDIT fund.

Missy made a motion to approve the Commissioners budget with the recommendation. Max seconded. All aye votes. Motion carried.

### **LIT-Econ. Dev.**

Max made a motion to approve with the changes recommended. Dave seconded. All aye votes. Motion carried.

### **LIT Special Purpose**

Rick made a motion to approve this budget as presented. Max seconded. All aye votes. Motion carried.

### **Cum Cap Dev-Commissioners**

Rick made a motion to approve as presented. Max seconded. All aye votes. Motion carried.

### **Cum Cap Dev**

Max made a motion to approve.

Gary asked if he struck the \$30,000.00 Comp/Video Equip & Training out of that.

Max said no, he did not remember that.

Gary said it was the Comp/Video Equipment that we included in the Sheriffs budget and we talked about that not being in there and possibly using it to repave the runway at the airport.

Gary said do you want to leave it in here or take it.

Max asked Angela if her numbers were based with it in or out.

Angela said in.

Max made a motion to approve this budget as is. Missy seconded. All aye votes. Motion carried.

### **Courthouse Bond**

Rick made a motion to approve as presented. Max seconded. All aye votes. Motion carried.

### **Hwy Garage Bond**

Dave made a motion to approve as presented. Missy seconded. All aye votes. Motion carried.

### **Communications Project Bond**

Tom made a motion to approve as presented. Max seconded. All aye votes. Motion carried.

### **Windfarm**

Gary said windfarm economic development for the schools.

Rick said right now we are locked into it, so he will make a motion to approve. Dave seconded. Rick, Gary and Dave aye. Max, Tom and Missy no votes. Motion failed.

### **Clerk of Courts-Circuit Courts**

Max made a motion to approve as presented by the Clerk. Missy seconded. All aye votes. Motion carried.

### **Clerk of Courts-Superior**

Max made a motion to approve. Dave seconded. All aye votes. Motion carried.

### **Election Board**

Gary said one thing about the election board before we go on. Is there a payment in there for the off year?

Mindy said yes.

Gary said we are paying them and we are not having an election?

Mindy said correct.

Gary said do we always do that?

Mindy said yes.

Gary said is that standard common across the state.

Mindy said as far as I know, most other counties pay it.

Gary said so this is not abnormal?

Mindy said no.

Dave made a motion to approve. Rick seconded. All aye votes. Motion carried.

### **Registration**

Rick made a motion to approve. Max seconded. All aye votes. Motion carried.

### **Clerk RP**

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

### **Elected Official Training**

Gary said travel and training for all elected official, lets do them all at once. There will be the Clerk, Auditor, Treasurer, Recorder and the Surveyor.

Max made a motion to approve. Dave seconded. All aye votes. Motion carried.

### **Clerk Incentive**

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

### **Assessor**

Max made a motion to approve with the recommendations of the Assessor. Missy seconded. All aye votes. Motion carried.

Gary said in the Assessor's he recommended software contracts and we nixed it. Do we have that in that motion?

Max said yes.

### **Sales Disclosure**

Max made a motion to approve. Rick seconded. All aye votes. Motion carried.

Danita said there were no changes on this one?

Laura said I have it marked that we took schooling and training out of reassessment and put it into Sales Disclosure.

Gary said that is a good point, we were talking about that the schooling could go into this. I don't see why not.

Tom made a motion to move the \$5,000.00 Training and Schooling from reassessment to sales Disclosure. Max seconded. All aye votes. Motion carried.

### **Reassessment**

Max made a motion to approve with the \$5000.00 moved to sales disclosure. Tom seconded. All aye votes. Motion carried.

### **Surveyor**

Max made a recommendation to approve the surveyor's budget with his recommendations on cuts. Rick seconded. All aye votes. Motion carried.

### **Drainage Board**

Ed said on the drainage board, you gave raises to the Council and Commissioner's and I would like to propose a \$500.00 per member for drainage board and their attorney.

Gary said the attorney is under contract by the Commissioner's.

Ed said not the drainage board.

Gary said Meeks is not the drainage board attorney?

Ed said he is, but he gets paid separate for being the drainage board attorney from being the county attorney.

Dave said it is all on the same contract.

Ed said it is on the same contract?

Gary said I think so.

Paula said we did not set a contract amount for the Attorney.

Dave said what did they put in their budget.

Rick said the drainage board is the County Commissioner's, correct?

Ed said they are the Commissioner's but I don't think that line is part of the same contract. They get a salary currently of \$2535.00 a piece for being drainage board.

Paula said on their other salary they are getting a \$1000.00.

Gary said let's leave the drainage board alone, we did not cover any kind of raises elsewhere.

Tom made a motion to approve the drainage board budget. Dave seconded. All aye votes. Motion carried.

### **Surveyor CP**

Rick made a motion to approve. Max seconded. All aye votes. Motion carried.

### **Extension Office**

Missy made a motion to approve with cuts as presented. Max seconded. All aye votes. Motion canied.

### **Airport**

Max made a motion to approve the airport's budget as presented by the president of the Airport board.

Danita said I have questions on the airport. Are we lower the fuel and the runway repair?

Tom said I have \$98,000.00 for the fuel and \$8,000.00 on runway repair.

Rick said that is what I have.

Gary said we have that conected now, do we have a motion to approve the Airport?

Max made a motion to approve the Airport budget. Rick seconded. 5 aye votes. Dave abstained. Motion carried.

### **Airport. Fly In**

Max made a motion to approve the fly in breakfast budget. Missy seconded. All aye votes. Motion canied.

### **Tourism**

Max made a motion to approve. Missy seconded. All aye votes. Motion canied.

### **Auditor**

Max made a motion to approve with the changes made. Dave seconded. All aye votes. Motion canied.

### **CCD Payroll**

Max made a motion to approve. Missy seconded. All aye votes. Motion canied.

### **Plat room**

Tom made a motion to approve. Max seconded. All aye votes. Motion canied.

### **Veteran**

Max made a motion to approve. Missy seconded. All aye votes. Motion canied.

Missy said I have a question, if no one is found in a job search to take this position, does the office continue to stay open with the secretary.

Gary said the office stays open with the secretary, there is no money going out for a director.

### **Solid Waste**

Gary said for the director that raise came in at \$42,000.00, that probably should be at \$41,500.00,

to be in consistency with the rest of the county.

Dave said their recommendation board did that.

Gary said yes, they are the recommendation board, we are the approving body.

Dave said I think they need to treat them all equal.

Gary said I do to.

Max made a motion to approve the solid waste budget with the director's salary at \$41,500.00.

Rick seconded. All aye votes. Motion carried.

### **Recorder**

Rick made a motion to approve. Max seconded. All aye votes. Motion carried.

### **County Identity Security**

Tom made a motion to approve. Max seconded. All aye votes. Motion carried.

### **Health Department**

Max made a motion to approve with the changes recommended.

Missy what was the total on those changes.

Angela said I have \$6,960.00.

Gary said on what?

Angela said on the Health Department fund 1159, I have the reductions at \$6,960.00.

Gary said those were recommendations from the Health Department.

Angela said yes.

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

### **Health Maintenance**

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

### **Health Trust**

Max made a motion to approve. Dave seconded. All aye votes. Motion carried.

### **Treasurer**

Max made a motion to approve with recommended changes. Missy seconded. All aye votes. Motion carried.

Angela said when you are approving budgets and they are salaries. Are you approving 2021?

Gary said we are approving 2018 "with the changes ,we made across the board. Except for the highway department. All these motions are with the cuts that we discussed openly.

### **Coroner**

Max made a motion to approve with the changes I made. Dave seconded. All aye votes. Motion carried.

### **EMS**

Max made a motion to approve with the changes made \_ Missy seconded. All aye votes. Motion carried.

### **Cum C-ap Dev**

Dave made a motion to approve. Max seconded. All aye votes. Motion carried.

### **LIT Public safety**

Dave made a motion to approve with recommended changes. Max seconded. All aye votes. Motion carried.

### **Sheriff**

### **Jail LIT**

Max made a motion to approve with changes. Tom seconded. All aye votes. Motion carried.

### **Misdemeanant**

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

### **Law Enforcement Cont ED**

Max made a motion to approve. Rick seconded. All aye votes. Motion carried.

### **Superior Court**

Tom made a motion to approve. Max seconded. All aye votes. Motion carried.

### **Sup Public Defender**

Max made a motion to approve. Rick seconded. All aye votes. Motion carried.

Gary said before we go on, Max last year didn't you make a motion to grant the Judges three-year plan to bring the court reporters up to bailiffs.

Laura said we already did that.

Gary said when we went back to 2018 salaries, did that nullify that.

Paula said having had the statement that the bi-weeklies would not drop, the figures that I was working with did not drop them.

Gary said so we are good.

Paula said yes.

### **Emergency Management**

Rick made a motion to approve with changes. Max seconded. All aye votes. Motion carried.

### **LEPC**

Max made a motion to approve. Rick seconded. All aye votes. Motion carried.

### **Public Safety Commission**

Dave made a motion to approve with changes. Max seconded. All aye votes. Motion carried.

### **E911**

Rick made a motion to approve with changes. Max seconded. All aye votes. Motion carried.

### **Courthouse**

Tom made a motion to approve. Max seconded. All aye votes. Motion carried.

RCFFO

Max made a motion to approve. Dave seconded. All aye votes. Motion carried.

**Community Corrections Building**

Max made a motion to approve. Dave seconded. All aye votes. Motion carried.

**Cum Cap Dev - Courthouse**

Dave made a motion to approve. Max seconded. All aye votes. Motion carried.

**Cum Cap Dev - RCFEO**

Max made a motion to approve. Tom seconded. All aye votes. Motion carried.

**Area Planning**

Max made a motion to approve with changes. Rick seconded. All aye votes. Motion carried.

**Building Commission**

Max made a motion to approve with changes. Rick seconded. All aye votes. Motion carried.

**Community Corrections**

Rick made a motion to table. Tom seconded. All aye votes. Motion carried.

Gary said if the Auditor's office would, please notify Community Corrections that the raise does include them, so they will need to adjust their budget accordingly. Let's take a 10-minute recess and give the Auditor's office time to prepare and get back to us with any questions.

Angela said we don't need anything at this time.

Jane Grove said I would just like clarification on what Angela was saying about going back to 2018 salaries, for elected officials it would be 2019, correct?

Gary said that is correct.

**Medicare stipend**

Gary said before we adjourn, Ed Thornburg has a presentation about what he and Dave had talked about to see if the Council wants to do anything or not.

Ed said that Dave has said the same thing that I have, I will hit the 65 number in January and so, I have been investigating whether Medicare is better for me and the county than what I am doing currently with the county insurance. As it is, I have gone through the whole thing, medications and the whole bit, I have got an estimate of what it is going to cost me for next year. Assuming I can get a generic for this one drug I am taking, it is \$300.00 per month that Medicare won't cover. That being accepted, it looks like for \$700.00 per month, I could go off the county, \$700.00 a month is what it would cost me to go off the county insurance and go on Medicare. The thing about Medicare they don't give you free drugs. Some are discounted but they are not free. Currently the county is spending \$14,000.00 per year for my policy and my contribution to the HSA and my drug bill through the county is about \$1,000.00 per month. What I want to know is there a legal way that we can compensate, there are several of us that are Medicare

eligible and what I want to know is there a way that we could do that and take us off of county insurance. I would like to break even with the cost.

Gary said but you are saying it would save the county \$22,000.00 in your case alone.

Ed said yes.

Max said did you factor the deductible in that.

Gary said I think the Council should have time to think about whether we want to and get an opinion from Meeks and we can bring it up in September's meeting. We can't force people onto Medicare.

Ed said I am not suggesting that we do that.

Gary said if you look at ten people across the county and often times the older people get the more they hit the stop loss gaps. It could be a mechanism that saves the county money. But would have to be accepted throughout. Not everybody would get that stipend. They would have to be Medicare eligible and sign off the county insurance.

Ed said there are two factors there. If I was a completely healthy person, I would say, I would say I will sign off of the county insurance for the stipend, but you need to have proof of insurance.

Gary said I don't even know if it is the County's business if you took it and bought insurance, you are just not on ours.

Ed said okay.

Gary said it is a situation that is being done throughout the state of Indiana. It will reduce the burden on insurance for Randolph County, but it would put Medicare eligible people at a stipend rate.

Max said how would that affect a family plan where both the husband and wife are eligible for Medicare.

Ed said I did not get a quote for my spouse because she is three years younger than me, but if there are two plans, it would cost twice as much.

Dave said I have been through this with Fred Pries also and it is about \$700.00 a month individually for both of us. I don't know what Ed's prescriptions are but with the prescriptions that we have that is what it is going to run. I think it is a win, win. I think we have had two or three already go off.

Laura said we have had I think four, sign off already.

Dave said I just think to keep it equal for people's health insurance and as more people look at

70 as a retirement age. Your going to have a lot more of this going down the road.

Gary said I will reach out to Meeks on the legalities of it. I think we will make a discussion on it in the September meeting to see if the Council wants to act on it. I also need to see if it is even a Council decision, the funding part is, but the action part may be the Commissioner's decision.

Dave said the critical point is that in October through December 1<sup>st</sup> you have to make the change. If you don't do it this year, you would have a whole other year to wait.

Gary said so the last time the Council can do the funding portion is the October meeting.

Dave said right.

Gary said it has been talked about, I have heard from more than you two people. I think we have the responsibility to present it and discuss it and move up or down on it. But, we need to get Meeks legal opinion on it.

Dave said that is fair, at least take a look at it.

Angela said please be sure that you are all here at the September meeting, it is imperative that we pass the budget. That will be on Wednesday because of Labor Day.

Gary said ifby chance we don't have six members, we will begin scheduling meetings, the legal time frames to get through three readings.

Missy said if someone cannot be here, could they join the live meeting by zoom.

Gary said no.

Angela said we ended up on the plus side \$50,635.00. That includes the \$470,000.00.

Gary said we are banking on that.

**Adjournment**

Rick made a motion to adjourn. Dave seconded. All aye votes. Motion carried.

Reviewed and accepted this *S* day of *"/:vt:ry*, 2021/.

*ZLP* H COUNTY C L  
*:L*

Ricky Brown

Deborah Felt

L. Mike Holaday

David Runkensdger

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ATTESTED, L /  
a J, Auditor