

# Randolph County Council

June 8, 2021

The Randolph County Council met for its regular meeting at 9:00 AM in the Commissioners and Council Room of the Courthouse with the following members present: Council President Gary Friend, Max Holaday, David Lenkensdofer, Missy Williams and Beverly Fields. Also present was County Auditor Laura J Martin.

\*\*\*\*\*

Council President Gary Friend presided.

Pledge of Allegiance

## Art Moystner & Judge Arnett – Longevity pay

Art said I have talked to several of you with regards to possibly looking at a longevity system for the Sheriff's office. I have met with some of the other office holders and department heads in the county that are talking the same thing for their departments. I will let Judge Arnett talk about that for the courthouse and the department heads. What I want to talk about this morning, I passed out a packet for each of the Council members and there is a couple for those that aren't here. I wanted to share some information just so that you have that going into budgets. Not necessarily looking for any type of answer or action from the Council today, just want to start this process, if we are going to do it. One of the things I have noticed speaking for the Sheriff's department specifically is emergency services in today's world, the two most important things you can possess is experience and training. I think we have that at the department now with a great group of guys that I don't want to lose. Currently within the last month and half to two months, we've lost a couple out of the jail that's went to surrounding counties and a lot of that has to do with pay. I know were having problems just getting people to apply at this point in time and I would hate to see us lose anymore experience out of there, the same thing with the road, we are losing our first deputy in July. His last working day will be July 1<sup>st</sup>. We are in the process of replacing that position. One of the things that I wanted to point out with regards to the employees in the Sheriff's office, when it comes to a deputy, on the first working day that we employ a deputy, we have about \$2,500.00 to \$5,000.00 invested in clothing and equipment, depending on what they bring with them. At the end of the first year from graduation from the academy the county has invested \$15,000 to \$18,000.00 in that employee, by their five-year anniversary depending on the specialized training they have taken, we could have \$20,000 to \$25,000.00 invested in that officer. With regards to the jail staff, clothing and equipment we would have \$500.00 invested at the end of the first year it is \$1,000 to \$1,500.00 in training and by the end of the fifth year with some of the specialized training we give the jail officers that could be up to \$5,000.00. Once that experience leaves the county we don't get it back. There is no replacing it, other than time and investment into the new employee. I put in here the cost for the longevity system is in that first paragraph. I would tell you that if we did a flat pay raise to try to get them to a level where they need to be for those with the experience they have, it would

be more expensive to do the flat pay raise of \$1,000 or \$10,000.00 to get them there. Plus, you still have the situation where someone starting on day one is making the same amount of money as someone on their 20<sup>th</sup> anniversary. I would like to see a system that would reward or recognize the experience, training and professionalism that we gain over time. One of the things that is in the packet is, I've included some information from other agencies of what their starting pay is and how it would jump and that jumps within the first and third year with that department. I've included Muncie's, there's a couple Sheriff's departments that are on one of those, I also have a sheet that has some county agencies listed that shows their longevity, it's a starting pay and ending pay for your deputies. Posey County was the closest to us in population, not everybody posts those figures for us to get a hold of. I grabbed what I could just for information. You have one sheet that shows the hire date of the employee's in the Sheriff's office and their years of service, on that sheet it would show you that if it was implemented today, what that cost would be per employee. It also shows the calculations of the employees that would get it because what I'm asking for in the longevity is a system that would every 5<sup>th</sup> anniversary there would be a longevity increase to their pay. So, it would do it at 5, 10, 15 and 20-years with a cap at 20-years of service. One of the spread sheets that I've given shows 5-years' worth of how that would affect anything so that it would project you further into the future if you want to use that sheet and what the average cost or what the cost would be in the budget for each year to move forward with the longevity system. I've also included a sheet that actually has the positions at the Sheriff's office and what the salary is that I'm submitting in this year's budget, so it breaks it down so you are not looking at it in the big budget format.

Max said I have a question on the form where you have it listed by hire date, is that your deputies or does that include the corrections?

Art said there is one sheet that I believe I took off the general budget for the Sheriff, which is the road and the other sheet is the general budget for the jail.

Gary said you referenced Posey County, of course this is a budgetary issue for us. Angela can you see what Posey Counties assessed valuation is because the population isn't quite as important as the total assessed valuation. If Posey County has three large cities then they're bringing in a lot more tax rate than we are on the property tax side.

Art said I don't disagree with that, my issue at this point in time is, we are turning over jail staff and have for several years now. Some of that is to be expected because you are going to have some young ones that come in that have ambition of going into law enforcement as a police officer, so they are getting experience. So, some of that you are going to have. We also have some that have been there a very long time and I think that experience is important with the environment that they are in and the job that they have to do also. I also think it is important to keep the road officers with the experience that we have because to retrain them is a whole lot more expensive then to implement a longevity system. I know during Sheriff Hendrickson's administration we turned over just about the entire department in eight years.

Gary said you are telling the Council that a \$10,000.00 pay increase across the board would equate to \$420,000.00.

Art said for the Sheriff's Department for 42 employees, if that was a flat rate. With the longevity system and obviously \$10,000.00 would be the cap on that longevity system, so it would be over a 20-year period but you will always have your employees turning over so I don't think you would hit that with the longevity system. I think I have it figured out that the first year to implement this would be \$142,000.00 for the longevity system. I would also ask for a base pay increase for each employee.

Gary said so it is \$142,000.00 plus a base pay increase.

Art said and the base pay increase would come to \$184,500.00.

Gary said total, both together.

Art said that would include the base plus the longevity the first year. That would be for the 2022 budget, in 2023 the budget increase would be \$7,500.00, in 2024 longevity would increase the budget by \$5,000.00.

Gary said part of this equation, if this is longevity, is there going to be an expectation of base raises to go with it as we go along.

Art said the base raise would be done year by year.

Gary said so, this is not including all the cost to the county, this would include longevity plus a base raise increase on down the road.

Art said yes.

Gary said there isn't anything here for the cost of living, this is just the cost of a merit increase.

Art said correct.

Gary said I understand.

Art said I know in years past we've come in and ask for the increase to pay and it is depending on whether the Council gives that year by year. I think with this it would lock in a system that they know this is where they are going to start, I think it rewards the employees for staying and keeping that experience here in this county.

Gary asked does anyone have any questions?

Dave said it is a lot of information to digest.

Art said I am not looking for any interest today. I wanted to put this in front of you, I will be submitting the budget on the 11<sup>th</sup> and it will include the longevity into the salaries. I would welcome any of you if you have any questions whatsoever please contact me. I will meet where ever you want, you can come to the office.

Gary said I have one question that maybe you can ponder with the Council, your proposal and the proposals coming across the county equals about \$700,000.00 and we don't have it. What would you say the Council should do?

Art said you are going to put me in a place where this is not my decision to make. What I would tell you is, I have talked to several people, I don't like taxes anymore than the next guy, but I know that the state keeps lowering things and the revenue keeps decreasing and the only option that is left for you guys would be in the LIT to generate the funds needed to keep your employees because we keep further and further behind. Again, I am not one to implement or I don't like taxes any better than the next guy but it seems to me the state has put a burden on local entities, that they are going to reduce the taxes at their level and give you the ability to receive it from some place else. We continue to get unfunded mandates from the state. I can tell you one of the budgetary items that you guys are going to look at this year is for training and what not and I have a handgun permit budget, it goes away July 1, I will no longer receive any funds for handgun permits. That takes care of training for the officers, it takes care of ammo purchases for the department for training and several other items that we have used that money for. Over the last two years, I would say that is about a \$20,000.00 loss for the department.

Gary asked what's the reason for it?

Art said I don't know, you would have to get a hold of your state legislator or state senator. I know the Sheriff's Association has told them on several things we continue to get unfunded changes to our budgets that the state does that we have no control over.

Dave said I agree, we have experienced the same problems all the time.

Art said the same thing with housing inmates, that we house for some place else, I think I figured up at one point it is \$42 to \$45 per day to house the inmate in this county and the state will reimburse us at a per diem rate that the state has set, it is \$37.50, what they are giving us, the rate is supposed to be \$40.00.

Max said I have one question on the very last sheet under one new jailer and a kitchen cook you have asterisks, is there any significance in those asterisks.

Art said the new jail position would be, I have been asking for a jail position for years. With the kitchen position, that base increase was \$1000.00 more than the other base increases, that employee is only making \$31,000.00 a year.

Gary said thanks for putting this together.

Art said if you have any questions please contact me, from what I am hearing within the department we could stand to lose several if we don't do something.

Gary said what I brought up being apples to apples, Randolph Counties assessed valuation is \$1,061,000,000.00, Posey County is \$1,900,000,000.00.

Art said it is one of those situations where the call volume is not going down, we are taking more calls than we ever did and the calls are more dangerous now than they have ever been.

Judge Arnett said I am in a little bit different position than the Sheriff but have the same objectives. I want to start out, I am kind of at a disadvantage, I've never done a budget before and I'm new in this job and our workshop is in August and our budget is due here in just a few days. That is one reason first off, we need a budget workshop before the budgets are due and we might want to think about that in the future but if I didn't have employees that knew what they were doing I'd be in the dark and I wouldn't be able to do the budget or do a good job of it. The one thing the Sheriff is talking about the longevity system, I think that our employees in the courthouse, not just for the judges but throughout the courthouse, we need to have some kind of longevity system. In the courts I have looked at the surrounding counties, I didn't go to far out, we are at the low end of the totem pole for our court reporters and our bailiff. Most of the rest of them have some kind of longevity system. I know Jay County has \$100.00 a year, I think that may not be exactly what we want but I agree with the Sheriff on every so many years you would get a longevity boost to your pay and then you would cap it at \$1,000.00 or \$1,500.00. In fact, in Jay County I think they capped they're at \$1,500.00. We have employee's, I know Judge Toney has an employee that's been there over 20 years, I have at least one over 20 years. One of my employees is probably going to retire before long and she's been there 15 or 16 years and if she does the way things are now, I will hire somebody in at the same thing she's making and they won't know diddly squat and we will have to train them. Your long-term employees are so valuable and this is all the way through the courthouse, they make things run more efficiently, they get things done and if I didn't have long term employees you would have a really bad budget from me. We've got everything except pay and I understand we have budget constraints and we all got to live within the budget but if we can get some kind of incentive to keep the long term employees I think it would be a service to Randolph County in the long run because I would hate for my court reporters to say I can make \$10,000.00 more if I just go over to Delaware County or to Wayne County. So, the two things I would like for you to consider is that we look at some kind of longevity scheme for the courthouse, it doesn't have to break the bank and that for next year, I will be at the budget workshop whenever we have it, but that we have them before the budgets are due, it seems like that only makes sense.

Gary said the reason Judge is because we don't know yet the revenue coming from the state, we don't know how much we have to work with. It takes your budget going in as they compile everything, so we can get some numbers, then we come back and start saying what we actually have. We don't have Angela anything from the state, do we?

Angela said we do not, we will get those July.

Gary said it is working backwards.

Judge Arnett said it is backward but I'm glad to know that. I know it now, but anybody coming in new, if they don't have long term employees to help them, they are going to struggle with the budgets. I get that because I already am, my employees aren't.

Gary said I think the Council, I do understand what were up against and the budget constraints. There is a little difference between governmental and private. With private you can start a little lower a lot of time and bring them up but it is not uncommon of industry out there to hire you in but when you retire everyone is at the same level, it is the entry that is lower. We entry at the highest level in our system without any buildup. Our total pay is the problem and longevity is a way to try and overcome that.

Judge Arnett said the figures I got from surrounding counties, their entries and our entries were a little bit lower, I would expect us to be lower than Delaware and Wayne, not too much different than Jay. We are about the same as Jay but they do a longevity on theirs. Delaware is about the same entry as we are and they capped their longevity at \$1,500.00 after a 15-year period. Union County are about the same and they have a \$1,500.00 cap. We are just a little bit below and then they spend a little more by giving the longevity. But most of them don't do it until either three or five year before they get any and that would make it less expensive.

Gary said you could ramp up into it a little easier.

Judge Arnett said you could. Somebody that has been there for 20-years, especially in the court system, that is a huge difference in the efficiency that you are going to have.

Gary said I am glad that you mentioned it is not just the courthouse, it is county wide employment.

Judge Arnett said it is county wide. I would suspect that somebody on the highway department, if they been there 20-years ought to be a little better than the guy that all they know how to do is take a shovel like this.

Gary asked is there any questions for the Judge?

Dave said I understand the issue and will have to take a look at it.

Max said it makes a lot of sense.

Bev said I totally understand the issue, I wrote a letter to the editor back in 1995 maybe with those very points.

Missy said Judge it's proven because we have a company here in Winchester that just revamped their pay scale and longevity has been added in there, they just hired 23 people and all but one has stayed and that was more of a physical ability to be able to complete the job they thought. We have got to compete with other areas, to say that it is a cheap place to live so we can pay less isn't going to work anymore. We've got to step up.

### **Chris Burton – Health Insurance**

Chris said were trying to keep the insurance cost as low as we possibly can, it seems like it has been a year long discussion. We have had some high claims as you know. The good thing is, we've been able to keep your cost right at the expected cost level, which we have done. We

were faced this year with about a 20% rate increase from Anthem and so we checked the market and found United Health Care, UMR is their third-party administrator who has made the best offer and if you go to tab 2 in your booklet. Right now, we have gone to an all HSA only plan last year and had some resistance from some people because they had some concerns. They offer a plan here with a true PPO plan, it does have a \$3,000.00 deductible, it does have a physician office co pay and it has a prescription drug co pay card, so they can opt into that. Along with a choice of an HSA or the PPO. Actually, the way they've rated this the cost for the PPO plan is less and they gave us a pretty nice reduction claim cost on the PPO plan. So, long story short on that on the second page, we changed pharmacy benefit managers to True scripts, there was about \$300,000.00 savings in prescription costs. The bottom line is, if everybody was with the PPO plan it would be about -2% off the renewal this year. If I'm looking at some people staying with the HSA plan, I think the cost is going to be about the same as last year, about 0% rate increase over expected cost. We always have that potential of max liability cost, we have never hit that. The protection you have there is that specific stop loss of \$60,000.00 that we have. We've talked about that over the years, it has really saved our bacon on that because any claim above sixty is deleted from the experience. We had Anthem and they wanted us to raise that specific level, it is kind of low for a group this size. We have been adamant to keep it there and that has been a good thing. That saves us and has kept that cost right around the expected level. I think what we are proposing is to keep the employees cost the same as it was last year, not make any changes with that because we've kept the overall cost pretty much the same as last year. I think with the change to United Health Care, some good savings there, we had some savings with the dental, vision using Sunlife as the reinsurer along with United Health Care. It has been a process, but I think at the end of the day we have got a good offer for the employees.

Gary asked the Commissioner's have accepted this plan?

Chris said yes.

Gary said this will begin July 1?

Chris said it does.

Gary said the Council needs to move on it today.

Chris said yes, we are actually starting employee meetings tomorrow.

Gary said Meeks do we need any action from the Council?

Meeks said no.

Dave asked is there much change in the pharmacy end of the health care?

Chris said not really anything that the employee is going to see. With the True Scripts, Anthem, Ingenio was their PBM, they call them Pharmacy benefit managers, they have their own at Anthem. United Health Care has their own too, but we can also use other ones and True Scripts

gave us the best discounts, there is better rebates as far as overall coverage for the employee's, what's covered, what's not. What pharmacies are covered, what's not. It's pretty transparent.

Dave said you would say pretty much all the prescriptions are, nonexistence of being different from our previous?

Chris said actually the employee meeting, we are having the folks from True Scripts coming over so they can answer any questions.

Max said I appreciate the effort you have put into this.

Gary asked why would employee A versus employee B choose the PPO over the HSA?

Chris said as far as on a large claim the out of pocket cost is actually probably a little higher on the PPO plan but for some employee's they like having that physician office co pay, they like having that prescription drug card when you go to the doctor they don't really care what the deductible is, I pay \$30.00 or I pay my prescription co pay with the HSA plan you have the HSA dollars the County has put in and so they have those dollars to use for prescriptions or office visits but everything is subject to that deductible before it is covered at 100%. I think the HSA is what most employers offer, we talked about that last year, I think once you're on it and learn how to use it, you can build off that account and I think that is a good thing for employees to build up. Most people don't use the health care system all that much, then the HSA has kind of a quirky rule if you have Medicare and are over 65, so people in that category would probably just take the PPO plan.

Gary asked what would be an employee worst case scenario for an out of pocket between PPO and HSA?

Chris said the PPO is a little more expensive out of pocket on that large claim.

Bev said I think it sounds like a good plan.

Missy said what do you do, more education for employees on the PPO. They attend the meeting and ask questions.

Chris said we are excited to talk to them. It will be a little better this year because we are going to have that choice for them and keep their cost the same, that is a message that I am not having with a lot of clients.

Bev asked is the Ertel mobile still going to happen?

Chris said yes it will still be here and I think that is improving the overall health and you guys are committed to it. Even though we've had some high claims that we have uncovered, we've helped a lot of people save some large claims here by going in and talking to the doctors and it has been really successful.

Dave said I just have one comment, you brought up Medicare. We've got a lot of employees sitting at where they can start drawing social security at 65 and I think the county would save a lot of money. It's a federal law and a very fine line and I think you and I have talked about that but they'd save a lot of money if you could give so much per month per employee that's on retirement rather than them going through the health.

Chris said that is kind of a dumb HSA rule, it's a Medicare thing, there are bills in congress that have this change but it just doesn't happen.

#### **Julie Wilson & Amy Alka-4-H/Extension update**

Julie said I have some packets for you. First of this is not part of what my presentation is but I can agree with the Judge and the Sheriff. I have a part time intern that is making \$14.00 per hour and an employee that has been here 32 years is making roughly \$2 more than that, so if you guys do consider that when you start the budget hearings, I feel like that longevity system, just the appreciation that I have for my employee who's been here that long is valuable. I could not replace Sue. That was not part of why I was coming today but I wanted to come and give you a little presentation on what we have been doing. First in your packet, this is the state-wide annual report from Purdue University, that comes across for everything Purdue has done across the state of Indiana, the programs that impact that we have been able to have across the state of Indiana is in that. I wanted to give you that to look at. I also wanted to let you know that our health in human science educator Daron Monnin left at the beginning of March, that position has now been posted. The middle of May is when it was posted, I put that job description in your folder. There have been some applicants through Purdue's HR system and hopefully within the next month or so we will have some candidates that will be able to come down do some county interviews with us. That position is posted and we are excited to get somebody in there to fill that HHS position for us. I will let Amy do a little update on our AR programs.

Amy said we are super excited to start having face to face again and that is going well. Some of the things that I did last summer that worked well with the Covid situation, we are going to continue and makes some in person adjustments. RT2 the read, taste, touch program starts this week, I got the mailings for the kids in the car and are going to put them in the mail today. Currently I have 67 kids on that mailing list and I just came back from vacation and I had three more parents want to sign up. Every week they get something in the mail, a book to read, a story, activities and information for crafts and sometimes craft pieces and then during the fair since we are going to have a live as near normal fair as possible the kids are going to get to come back to the fair this year every day and participate in some activities with me there. Nature camp is coming up and that is another on the go camp where the parents sign up the kids and it is a family activity and they sign up and they get five activities in a to go bag. Julie has put me in charge of the community tent for the fair and I am currently taking reservation for that spot, for community groups to come in and have a booth during the fair in the community tent to raise money for whatever their project is for the upcoming year. Also working on the Davis Purdue field day is back to an in-person event this year, that is scheduled for August 19<sup>th</sup>. If your interested in that make sure sign up for that. I've also been in charge of the third Thursday lunch and learns through area seven A&R educators, my turn is coming up this month with composting with red worms, sign up for that, that is one of my favorite things to do. This fall we are still working on offering Silo the movie with farm safety and then we are working on having a farm

safety day. We are also wanting to have reeducation for the fire departments on the grain rescue tubes. I don't know if you remember this or not but seven years ago, I was still an ag teacher and received the funding and we purchased two grain rescue tubes, there is one here at Whitewater Fire Department and there is one at Lynn Fire Department. Over several years we have had a lot of new people come in so we are going to offer some training for them again as well. I am working on getting a community garden started up at the fairgrounds, we've got the tanks, I'm just looking for people to get the soil in there and get them going. Also, during the fair Camp Slingshot has contacted me and I am going to offer some opportunities for their campers during fair. A morning and an afternoon program for the campers. That is what we are working on and still do to back surgery we missed our PARP meeting, I'm planning on having a PARP meeting this fall after harvest. Lots of stuff in the works and we are super excited about getting everything back in person and offering those different programs.

Gary asked what are PARP meetings?

Amy said PARP is pacified applicator renewal points.

Julie said pollinator camp.

Amy said we are also offering pollinator camp again, that was so much fun last year, I don't know if you guys saw it or not but what Julie and I work together to do is, we have this on the go camp, the kids learn about the importance of pollinators and they receive a little miniature monarch larva and then raise those monarch's and then they turn them loose. We are going to be doing that again right after the fair we will start that. We will advertise during the fair, last year we had a waiting list, we purchased enough for 25 campers and we got some extra's, so we actually allowed 27 kids to do that and we had a waiting list. That again is a family program for the adults and the kids.

Gary said are honey bees' part of it?

Amy said yes, we teach honey bee things, birds, bat, insects, there are lots of different pollinators and they get to raise the monarch's and the kids love it, we loved it. It was fun and were doing it again.

Julie said Amy's news letter is the yellow one that you received today, mine is the green news letter in the folder. First as Amy said we talked to Dr. Sowinski and we are looking forward to an as normal as possible fair, there will still be some avenues for families that are not necessarily comfortable coming, we are still going to have our virtual options, so if you are not comfortable around people to participate, there is still going to be a virtual option for you. We are working on ways to get those families that might not be comfortable coming to the judging because that involves a lot of people, we are going to have a drop off day, so they will be able to come and drop off your projects and we'll have it judged individually with the judge at a later time and you won't have to come and be in the building with everybody. The fair schedule is in the green newsletter for you, it is pretty much as normal as it's been in 2019, so there are a few changes, make sure you check that out. We got a lot of other programs going on, I've got drones coming, our drone program starts tonight, they get six educational hours, they will actually get to

download and app on their smart phone or a smart device and they will be able to fly their own drone within Husted Hall. Jeff is an employee at the Davis Purdue ag center, he has a drone trailer that he is going to bring out for the kids to learn all about the different kinds of drones. That is six educational hours on every Tuesday. That's coming up, we've got an electric workshop coming up for kids to be able to come and will actually get to do their electric project. They will have people from Jay County REMC will be the one's facilitating that, teaching them how to make their boards and their trouble lights and all the fund stuff that goes along with the electric project. Junior leaders meet monthly, they are getting ready to meet to plan out the fair and concession stand. Mini 4-H have been meeting monthly also, been doing educational stops, they do make and take programs with them, they can choose two out of the three projects that we offer. We've done gardens, we've done food projects, we have our mini 4-H camp coming up at the end of June, things go on and on. Volunteers, I have got every live stock species have had a livestock work shop this year, which is a first for me, we have created a live stock ambassador program, 7<sup>th</sup> through 12<sup>th</sup> grade, the livestock volunteers have helped select those kiddo's that are kind of the outstanding kiddo's and they are the ones putting on the workshops, so they are going to be on a team to teach the younger kiddo's about the live stock project. What you need when you come to the fair, hopefully we don't have as many kids be overwhelmed. As long as we do our part and try to educate them so they don't feel that way so we can keep those kids in our program. I pulled the numbers, we are roughly about 600 kiddos' in the 4-H program which is a little bit down do Covid but across the board when I have talked to principals just getting kids to be back involved and things have been a challenge. We've had 4-H camp, we had 17 kids go to 4-H camp last week, so that is a little bit down too but I have had parents tell me that they didn't want to send kids because of Covid. We are doing the best that we can offering virtual and take-home options and in person things. I just wanted to give you an update of where we are at the Extension office and as soon as we hire an educator I will bring them and let you guys meet them. Hopefully that will be next month or so and I hope to see you all at the fair, if you have any questions the schedules in there, you can always give myself a call at the fairgrounds.

Bev said I have one questions. There are some very young kids that are involved in 4-H, what program is there for those that are younger.

Julie said mini 4-H is for Kindergarten, first and second grades. I have been trying to get the mini 4-Her's to have more activities besides just the week of the fair. They have a day camp, all of the livestock species are also having workshops so they can come and actually interact, practice showing, see if they want to have a bunny, see if they want to have a horse. Some of those things for them.

Bev said I seen the sign 4-H grows here.

Amy said then the read, taste, touch program is for 3 to 8-year old before they get into mini and then we have them come to the fair. We are continually trying to nurture and build, so that they see the importance of Purdue Extension from a small age and then keep participating on through their life.

Julie said a few of the school's March, April they finally let me come in and do a 4-H promotion but I did virtual promotions with all of the schools, I zoomed into the classrooms but you know

how well zoom works sometimes. Once I got in there, a few of those school's enrollments bumped up but it has been a challenge to be able to promote, we did the touch the truck, I had some 4-H volunteers come and do 4-H promotions. We are looking for avenues to reach the parents and reach those kids. If you have any suggestions, I always ask the principals. We are working on it, were trying to improve and make our program better.

Missy said you are the best program in Randolph County and I would say Indiana. When you guys, Victoria Herring, I know we brought her out last year, she is one of the directors in the Indiana State Department of Agricultural, she couldn't believe you guys had that fair. It ran so smooth, it wasn't perfect, it wasn't how you wanted it because you couldn't get everybody there every day but the plan that you guys came up with, when other people were saying, not doing it this year. It is important to kids, kids needed that interaction, I don't think people realize that 4-H isn't just for farm kids. We did interviews at Winchester and Monroe Central, those kids brag about what their careers are going to be and how they got their start. Facilities are desperately needed though, we did an expo out there, we had a person come in that was handicapped, there were no handicap facilities for them to go to the rest room out there.

Dave asked has the hall been renamed?

Julie said the hall is still Husted Hall, the whole building Bestway to help us with our renovation and capital campaign, they donated a set amount of money for the building, so the whole building is now called the Bestway center. 4-H Inc was trying to find ways to be able to maintain the buildings and the facilities because that is their goal, so they started looking at sponsorships and when we started down that avenue of the capital campaign, they had to find ways to be able to raise money. They did not rename the hall, the hall is still Husted Hall, named after the educator that was here for a very long time. But the whole building has been renamed to the Bestway which includes Husted Hall. So, if you see located in the Bestway center in Husted Hall, it is a little bit of a mouth full but it is still Husted Hall. There is a subcommittee that is the future needs committee of Randolph County and they are looking at way's sponsorships, fundraising, grant writing to be able to raise money. If you have been out there in the dining room, you know that there is a massive leak, that roof is flat, the air conditioning sits up there, so they are looking at ways to financially try to renovate the building, to update it to be more suitable and not have a flat roof.

Max said I just want to give you my thanks, you are to be congratulated on your programming in Randolph County, it is something to be very proud of.

Gary said on the drone presentation, are you working in conjunction with Monroe Central High School, I know the county put some money in their drone program.

Julie said I have not.

Gary said if you would contact them and see how their program is going. We invested in that as well as the greenhouse that's over there.

Julie said okay.

Gary asked does it matter at all what county the kids come from?

Julie said no, in the state of Indiana you can exhibit in one county, so we've got kiddo's that come from Ft Wayne, we've got kiddo's that come from Ohio, you can only exhibit in one county. There is a state-wide data base and so if you were going to try and sign up in multiple counties, it will say this name is duplicate or this address is duplicate and it won't let you sign up.

Gary asked how many children are in Randolph County that are eligible for 4-H?

Julie said I don't know.

Gary said I would like to see our impact; did we go up 1%.

Julie said I do not know the answer to that, I do know the last time I pulled the census, that the population in Randolph County has gone down, but to what percentage of that is children, I do not know.

**Beth Kreig – Drug Free Randolph County grant application**

Beth said I am here again for approval for the Drug Free Randolph County grant. I am not quite sure how many years we've done this now but Randolph County Probation participates with Drug Free Randolph County to receive grant money to help with our drug testing expense. I usually ask for \$3,000.00, I don't get \$3,000.00, I will usually get anywhere between \$1,200.00 and \$1,500.00 it just depends on how many agencies apply. I am just looking for approval to proceed with this.

Dave made a motion to approve the request for the Probation Department to apply for the Drug Free Randolph County grant. Bev seconded. All aye votes. Motion carried.

**Sherry Thompson and Wendy McDavid, Health Department grant application approval**

Sherry said the first grant application that we are looking at applying for is the Preparedness grant, that is with Cody Lemaster and Matt Simmons, Matt will be leaving in July so we will be dealing mostly with Cody. That grant would be for the \$25,000.00. We also have another grant, it is the vaccine grant, that we have had in the past also. It is to help get all the vaccinations out and that one is for \$51,616.31. We did talk to the Commissioner's yesterday and they did okay it.

Max made a motion to approve the Health Department's request to apply for these two grants. Bev seconded. All aye votes. Motion carried.

**Robin Vickery- Grant application approval**

Robin said I am here to request permission for the opportunity to write a grant for Indiana Department of Corrections. The amount is the previous amount that we've been awarded.

Gary said \$282,700.00?

Robin said yes. That is what I am going for, it wasn't clear yesterday, I did get some information from the Department of Corrections and I am going to be able to keep that amount of money.

Missy made a motion to approve the Community Corrections request to apply for a grant from the Indiana Department of Corrections. Max seconded. All aye votes. Motion carried.

**Jim Byrd – Tower King proposal funding**

Laura said Jim is not coming because the Commissioner's didn't approve the Tower King proposal yesterday and the Commissioner's have asked that the Council set a joint meeting and they are available what ever day next week, if you want to do it at 6:00 pm.

Gary said 6:30 pm is better for me.

Laura said that is fine.

Gary asked does Monday at 6:30 work for Council?

The majority said yes.

Gary asked Laura to send an email to let everyone know Monday June 14<sup>th</sup> at 6:30 pm. Is there any information that Tower King provided to the Commissioner's that we should have before we get to that meeting?

Laura said I will forward all of you the email that I forwarded to the Commissioner's from Ceann. The only reason that the Commissioner's approve it was because Tom felt like he needed more information and would like a discussion with Council regarding funding.

Meeks said I believe he felt like the deal had changed. They had approved certain funding for the previous broadband.

Gary said I would agree.

Laura said they were wanting to use the same funding that was discussed for the previous broadband project and that funding is not even available.

Meeks said right, that is why he wanted to discuss funding with the Council.

Gary said I concur; the scope has changed.

Dave said I do want to report that we had a meeting on the 26<sup>th</sup> of May with Tower King that included Gary Girton, myself, Ceann, Blake Clevenger, Steve Barnes and it went well, they are a good outfit. They are recommending the 250-foot tower, I don't know if you guys know that or not, it is going to run about \$231,000.00 for that tower. Going forward we ask for a timing plan and we were supposed to get that information, I have not seen that yet. The state of Indiana has allocated \$250,000,000.00 in this next budget which is July 1 and I am going to recommend to

the Commissioner's and Economic Development that Economic Development themselves pursue that grant. We are looking maybe a total of three additional towers yet besides this one, so if you are looking at \$230,000.00 per tower, we are looking at almost ¾ of a million dollars. We don't have that in that budget. We allocated \$400,000.00 originally. The need is going to be there to pursue that grant. I will recommend that at that Monday night meeting. There were some other things brought up that about drawings from Pyramid, I saw Joe was here a little bit ago but he must have had to leave. I think that is pretty much it out of what was discussed at that meeting, we can discuss that on Monday night.

Gary said I guess one of the questions I have is how we got out of four towers were okay a year and half ago at 180 feet and now....

Dave said I think that goes back to the original developer Pyramid recommended that and I personally believe they do not have that expertise to make that decision.

Max said looking at an additional ¾ million dollars, I would like for someone to be able to address the difference the average citizen in this county will see after we have spent that money as far as communications is concerned.

Gary said I agree, we need to have Tower King make that clear.

Dave said our they going to be at the meeting Monday night?

Laura said I have no idea, I have had no discussion with them what so ever.

Gary said I was kind of under the impression that their representative would be here.

Dave said Tower King needs to be represented here.

Laura said do you want to contact them, I don't have any contact information.

Dave said I don't have their contact, but I can contact Jim Byrd.

Laura said Jim was going to be here but since the Commissioner's didn't approve the proposal and he asked if he needed to be here and if we were just setting a meeting, I didn't feel that he needed to be here.

Gary said he will be here Monday night, I would imagine. We also need Tower King or somebody from that specialty that's going to help us make the right decision, evidently the first one didn't work.

**Other Business:**

**Minutes of May 4, 2021**

Max made a motion to accept the minutes of May 4, 2021. Bev seconded. All aye votes. Motion carried.

**Salary Ordinance Amendment 2021-06**

Laura said this salary ordinance is for the Prosecuting Attorney, he is bringing in a part time person to help in child support, he is short an employee in there, he does not have a part time line to pay this person, he is going to fund it out of the line used for the person that is not there but we don't have a line to pay that part time person from.

Gary said we can only do the first reading, we don't have enough members to pass this today, so if you also could put it on Monday night's agenda for a second reading, if we have six members we can get it approved.

ORDINANCE NO. 2021-06  
AN ORDINANCE TO AMEND SALARY ORDINANCE NO. 2020-15  
AMENDING RANDOLPH COUNTY'S PROSECUTING ATTORNEY OFFICE BUDGET

WHEREAS: There have been changes in the 2021 Salary Ordinance with regard to the Randolph County's Prosecuting Attorney Office Budget. It is necessary to amend the 2021 Salary Ordinance and to add the following salary to the Salary Ordinance effective with the paid date of June 18, 2021 as follows:

PROSECUTING ATTORNEY OFFICE  
PART-TIME EMPLOYEES  
\$14.00 PER HOUR

IT IS THEREFORE ORDAINED BY THE COUNTY COUNCIL OF RANDOLPH COUNTY INDIANA THAT:

SECTION I. Ordinance No. 2020-15, 2021 Salary Ordinance pertaining to Randolph County's PROSECUTING ATTORNEY OFFICE BUDGET shall be amended to read as follows:

PROSECUTING ATTORNEY OFFICE  
PART-TIME EMPLOYEES  
\$14.00 PER HOUR

Max made a motion that Council adopt the first reading salary ordinance amendment 2021-06. Dave seconded. All aye votes. Motion carried.

**Winchester Redevelopment Commission excessed assessed value letter**

Bev made a motion to accept the Winchester Redevelopment Commission excessed valuation letter. Missy seconded. All aye votes. Motion carried.

**Union City Redevelopment Commission excessed assessed value letter**

Max made a motion to accept the Union City Redevelopment Commission excessed valuation letter. Dave seconded. All aye votes. Motion carried.

**Randolph County Redevelopment Commission excessed assessed value letter**

Missy made a motion to accept the Randolph County Redevelopment Commission excess valuation letter. Bev seconded. All aye votes. Motion carried.

**Cardinal Ethanol 2021 CF-1 filings, 103-long and 103-ERA**

Meeks said I don't think you need to act on this, they just have to present them to you.

**Laura Martin Dates for touring with 4-H Future Needs & Information on outsourcing IT**

Laura said the 4-H future needs committee, they are wanting to do tours of the 4-H fair grounds with the Commissioner's and the Council. They want to start a tour or tours at 6:00 pm. The email says that we would suggest touring start at 6:00 pm at the Bestway hall on the date or dates that are best for both groups. We realize there may need to be multiple tours. I talked to Meeks about all of you being at the same tour.

Meeks said as long as you advertise it.

Laura said Commissioner's again were okay with whatever date that works best for Council and if we need to set two dates and have two separate groups that's fine, I just need to advertise whatever you decide.

Meeks said what you can't do is have like one Commissioner and two council members there Monday, Tuesday the same. That is a serial meeting, you can do that but you have to advertise all three days, that is what you are doing. You can have all seven of you and three Commissioner's there one day as long as it is advertised.

Dave said I think that is probably the best approach.

Gary said I think at a minimum we need to set this for when Mike is back.

Laura said they want to do it in the month of June and Mike won't be back until July.

Meeks said you guys can all have a tour and then Mike can go when he gets back, that would not be a serial meeting if Mike is out there by himself.

Dave said I think they may be wanting some financial help.

Meeks said there is a report out there somewhere. It is an ADA report.

Gary said those facilities are not under the county.

Meeks said no, they are not our facilities, they are 4-H facilities. We have a 99-year lease that is up in 2050 or something like that.

Gary said there is no way we can get one meeting to do it, we don't even have two Council members here. Can you send out a broadcast email to the entire Council to get some available dates in June so we can

narrow it down to what is best. What is your availability Missy?

Missy said I am pretty much open.

Bev said I am out until the last weekend in June.

Laura said she is kind of set with Mike, so if we have to you and Mike can go in July.

Bev said that would probably work.

Max said I am pretty open in June.

Dave said I am pretty open in June.

Laura said I will get an email out and we can go from there.

Gary said I will make June work, I just don't know what date to say right now.

Julie said when did you say the lease was up?

Meeks said I don't know.

Julie said can someone tell me where the lease is at.

Meeks said the Auditor's office has a copy.

#### Laura Martin – Outsourcing IT

Laura said Fred and I met with an outside IT service, Five Star, we do business with them now, they are kind of like a back up for him and I am not getting any applicants for that position so we got with them to see if that was something they would do and the meeting was really good. I felt really good, they will actually either relocate, they have 150 employees, 70 of them are outside service techs, the will actually either relocate one of their techs to the office in the basement where Fred works out of or hire somebody for that position so that we have somebody on site if we need them. Also, we have a couple bigger projects coming up that Fred will be gone. The Clerk's office is switching over to Odyssey which is a state-run court system, actually the courts and the Clerk will be switching and that is going to be 20 some computers that will have to be replaced, the state is buying the computers. We have told them all of this and they were good with it, they came back with a proposal of \$6,000.00 per month, which comes out to \$72,000.00 for the year. I thought that was really reasonable. The Commissioner's approved moving forward with the proposal, I just need from Council to know that we can get funding for it.

Max said that would include the GIS?

Laura said no.

Gary said it would be \$72,000 plus the \$20,000.00 we already pay for special projects, right?

Laura said we have already paid that for this year, we did not talk about that, I can check with them on that to see if we will need that.

Gary said if we do that, we need to remove that line from our salary ordinance, those funds would be opened up.

Laura said we can't do that until Fred leaves.

Gary said if Council approve, it can be approved to monthly pay it out of Cum cap, not a lump sum. Right Angela?

Angela said I would like to see monthly payments, out of Cum Cap.

Gary said I for one like it because we don't have any benefits, it is not that we can't afford the benefits, we just can't afford a major hit on the backside of the benefits. That relieves the county of that.

Dave said I think it is a good approach to solving. The 20 laptops are part of Mindy's???

Laura said the state will supply the equipment, it is for the Courts and the Clerk and it is up to the county to set those up, what Fred does is he wipes out a computer completely and then puts on the programs that is needed for each office. We told Five Star that this is one of the projects that they would have to do and they were okay with that.

Gary said this is contractual?

Laura said this is not a contract, it is a proposal, they will come and actually present to the Commissioner's at their next meeting the actual contract. I just want to make sure before we go through all this that we can get the funding.

Dave made a motion to provide the funding of \$6,000.00 per month out of Cum cap if the Commissioner's decide to sign the contract. Bev seconded. All aye votes. Motion carried.

Max said do you have any feel for how you are going to fill the GIS position?

Laura said I still have the add out there, nobody wants to work. We are not getting any applicants for any of the position in Randolph County.

**Additional Appropriations:**

**EDIT**

Vision Corner

\$100,000.00

Bev made a motion to approve the additional appropriation for Vision Corner out of EDIT as presented. Max seconded. All aye votes. Motion carried.

Children's Advocacy Program

\$ 30,000.00

Dave made a motion to approve the additional appropriation for the Children's Advocacy out of EDIT. Bev seconded. All aye voted. Motion carried.

**Windfarm**

New Ambulance \$193,000.00

Max made a motion to approve the additional appropriation for the new ambulance out of windfarm. Bev seconded. All aye votes. Motion carried.

**Community Corrections**

July-December budget \$109,350.00

Bev asked what is this for?

Gary said Community Corrections gets grant funding and this is the second phase of granting. They also have project income funding, which will be the next additional appropriation.

Bev made a motion to approve the additional appropriation for the Community Corrections budget. Missy seconded. All aye votes. Motion carried.

**Community Corrections (project income)**

Office Supplies \$100.00  
Copier \$1000.00  
Utilities \$1000.00  
Equipment \$1000.00  
Drug testing \$800.00  
Data Processing Equip \$1500.00  
Misc. Services \$750.00  
Home Det Monitoring \$17000.00

Gary said I did confirm this morning that they have the funds to do this.

Max made a motion to approve the additional appropriation for Community Corrections project income. Dave seconded. All aye votes. Motion carried.

**General**

Telephone recording equipment \$44,880.00

Max made a motion to approve the additional appropriation for the telephone recording system as presented. Bev seconded. All aye votes. Motion carried.

**General**

Clerk of Circuit/Scanning \$3366.00  
Treasurer P/T \$1328.00  
Recorder P/T \$2915.00  
FT Basic EMTS \$5127.00

PT Basic EMTS	\$7203.00
Extension PT Secretary	\$532.00
Extension Summer	\$798.00
P/T Circuit Court Prob Sec	\$2711.00
P/T Circuit Clerical	\$80.00
P/T Jailers	\$2113.00
P/T Cook	\$3493.00
Bldg. Comm P/T	\$2901.00
Aviation P/T	\$1627.00
RCFFO P/T Custodian	\$2437.00
RCFFO P/T Custodian	\$2328.00

Gary said these additional appropriations are to make up the differences in the funds for our increase to part time pay and full time that was below \$14.00 an hour up to \$14.00 per hour.

Max made a motion to approve these additional appropriations as presented. Dave seconded. All aye votes. Motion carried.

#### **Health Trust Fund**

Vital Records Clerk	\$2862.00
P/T Clerical	\$596.00
Social Security	\$215.00
Medicare	\$51.00

Max made a motion to approve the additional appropriations for the Health trust fund. Missy seconded. All aye votes. Motion carried.

#### **General Coroner**

New Vehicle	\$54,585.00
-------------	-------------

Max made a motion to approve the additional appropriation for the Coroner. Max seconded. All aye votes. Motion carried.

#### **Dave Lenkendofer**

Dave said the fly in breakfast is this Saturday if anybody wants to attend.

Max said it starts at 6:00 am and ends at noon and you can get some flying in.

#### **Citizen Comments (3-minute limit)**

Mindy Peed said I would just like to piggy back off of what Judge Arnett and the Sheriff mentioned, to keep our employee's that have experience and are seasoned, I just hope that you all will look at it.

#### **Adjournment**

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

Reviewed and accepted this 7 day of July, 2021.

RANDOLPH COUNTY COUNCIL

[Signature]  
Ricky Brown  
[Signature]  
[Signature]  
[Signature]  
David Spensdorfer  
[Signature]

ATTESTED: [Signature]  
Laura J Martin, Auditor