

Randolph County Council

July 7, 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, Rick Brown, Toni Kerns, Max Holaday, David Lenkendofer, Missy Williams and Beverly Fields. Also present was County Auditor Laura J Martin.

Council President Gary Friend presided.

Pledge of Allegiance

Mike Hafner - Change of job description and hours

Mike said I want to start off by introducing Erin Bleichrodt. The Commissioner's appointed her yesterday and basically with the change, this is not a two-month training position it is going to take several years. We would like to move that up to 40-hours a week instead of 35 hours a week. Theoretically for the rest of this year I can transfer money out of the assistant line because

Mike said yes, it probably clears things up a lot better.

Tom said I don't like a working lunch.

Gary said I don't either, but the Commissioners determine that.

Tom said beyond that, I have no problem with her working the same hours. Personally, I would like to see her working 5 days a week as an office, even though the guys are not working on the highway five days a week.

Dave asked what kind of money are we talking about Mike?

Mike said 5 extra hours will be about \$4,600.00. The difference between the 35 and 40.

Bev said I agree with Tom; the 40 hours is okay but five days a week would afford a lot of work time in one day.

Missy said I have a problem with adding the extra five hours in just because where do we start and where do we stop with everybody across the county who is a county employee. Nothing against anyone personally, but I personally am against upping that to 40 hours a week. I understand it is a learning curve and it is every time somebody steps in this courthouse, the sheriff's office across the board there is a lot to be learned. I am in favor of keeping it at the 35 hours. I have always wondered why the highway barn was shut down one day a week, so the philosophy of them taking phone calls, with them not there one day a week, they are not there anyway to answer phone calls. I would like to see somebody there five days a week, seven hours a day just to take people that might not know that you work 10-hour days and you're not open one day a week so, I'm not in favor of it personally. I don't know where you stop and where you start, everybody works extremely hard and everything is a learning curve and it just takes time to get that.

Mike said I will say that we have looked into adding part time on top of the 35-hour week. We have been looking at that for two or three years have to maybe even hire a full-time part time to make up for the difference. We have to have somebody in the office while were there because I'm not in the building that much and the mechanics right now the mechanics one is on vacation and the other one is down south working on equipment. There is nobody in the office except for the office administrator. To be able to just work them 7 hours a day, who is going to stay in that office for phone calls and walk in's and stuff like that the other hours.

Rick said basically you want the secretary to work the same hours as the guys, right?

Mike said yes.

Gary said correct me if I'm wrong, the Commissioner's have made the decision that this is what they want, right?

Meeks said if it is funded.

Rick said he has money in the budget.

Meeks said then you will have to look at it at budget time.

Paula said we will also need a salary ordinance amendment.

Gary asked Commissioner Chalfant do you have anything add to any of this.

Tom Chalfant said we discussed it all yesterday back and forth and we concurred that we should have it the same hours. I don't like the four-day week myself, I was hoping they would transition that.

Gary asked does anyone have any further comment on that? The request for the Council is to move it to 35 hours a week to 40 hours a week. Does somebody want to make a motion for this, the motion would be to amend the salary ordinance to allow for the 40 hours. The executive part of it has already been taken care of.

Paula said I would need it in the minutes that the new salary would be \$1,440.80 per pay period.

Meeks said then the Auditor's office would prepare a new salary ordinance.

Gary asked is this position a comp time position or is it an overtime position?

Mike said it is a comp time position.

Rick asked how do we need to phrase that?

Gary said it would be amending the salary ordinance to 40 hours per week from 35. As far as what hours she works and what days she works, that is a Commissioner decision.

Rick said I will make the motion to amend the salary ordinance for the highway secretary to allow for 40 hours per week instead of 35. Gary seconded. 2 aye votes, Rick and Gary. 5 nay votes. Motion denied.

Gary said with a 2 to 5 vote, the salary ordinance will remain where it is.

Robin Vickery - Budget approval

Gary said you have your budget ready to go to the state?

Robin said I do.

Gary said is this the same budget we are going to see at the budget hearing?

Robin said yes.

Gary said how did you approach the possible raises in your budget, is that going to be funded out of project income and this is the grant budget?

Robin said yes and it will not increase the salary that has already been budgeted, they consider those raises and they are not going to pay for raises is how they word it.

Gary said if we give out, we won't know until we get it all, you can make that happen in your department through the project income side?

Robin said yes.

Gary said do you have for us what you are going to submit to the state for your budget?

Robin said I do, I was under the understanding that you had already received a copy of our budget.

Gary said we have the grant, but what we need when we go into the budget is all this be in the format to match your grant to the state, also including project income. So, the Council can oversee the whole budget process. I think you have done everything just right, right now, this is just the last step for you because you have to get it to the state ahead of our budget in August. Basically, you will be bringing to us what the state has approved.

Robin said I don't know if the state will approve it before the budget hearings or not.

Gary said you will submit to the state the exact same thing submitted to us. That's fine. Does anyone have any questions for Robin?

Missy said may I ask what the salary increase you are requesting across the board?

Robin said I didn't request a salary increase, it will be what ever the County determines. When were in the situation that were in, I'm not asking.

Gary said we are not going to leave you out, you should know that.

Robin said we appreciate that but I'm not request that. I do have one other thing. Our advisory board met and I think you are wanting me to do this as well, they agreed to transfer funds out of CTP into project income. CTP is actually project income dollars that the state makes us separate and so there is \$9,975.00 that the advisory board approved that we could move, the state actually said we could move what ever was in there but I had to submit something to the state in total and that was the \$9,975.00. DOC has approved it, our advisory board has approved it, I am not sure if you are wanting to approve that transfer from CTP to project income.

Gary said you should send it through the Council as a transfer. I think, Meeks what do you think.

Meeks said it is either a Commissioner or Council function.

Gary said Council approves transfers. You should run it through Council. On a good note we have Baker Tilly looking into the loss of revenue, it is quite likely that Community Corrections will have some funding coming back because of the losses. There were some significant losses to your office through Covid.

Robin said I talked to the state a little bit about that and they don't even have anything set in place on what can be done.

Gary said Angela has Baker Tilly contacted you at all on the losses.

Angela said I have submitted numerous reports to them.

Gary said which includes theirs?

Angela said yes, it includes every fund, every department that is in this county.

Ceann Bales - Randolph County READI grant

Ceann said I am here to talk about and discuss having the Council sign a resolution to show our Community and County support for the READI grant. I think that was in your packet that you received about this. Our board has approved going forward with that. The Commissioner's signed the resolution yesterday. If you are not familiar with the READI grant, this is basically the state appropriated through some initiatives \$500,000,000.00 in a grant program. Each region that applies could receive up to \$50,000,000.00 and the first step was for the communities to decide what region they wanted to be a part of and our community has gone in with ECIRP which is the East Central Indiana Regional Partnership and also aligns with our 21st Century Talent Region. As I told the Commissioner's yesterday we met with representatives from IEC and they like the fact that we are staying within an existing region. Our region that we are going in with consist of Jay County, Grant County, Delaware County, Wayne County, Henry County and Blackford County. That's who we are going in with, they have comprised the committee and we have been awarded a planning grant, that's \$150,000.00 our organization, Randolph County United is covering the \$15,000.00 that each county had to put in for a match to get the \$50,000.00 from the state so we could have that grant. We are in the process of planning, the consultants have been hired, there is a group, the consultant is American Structure Point which I think our community has worked with in the past and another company that I was not familiar with, you might be is Taylor, Seeker, William Design Group out of they have three offices in Indy and two in Kentucky so it is a rather large firm and they're architects, landscape architects and strategic planners. Those are the two consultants that we have hired to write our proposal and help design our application for our project RFP's. What is the next step? The next step is to put out these project proposals. They will put that out through press releases, it will go out from mid-July to the end of July, we will be able to take applications from all seven counties. There is a committee comprised that will have a score card, kind of a blind score card that will vet those and sort those and the committee will make that decision on what will be applied for. I know Mike asked yesterday who's on that committee. They've worked hard to make sure that everyone has equal representation of the seven counties, so every leado appointed who hold my position is on that, that is seven of us, then you have a representative of K-12, Jay County is

putting their superintendent on, we have higher education which is Becca Rice from Ball State is going to serve in that capacity. They're still working on a representative from workforce development and that is probably going to be from Blackford because they don't have somebody on the committee. Entrepreneurship that's a requirement to sit on the committee, that is Grant County, Adam Cline from Heartland Harvest. Healthcare is Dr. Byrd from IU Health will be that representative, the tourism spot is still open. Foundation is Jenifer Cox from Henry County Community Foundation. Private small businesses, Mike Wickersham, I am hoping that he serves in that roll from small business and also elected official as Randolph Counties rep and then private sector is Randy Tiplin from Dot Foods in Wayne County. That is going to be your committee that will decide on those final proposals. The application is do at the end of August, we here that the IEC might push that back because of concerns from communities of two months, its really fast but were operating under the deadline of the end of August. With that said again, I am hoping to show your support as our County Council for this by passing this resolution, it does not commit you to funds. I can tell you that two things, one it is a very high match program, that is concerning. It's a 4 to 1 match and one of those have to be public funds, that's a really big deal. The other thing is, Gary you had asked the question in our board meeting about is there any guarantee. I couldn't answer that, I looked into it and there is no guarantee. Say that we go into this, is there a guarantee that were going to have a project in it. No, I can tell you that it is going to be our advantage if we want a project in there to make sure we are out there promoting and having people put in proposals that are strong projects to be accepted. What that looks like, I don't know. Again, I know there is another meeting that the leado's are meeting this morning and then we have another committee meeting tomorrow afternoon to get more into the weeds. I can tell you that it has been a concern. I know Mike yesterday at the Commissioner's meeting said a lot of the time us little communities get pushed aside and as I told him as a leado group we had a very candid conversation, Henry County, Cory spoke about it, myself, Blackford County, we all talked about, I guess there was a city project, a big grant project several years ago that we kind of got pushed out of. We had a very candid conversation that we don't want that to happen this time and what that would look like. The thing is if we don't have projects we won't have skin in the game.

Gary said other than \$30,000.00.

Ceann said right now it is \$15,000.00 because the other \$15,000.00, I reached out to Mindy again yesterday, she's asking the leado group this morning. I ask that if the \$15,000.00 was to help, each county was asked to put in to help to support after we go the grant and so my thing was yesterday, maybe I should have thought about it before but in talking to the commissioners, if we don't get a project why would we want to pay \$15,000.00. Mindy said yes, that \$15,000.00 is not required until we get the grant, we have already put in our \$15,000.00 that we had to have to plan the grant. She was going to ask the leado group what their feeling was, is that if we didn't get a project then why would we want to put in \$15,000.00. She was going to pose that question this morning since I was not able to be there. I am going to take that answer back to the Commissioner's in a couple of weeks. My personal feeling is why should we do it if we don't get a project in it.

Gary said I agree, my point is too, Randolph County Government is not the only tax collecting unit in Randolph County.

Ceann said you are exactly right.

Gary said we've got towns and schools. This is a global issue we shouldn't be the only funder. At least a little bit of help.

Ceann said I agree and that goes into my update, I have been going around to the towns and as I start my second cycle, I was at Parker City and I talked to them about the READI grant and so I will be pushing it that way. I totally agree appreciate and I will have no problem going to these communities and saying look were getting this and we need support, we need help.

Gary said my problem comes by way of the 4-H, the 4-H grounds which is in total need of huge upgrades. There is nothing more county wide, that is full county wide supportive and I don't know what other projects are coming to Randolph County but my problem, as you mentioned where are we going to get the 50% of private matching funds for a \$2 million project. We got to get a million dollars of private funding. This is flipped over, this is a 4 to 1 match, it is not we have the one, the state has the one, the public funding and the private funding has the three. It is difficult, I think Randolph County is going to be behind the eight ball and so will Jay and Blackford, I am concerned you are going to have Delaware County and Wayne County who might have deeper pocket industries who will run it.

Ceann said I totally agree with you but one positive thing that I ask because I was concerned about that, there again I think I said at the board meeting was that this will be umbrella funding, it doesn't mean that it has to be equitable because this is suppose to be making sure that we are all playing nice in the sand box. If Delaware County has more resources, this idea is this is supporting the entire region and so maybe they are able to be more philographic right and then we benefit. I know that is probably a utopia idea. Maybe I am too idealistic and naive but that is how it is suppose to work and that is how they are wanting it to work. If that happens, I don't know but that is definitely my answer and when I said that, what if we have a project and we can't come up with that money and they are like, this is a regional effort.

Gary said I am having a hard time voting for money that is going into a huge project that doesn't rest in Randolph County. I don't care what the explanation is for how well it benefits indirectly, anything that doesn't benefit directly for Randolph County is going to be tough to vote on.

Ceann said I would totally appreciate that, I wouldn't want to be involved. That's then where me and Mike, we come in and then us as an organization and you and we get the word out, where are those projects. I think the 4-H grounds is a great project, where are those other projects, trails have been mentioned, I don't know, it's about getting the word out about what are those good projects, it's going to be very competitive, something that is very needed in our community and on the positive side, it could leverage money to help get a project like that done. On the negative side, we might just have to say, we gave \$15,000.00 to get the planning grant.

Gary said we hired American Structure Point five years ago to do a planning grant, do you know what the plan reads like, like what everybody would expect it to read like. There is not one thing in there that says, I told the person that was doing it, don't tell us we can go over the river unless

you show me the bridge. I get tired of these grants saying yea, you have a nice country community and on and on and on. We know that, how do we get to the next step.

Ceann said the leado's that are much more seeded than I Gary said the same thing. Tracy from Muncie said I cannot believe that the state is having us do another planning grant. It is the hoops that we have to jump through.

Gary said how much you bet that American Structure Point takes the book off the shelf, blows the dust off of it, incorporates it into the planning grant and moves on because it is very up to date.

Ceann said yes, we are supposed to be compiling those other studies that we have already had done, etc. I can tell you American Structure Point is not leading this, they are just kind of a sub person who is coming underneath this Taylor, Seeker group. You are right, we are supposed to as leado's pull out our other plans to kind of see what project but that is also to save us time. I think the leado's would be 100% behind you. The frustration that we have to do another \$150,000.00 planning grant, here we go again.

Gary said with seven counties at \$30,000.00 let's just say is \$210,000.00 plus \$50,000, so there is \$260,000.00 that is going just to administrate it.

Ceann said the other \$15,000.00 we will put in is not to these two consultants, that would be to a staff person through ECIRP to help the capacity to manage this grant because having them manage the grant, that is why I'm saying we would not have to put in that additional \$15,000.00 because that is not the consultants, that will be a staff person that would manage the regional grant once we are awarded it.

Gary said I asked Meeks to review this resolution because I did not want to get into a binding situation because a joint resolution carries a lot because when you got the Commissioner and Council both agreeing to the very same resolution it has more weight. This resolution is not required, correct?

Ceann said no, it's not.

Gary said even in the state called meeting last week they said there is no resolution necessary but your saying if we do have it, we get points for doing it.

Ceann said no, it's just something, I mean I don't know if there are any points, I can't answer if there are any points. I just know it is something that our group was asking every county to go in and do. I don't know, I can't report, I know Wayne County has been signed by both but that is the only one I can report on.

Gary asked Meeks do you see anything at all with this resolution that would bind us to anything.

Rick said if we get a project, like you said \$2 million and we don't have a private partner to come up with that kind of cash, what you are telling me it would be up to say Delaware County

to say Randolph County has a great project, let us help you with that. That is how we get it funded.

Ceann said in theory yes.

Rick said my concern is more than justified.

Dave said you know I have discussed this, a 4 to 1 match pretty tremendous.

Gary said if we can't get the 50% from private equity the match from the state would get down with the requirements if there is a big amount left, it would have to come from a different style of funding. What is in front of us right now is the resolution and there is no harm in signing our support. Would somebody like to make a motion to pass resolution 2021-10?

RESOLUTION 2021-10

A RESOLUTION IDENTIFYING A REGION FOR THE CREATION OF A REGIONAL DEVELOPMENT PLAN (RDP) AND PARTICIPATION IN THE INDIANA REGIONAL ECONOMIC ACCELERATION AND DEVELOPMENT INITIATIVE (READI)

WHEREAS, the state of Indiana, through its Indiana Economic Development Corporation (IEDC) launched the Regional Economic Acceleration and Development Initiative (READI); and

WHEREAS, House Enrolled Act No. 1001, of the 2021 Session of the Indiana General Assembly provided \$500 million in state appropriations to promote strategic investments that will make Indiana a magnet for talent and economic growth; and

WHEREAS, the READI program guidelines call for Indiana communities (counties, cities and towns) to identify their regions, coordinating organization and notify the IEDC by July 1, 2021 of their intent to seek implementation funding up to \$50 million for each region; and

WHEREAS, the IEDC will make available up to \$50,000 for a planning grant to assist in the creation of a Regional Development Plan (RDP) for submission to the IEDC by August 31, 2021; and

WHEREAS, both the planning and implementation phases of READI require matching funds from the private sector and local community; and

WHEREAS, the READI program guidelines discourage more than one RDP from the same region and the guidelines state, "overlap between regions could indicate a lack of regional collaboration;" and

WHEREAS, support from local government elected officials of the East Central Indiana Regional Partnership area (www.forgeeci.com) are important in the creation of the RDP and critical for its subsequent execution; and

WHEREAS, the East Central Indiana 21st Century Talent Region Designation's application, data and relationships will provide the framework for the creation of the RDP; and

NOW THEREFORE, BE IT RESOLVED, the undersigned Randolph County Commissioners and Randolph County Council determine that Randolph County shall join the East Central Indiana Forge Your Path READI Regional effort as described herein.

Max made a motion to pass Resolution 2021-10 as presented. Bev seconded. All aye votes. Motion carried.

Ceann said the update I said I would come quarterly. What I passed out to you are the reports from the last two sessions that we had with ICI, the Ball State initiative, I have given you the session 1 notes and the session 2 notes. We will have another meeting August 19th, we are trying to do that in the evening to be very responsive to people to get as many people as possible, were going to have a booth at the 4-H fair again trying to gather feed from individuals. I'm also looking at doing post cards out to every resident in Randolph County. I really love your analysis Gary, I might start using that about the bridge. Visually that is awesome because I think that's what Michael did with this. I too have seen way too many plans sit on the shelf. Hopefully the goal of this and we had a very candid conversation with ICI is that initiative and what is to be action. This needs to be figuring out and I am going to start using and I will give you credit for the bridge comment but that is exactly what we are hoping to do. We have been very pleased with the response. We've had over 70 people attend each of those, we've had 95 people who've been engaged, were hoping to have an evening session that will be even more. As I said I've been going around updating all the communities, the boards, I been to all but Losantville, I will be going to them this month and then I will have been to all once and I start going again this month. They have been very pleased with that, very responsive and appreciate that and it is good for me to get to meet people. I also included the membership list, we've been very pleased with the response, we have 95, actually more we got another one yesterday and we have exceeded our goal, financial goal of bringing in memberships. We are over \$50,000, I think were at \$51 something. That's what Randolph County United is doing. Again, our big initiative is this ICI trying to get a focus and an action plan to move forward and then also final report is that we did apply yesterday to be a broadband ready community, I needed a contact name which is going to be Gary Girton from the Commissioner's. I submitted that yesterday with the Ordinance that the Commissioners had approved last year. I heard back from Ernie Holtree that we are going to be able to be certified by the 21st of this month and so we are trying to rush that through we needed that in order to get some funding, that was kind of a first step. The next step is the survey through Purdue and I am working on that we hope to debut at the fair as we get people to go out and do the survey. We should be a broadband ready community officially the 21st of this month. That is two big things I'm working on.

Art Moystner - Commissary report

Art said we have a commissary report that I needed to provide you guys for the first ½ of the year.

Gary said this is the first ½ of the year?

Art said it is January through June, yes.

Gary said you have a balance of \$90,000.00.

Art said we do currently, yes.

Gary said will that get to \$180,000.00 by the end of the year?

Art said I doubt it. If you would flip to the balance in January, it would show you the flows over a six-month period. I can also tell you that depending on how budgets go this year, one of the things that I'm looking at with that is whether or not we are going to have to try and squeeze another car into that.

Gary said or two, it looks like two cars to me.

Art said you are not going to get two out of it. There are some other projects that we talked, I was at the Commissioner's yesterday and we talked about, I will bring Chris up in a bit because we are going to talk about radios and the potential of and as I told him. I don't have an issue dipping into that a little bit but it would take an agreement between you guys and myself to purchase something like that out of commissary.

Gary said what do you mean by that?

Art said there are nine categories that I can spend the commissary funds on most of them, well all of them have to involve the jail or inmates or something to do with that. I could provide you with that if you want it, I would have to go find it. The ninth category is if we mutually agree to spend that money on something then we can purchase it for the Sheriffs office.

Gary said the Sheriff and the Council both agree.

Art said yes, we both have to agree on spending that money on that item, so if I go outside of the first eight categories I have to have your agreement as a Council vote.

Gary said but the first eight is the Sheriffs call?

Art said say it again.

Gary said the other eight categories is your decision?

Art said as long as I remain within those categories, yes. It is spent on things at the jail, we buy mattresses for the inmates, other supplies to go within the building, we have purchased vehicles out of it because we use those to transport inmates, so those items fall within those categories, so we are able to do that. I know there is a couple of projects that we brought to you guys, like I said we are looking at radios do to the infrastructure project we've got going on.

Gary said maybe Chris can answer it. When I read that, I was shocked because I thought we went over the fact that our radios wouldn't be junk after this. We have a whole entire county that has to be under the same scenario, don't we? I thought Pyramid said that our radios would adapt to these towers. What happened?

Chris said that is correct, it is not so much that the radios, the Sheriff has radios that are APX 4000's those are adaptable, the problem is they can't be encrypted.

Gary said what does that mean exactly, I understand what Chris mean's but we need encryption because of, sensitive conversations?

Chris said yes, document safety concerns like the Lynn incident. His model of radio, when they bought them they didn't know that they could not be encrypted.

Gary said it sounds like this has nothing to do with the encryption issue.

Chris said the other radio's that have been distributed throughout the county, most of them are portables that were bought back in 2007, 2008, 2009. Those are end of life, they cannot accept the upgrade so they cannot accept the 700 Megahertz. They can function as a phase I radio for right now but we can't do any upgrades with them and Motorola no longer supports them. That is the issue.

Art said the issue gets into the 800's we have, with the VHF radio's that we have, with the VHF system that we have it will interface into it, so if were talking about the fire departments that have the VHF equipment it will interface into that, the mobile units that the Sheriffs office has in all of the cars, it would cost us about \$30,000.00 to replace those with the 800 megahertz or 700 megahertz radio's. Were not going to do that, were going to keep those as VHF because they're supposed to be able to patch over. Some of that will interface with that, the problem we have is we have end of life 800 radio's we've had for a long time that can't be programed and the APX can but they're only going to operate at about 75% of their capacity.

Gary said so basically the new system didn't drive all of this?

Chris said no.

Rick said the discussion was the volunteer fire departments and the town marshal's being affected then having no budget and they don't have to buy new. It is the 800 radios that I got through the homeland security grants back in 2008, the 800 megahertz, like Chris said they are at their end of life.

Chris said there were two different models that were bought under the grants from the terrorism in 2001, half of them were Johnson's, half were Motorola's, the Johnson's are not even used anymore, they're off the books, they're not even licensed by the state to be on the system anymore. Looking at the radio's that the Sheriff is in possession of that can be reprogrammed. You are getting into half the cost of a brand-new radio. With the one that I have, it can be encrypted but it cost as much as I paid for it several years ago, it would cost \$6,000.00 just to

buy the part to encrypt it. It makes more sense just to pay the \$2,000.00 for a brand-new radio that I will have five years of warranty with.

Gary said I get it.

Art said it is very important, there's a lot of project that we are looking at because we are looking at these radios, the body camera's, the tasers all of them are important and we have limited funding.

Gary said can we use commissary for that once we get an exact price? Is that one of the things you, the Sheriff and Council can agree on?

Art said not entirely, no, I would be more than willing to have a conversation about using pieces and parts of that but depending on how this budget goes in August. If I'm looking at having to buy a second car out of commissary this year, those are pretty significant hits to us. We have been fortunate, I haven't had to spend a lot of money, we haven't been going through mattresses like normal because the population of the jail has been down for the last year. That's coming back to normal, that funding isn't, to start taking a lot of additional projects out of that, it could create a problem within the jail itself because we use that funding back into the jail. We've got a situation for about a year, year and a half where the inmate population's been well less than half of what were normally at.

Gary said right now, what is the price, the cost to the county.

Chris said after the Commissioner's meeting yesterday, I got with the agencies that needed them and the price that we are looking at is \$123,191.95. The sheriff of course, his agency would have the largest group at 25 portable radios and then the other ones, there's EMS, EMA, Coroner's office and Health Department. Of those the EMS, EMA, Coroner and Health those are all 2500 series radio's that will not function afterwards. The Sheriff is the only one that 1/2 of his agency that can be upgraded.

Gary said \$123,191.95 fixes the whole County?

Chris said that I'm aware of.

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Art said it is just the County agencies. Not the Fire Departments or the Town Marshal Services.

Gary said I get that they are going to have an issue *19* but right now were dealing with ours.

Chris said we are just dealing with us, the only county agency that I didn't reach out to was County Highway but they are operating on VHF and is just a couple years old.

Dave asked how many radio's is that Chris?

Chris said 45 portables and 5 mobiles.

Gary said when does this need to take place?

Art said do we have a date that we are supposed to go live yet? They keep kicking that can down the road.

Chris said no but **J & K** gave me yesterday it would take 60 days to get the portables. We are in that neck of the woods, they were supposed to have been here last Monday to start installing stuff on the antenna's or the antenna's up on the towers but with the severe weather that was predicted that never happened. They pushed that back three weeks so were looking at two weeks then they'll be here to install. Then after that it is FAT testing, were looking at maybe two months once we get that **up**.

Gary said right now I don't know exactly where we are going to get this funding from.

Art said I don't disagree with that I just know that I think it is time that we brought the Commissioner's and you guys into that conversation because it is something we do need to start looking at. I think that the state and everything else is under the funding that's available, I know with the body cams I've talked about those, the state still hasn't given us guidance of how we can try and get a piece of that pie, even though they are already implementing their system.

Gary said I would imagine it would fall under the ARPA guidelines as well.

Art said I am not finding any of that and that was the other thing with the money we've gotten recently, I didn't know if it was something that we could use.

Gary said we've gotten it but we can't spend it. It is just in the treasury right now.

Art said I don't know whether they will drop guidance down for that at some point.

Gary said we've got Baker Tilly working on it and we also hired Barnes and Thornburg to do the legal side so we can get this rolling.

Chris said at this point if we switch the towers and we switch radio systems, with the radio's the Sheriff have be able to be changed, I don't know that the 2500 series would be able to be switched and that is going to be our main concern is if we try to go live in two months and we don't have radio's.

Gary said I am not really once we get down to the fine print on everything opposed to using other funding like wind farm funding if we have to. We can't buy it out of CCD, we can't buy it out of general. Both of those accounts are running, CCD is out, there is no more money, what is appropriated is all it can handle. We really have to look at other accounts that we have. Sure, there is rainy day, we don't like to get into that, we use that to bridge funding. We might be down to looking what's coming in ARPA. I believe the other thing is, what's left from the other Covid funds.

Angela said from CARES, after today if you approve the EMS, \$70,000.00.

Gary said we have the funding, Council and Commissioner's need to approve it and I imagine that is going to require exactly what we are going to do.

Art said there is nothing being pushed out to you guys with regard to what the funds are going to be able to be spent on?

Gary said we are still working on it. There are some generalities.

Art said nothing specific, wonderful.

Gary said our best bet, Randolph County, through generalities is what Baker Tilly and Barnes and Thornburg get it down to line items for us.

Art said I know some of the funding they've talked about that came down specific for law enforcement through the state and being guided through the state police, some of the information that we are getting back doesn't give us much hope with regards to getting anything as far as what we've discussed regarding cameras.

Gary said the hope that you get from us though is the off setting of some of our liabilities that we have to have in our general will be relieved by ARPA, it could be, allowing more to rest in general to buy things that are more specific to Randolph County general.

Art said there is one other thing I would like to share with you.

Gary said before you do is there any other expenses out there that maybe we ought to know about?

Chris said Radio's.

Gary said is the bond not covering it.

Chris said not that I'm aware of. All the fencing is up around the towers. Were just waiting to get the antenna's up on the towers. The microwave issue appears to be resolved. They're still going to go ahead and install the antenna's, test them and then shut them off so we don't get in trouble until the FCC gives us our license. Everything else is paid for, it is just the little pieces and parts getting done.

Gary said how is your center, is it all upgraded?

Chris said we are still waiting on the radio installs and stuff like that but yes, the flooring, the equipment is there. The only new equipment that will come in is once we get the antenna's put on the towers then they will come in and put in the new radios, the wiring and stuff for that and do the installs in the basement room. It's all sitting here waiting.

Art said the only other thing I would share with you is that I'm not sure if I told the Council before, Officer Detro, Gabe left the department July 1st was his last day. Also, if you see Deputy Thornburg, he will leave the department July 13th.

Gary said where are they going?

Art said they are both actually leaving law enforcement entirely. Gabe Detro moved to Florida, his wife's family is from there and they decided to go down there. A job offer came up there where he is making more money than here. Jeff Thornburg is leaving for the same reason, a job that is going to pay more again, outside of law enforcement. One of them had a little over seven years, the other a little over six years on the department. I also know that were losing one Jail officer in August, were losing one mid this month and I think we just hired two, to replace two that we lost earlier. I just wanted to keep you in the loop that a couple of officers were leaving. We did run a merit list, I do have, I was able to replace one of those positions with somebody that is academy trained. The other officer we will be starting him brand new.

Gary asked do you have reserves?

Art said we have limited reserves yes. That program is going away too. Eventually that will go away.

Gary said didn't we used to pull from reserves.

Art said we used to, when I first started we had 20 reserves maybe 25.

Gary said were they all from the academy?

Art said they were not academy trained.

Gary said reserves don't have to be academy trained?

Art said they do not. They are required a 40-hour basic course that we put on here. Once they get that course then they're able to work but it is an unpaid position, which is probably one of the reasons we have such an issue of finding reserves. Legally we are not allowed to pay them because they're not academy trained. Somebody spends \$2500 to \$5000.00 on equipment themselves to come to work for us and they might make that back in 15 years because the only thing we are allowed to give them is a clothing allowance. So, we are down to five currently, two of those are older gentlemen and I'm not sure how long we are going to have those. It's hard to get reserves anymore. At some point we will probably have that conversation. That would mean hiring new officers to help relieve people being able to take off for vacation. We have reserves that fill in now.

Gary said what would the law allow us to do with reserved, you say you can't legally pay them. Does the law say that we at the county can do better allowances for clothing and equipment?

Art said they are getting a clothing allowance now.

Gary asked how much is it?

Art said I believe its \$500.00 a year for clothing allowance. I'm not sure it is going to make, I don't think you could give enough to make a difference. I think if you got the clothing allowance up to high, you would find an attorney that would make an issue out of that. It's difficult to get reserves, it's difficult to get part time jailers right now.

Gary said it is difficult for industry to get part time as well.

Art said I don't disagree with you. I know the jail officers were losing, we've lost to surrounding counties. Some of those pay similar to us but they pay overtime. Others pay more than we do.

Gary said the Judge is not here but I'd like to discuss longevity pay, it's not setting well. Just so you know it's not a guarantee.

Art said for the longevity pay, I understand that. I understand there are no guarantees.

Gary said I did talk with a Council member and I want to talk to a Commissioner, I talked to Tom. This is a policy change, which would take Commissioner involvement and the Council would have to adjust the Salaries accordingly to the levels. It is not strictly County Council, we don't change the policy of Randolph County, we fund the policies of Randolph County but we don't just go out as Council and say were going to set longevity for all department without the Commissioner's changing the hand book.

Art said I wasn't sure how that worked. I can present to the Commissioner's also.

Gary said I think it is highly important that you present to the Commissioners.

Art said I will get on their agenda. My understanding was and what I was thinking obviously I'm not an attorney but my understanding was that since it is a financial, it would take a salary ordinance and that fell under Council.

Gary said it falls a little bit like what happened this morning, the Commissioner's have to approve the actions, the Council can then approve the funding. The Council will decide how much goes into the salary lines, but the function, the executive function rests with the Commissioners.

Art said I don't disagree, I guess with being here for several years and seeing what takes place and looking at the make up of the department currently. I think there is a point in time that people gain that experience and were paying for it as I stated to you, the figures I've given in the packet, I believe are relatively close to the funding. We have a lot of money invested in these officers. The two we just lost. You can't replace the experience one unless somebody is willing to come here. To come here they would be taking a pay cut from anywhere, so that doesn't normally happen. You've got \$20,000, \$25,000.00 that this county invested over six year that were going to have somebody set the seat day one the county is going to invest \$2,500.00.

Gary said that problem is not a longevity wage problem. That is a total wage problem.

Art said I think it is a salary problem. My point being with the longevity part of it, is that you are paying for that experience as the experience comes because I don't think it is right to have a guy on the department 20 years with the experience he has and a guy hires tomorrow and makes the same salary.

Gary said the problem might be that they hired in too high. If you are on the private side you hire in lower and work yourself up. If you're out working with someone and they have 20 years and you have a person with 3, 4 or 5 they are required to know and do the same job. I am not disagreeing with you, you say experience comes with wisdom. I got all that but Randolph County to have to look at paying longevity because nobody wants anybody to come in at the same pay, it's almost like it's jealous that somebody that has 20 years is jealous of somebody that comes in with 2, 3 or 4 years. So, let's lower the entry.

Art said our starting salary has been running with a lot of others.

Gary said that is not my point Art, my point is not the total wage. My point is I get the feeling from the County that they don't want people starting at somebody that's been here a long time is making. That makes them uneasy. I am saying then the problem is the incoming wage is too high, they don't have anything to ramp up to. To bring them in at the high wage so they can ramp up even higher. The philosophical difference here, I am not disagreeing that we need to get higher wages, I'm disagreeing that we have to use longevity as the vehicle to say we don't pay enough. I know we probably don't pay enough.

Art said I guess I'm disagreeing with you. I think that our starting wage is decent, I think we are a little below for the road, where I would like to see it obviously it depends on the money that comes in. What I think the longevity system is what rewards that experience. Besides the government, I don't know too many places that you don't get raises along the way as you're there, so that you do have a base and you continually get a pay raise.

Gary said yes, but you don't give somebody with 20 years more than you give somebody with 10 years. Once they're trained and on the job, they are running equal. That is on the private side it starts low and ramps up and once you're up your **up**. I'm saying that is the same exact thing. I'm not debating the fact that we pay enough, that is not what I'm saying, I'm saying to use longevity to get our pay where people really think it needs to be, I am struggling with that. Longevity is not the issue; the issue is our total pay.

Tom said what Gary is saying, is kind of what we did with Community Corrections. After three years everybody makes the same amount of money but it takes three years to get there. We did have a three-tier system. It's not that we don't need to raise after three years.

Art said that is what I put in that packet, that those increments come in 5, 10, 15 and 20 years with the experience.

Gary said yes, but it wants to start right now and push everybody into it immediately.

Art said I don't know how it would be fair to do anything different. Somebody that's been there for 15 years doesn't get that 15-year longevity.

Gary said when you get your training you become full tiered. Once your there, they all get treated equal whether they have 10 years or 15 years once they are there, they get treated equally. What were talking about with longevity is we are always treating the longevity person better than the person behind them. This is philosophical stuff that I know for certain is going to be part of the budget discussion.

Art said when does Community Corrections max out on theirs?

Tom said three years.

Gary said tiers.

Tom said after three years, when we did that basically we thought after three years everybody should be trained for the job and they're doing the same job and then they get the full pay.

Gary said that's with everybody, no matter how much time they have.

Art said that is part of the reason I did it the way I did it was I thought it would be more feasible.

Tom said one of the reasons we did it that way also was because the county regularly had been given percentage raises. If two people are doing the exact same job we tried to get it where after three years, if you were doing the same job, had the same responsibilities you get the same pay.

Art said what I was molding it off of was emergency services and a lot of those places do a longevity based on a yearly system. You get \$500.00 or \$1000.00 or whatever their amount was per year up to 20 years.

Gary said what I'm looking at too is the entire county, you just cannot do just the Sheriff's Department and the Jail. This issue of longevity is a county wide issue. So, I believe the Council if they are willing to go with it needs to look at doing it for the entire county. I know you have training, I get it, I do. The Assessor's office does too. The problem we have in Randolph County that we have is the total yearly payroll.

Art said I don't disagree with you but also don't agree that the amounts of longevity are the same, I don't know that the training is the same, I don't know that the job is the same and to compare civilian employees to emergency services.

Gary said I'm not comparing them, I'm just saying that civilian start and tier up to full pay and stay at full pay. The value of the Sheriff and emergency services, I get all that but we have to be able to fund this, we have to make it equitable to the county but we also have to look at the entire county because that same discussion could be had with a highway snow plow drive with

experience is a whole lot better behind the wheel. I am not arguing the fact of dealing with what you deal with but the same argument for all the county employees has to be there. It may not be at the same level as the Sheriffs Department but they all have the exact, it's just like Chris's people, you need somebody in the 911, they have an aptitude for somebody that's calling in just by the tone of their voice that's learned over time. So, everybody can make their own case about how their employees are valuable with training.

Art said I agree whole heartedly but when I come to talk to the Council, my concern is the Sheriffs Department. The others are welcome to come in here and talk to you.

Gary said that is exactly right. I would be looking at that type of thing as the Commissioner's need to be involved 100% then the Council would probably follow up with funding of the Commissioner approved hand book change.

Max said I was involved with industry for ten years and the longer you have an employee in the department the more valuable they were. It wasn't a matter of five years from now you are just as good as somebody else. But it also depends upon the individual, I'm not to sure we consider merit as opposed to other things. I've seen peopl around for 20 years that all they are doing is occupying a chair.

Missy said I had an experience recently with another company that's revamped their salary schedule and has had great success with kind of doing what Max said. They couldn't hire people and they couldn't keep people and they have hired 23 people and have kept all of them but one recently. They came up with a longevity pay every year, you can look and see if I'm working here in two years I'm going to see an increase in pay and it had every job categorized. The employees can look a head and say I want to strive to be in this position. I can send that to all of you, don't share it. You could also say I can move up. I don't know all your positions but you could start out as custodian, you're here one year, you could stay at custodian the rest of your career and you'll move up in pay for every year you're here but your not going to move up and increase in jobs and they promote people or people apply to move to another position knowing I'm going to go up in pay plus for longevity and their employee's love it. I think there is a lot to say about experience. I don't care where you're at, I don't care whether you're the secretary of the highway department, the one who left knows lot more than what that person's going to know. I have a problem hiring somebody in at the same pay that somebody hat left with ten years' experience because experience means a lot in my book.

Gary said right, and it's not just departmental.

Missy said I agree.

Art said the reason I brought this up this year, obviously we have people leaving the jail, so on and so forth but I wanted to start a discussion on this. I think it's important and we can look at the make up of the Sheriffs Department right now you have three guys that's got over 20 years their full time, I think the next one is sitting at eleven and under. You have a gap of 10 years' experience that's missing in there. When those top three leave, your going to drop 10, 15 years' experience overnight. I think it is important to try to do something to establish that spread.

Gary said the reason I brought it up today with all these challenges is because it's important to vet it out strongly so everybody's discussing things because it's going to be an issue with the salary ordinance this year.

Art said I agree and I think we do need to discuss it.

Gary said is there anything else you need?

Art said the Commissioner's transferred some money for some repairs that are taking place at the jail that have to happen.

Gary said have you used all of your Cum cap up?

Art said the initial \$20,000.00 yes, it was used up on repairs and what not and we've had a couple that snuck up on us. A couple are repairs to the showers, they need welded because their leaking. We're getting those fixed and then the sanitizer in the kitchen needed repaired. That stuff is 26, 27 years old now.

Tom said I do think the biggest challenge in the county right now is not just dollars, is pay structure. It has to be an ongoing discussion.

Art said a lot of times we talk about infrastructure in the county, I think the infrastructure needs to be the employee system for the county.

Gary said it certainly is.

Duane Petry - Chest Compression Unit funding

Duane said a couple of months ago I sent you information on the Lucas chest compression system and the Commissioner's approved using Cares money for it. I just need to see if you guys will approve \$27,585.44 to buy two of those.

Gary asked how does that work Diane, out of four trucks only two will have them?

Diane said yes.

Gary said what happens if the third one out needs it?

Duane said they go back to hands on CPR.

Tom said we don't have people to man a third truck going out anyway, do we?

Duane said not unless all heck breaks loose and we call people in. We will take three if you want to buy three.

Gary said we appropriated the funding for an ambulance and there isn't one here yet.

Duane said hopefully by next meeting I will have a quote and we'll get moving on it. They said it could be up to a year after they get the order before we take delivery because they can't get the chassis. We're still working on that too.

Max made a motion to approve paying for two Lucas chest compression devices for the EMS from remaining CARES money. Rick seconded. All aye votes. Motion carried.

Other Business:

Report from Commissioners

Tom said we are changing the speed limit at 1050 S between highway 36 and highway 1. It is about 1 ¼ stretch there. We had a resident request it because a lot of people cut across to go to Camp Modoc and there is a pretty steep hill that has had a lot of close calls. We are going to reduce the speed limit to 40 mph there permanently. Then yesterday we approved about 15 or 16 miles of temporary speed limit reductions at the solar farm construction area basically around Huntsville. It goes from Indian Trail Road over to the east side of Huntsville and then it goes up to south of 36 and across there. Pretty much around the perimeter of the solar farm, with all the construction traffic and the roads being torn up. Some of those will be 30 mph and some will be 40 mph, that will be determined by Mike Haffner and EDPR. That is in the works and that will be for a year and when construction is completed we can nullify that or wait to the roads are repaired and see if we want to keep it going forward or go back to normal speed limits.

Max said from what I see the biggest problem is keeping those cowboys that work on that construction project down on their speed. They are pulling out in front of people like crazy.

Tom said I think that is EDPR's concern. They are concerned about everybody's safety. Hopefully this will work, it will probably take five or six weeks before it will be in effect since it is an infraction that has a fine it will take 30 days after adopted and publicized for it to happen. We did talk about the road use agreement. We're going to change the road use agreement on Headwater's II there is going to be about 27 ½ of new pavement on those roads. They have been very gracious to work on that, some of the roads that weren't part of their project but became impacted with a lot of traffic like 1000 South between Hwy 36 and Hwy 1 just east of the other had a lot of damage. In fact, there was an accident there a few months ago just because of pot holes, that wasn't really part of the project but it's going to get repaired. They've been very good to work with and again having more projects coming up was some leverage that we were able to use to have them repair the roads above what the road use agreement calls for. That is going to be a very good improvement for that area down there. Also, EDPR is going to donate \$2,000.00 to public safety and wanted the Commissioner's to help determine how that would be spent. They want to give it to local departments, EMS or fire. I need to talk to them more about that. They have been very good community partners.

Gary said yes, they have. How do they feel about helping with the 4-H fair grounds?

Tom said I haven't talked to them about that. That's a possibility and again we're hoping that they are going to be able to work with Modoc and Losantville to help them out with some of the infrastructure needs that they have. We did work on a grant for L& M Water yesterday and I

know there is work trying to get Losantville included in the waste water treatment plant at Union High School, hopefully make that solvent with both communities hooked up to it. Those are all things being worked on in that area.

Minutes June 8, 2021

Bev made a motion to accept the June 8th minutes as presented. Max seconded. All aye votes. Motion carried.

Ordinance 2021-06 - Second reading

Gary said we have Ordinance 2021-06 for a second reading. We can actually finish this today with everybody present.

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
\$14.00PERHOUR

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

SECTION 1. 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

Laura said this one is the prosecutor needed a part time line, he is short an employee from what he had. He has put a part time person in there to fill in until he can find somebody and he needed a part time line to pay because he only has that full-time position. He is going to use the funding from the full-time position but he is going to be paying a part time position. This is allowing him to pay \$14.00 an hour to that employee.

Gary said wasn't there discussion on other \$14.00 an hour positions being brought up.

Laura said we did all those.

Gary said we did the first reading last month, this will be the second reading.

Missy made a motion to approve the second reading of Ordinance 2021-06 by title only. Dave seconded. All aye votes. Motion carried.

Bev made a motion to suspend the rules and have the third reading by title only and adopt the same day. Max seconded. All aye votes. Motion carried.

Dave made a motion to adopt Ordinance 2021-06. Missy seconded. All aye votes. Motion carried.

Additional Appropriations:

General

GIS Coordinator \$20,000.00

Max made a motion to approve the additional appropriation from General to the GIS Coordinator. Rick seconded. All aye votes. Motion carried.

Transfers:	From:	To:
\$440.00	Rental of equipment	Road equipment

Tom made a motion to approve this transfer as presented. Dave seconded. All aye votes. Motion carried.

\$25,500.00	Building Mfint - Comm	Building Maint - Courthouse
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Missy made a motion to approve this transfer as presented. Bev seconded. All aye votes. Motion carried.

\$15,000.00	Building Maint - Comm	Building Maint - Jail
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Tom made a motion to approve this transfer as presented. Missy seconded. All aye votes. Motion carried.

Citizen Comments (3-minute limit)

None

Adjournment

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

Reviewed and accepted this 1 day of j;I' /c- , 2021.

RANDOLPH COUNTY COUNCIL

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ATTESTED [Handwritten Signature] / = " _____
Auditor