

WABASH COUNTY COUNCIL

The Wabash County Council met in session on Monday, October 20, 2025, in the Commissioner’s Meeting Room of the Wabash County Courthouse. Chairman Kyle Bowman called the meeting to order at 6:00 p.m. Council members present: Bowman, Matthew Mize, Dave Terflinger, Matt Dillon, and Nick Kopkey. Gary Ridenour and Sam Hann were absent. Bowman opened with a prayer and then led the Pledge of Allegiance. The proceedings of the meeting were recorded by Wabash County Auditor Shelly Bauccho.

First order of business was a review and approval of the minutes from September 15, 2025 meeting. Dillon made a motion to approve the minutes as presented. Terflinger seconded the motion; it passed by a 5-0 vote.

Next on the agenda Ordinance 2025-85-16: 2026 Budget adoption for the Wabash County Solid Waste Management District. Bowman stated that we have reviewed these numbers multiple times. Dillon made a motion to approve the 2026 solid waste budget. Mize seconded the motion; it passed by a 5-0 vote

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55885 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Ordinance / Resolution Number: 2025-85-16

Be it ordained/resolved by the **Wabash County Council** that for the expenses of **WABASH COUNTY SOLID WASTE MANAGEMENT DISTRICT** for the year ending December 31, **2026** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **WABASH COUNTY SOLID WASTE MANAGEMENT DISTRICT**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Wabash County Council**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Wabash County Council	County Council	10/20/2025

Funds				
Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
8210	SPECIAL SOLID WASTE MANAGEMENT	\$769,721	\$0	0.0000
		\$769,721	\$0	0.0000

Next on the agenda Ordinance 2025-85-17: Adoption of 2026 Salaries and wages. Dillon moved to approved the ordinance. Kopkey seconded the motion; it passed by a 5-0 vote

ORDINANCE 2025-85-17

AN ORDINANCE ADOPTING COUNTY OF WABASH, INDIANA
SALARY SCHEDULE AND COMPENSATION POLICIES FOR 2026

WHEREAS the County of Wabash, Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Wabash County, Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS Indiana Code 36-2-5-3, Section 3. (a) establishes that the county fiscal body shall fix the compensation of officers, deputies, and other employees whose compensation is payable from the County General Fund, County Highway Fund and County Health Fund or any other fund from which the County Auditor issues warrant for compensation. This includes the power to:

- (1) fix the number of officers, deputies, and other employees;
- (2) describe and classify positions and services;
- (3) adopt schedules of compensation; and
- (4) hire or contract with persons to assist in the development of compensation, and

WHEREAS Wabash County contracted with a professional human resource consulting firm to conduct a job classification and compensation study and Fair Labor Standards Act (FLSA) audit, and

WHEREAS, the Wabash County Council wishes to establish compensation schedules and pay policies;

NOW THEREFORE, it is ordained as follows:

- A. The attached FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions; employees holding exempt positions are not eligible for FLSA overtime or FLSA compensatory time.
- B. The Wabash County Personnel Policy, dated July 1, 1996, Revised 2006, is hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Wabash County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Wabash County Personnel Policy;
- C. The attached schedule of regular pay rates and overtime pay rates shall be established and implemented as approved on the 20th day of October, 2025 and shall be in full-force and effect on January 1, 2026.
- D. The following job classification and compensation maintenance system is hereby adopted.

Job Descriptions

The attached job descriptions are adopted as the official job descriptions for all County positions. As new jobs are added, and as reorganizations occur and jobs change, there must be a way to write and update job descriptions, evaluate them, and insert them into the appropriate pay grade. This maintenance plan was developed to ensure that the new Wabash County job classification system is kept up-to-date and useful through time.

Maintaining the job classification system for COMOT, LTC, PAT, POLE, and SO jobs involve establishing a series of procedures. These guidelines will provide for an on-going review of job classifications and compensation schedules upon request of elected officials, department heads, and employees. Provisions for adding or deleting positions to the system are also specified.

Job Classification Based on Position Descriptions

The basis for the classification system is the job description. It is a written statement for each job and contains the following information:

- Title of position
- Department in which the position exists
- Job Category (COMOT, LTC, PAT, POLE or SO)
- Date Written:
- Date Revised: (documents a record of the job)
- FLSA Status: (documents exempt/non-exempt status for overtime)
- Statement of Duties: (specifies key dimensions of the job)

Jobs in any one category cannot be compared to jobs in another category. For example, COMOT jobs cannot be compared to PAT jobs. The factor evaluation system only compares a position to jobs within the same job category.

All positions within a job category were classified by assigning numbers (points) to the job description. These points are called "factor evaluation points" and were assigned to each job description.

After points were assigned to each position, "classes" of jobs were grouped within each job category. Classifications were compared to salaries and wages to assure there is pay equity among all positions. Factor guide charts were used by the factor team in arriving at the total factor evaluation points.

Wabash County Personnel Administration Committee

It is recommended that a 5-member Wabash County Personnel Administration Committee be created and be responsible for overseeing maintenance of the job classification and pay plan. The committee shall consist of two (2) council members, one (1) commissioner, the County Coordinator, and the County Auditor. This committee serves in an advisory capacity and is responsible for overseeing job review procedures and making job reclassification and pay policy recommendations to the County Council.

All requests shall be heard by the full Council after the committee has completed its review and formed its recommendation. The County Coordinator shall prepare notices of the Personnel Administration Committee meetings and transcribe committee meeting minutes, and records of votes and recommendations. The County Coordinator shall serve as committee coordinator.

Job Review/New Position Requests

There are two occasions when a job description should be reviewed:

- 1. When a position becomes vacant. The department head should review the job description for possible changes before either hiring a new person, or, alternatively, eliminating the position.
- 2. When a reorganization of an office occurs and there is “significant” shifting of duties among positions; or when “substantial” new duties are added/deleted to an existing job.

Following the installation of the new job classification, elected officials and department heads will be provided information on making job reviews and new position requests for committee review. Normally, such requests can be made prior to budget hearings, and again, after the first of each year when the salary ordinance is in force. Reclassification requests for existing positions shall not be reviewed more than once in a twenty-four-month period.

Reclassification of a position may not be filed within the first twelve months of a new employee’s tenure as a county employee. New position and/or new employees’ requests that are disapproved shall not be reconsidered by the committee for a period of twelve months from the date of original submission.

New positions and/or employees that are approved shall not be considered for reclassification for a period of twelve months from the date of the original submission.

Policies and Procedures

It is recommended that maintenance policies and procedures be adopted by the County Council with the salary ordinance during budget hearings.

When adopting these procedures, special attention must be made to ensure that standard forms and procedures be used by elected officials, department heads, and employees requesting an action of the Committee.

Procedures for Reclassification of a Position or Reorganization of an Office

The following reclassification/reorganization of office review procedures are established to provide a systematic method to process such requests. Offices or departments submitting a request shall use the following steps to make reclassification/office reorganization requests:

- STEP 1: Secure “Job Classification Review Form” and a copy of the official job description adopted by the County Council for the position(s) being reviewed from the Wabash County Coordinator.
- STEP 2: Complete and return “Job Classification Review Form,” including supporting documentation to the County Coordinator. Proposed revisions to the job description should be indicated on the description and be included as part of the supporting documentation.
- STEP 3: The “Job Classification Review Form” and supporting documentation will be submitted to the Personnel Administration Committee by the County Coordinator. The committee will hear a presentation by the department head or elected official and shall decide whether to submit the request to the Council management consultants for their review and recommendation.
- STEP 4: If requested by the committee, the Council consultants may conduct an assessment, including but not limited to, the following: reviewing the department's organizational plan,

evaluating the factor evaluation points for the position, considering the probable impact on the County's overall classification system and the fiscal impact, and suggesting alternative methods to perform proposed job functions.

- STEP 5: An Assessment Report will be prepared by Council consultants and submitted to the County Coordinator for distribution to the committee and the department head or elected official.
- STEP 6: The Personnel Administration Committee shall review and evaluate the reclassification/office reorganization request, supporting documentation, and assessment report; and submit recommendation for approval/disapproval to the County Council.
- STEP 7: The County Council shall review all pertinent information and make a final determination for approval/disapproval.

Procedures for Adding a New Position and/or New Employee

The following new position and/or new employee review procedures are established to provide a systematic method to process such requests. Offices or departments submitting a request shall use the following steps to make new position/new employee requests:

- STEP 1: Secure "New Position/Employee Request Questionnaire" form from the County Coordinator.
- STEP 2: Complete and return questionnaire, including supporting documentation to the County Coordinator. The department head or elected official shall submit a draft job description as part of the supporting documentation.
- STEP 3: The Personnel Administration Committee will hear a presentation by the department head or elected official and shall decide whether to submit the request to the Council management consultants for their review and recommendation.
- STEP 4: If requested by the committee, the Council consultants may conduct an assessment, including but not limited to, the following: reviewing the department's organizational plan, evaluating the factor evaluation points for the position, considering the probable impact on the County's overall classification system and the fiscal impact, and suggesting alternative methods to perform proposed job functions.
- STEP 5: An Assessment Report will be prepared by Council consultants and submitted to the County Coordinator for distribution to the committee and the department head or elected official.
- STEP 6: The Personnel Administration Committee shall review and evaluate the new position/employee request, supporting documentation, and assessment report; and submit recommendation for approval/disapproval to the County Council.
- STEP 7: The County Council shall review all pertinent information and make a final determination for approval/disapproval.

Proposals for Reorganization of a Department

Proposals for reorganization of a department/office must be filed with the Personnel Administration Committee and processed according to these procedures. Offices or departments submitting such requests to the committee will be subject to an organizational assessment of office or department operations. This may involve considering alternative methods for accomplishing the proposed job functions (reorganization, part-time, independent contracting, adjustment of work hours/shifts, equipment, new technologies, etc.).

Recruitment and Hiring

When a job is vacant and the hiring process begins, the following steps should be taken:

- STEP 1: The job description is reviewed and changes made, pursuant to the Steps above.
- STEP 2: Consistent with the job description, the department head determines the minimum qualifications for the position, as well as any preferred qualifications. These are included on the job description, which will be used in posting.
- STEP 3: The job description and salary are distributed through normal County recruitment channels used by the department head, consistent with EEO guidelines, until the position is filled.

EFFECTIVE DATE

This Ordinance shall be in full force and effect after its adoption by the Wabash County Council.

ADOPTED this 20th day of October, 2025 to be included in the 2026 Salaries & Wages Ordinance by Fund/Acct/Position/Employee/Salary or Wages, as follows:

2025 SALARIES AND WAGES ORDINANCE					
WABASH COUNTY					
WHEREAS: Public Law No. 231 requires County Councils to fix salaries of County Officials and Employees for the year 2026					
SEC.1. Be it ordained by the Wabash County Council of Wabash County, Indiana, that the salaries and wages of County Officials and Employees and its institutions for the year ending December 31, 2026, are as follows:					
Fund/Acct. #	Position		of		Annual
COUNTY GENERAL FUND: CLERK					
1000.11100.000.0001	Wabash County Clerk of the Courts	Evenson, Cheryl	1	\$2,407.12	\$62,585.00
1000.11200.000.0001	Deputy Clerk	Clark, Mika	1	\$1,588.15	\$41,292.00
1000.11200.000.0001	Deputy Clerk	Lorenz, Paige	1	\$1,588.15	\$41,292.00
1000.11200.000.0001	Deputy Clerk	Davenport, Kar	1	\$1,588.15	\$41,292.00
1000.11320.000.0001	Deputy/Assistant Bookkeeper	Wilcox, Lisa	1	\$1,588.15	\$41,292.00
1000.11321.000.0001	Duputy Book/Child Support	Hines, Tiffani	1	\$1,240.00	\$32,240.00
1000.11401.000.0001	Part-time Deputy		Hourly	\$22.69	\$34,644.00
1000.12700.000.0001	First Deputy Pay		Hourly	\$1.10	\$4,000.00
1000.12701.000.0001	.CSUP Admin			\$38.45	\$1,000.00
CLERK'S TITLE IV-D FUND:					
8899.11321.000.0000	Title IV Child Support Clerk	Hines, Tiffani	1	\$391.68	\$10,181.00
COUNTY GENERAL FUND: ELECTION					
1000.11103.000.0018	Election Board Member		0	Semi-annually	\$3,600.00
1000.11204.000.0018	Clerical/Assistants				\$12,000.00
1000.11216.000.0018	Voter Reg Admin	Clark, Mika			\$2,000.00
1000.11305.000.0018	Absent Voter Board				\$16,000.00
1000.11602.000.0018	Precinct Board Members				\$21,000.00
1000.11904.000.0018	Extra Help				\$1,000.00
1000.11905.000.0018	Election Board Secretary	Evenson, Cheryl	Hourly		\$1,000.00
1000.18102.000.0018	Security				\$1,500.00
COUNTY GENERAL FUND: VOTERS REGISTRATION					
1000.11101.000.0019	Wabash County Clerk of the Courts	Evenson, Cheryl		Semi-annually	\$2,198.00
COUNTY GENERAL FUND: AUDITOR					
1000.11100.000.0002	Wabash County Auditor	Baucco, Shelly	1	\$2,593.08	\$67,420.00
1000.11128.000.0002	IC 36-2-5-3.7 Elected Official	Baucco, Shelly	1	\$96.15	\$2,500.00
1000.11119.000.0002	Deputy Auditor: Financial	Grandstaff, Laura	1	\$1,889.27	\$43,921.00
1000.11200.000.0002	Deputy Auditor/Exemptions	Shambarger, Amanda	1	\$1,588.15	\$41,292.00
1000.11200.000.0002	Deputy Auditor/Real Estate	Kline, Angela	1	\$1,588.15	\$41,292.00
1000.11301.000.0002	Deputy Auditor: Payroll	Ellis, Lynn	1	\$1,689.27	\$43,921.00
1000.11318.000.0002	Deputy Auditor: Accounts Payable	Barker, Kandy	1	\$1,689.27	\$43,921.00
1000.11810.000.0002	Grant Admin	Baucco, Shelly	1	\$76.92	\$2,000.00
1000.12700.000.0002	First Deputy Pay		1		\$3,000.00
COUNTY GENERAL FUND: TREASURER					
1000.11100.000.0003	Wabash County Treasurer	Hegel, Brenda	1	\$2,434.04	\$63,285.00
1000.11200.000.0003	Deputy Treasurer	Eiston, Cathy	1	\$1,631.58	\$42,421.00
1000.12700.000.0003	First Deputy Pay			\$76.92	\$2,000.00
1000.11903.000.0003	Clerical		Hourly	\$13-\$22.55	\$7,000.00
COUNTY GENERAL FUND: RECORDER					
1000.11100.000.0004	Wabash County Recorder	Rish, Eric	1	\$2,407.12	\$62,585.00
RECORDERS PERPETUATION FUND:					
1189.11200.000.0000	FT Deputy Recorder	Chamberlain, Christine		\$1,588.15	\$41,292.00
1189.12700.000.0000	First Deputy			\$76.92	\$2,000.00
COUNTY GENERAL FUND: SHERIFF					
1000.11100.000.0005	Wabash County Sheriff	Baker, Ryan	1	\$4,673.27	\$121,505.00
1000.11201.000.0005	Major - Chief Deputy	Guenin, John	1	\$3,202.46	\$83,264.00
1000.11503.000.0005	Sergeant (1)	Cox, Matthew R	1	\$2,764.00	71,864.00
1000.11503.000.0005	Sergeant (2)	Ryggs, Eric L	1	\$2,787.08	72,464.00
1000.11503.000.0005	Sergeant (3)	Short, George R	1	\$2,856.31	74,264.00
1000.11503.000.0005	Sergeant (4)	Leckrone, Derek L	1	\$2,706.31	70,364.00
1000.11515.000.0005	K-9 Compensation (1)	Burton, Gatlon D	1	\$173.08	\$4,500.00
1000.11515.000.0005	K-9 Compensation (2)	Cook, Kody J	1	\$173.08	\$4,500.00
1000.11515.000.0005	K-9 Compensation (3)	Frehse, Mason S	1	\$173.08	\$4,500.00
1000.11515.000.0005	K-9 Compensation (4)	Metz, Phillippy, Corey M	1	\$173.08	\$4,500.00
1000.11600.000.0005	Merit Deputy 1	Bales, Branson		\$2,394.77	62,264.00
1000.11600.000.0005	Merit Deputy 2	Bechtold, Devin J		\$2,498.62	64,964.00
1000.11600.000.0005	Merit Deputy 3	Brooks, Jared A		\$2,394.77	62,264.00
1000.11600.000.0005	Merit Deputy 4	Burton, Gatlon D		\$2,464.00	64,064.00
1000.11600.000.0005	Merit Deputy 5	Calhoun, Kyle D		\$2,406.31	62,564.00
1000.11600.000.0005	Merit Deputy 6	Crousore, Justin R		\$2,475.54	64,364.00
1000.11600.000.0005	Merit Deputy 7	Dawes Corbin R		\$2,556.31	66,464.00
1000.11600.000.0005	Merit Deputy 8	Frehse, Mason S		\$2,475.54	64,364.00
1000.11600.000.0005	Merit Deputy 9	Hicks, Edgel S		\$2,625.54	68,264.00
1000.11600.000.0005	Merit Deputy 10	Metz Phillippy, Corey M		\$2,475.54	64,364.00
1000.11600.000.0005	Merit Deputy 11	Cook, Kody J		\$2,464.00	64,064.00
1000.11600.000.0005	Merit Deputy 12	Hunter, Ella D		\$2,394.77	62,264.00
1000.11600.000.0005	Merit Deputy 13	Miller, Randall L		\$2,625.54	68,264.00
1000.11600.000.0005	Merit Deputy 14	Rish, Keanu T		\$2,440.92	63,464.00
1000.11600.000.0005	Merit Deputy 15	Stouffer, Parker A		\$2,498.62	64,964.00

1000.11614.000.0005	Deputy School Resource Officer (1)	Graham, Zachary S		\$2,417.85	62,864.00
1000.11614.000.0005	Deputy School Resource Officer (2)	Kirlian, Eric S		\$2,464.00	64,064.00
1000.11614.000.0005	Deputy School Resource Officer (3)	Gibson, Cody A		\$2,498.62	64,964.00
1000.11614.000.0005	Deputy School Resource Officer (4)	Carter, Herbert L		\$2,475.54	64,364.00
1000.11901.000.0005	Matron	Rich, Connie S	1	\$1,936.62	\$50,352.00
1000.11909.000.0005	Receptionist	Adams, Drue	1	\$1,588.15	\$41,292.00
1000.12000.000.0005	Overtime		Hourly	\$18,989.42	\$20,000.00
1000.17800.000.0005	Court Appearance		Hourly		\$1,000.00
1000.18100.000.0005	Merit Board - 1		5	\$300.00	\$1,500.00
COUNTY GENERAL FUND: SURVEYOR					
1000.11107.000.0006	Wabash County Surveyor	Slee, Cheryl		\$2,428.58	\$63,142.00
1000.12201.000.0006	Certified Ditches/Cornerstones	Slee, Cheryl		\$96.85	\$2,518.00
1000.11405.000.0006	Assistant Surveyor	See, Braden		\$1,665.62	\$43,306.00
1000.12000.000.0006	Assistant Surveyor Extra Time				\$2,500.00
1000.11903.000.0006	PT - Hourly	Blair, Tonya	Hourly	\$22.69	\$27,690.00
SURVEYOR PERPETUATION SURVEYOR					
1202.11405.000.0000	Assistant Surveyor	See, Braden		\$293.96	\$7,643.00
COUNTY GENERAL FUND: DRAINAGE BOARD					
1000.11104.000.0024	Board Member	Niccum, Tyler	1	\$86.27	\$2,243.00
1000.11104.000.0024	Board Member	Ross, Cheryl	1	\$86.27	\$2,243.00
1000.11104.000.0024	Board Member	Dawes, Jeff	1	\$86.27	\$2,243.00
1000.11604.000.0024	Substitute Board Member		As Needed	Per Meeting	\$350.00
COUNTY GENERAL FUND: AUDITOR PLATT BOOK					
1181.11200.000.0000	GIS Parcel Maintenance	Lambert, Rachel		\$623.92	\$16,222.00
COUNTY GENERAL FUND: CORONER					
1000.11100.000.0007	Wabash County Coroner	Brown, Kenneth W		\$809.46	\$21,046.00
1000.11201.000.0007	Chief Deputy Coroner	Honeycutt, Jerry			\$5,125.00
1000.11420.000.0007	On Call Pay				\$1,000.00
1000.11700.000.0007	Part Time			Per Call	\$2,500.00
COUNTY GENERAL FUND: PROSECUTING ATTORNEY					
1000.11100.000.0008	Prosecuting Attorney	Hartley Jr, William	1	\$192.31	\$5,000.00
1000.11201.000.0008	FT Chief Deputy Prosecutor	Hartley, Aaron	1	\$192.31	\$5,000.00
1000.11200.000.0008	Deputy/FT Prosecuting Atty	Michaud, Bryan	1	\$3,596.58	\$93,511.00
1000.11202.000.0008	Investigator	Krhin III, Ernest J	1	\$2,256.38	\$58,665.00
1000.11500.000.0008	Secretary (Office Manager)	Bland, Christi	1	\$1,806.08	\$46,958.00
1000.11613.000.0008	Secretary	Stambaugh, Stephanie	1	\$1,588.15	\$41,292.00
1000.11703.000.0008	Victim Assistance Coordinator	Poole, Erin	1	\$1,588.15	\$41,292.00
USERS FEE FUND: PRE-TRIAL DIVISION					
2501.11903.000.0000	PT Hourly		Hourly	\$15-15.60	\$3,000.00
COUNTY GENERAL FUND: PROSECUTOR TITLE IV-D					
1000.11108.000.0009	Child Support Officer	Michaud, Bryan	1	\$1,596.62	\$41,512.00
1000.11202.000.0009	Investigator	Vrooman, Lori	1	\$1,720.42	\$44,731.00
1000.11304.000.0009	Investigator	Boardman, Jeremy	1	\$1,749.77	\$45,494.00
1000.12301.000.0009	Investigator C.S	Ulmer, Shelby	1	\$1,720.42	\$44,731.00
COUNTY GENERAL FUND: COUNTY ASSESSOR					
1000.11109.000.0010	Wabash County Assessor	Stuber, Laci	1	\$2,454.12	\$63,807.00
1000.11200.000.0010	Deputy Assessor		1	\$1,588.15	\$41,292.00
1000.11200.000.0010	Deputy Assessor	Paul, Christine	1	\$1,588.15	\$41,292.00
1000.11200.000.0010	Deputy Assessor	Lyons, Amanda	1	\$1,588.15	\$41,292.00
1000.11402.000.0010	Deputy Assessor Level II		3	\$57.69	\$1,500.00
REASSESSMENT FUND					
1224.11601.000.0000	County Assessor Level III	Stuber, Laci	1	\$57.69	\$1,500.00
COUNTY GENERAL FUND: PURDUE EXTENSION					
1000.11110.000.0020	Office Manager	Unger, Tamara	1	\$1,588.15	\$41,292.00
1000.11906.000.0020	PT Secretary/Hourly (2)		Hourly	18.00-19.27	\$28,521.00
1000.11801.000.0020	Summer Help		Hourly	11-14.86	\$5,990.00
COUNTY GENERAL FUND: SOIL AND WATER					
1000.11306.000.0021	Program Administrator	Hook, Shannon	1	\$1,714.00	\$44,564.00
4948.12102.000.0000	Board Members		Per Meeting	\$35 per diem	
COUNTY GENERAL FUND: PLANNING COMMISSION					
1000.11102.000.0022	Planning Director	Campbell, Brian	1	\$2,312.42	\$60,123.00
1000.11207.000.0022	Asst Director	Hicks, Jennifer	1	\$1,588.15	\$41,292.00
1000.12102.000.0022	Plan Commission Board Member		14	\$539.00	\$7,546.00
COUNTY GENERAL FUND: VETERANS SERVICE					
1000.11106.000.0025	Veteran's Service Officer	Alexander, Chad	1	\$1,878.23	\$48,834.00
1000.11307.000.0025	PT Deputy/Hourly	Miller, Angela	Hourly	\$21.14	\$21,144.00
COUNTY GENERAL FUND: WEIGHTS AND MEASURES					
1000.11101.000.0026	Inspector	Johnson, James R	1	\$835.69	\$21,726.00
COUNTY GENERAL FUND: COMMISSIONERS					
1000.11105.000.0029	County Commissioner	Dawes, Jeff	1	\$1,064.88	\$27,687.00
1000.11105.000.0029	County Commissioner	Niccum, Tyler	1	\$1,064.88	\$27,687.00
1000.11105.000.0029	County Commissioner	Ross, Cheryl	1	\$1,064.88	\$27,687.00
1000.12002.000.0029	County Coordinator	Shepherd, Marcie	1	\$2,542.81	\$66,113.00
1000.12202.000.0029	Commissioner's Custodian	Harnish, Gregory	1	\$2,227.38	\$57,912.00
1000.12205.000.0029	Commissioner's Maintenance	Reagle, Bradley	1	\$1,880.50	\$48,893.00

COUNTY GENERAL FUND:		COUNCIL				
1000.11206.000.0030	Council Members	Bowman, Kyle	1			
1000.11206.000.0030	Council Members	Mize, Matthew	1	\$334.62		\$8,700.00
1000.11206.000.0030	Council Members	Kopkey, Nicholas	1	\$334.62		\$8,700.00
1000.11206.000.0030	Council Members	Hann, Samuel	1	\$334.62		\$8,700.00
1000.11206.000.0030	Council Members	Dillon, Matthew	1	\$334.62		\$8,700.00
1000.11206.000.0030	Council Members	Terfingler, David	1	\$334.62		\$8,700.00
1000.11206.000.0030	Council Members	Ridenour, Gary	1	\$334.62		\$8,700.00
COUNTY GENERAL FUND:		EMA				
1000.11102.000.0031	Executive Director	Walters, Keith	1	\$2,312.42		\$60,123.00
1000.11212.000.0031	FT Administrative Assistant (60%)	Lambert, Rachel	1	\$964.23		\$25,070.00
1000.11207.000.0031	Assistant EMA Director	Brown, Robert	1	\$348.46		\$9,060.00
COUNTY GENERAL FUND:		COURTHOUSE				
1000.11617.000.0032	Full Time Custodian	Pollard, John			Hourly	\$40,625.00
1000.11617.000.0032	Full Time Custodian				Hourly	\$40,625.00
COUNTY GENERAL FUND:		JAIL				
1000.11111.000.0033	Jail Commander	Frehse, Ashley	1	\$2,321.04		\$60,347.00
1000.11124.000.0033	Court Officer Stipend		1	\$190.88		\$4,963.00
1000.11129.000.0033	YOS Stipend					\$5,000.00
1000.11208.000.0033	Kitchen Supervisor/Head Cook	Gallimore, Ashley	1	\$1,859.88		\$48,357.00
1000.11215.000.0033	Line Cook	Strickler, Courtney	1	\$1,627.19		\$42,307.00
1000.11309.000.0033	Assistant Jail Commander #1	Harris, Selena	1	\$2,067.46		\$53,754.00
1000.11309.000.0033	Assistant Jail Commander #2	Diehl, Jacob	1	\$2,067.46		\$53,754.00
1000.11309.000.0033	Assistant Jail Commander #3		1	\$2,067.46		\$53,754.00
1000.11407.000.0033	Transportation Officer	Arrowood, Jeremy	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -1	Bouse, Jonathan	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -2	Brooks, Braden	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -3	Burkhart, Isaac	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -4	Campbell, Micheal	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -5	Chapman, Wesley	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -6	Eilenburg, Parker	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -7	Frost Jr, Leslie	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -8	Gilman, Kody	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -9	Gradeless, Bryson	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -10	King, Micheal	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -11	Lamb, Gavin	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -12	Lane, Corbyn	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -13	Pace, Jacob	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -14	Pattee, Bryant	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -15	Rogus, Jeremiah	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -16	Scheiber, Samuel	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -17	Selleck, Adia	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -18	Simpson, Zachary	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -19	Smith, Kloe	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -20	Waymire, Ean	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -21	Whitmer, Jasmine	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -22	Williams, Gabriel	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -23	Wolf, Malachi	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -24	Woods, Memphis	1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -25		1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -26		1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -27		1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -28		1	\$1,928.42		\$50,139.00
1000.11504.000.0033	Jail Officer -29		1	\$1,928.42		\$50,139.00
1000.11607.000.0033	IDACS/NCIC Dispatcher	Whiteman, Danielle	1	\$1,859.88		\$48,357.00
1000.11902.000.0033	Records Clerk	Lynn, Mallory	1	\$1,734.46		\$45,096.00
1000.12000.000.0033	Overtime				Hourly	\$40,000.00
1000.12105.000.0033	PT Cooks				Hourly	\$29,059.00
1000.12203.000.0033	PT Jail Officer/Dispatch				Hourly	\$19,373.00
4949.11315.000.0000	Commissary Clerk	Kelley, Stacey	1	\$1,717.77		\$44,662.00
COUNTY GENERAL FUND:		CIRCUIT COURT				
1000.11112.000.0035	Circuit Court Judge	Judge McCallen	1	Supplemental		\$5,000.00
1000.11310.000.0035	Court Reporter	Gribben, Katelyn	1	\$1,823.27		\$47,405.00
1000.11214.000.0035	Bailiff/Court Admin	Smith, Andrea	1	\$1,823.27		\$47,405.00
1000.11408.000.0035	Court Bailiff	Bever, Kara	1	\$1,823.27		\$47,405.00
1000.12500.000.0035	Security Officer	Coburn, Duane	1	\$1,799.81		\$46,795.00
1000.12500.000.0035	Security Officer	Kirk, James	1	\$1,799.81		\$46,795.00
1000.11903.000.0035	PT Security Officer				Hourly	\$6,000.00
1000.13500.000.0035	Petit Jurors					\$10,000.00
CASA FUND:		GRANTS 1212 & 8212				
11102	Director	Dunn, Angela	1	\$1,762.92		\$45,836.00
11212	Office Assistant		1	Hourly		\$20,160.00

COUNTY GENERAL FUND:		SUPERIOR COURT				
1000.11112.000.0036	Superior Court Judge	Judge Vanderpool	1	Supplemental	\$5,000.00	
1000.11212.000.0036	Administrative Asst	Oliver, Sarah	1	\$1,823.27	\$47,405.00	
1000.11310.000.0036	Court Reporter	Striggle, Connie	1	\$1,823.27	\$47,405.00	
1000.11409.000.0036	Court Bailiff	Abell, Trisha	1	\$1,823.27	\$47,405.00	
1000.12501.000.0036	Security Officer	Gatchel, Steven	1	\$1,873.38	\$48,708.00	
1000.13700.000.0036	Witness Fees				\$100.00	
1000.11908.000.0036	PT Security Officer		Hourly	22.55 - 24.50	\$7,358.00	
1000.13100.000.0036	Judge Pro Tem				\$500.00	
COUNTY GENERAL FUND:		PROBATION				
1000.11113.000.0037	Chief Probation Officer	Swihart, Brian	1	\$3,570.31	\$92,828.00	
1000.11212.000.0037	Office Manager	Lundmark, Kimberly	1	\$1,706.46	\$44,368.00	
1000.11410.000.0037	Flex Probation Officer	Hanes, Trisha	1	\$2,993.38	\$77,828.00	
1000.11418.000.0037	PT Intake Officer		Hourly		\$18,600.00	
1000.11450.000.0037	Juvenile Probation Officer	DeBrot, Jessica	1	\$2,473.88	\$64,321.00	
1000.11460.000.0037	Administrative Assistant #1	Hill, Makenzie	1	\$1,631.58	\$42,421.00	
1000.11461.000.0037	Administrative Assistant #2	Keppe, Alison	1	\$1,588.15	\$41,292.00	
1000.11463.000.0037	Formal Circuit & Sex PO	Miller, Jessica	1	\$2,248.96	\$58,473.00	
1000.11502.000.0037	Informal Probation Officer	Moreno, Olivia	1	\$2,248.96	\$58,473.00	
1000.11609.000.0037	Field Team Coordinator PO	Edwards, Michaela	1	\$1,984.08	\$51,586.00	
1000.11804.000.0037	Formal Superior Probation Officer	Gibson, Jili	1	\$2,248.96	\$58,473.00	
1000.11808.000.0037	Drug Court Probation Officer	Waldon, Abigail	1	\$2,202.58	\$57,267.00	
1000.11908.000.0037	Part Time Security				\$8,500.00	
1000.12700.000.0037	First Deputy Pay	Lundmark, Kimberly	1	\$76.92	\$2,000.00	
ADULT PROBATION USERS FEE FUND:						
2100.16000.000.0000	PT Field Officer/Hourly		Hourly	20.79-23.90	\$30,876.00	
ALCOHOL & DRUG ABUSE FUND:						
2510.11118.000.0000	A&D Probation Officer	Aspinwall, Danelle	1	\$2,473.88	\$64,321.00	
COMMUNITY CORRECTIONS		Project Income & Grants				
11102	Community Corrections Director	Hobson, Jeff	1	\$3,082.15	\$80,136.00	
11462	CC-Admin Assistant	Wilson, Jennifer	1	\$1,588.15	\$41,292.00	
11314	EHD PO 2	Greiner, Andrea	1	\$1,857.92	\$48,306.00	
11411	Interstate Incarceration PO	Henderson, Jesse	1	\$2,248.96	\$58,473.00	
11416	EHD Coordinator	Rankin, Rebecca	1	\$2,001.73	\$52,045.00	
11464	Bond/Pretial Release PO	Vandermark, Ashley	1	\$2,202.58	\$57,267.00	
11465	Re-Entry PO	Eller, Valerie	1	\$1,751.85	\$45,548.00	
11705	Formal Circuit & Intrastate PO	Fry, Jason	1	\$2,553.73	\$66,397.00	
JUVENILE DETENTION ALTERNATIVES INITIATIVE						
11514	On Call Intake			Paid @ \$125.00 Wk		
FAMILY RECOVERY COURT						
11120	PT - Recovery Coach		Hourly	22.00-22.55	\$57,200.00	
12007	FRC Coordinator Stipend	Swihart, Brian	1	\$198.08	\$5,150.00	
PSAP		CENTRAL DISPATCH				
1235.11102.000.0000	CD Director	Beeks, Sandy	1	\$2,536.73	\$65,955.00	
1235.11805.000.0000	CD Coordinator	Frehse, Staci	1	\$2,101.50	\$54,639.00	
1235.11610.000.0000	Dispatcher/IDAC/NCIC	Martin, Linda	1	\$2,002.69	\$52,070.00	
1235.11615.000.0000	Dispatcher/Instructor			\$19.23	\$7,000.00	
1235.11616.000.0000	Dispatcher/2nd Shift Supervisor	Zinn, Maureen	1	\$1,967.85	\$51,164.00	
1235.11704.000.0000	Trainer/Dispatcher	Martin, Brad		\$1,967.85	\$51,164.00	
1235.11706.000.0000	Dispatchers 1	Lloyd, Fredrick	1	\$1,928.42	\$50,139.00	
1235.11706.000.0000	Dispatchers 2	Wilson, Deborah	1	\$1,928.42	\$50,139.00	
1235.11706.000.0000	Dispatchers 3	Cox, Codi	1	\$1,928.42	\$50,139.00	
1235.11706.000.0000	Dispatchers 4	Hehe, Mason	1	\$1,928.42	\$50,139.00	
1235.11706.000.0000	Dispatchers 5	Kersey, Morgan	1	\$1,928.42	\$50,139.00	
1235.11706.000.0000	Dispatchers 6	Townsend, Brittany	1	\$1,928.42	\$50,139.00	
1235.11706.000.0000	Dispatchers 7	Lloyd, Jordyn	1	\$1,928.42	\$50,139.00	
1235.11706.000.0000	Dispatchers 8	Gee, Garrett	1	\$1,928.42	\$50,139.00	
1235.11706.000.0000	Dispatchers 9	Thomas, Mariah	1	\$1,928.42	\$50,139.00	
1235.11706.000.0000	Dispatchers 10	Eckert, Brooke	1	\$1,928.42	\$50,139.00	
1235.11706.000.0000	Dispatchers 11	Stone, Nicholas	1	\$1,928.42	\$50,139.00	
1235.11706.000.0000	Dispatchers 12		1	\$1,928.42	\$50,139.00	
1235.12300.000.0000	PT Dispatchers		Hourly		\$42,000.00	
1235.12000.000.0000	Overtime		Hourly		\$35,850.00	
COUNTY HIGHWAY FUND:						
1176.11114.000.0038	Superintendent	Smith, James R.	1	\$3,240.42	\$84,251.00	
1176.11210.000.0038	Highway Supervisor	Curless, Dylan	1	\$2,623.08	\$68,200.00	
1176.11412.000.0038	Highway Clerk/Hourly	Bever, MaryAnn	Hourly	\$24.17	\$50,274.00	

HIGHWAY - MVH RESTRICTED & LOCAL ROAD & STREET

FUND: 1176/1173/1169

11115	Driver/Operator - Hourly 1	Fitch, Edwin	Hourly	\$25.26	
11115	Driver/Operator - Hourly 2	France, Jeffrey	Hourly	\$25.26	
11115	Driver/Operator - Hourly 3	Hauptert, Taylor	Hourly	\$25.26	
11115	Driver/Operator - Hourly 4	Hollaman, Craig	Hourly	\$25.26	
11115	Driver/Operator - Hourly 5	Reahard, Anthony	Hourly	\$25.26	
11115	Driver/Operator - Hourly 6		Hourly	\$25.26	
11115	Driver/Operator - Hourly 7		Hourly	\$25.26	
11121	HAZMAT Stipend		Per pay	\$30.77	
11121	HAZMAT Stipend		Per pay	\$30.77	
11122	Foreman		Hourly	\$27.44	
11122	Foreman		Hourly	\$27.44	
11312	Sign Supervisor/Hourly	Lloyd, Morgan	Hourly	\$26.29	
11419	Operators/TL	Bright, James	Hourly	\$26.35	
11419	Operators/TL	Kline, Todd	Hourly	\$26.35	
12000	Overtime	All Funds		Varies	\$69,300.00
11319	Shop Supervisor	Smith, Jason	Hourly	\$30.51	
12000	Shop Supervisor/OT		Mechanics		\$1,000.00
11211	Part Time / CDL	Varies	Hourly	Varies	\$25,200.00

COUNTY HEALTH FUND:

1159 - 1161 - 1168 - 1206

11102	Director	Mofield, Charles	0	\$2,507.31	\$65,190.00
11117	Health Officer	Roe, David	0	\$975.15	\$22,754.00
11126	Public Health Educator	McCann, Brandi	1	\$2,089.42	\$54,325.00
11127	EHS Supervisor	Straub, Christopher	1	\$1,977.73	\$51,421.00
11302	Dep/Registrar	Engel, Diane	1	\$1,599.19	\$44,179.00
11506	County Nurse (RN)	Foust, Lori	1	\$2,212.35	\$57,521.00
11611	Environmental Specialist II	Seacat, Jeremy	1	\$1,977.73	\$51,421.00
11806	FT Nurse Assistant (LPN)	Payne, Marcia	1	\$2,212.35	\$57,521.00
11903	PT Clerical		Hourly		\$800.00
12304	PT Food Inspector		Hourly		\$1,000.00
12730	First Deputy				\$2,000.00

Total Salaries

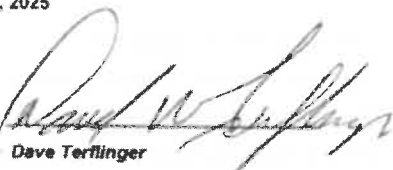
\$9,936,052.00

This 2026 Budget is approved on the 15th day of September, 2025.

The 2026 Salary Ordinance is approved on this 20th day of October, 2025

WABASH COUNTY COUNCIL


Kyle Bowman, Chairman


Dave Terflinger


Matthew Mize, Vice-Chairman


Gary Ridenour


Matthew Dillon


Nick Kopkey

ATTEST:


Sam Hann


Shelly Baucro
Wabash County Auditor

ADDITIONAL APPROPRIATIONS
ORDINANCE #2025-85-18

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget; NOW, THEREFORE:

SEC. 1 Be it ordained by the Wabash County Council of Wabash County, Indiana, that for the expenses of the taxing unit the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same:

		Requested	Appropriated	AYE	NAY
Motor Vehicle Highway					
Capital Outlays					
America Road CCMG Project	1176.45622.00000.0000	\$400,665.00	\$400,665.00	5	0
This amount is the county share of the community Crossings Matching Grant Projects.					
Local Road & Street Fund					
Capital Outlays					
On call Engineering	1169.30642.00000.0000	\$115,000.00	\$115,000.00	5	0
CCMG Projects	1169.40740.00000.0000	\$450,000.00	\$450,000.00	5	0

These amounts are being requested as part of the community crossing matching grant projects
Terflinger moved to approve both requests. Dillon seconded the motion; it passed by a 5-0 vote.

The next agenda item is the Recorder's Sworn Statement. Bauccho indicated that per IC code the recorder is required to provide the sworn statement of what he is willing to use from the Recorder's Record Perpetuation Fund to help offset the expenses of the recorder's office. Bowman indicated that an ordinance was not needed and ok to continue to read it into the minutes.

Auditor Bauccho reported the Surveyor will no longer need a loan for the Frank Truss Drain (Ordinance 2025-85-07). The landowners want to postpone the project, and paid the County the funds spent to date.

Bauccho stated that per the employee handbook, there is a requirement to inform the Council about approved requests for short term disability. To maintain confidentiality only the employee ID number has been provided.

Bowman then asked if there was any old business to be addressed.

Terflinger bringing up an email that was received during the budget hearings regarding software. He would like to get a motion for directive on updating and consolidating software programs. Terflinger asked if there can be one software program for the Auditor, Assessor, Treasurer and Surveyor Offices to cut down on the costs. Commissioner Niccum requested we look at our IT Contract to see if we can hire an employee to do the IT inhouse. After Discussion Terflinger made a motion for a directed to have the Assessor, Treasurer and Surveyors meet and see if they can combine software vendors. Bauccho is to take the lead on this Project and report back by the end of the first quarter. Dillon Second the motion; it passed by a 5-0 vote.

The Council reviewed the following documents:

Auditor & Treasurer Financial Reports – September 2025

Wabash County Sheriff's report of Commissary Fund – September 2025

Wabash County Solid Waste Management – September 2025

With no other business to come before the Council, Dillon made a motion to adjourn the Council meeting.

The next regularly scheduled meeting is December 8, 2025, at 6:00pm.





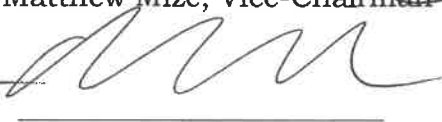
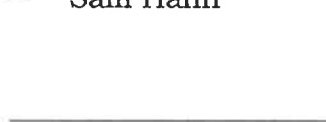
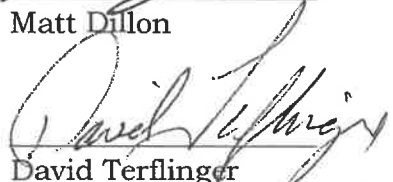
Monday, October 20, 2025 following the regular meeting an EXECUTIVE SESSION was held; during the meeting pursuant to IC 5-14-1.5.6.1 the Council discussed employee-specific compensation.


The following individuals also attended the County Council meeting:

**If any names are spelled incorrectly, we apologize.*

Tenille Zartman, Ryan Baker, Dave Nelson, Tyler Niccum, Cheryl Ross, Jeff Dawes, Mark Frantz, Ryan Smith, Bill and Nikki Burnsworth, Tyler Guenin and Kandy Barker. Via **Zoom**: Mfrehse, Brenda, Laura Grandstaff.

WABASH COUNTY COUNCIL

 _____ Kyle Bowman, Chairman	 _____ Matthew Mize, Vice-Chairman	 _____ Sam Hann
 _____ Matt Dillon	 _____ Nick Kopkey	 _____ Gary Ridenour
 _____ David Terflinger		

Attest: 

Shelly Bauccho, Wabash County Auditor