

September 25, 2020

BARTHOLOMEW COUNTY COUNCIL
August 20, 2020

Name:	Representing:	Title:	Present:
Matt Miller	At Large	President	Present
Bill Lentz	At Large		Not Present
Evelyn Strietelmeier Pence	At Large		Present
R. Scott Bonnell	District 1	Pro-Tem	Present
Laura DeDomenic	District 2		Present
Mark E. Gorbett	District 3		Zoom
Jorge R. Morales	District 4		Present
Chris Monroe	- -	Attorney	Not Present
Pia O'Connor	Auditor	Secretary	Zoom

Additional people in physical attendance of the meeting were:

Judge James Worton	
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Additional people in “Zoom” attendance of the meeting were:

Chief Deputy Auditor Dalene Pattingill	Auditor’s Tax Administrator Chris West
Commissioner Larry Kleinhenz	Commissioner Carl Lienhoop
Commissioner Rick Flohr	County Assessor Ginny Whipple
Pam Cain	EOC Director Todd Noblitt
County Assessor Ginny Whipple	

The Bartholomew County Council met on August 20, 2020 at 1:00 p.m. in the County Commissioners Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana.

President Miller reconvened the meeting.

Commissioners (1000-30) – as presented by Commissioners Larry Kleinhenz, Carl Lienhoop and Rick Flohr as well as County Administrator Tina Jeffries. Commissioner Lienhoop stated that in the 100's they put in for an increase of \$3,000 for the County Administrator. The only other increase was in the Loyalty Pay by \$7,000 to meet the requirement for next year. The health insurance stayed the same. The employee copay will stay the same. In the 200's there were no changes. In the 300's, they added \$50,000 for liability insurance. They have been moving money for the past couple of years to pay this item. The mental health line has increased by \$25,619 as set by the State. This amount goes to Centerstone. In the 400's they removed the \$1,000,000 for the Courthouse repairs. Jorge R. Morales asked if they are planning any more repairs to the Courthouse. Commissioner Lienhoop stated that they have some money in their CREDIT funds for repairs, but they have taken care of the major issues at this time. At some point, tuck-pointing will need to be done, but it can wait a few years. They will take care of what needs to be taken care of. They want to get the new Highway Garage completed. Mark E. Gorbett asked about the health insurance going forward for the next two or three years. Is there any indication that it will be increasing? Commissioner Lienhoop stated that there has been no indication of the future costs at this time. The fund is in good shape. Commissioner Kleinhenz stated that they chose not to increase the copay to the employees but they will have to review this during the next couple of years. They have been told to do small incremental changes to this so there is not one large increase to the employees. Mark E. Gorbett stated that he agrees with the funding for the Administrator. Laura

DeDomenic asked if they think the IT Department needs more resources or more consultant funding? Commissioner Kleinhenz stated that Jorge R. Morales had suggested that the reduction in the IT Department be put into the consulting line item. He stated that was a very good idea. With that, they could hire a contract employee and try them out for a year before making them a County employee. They concur with that idea if the finances allow them to do that. If they had \$40,000 to \$50,000, that should cover a full-time contracted employee.

LIT Economic Development (1112) – as presented by Commissioners Larry Kleinhenz, Carl Lienhoop and Rick Flohr as well as County Administrator Tina Jeffries. Commissioner Lienhoop noted that the anticipated revenue for this fund next year is at \$2,125,551. The building improvements line is for the 8 buildings. They know the roof on the Jail is going to need replaced as well as the sewer line and parking lot behind the GOB. The bottom line of this fund is higher than what they expect to receive in revenue. Some of this money has not been spent at this time. Evelyn Strietelmeier Pence received a letter asking if they had considered using solar energy at the new Highway Garage. Commissioner Lienhoop stated not in the construction budget. There is room at the site for some panels. Commissioner Kleinhenz stated that there are things that make the new building environmentally friendly. They discussed the possibility, during the design phase, of wind or solar power, but it was not economically feasible at the time.

Jorge R. Morales asked about adding money to the consultant costs in the IT Department. Laura DeDomenic suggested leaving the amount as it was presented which

is the same as last year, leaving his \$58,000 reduction. There was discussion that department heads & elected officials have IT projects that they are waiting due. Auditor O'Connor stated that his Infrastructure Lifecycle upkeep that he had reduced. She also thinks that using contract employees is a great thought as you may be able to contract the skills set that are needed at the time.

Clerk (1000-01) - REVISIT – as presented by Clerk Phelps. The Council needs clarification regarding the Office Manager versus the Chief Deputy position. He stated that in 2015, Julie Robertson was the Chief Deputy and Dustin Renner was the 3rd employee in the Child Support. They had vote centers coming as well as the State Court system Odyssey. They had a presidential election in 2016 and e-filing started in 2017. He had a great need for Dustin's expertise in accounting and Julie's work with Odyssey. He approached Council to make Dustin the Chief Deputy and Julie the Office Manager. They pay 75% of the pay out of the perpetuation fund as allowed by the State. Currently, they have 4 full-time people in the Voter's side. Julie is covering everything Court wise. She does help with elections when needed. That is how the positions came about. Julie has spent well over a year with Odyssey. He noted that they take in \$10,000,000 in Court fines and fees as well as distribute those funds out. Internal Controls have been implemented by the State Board of Accounts which makes 2 bookkeepers an added bonus. Clerk Phelps explained that they now have to have the elections audited. Bartholomew County was the first county to have the new voting system audited in the United States. Mark E. Gorbett stated that he appreciates how he is running his office. Last year, the Council looked at the

Chief Deputy positions and due to them being responsible in the event the official is incapacitated. He explained that an Office Manager is there whether the official is or not. The Chief Deputy though is tied directly to the elected official and can be replaced at any point. Mark E. Gorbett noted that maybe they set this position to lower it when the position becomes open. Jorge R. Morales stated that what Jay has accomplished as a Clerk versus who follows him and what they will be able to accomplish. If the new person doesn't do anything like Jay, then there are 2 large salaries. He stated that Tami Hines and Jay Phelps ran the office different as they are different people with different ways of doing things. Evelyn Strietelmeier Pence asked if they could put a note that would state to review the position when it becomes vacant. Laura DeDomenic asked if there is a range for all the employees. Jorge R. Morales stated that with the Chief Deputy's, that is a percentage of the office holder. Mark E. Gorbett stated that for Chief Deputies, it should be the percentage. The consensus was that was okay. As far as the Office Manager position, this Clerk has done what was asked and has even given money back most years. President Miller stated it will set a bad precedent if offices do their best to cut costs but will not be rewarded for it. Mark E. Gorbett stated that he agrees it is just that he is concerned about what happens after Jay Phelps is no longer Clerk. Jorge R. Morales stated that the Chief Deputy may change with a new Clerk, but the Office Manager may not. Clerk Phelps stated he could come back in 2023 and reduce the Office Manager for the year after his term if the Council requests him to. He asked if they can set it as only a 2-year thing. Laura DeDomenic asked if they could leave the base salary and then add a stipend/bonus

that can easily be taken away when things change. Auditor O'Connor stated they can add any statements to the Salary Ordinance. She stated that when she came in as Treasurer, Vernon Jewell brought her in prior to her term for her input on her first year's budget. They need to have an overall comprehensive determination regarding salaries. Mark E. Gorbett asked if they could do this at the September or October hearing? Auditor O'Connor stated they absolutely could.

Superior Court I (1000-37) – as presented by Judge James Worton. He did test negative for COVID or he would not be here. The only differences in his budget was raises. Auditor O'Connor clarified that the raises included the Public Defenders. Judge Worton stated that was correct. Mark E. Gorbett asked where the Public Defender committee had ended up. Judge Worton stated that it had been decided to have a Chief Public Defender that would assign the workload to the remaining Public Defenders. It just kind of went away after that and with COVID, it has been left alone. He stated that they are very close to what the State would recommend for his Court. Superior II is where there is a discrepancy. Auditor O'Connor stated that she has sent the information to the person at the State to run an analysis on making that Public Defender a position. This will be a financial analysis so that they can review it from there.

- **BREAK** -

VIP (1127) - REVISIT – will not be done. Jorge R. Morales spoke with President Josh Burnett and VIP understands and is good with the Council's thinking.

Auditor O'Connor presented an analysis of the General Fund with the changes that the Council has agreed to over the past few days. She did note that the Riverboat fund may be able to sustain paying for the cameras for several years. They moved the Recorder employees back to the General Fund. With all the changes, they are \$500,348 to the good. Chief Deputy Pattingill calculated that every 1% raise for the employees amounts to \$180,000. Mark E. Gorbett believes the Prosecutor position, the drug treatment court and the Clerk position are all they have left to determine. Auditor O'Connor stated that they did not add the drug treatment employee but believes they have the ability to fund it. It would need to go to the ASAP Board to see if the City is willing to pay their 50%. Mark E. Gorbett asked if that would strap us as we go into the future. Jorge R. Morales asked how much money we have set aside for ASAP. Auditor O'Connor stated that they have about \$500,000 over the past 2 years that has not been appropriated. Auditor O'Connor stated the Jail Treatment additions are already in the numbers. Jorge R. Morales stated that President Miller had a valid concern with the attorney fees in the Sheriff's Department/Jail. Mark E. Gorbett stated that they had given him an avenue to pay for some of this out of the Commissary Fund. Laura DeDomenic asked if the Sheriff pays it out of the Commissary for the next 2 years, what happens if the next Sheriff determines to use the Commissary for a different purpose. Would the legal fees then come back to the County General fund? Mark E. Gorbett stated it could.

There are only 2 or 3 things to make decisions on for this budget. Jorge R. Morales feels comfortable approving what the Clerk has requested. Laura DeDomenic is fine with

it as he has done what they have asked him to do. Evelyn Strietelmeier Pence stated that she is okay with it but would like something on the Salary Ordinance to review it when the person changes. Mark E. Gorbett stated that the 80% for Chief Deputies is because they are on the “trap door” as they are tied directly to the elected official. The current office manager is making \$41,940. The Prosecutor’s office manager is making \$44,520. He suggests splitting the difference. Chief Deputies have more responsibilities and are tied to the elected official so the office managers should not be the same but it should be higher than it is. Laura DeDomenic stated that she had talked to Clerk Phelps last night, he requested that the two positions be kept at the same amount even if that meant not raising the Chief Deputy as much. He wants them kept even if possible. Jorge R. Morales is with Mark E. Gorbett to keep the Chief Deputy at 80% and give a raise to the office manager. President Miller stated that they are trying to get on the same playing field. Laura DeDomenic stated that she feels the Chief Deputy should be more due to the tie to the elected official. Chief Deputy Pattingill stated that if they do what Mark E. Gorbett stated, the Clerk Chief Deputy would be at \$44,825 at 80% of the Clerk and the Office Manager would be \$44,520. Consensus was that was fine. Mark E. Gorbett asked what the Prosecutor wanted for his Office Manager. Chief Deputy Pattingill stated he was requesting moving it to \$46,174. Auditor O’Connor shared the Chief Deputy pay sheet. Chief Deputy Pattingill had updated the sheet with the numbers they had just agreed to. Mark E. Gorbett stated that the Prosecutor’s Office Manager is making what they just raised the Clerk’s Office manager to for 2021. He is okay with giving the Prosecutor’s

Office Manager the additional amount out of the supplemental funds he has available to him. Laura DeDomenic stated that they need to make the adjustments to those that asked for an adjustment. Mark E. Gorbett suggested waiting on this. They can discuss the other offices at the time of the reading. He is discussing bringing all the Office Managers to the same level across the county. These offices did not put in any increases because they were asked not to. The consensus was this was fair. Mark E. Gorbett did suggest that someone talk with the offices that did not request the increases and verify that they would be okay with this. Auditor O'Connor or Chief Deputy Pattingill will make those calls. Jorge R. Morales thought that every elected official had a Chief Deputy but Prosecutor Nash does not. Mark E. Gorbett stated he does, it is a Chief Deputy Prosecutor. Laura DeDomenic supports doing 80% for all elected officials Chief Deputy positions. R. Scott Bonnell asked if they agree to a percentage raise, it will change these numbers. Laura DeDomenic stated it would, if the raise is applied to the elected officials. President Miller asked what happens if someone wants to have their Chief Deputy at 82%. Laura DeDomenic stated that the Council will have to stand their ground at that point. The total increase for the Chief Deputy's and Office Managers would be about \$25,000. Chief Deputy Pattingill stated that all the Chief Deputy positions increases were already in the numbers that Auditor O'Connor had shown.

The software for the Assessor was left in. If it doesn't happen, the money stays in the fund. It is not in a General Fund account.

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Mark E. Gorbett recommended that they proceed through each day and review their requests.

Recorder – Chief Deputy raise – done. Laura DeDomenic stated that some elected officials requested additional money for the elected position. She feels that the elected officials should only get what the other employees get, if they give raises. With possible down times ahead, we need to be careful. Chief Deputies are required to work 40 hours a week and must turn in timesheets. No other changes.

Assessor – Chief Deputy raise – software in the budget

Treasurer – Chief Deputy raise

Clerk – Chief Deputy and Office Manager taken care of. Voter's Registration to Office Manager pay? Consensus was no.

Sheriff/Jail – leave the 8 cars. Moving a patrolman to a Sergeant – net change of about \$10,000 increase. It was for Narcotics. Also \$2,500 in military pay increase. There is an increase in salaries due to the matrix. Jail Treatment increase of \$72,458 being the County's share of it. That is for 1 full-time and 2 part-time additional employees. Treatment program appears to be a good long term program. These will be new employees. R. Scott Bonnell stated that we were trying not to add new employees, but this adds 2 more. This was expected when the program was started a couple of years ago. That is why they have over budgeted ASAP during the past years. No issues with this.

IT – Council added back \$50,000 of the \$58,000 decrease. This is for contract employees. Okay

Veteran's Office – Chief Deputy Pattingill changed the requested amounts to match the revised budget that was submitted yesterday. Okay

E911 – Okay

Highway – Okay

Local Roads & Streets – Okay

Cumulative Bridge – Okay

SWMA – question on \$0.42 cent/hour raise for one hourly employee – still in. To pay 2 employees doing same job the same pay. Okay

Park Board – lighting – leave in. Okay

VIP – approve the income received from the Inn Keepers Tax up to \$1,400,000. Chief Deputy Pattingill stated it is an in and out account. The County receives it and disburses it. Okay

YSC – no to the full-time nurse. Jorge R. Morales asked if there is money from overtime that could be used to fill in the missing hours for the nurse. Mark E. Gorbett stated that filling a part-time nursing position is extremely hard to do. Okay

Court Services – Jorge R. Morales stated that their pay is based on fiscal year while other employees work until January before their raise. He asked if they could hold back money to give other employee raises in July as well. It would not be easily done. President Miller stated the onetime bonus a few years ago was not given to these employees. Okay

Circuit Court - \$103,000 for additional staff for Drug Court. It is not in the 2021 budget request. It was suggested to set the money aside now. Auditor O'Connor suggested

waiting for the full proposal and deal with it as an additional appropriation at that time.
That was agreed to. Okay

Soil & Water – Okay

Prosecutor's Office – Concerns that the increase for Office Manager would be above Chief Deputy. Mark E. Gorbett suggested leave as it is with the current IV-D funding of \$3,026. After discussion, they decided to leave the \$4,680 in the IV-D Fund as requested. Okay

Co-op Extension – Okay

Superior Court II – Okay

Commissioners – Okay

Auditor's Office – Okay

Council – still have \$689,533 for unknown COVID expenses. The funds would cover extra sanitation supplies, PPE and maybe laptops. Laura DeDomenic asked what we have spent so far this year on COVID related expenses.

- **BREAK** -

Auditor O'Connor displayed a spreadsheet to show the CARES Act funding status. Carolyn Massengale in the Auditor's Office, along with Chief Deputy Pattingill, have been capturing anything that is COVID related. They started doing this in March when COVID issues began. They have purchased temperature scanners, HVAC sanitation items, 2 vans for the Jail transport and other items. IT Director Mayes anticipated \$585,000 to get the County improved "on-line" access. Maintenance funding is for PPE and cleaning supplies.

They will be renting the Commons for Jury Selection. The Library falls under the funding through the County as well. They are looking at a body scanner at the Courthouse to help with social distancing. The Treasurer is looking at a kiosk for paying taxes. The rest is a guess as to what we will need. E911 had set up dual functioning dispatch centers for social distancing during the lockdown. They are wanting to purchase another console to make social distancing easier. Elections could have at least an increase in mailing costs. Auditor O'Connor also put in place holders for Townships, Rural Fire Departments and the homeless shelter. They all fall under the umbrella of the County Government. She explained that we were allocated \$2,684,820 from the Federal Government as administered by the State for reimbursement for COVID expenses. This money has to be used by the end of 2020. This is the only thing that she is aware of at this time. Everything else is pure speculation.

The following departments chose not to present their budgets unless requested to by the Council. Their budgets have basically remained unchanged. They were:

Code Enforcement (1000-11) – Director Brian Thompson

Coroner (1000-07) – Coroner Clayton Nolting

EMA (1000-18) – Director Shannan Hinton

LEPC (1152) – EMA Director Shannan Hinton

Surveyor (1000-06) – Surveyor E.R. Gray

Drainage Board (1000-19) – Surveyor E.R. Gray

Surveyor's Cornerstone Perpetuation (1202) – Surveyor E.R. Gray

Maintenance (1000-31) – Director Rick Trimpe

Weights & Measures (1000-28) – Director Dan Londeree

Health Department (1159) – Directors Link Fulp & Amanda Organist

Local Health Maintenance (1168) – Directors Link Fulp & Amanda Organist

Indiana Local Health (1206) – Directors Link Fulp & Amanda Organist

Mark Gorbett stated that if they give a 1% raise, it costs the County approximately \$180,000. A 2% raise is approximately \$360,000. He then considered a flat \$600 but that is about \$240,000. He thinks we should do a 2% raise to all employees. The clear message would be that we are fortunate to be in a good position this year. Next year and the years to come we may not be as well off and may be able to fund any raises. Jorge R. Morales stated that a percentage raise will increase the salary starting position for the following year. Mark E. Gorbett wants to give something that they can maintain. He stated that he has heard that we may not be able to sustain something for 40 years. Jorge R. Morales asked if they would be willing to cut employees or salaries in 2022 or 2023. Mark E. Gorbett stated that if they do not have the funding in the future, then he will support that at the time, but we don't know what the situation will be in in the coming years. R. Scott Bonnell thinks that we should stick with 1% so we have some reserves. Laura DeDomenic asked about giving \$200 per quarter to all employees or something similar. She is suggesting the flat dollar amount so that the base salaries do not increase for next year. President Miller stated that the largest Bartholomew County employee has cut their salaries by 20%. How will it look to give County employees raises? Evelyn Strietelmeier Pence

is with President Miller. She is concerned what the voters will say. She would be okay with a 1%. Jorge R. Morales stated that the County, the City and the School depend on tax dollars. He would support a quarterly amount for 2021. R. Scott Bonnell stated just approve the 1% as it is much easier for everybody involved. Mark E. Gorbett stated that a quarterly payment would be a reduction if they cannot provide it next year. A 1% raise will be there unless things are horrible and then they would need to cut pay or employees. Jorge R Morales recommended a 1% increase for all employees. Auditor O'Connor explained that they are at \$28,192,996 without the 1% raises. They have Rainy Day and cash in the General Fund. We have the capacity for raises. She suggests that they put the discussion of raises off until the September or October meetings; they may have better revenue estimates by then. She will be advertising the higher budget amount. Jorge R. Morales stated that they don't have to make the final decision until October. Auditor O'Connor stated they have deadlines to advertise and most of that information is already in Gateway. President Miller stated that he does not believe that the Chief Deputies and others that they have granted raises to should receive a percentage increase. Chief Deputy Pattingill stated that they would then not be giving them the 80% of the elected officials, if the elected officials are included in the raises. If the elected officials are not included in the raises, then the Chief Deputies will not get a greater increase either. Mark E. Gorbett explained longevity pay and the matrix. The current Sheriff has put the longevity pay into the matrix. Their pay increases for their years of service. If you exclude the matrix pays from raises, then they are losing the raise portion. The matrix includes longevity and the

put the Loyalty Pay in place for those employees not on a matrix system. Chief Deputy Pattingill stated that when the matrix pay was implemented, those on the matrix did not receive the percentage increase that year, as their salaries had been increased due to the matrix. They should receive raises as the other employees. Jorge R. Morales stated that he feels that we should advertise high and decide in October. Mark E. Gorbett asked how we sent the budget information back to the office holders regarding the changes to the budget. Auditor O'Connor stated that the information will be sent to everyone regarding their budgets as they stand at this point. Mark E. Gorbett asked that someone update the employees as to where the Council stands regarding raises. Auditor O'Connor stated that they would send an e-mail to all the employees. The September meeting will be a Zoom meeting and they may involve their new chambers. She and Chief Deputy Pattingill will go through everything and let the Council know of anything that was missed.

Motion to adjourn by Jorge R. Morales and seconded by Mark E. Gorbett which passed unanimously.

BARTHOLOMEW COUNTY COUNCIL

By: _____
Matt Miller, President

By: _____
Bill Lentz, Pro-Tem

By: _____

September 25, 2020

R. Scott Bonnell, Member

By: _____
Evelyn Strietelmeier Pence, Member

By: _____
Jorge R. Morales, Member

By: _____
Laura DeDomenic, Member

By: _____
Mark E. Gorbett, Member

ATTEST: _____
Pia O'Connor, Auditor
Bartholomew County