

BARTHOLOMEW COUNTY COUNCIL

August 17, 2022

Budget Hearings – Day 3

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

The Bartholomew County Council met on August 17, 2022 at 1:00 p.m. in the Council Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana.

Pro-Tem Miller called the meeting to order.

Mark E. Gorbett stated that he had talked Auditor O'Connor who is going to help clarify some things. Auditor O'Connor reviewed the Revenue and Levy Worksheet she had provided on Monday. The estimated revenue is over \$32,000,000+ with requests over \$31,000,000 giving us a plus of \$684,000+. She also stated that is the General Fund, however the other Funds are in good shape as well. It was stated the other day that they

September 22, 2022

need to have money set aside for inflationary items and she agrees with that. She worked with the Commissioners to see that there is money set aside which are some of the big changes that are in the budget. Jorge R. Morales asked about the EMA Chief Deputy situation. Chief Deputy Dalene Pattingill stated that what the Council approved for the Director & Deputy Director is what they are being paid. Due to an error in classification that was caught prior to the Council meeting, the Deputy Director would have made more money than the Director. They had worked with Lori at WIS. Jorge R. Morales asked if the amounts in the 2023 EMA Budget are correct. Ms. Pattingill stated that they are correct based on the numbers that are being used at this point. Mark E. Gorbett asked about the confusion regarding the salaries. Matt Miller stated that Judge Benjamin had a salary that had increased by 35%, so would it be easier to take the 5% out and see where they start with. Auditor O'Connor stated that they have the spread sheet, she would feel more comfortable if she had a little more time to work on that. She can have it by tomorrow. She stated that Ms. Pattingill, in typical fashion, was working on this very issue before sun up this morning.

1:00 – Veteran's Office

Present – Veterans Service Officer Larry Garrity

New Employees: put in for an Assistant VSO – hard to find someone to take the hours – this would be a part-time position – part-time positions did not go before the Personnel Committee

September 22, 2022

2022 to 2023 differences: only change was the 5% salary increase

Mr. Garrity stated that everything else is the same – Jorge R. Morales asked if the cost of postage is going up, will they be okay – they are trying to do everything electronically – assistant position would be required to do the same trainings as he does – applicants have turned it down due to no benefits or low pay

1:15 – Coroner's Office

Present – Coroner Clayton Nolting

New Employees: No

2022 to 2023 major differences: moving from 390 to other supplies and added \$500, machinery from \$5,000 to \$0 as new tablet will be in IT budget

Coroner Nolting stated he increased his salary to \$29,000 – professional services increased due to more deaths – currently 6 OD's past last year at this time – Mark E. Gorbett asked about the salary increase – Coroner Nolting stated that he looked at the similar side counties and added \$1,000 due to like size counties are using his office as the way to run an office – Auditor O'Connor stated that she, like other elected officials that will be submitting, looked at liked sized counties – he did do an increase for the contractual deputies – since he has been in office the deputies have not had an increase – from \$165 to \$200 per case – they are paid per case, not per hour – he has an Office Manager and 4 deputies – Mark E. Gorbett asked if he sees this office going full-time – Coroner Nolting stated that it needs to go full-time due to the education needed and the time required – there

September 22, 2022

were a 170 full investigative cases for 2021 – 85 at this time for 2022 – well ahead of the curve on over-doses – does not see that number going down any time soon – Evelyn Strietelmeier Pence asked if he needed an increase for fuel – he uses his own vehicle – he is looking into using ARP for a grant to purchase a more fuel efficient vehicle that would be used by the office

1:45 – Recorder's Office

Present – Recorder Tami Hines

New Employees: Technically no

2022 to 2023 differences:

Security Protection Fund:

To be used only for redacting documents – wants to use it better – keep the same amount in there – rolls into the same fund

Recorder Perpetuation Fund:

Brought document required by State Law for Council to sign – is if fund is being used for any part of the fund for the budget – a couple of changes that do not affect County General – part-time was increased for possible raises – office supplies is due to paper costs going up – raised Professional Services that covers contract employees – may add another part-time hourly contract worker for the back scanning project – they have documents stored at Iron Mountain and found out the State will store it for free so decreased rental costs – more in Capital due to the equipment being used is at end of life & are not being

produced so it will require new equipment – Jorge R. Morales asked where they are at with converting the old documents into digital – Ms. Hines stated that they are back to 1960 and need to go back to the late 1800's – were able to keep operating during COVID due to digital information – Auditor O'Connor stated that the office supplies is at \$6,000 and was the same last year – Recorder Hines verified that was correct

Recorder:

Recorder Hines invited Treasure Hackman & Assessor Whipple to come forward – Recorder Hines added 5% for salaries and increased the Chief Deputy & Recorder positions – Assessor Whipple appreciates the work done to change the employees salaries – they are asking that they review the elected officials salaries – the handout was compiled by Auditor O'Connor – they did include the amounts in their budgets – they feel they are doing equal or higher level work than their peers across the State – they have an average of Assessor, Recorder & Treasurer – they come to the average – they request that they review it and do what they feel is correct – Recorder Hines stated that if there was a tax raise required they would not ask, but as there is a surplus they feel they need to be brought up to the average – Treasurer Hackman stated that they appreciate the salary increases in for the employees – they have some appointed officials are paid higher than the elected officials – why would you not raise the elected officials as they run their offices, attend trainings and education and are running their offices as efficiently as they can – Auditor O'Connor used a slightly different approach in her budget – Mark E. Gorbett had some questions – quickly looking at the study, he is seeing different numbers than what they presented – Assessor Whipple

September 22, 2022

stated that those numbers are the 2022 salaries from the FACT book or directly from their salary ordinance – Auditor O'Connor based it on similar sized counties by population – Mark E. Gorbett asked if they went beyond the 2022 numbers – Assessor Whipple stated that they had used the average and then 5% but it will still fall within the range – Matt Miller stated that average salary \$57,000+ for just the like counties – her number is \$64,000 – Assessor Whipple stated that Morgan County pays a per diem of \$10,000 – Jorge R. Morales stated that these 4 departments are here – they have given them software over the past years – has there been any efficiency that could change the manpower needs in their department – Assessor Whipple stated that the Simplifile program has cut down in office traffic – she is down 2 people in her office – Auditor O'Connor stated that thankfully it was in place during COVID as they were able to continue to process transfers – has saved time and reduced foot traffic – Jorge R. Morales asked if it has created a reduction by creating efficiencies – Matt Miller – the one Assessor's software program has gone away – Assessor Whipple stated yes – Recorder Hines stated that the reduction in walk-in traffic has allowed her personnel to help with the back scanning project – Jorge R. Morales stated that we need to be forward thinking to better serve the people with newer technologies – Auditor Hackman stated that all 4 of them are working elected officials – she takes payments and payment plans – Mark E. Gorbett clarified that they took the average of those salaries, added the difference then added 5% on top of that – Auditor O'Connor did something a little different – the Council thanked them – they Chief Deputies were at 85%

September 22, 2022

and that change is included – Auditor O’Connor stated that she moved her salary to the same as the Maintenance Director and adjusted her Chief Deputy to 85% of that
(Greg Duke joined the meeting)

2:00 – Treasurer’s Office

Present – Treasurer Barb Hackman

New Employees: No

2022 to 2023 major differences: decreased some

Treasurer Hackman stated that with the move into the new office – she had requested a lockbox through the bank – it was a God send in the May collection – she can decrease her part-time – increased office supplies by \$250 – reduced 300’s by \$1,500 due to decrease in lockbox fees – Jorge R. Morales asked about the postage – VSO Garrity uses on-line more – Treasurer Hackman stated that the postage money is for mailing the tax statements – Jorge E. Morales asked if it could be done by email – Treasurer Hackman stated that Pia O’Connor had started that ability when she was Treasurer but it is just not well utilized as of yet – they added a drop box at the back of the building to make it a little safer for people to be able to pull in the back of the building instead of parking on 3rd Street – Evelyn Strietelmeier Pence asked if there was any information she collected from the NaCo Conference that she attended in Colorado that would be helpful to the Council – Treasurer Hackman will be presenting some items to the Commissioners here soon – one item is promoting Bartholomew County and the County Government

Auditor O'Connor asked to present the **Elected Officials Training Budget** while the other office holders were present – she increased the amount per office to \$4,000 as they have a balance of \$69,000 and receive approximately \$15,500 a year which is generated in the Recorder's Office – Treasurer Hackman stated this keeps is from having to come from County General – Mark E. Gorbett asked that Auditor O'Connor bring them back to center with other offices as she has done today.

2:15 – Assessor's Office

Present – Assessor Ginny Whipple

New Employees: No

2022 to 2023 major differences: a few additions in various lines – change in classifications of two employees

Assessor:

Sales Disclosure Budget:

Decreased due to the removal of the software she was paying maintenance on – cannot use the Elected Officials Training Fund so has to budget for her trainings

Reassessment:

Under 100's increased the Certification pay by \$500 – first time all Certified in same year – increased Professional Services – Contract Employees have had no increases in 8 years – CAMA Software maintenance has increased – 2 Contract Employees – had asked for classification that she wants to withdraw that request (Real Estate Technician)

September 22, 2022

leave the pay at the same as \$41,642 and Real Estate Administrator at \$46,114 with 5% on top if that is the decision of the Council

Assessor:

Stated the same except salaries at 5% plus the Assessor and Chief Deputy – she is requesting that two positions be bumped up to COMOT D – Study placed Office Manager at down and put Real Estate Manager at greater pay than Office Manager – asking for 2nd Deputy Sale Disclosure Administrator needs title changed to this and move to COMOT C - \$2,167 and \$587 differences – Matt Miller – all 3 of these requests died in the Job Classification Committee meeting – Assessor Whipple stated that she had discussed this during the Salary Study and then taken it to the Classification Committee Hearing and when it was denied she asked what to do – was told to go to the Council – Bill Lentz had concerns that the Salary Study was not knowledgeable of the inner workings – President Duke stated that the Committee was not in favor of the changes but the Office Holder can still bring it before the full Council – Professional Services is the two contract employees that she had Commissioners hire to do the work – in the process of training office staff to do the work without hiring a vendor – she actually does the work – the other Assessor's on the sheet that hire contractors for work that she does.

2:30 – Code Enforcement

Present – Chief Code Enforcement Officer Melissa Cox

New Employees: No

2022 to 2023 major differences: no

September 22, 2022

Director Cox stated increase of \$400 in apparel due to 4 new inspectors – Professional Services due to needing attorney – more for training – last year for vehicle upgrades – 2 a year for 3 years – this is year 3 – Auditor O'Connor asked if the Permit Clerk was supposed to be 3% as listed – Director Cox stated that position and another position received Salary Study bumps and should be 5% on top of that.

2:45 – Surveyor's Office

Present – Surveyor E.R. Gray

New Employees: No

2022 to 2023 major differences: in his opinion no

Cornerstone Budget:

Asking for \$5,000 in Professional Services to hire Woolpert to review the Coordinate System we are currently using and the State is looking at a County by County Coordinate System – they will look at the systems as well as the process being used – used them in 1988 and 1992 – may be back for the next step if needed – President Duke understands that Woolpert was there at the start but no one there now that worked with us – Surveyor Gray stated that Woolpert is a very reputable company with offices around the world – President Duke stated that he trusts his judgement - \$32,000 for a Base Station that goes along with their Rover GPS Unit – they have to tie in to a base station that is not always available – this would allow them to work in closer proximity to get coordinates and they could go into wooded areas with the Base Station – President Duke asked about

ongoing maintenance – Surveyor Gray stated he has figured those in – Evelyn Strietelmeier Pence asked if this could reduce staff – Surveyor Gray stated no – they have trimmed to the lowest number

Drainage Board Budget:

No major changes.

Surveyor's Budget:

Asking substantial increases in salaries – one position open for 713 days – one person filled it for 190 days then left for more money with Schneider Engineering – retired individual has returned part-time – the challenge to finding staff is bad – we are still behind in salaries – if head of GIS retired tomorrow, they could not find a replacement – Head of the Survey Department almost needs to be doubled – Head of Hydrology is very technical and should be more – from experience in the field and the time spent looking for people – he has asked more than 5% - no major issues coming up in the next 5 year other than salaries – Jorge R. Morales asked how many staff will be retiring and can we replace talent wise – Surveyor Gray stated that the Head of GIS, that person could retire in the next couple of years – there are more people out there for GIS but not enough people for the trained survey positions – he thinks not enough people coming into the market due to pay – in 2008 and 2009 companies let people go that then went into other work – they worked on advertising with the Auditor's Office – they have been on the State of Indiana Land

September 22, 2022

Surveyor's page but once they updated it to include the salary, the calls stopped – Mark E. Gorbett asked if they will be faced with a similar turnover as happened in the IT Department – Surveyor Gray stated yes – Jorge R. Morales asked if he was correct in the fact that the survey world has changed going to GPS, Drones and other electronic advances – Cincinnati, Purdue, Michigan and Vincennes offer the trainings – you can get a 2 year program that would start you in the office or as field support – certified takes a minimum of 4 years of schooling and 4 years under responsible charge then a 2 day, 16 hour test.

Matt Miller clarified with Assessor Whipple regarding the 3-10 increase of \$29,000 – that is for the 2 contract employee raises – She also stated that the GIS is extremely important to her office – they can do about 75% from the office thanks to the County GIS.

3:00 – Auditor's Office

Present – Auditor Pia O'Connor

New Employees: No

2022 to 2023 differences:

Auditor O'Connor put in for her salary to be the same as the Head of Maintenance – she is a working elected official – she did a lot of the spreadsheet and she does the financial analysis – Jorge R. Morales stated that before Pia became the Auditor, they paid a consultant for the work she is doing – she was able to forecast the revenues way before the DLGF gave her the 5% number – she shared a spreadsheet – Chief Deputy salary at

85% - had some turn over – was able to fill and move people around – added \$100,000 for consulting in case she is not re-elected – they will need to hire consultants such as Baker-Tilly – Matt Miller asked if it should be in the Council budget – she stated that she added it in hers as she did not find it appropriate to put it in the Council budget – if she is not re-elected then Dalene will not be Chief Deputy either.

She stated that if you look at the progress that has been made to our current structures, we have addressed the problems so that there is not anything on the horizon – no building plans other than selling the old Health Department which will go into the General Fund – if you pay off the Jail Bonds then the property tax revenue that you get for Debt Service, the levy amount goes away – it does not get shifted to another fund – but if you pay it off early then that is a way to lower the property tax.

Mark E. Gorbett clarified that she is requesting her salary within the range of the 2022 salary comparisons – yes – also she does not receive certification pay for her CPA whereas the Assessor does get certification pay – Matt Miller hypothetically if the next office holder does not have the same qualifications so should a certification make more or less if not certified – Auditor O'Connor stated that her and Assessor Whipple have discussed that and yes – Jorge R. Morales thinks that an office holder has certain qualifications then they get paid the amount they have come up with and if they don't then they get paid a lower amount – Assessor Whipple stated that if an office holder is doing more of that work and not hiring it out then yes – Matt Miller stated he understands but it is hard to do – he is not against it – but what if they take 120 days off then they need to

reduce the pay – Auditor O’Connor stated that there are provisions in State Law to remove the office holder – Matt Miller agrees but it is hard to do – President Duke understands but you are freezing out some people – Jorge R. Morales stated that anyone can run, but you have a matrix – President Duke stated yes in a logical world – but we don’t live in that world anymore – President Duke said it could be argued that certain people with certain qualifications become easier to move into politics – it is cleaner environment to raise the pay – instead of which group has the qualifications – Evelyn Strietelmeier Pence stated that the Sheriff’s Department received so much for Military and other trainings if they possessed that skill – President Duke sees the merit but he is not sure there is a way to get there today -

3:15 – County Council

Present – Auditor Pia O’Connor

Council’s Budget:

Auditor O’Connor presented the budget – Jorge R. Morales would like to see money for the Redevelopment – Auditor O’Connor stated the Commissioners had taken away the Redevelopment line item as we are now collecting money – President Duke asked about the Consulting Services of \$30,000 – Auditor O’Connor stated that is for WIS and they update job descriptions – if the HR position in the Commissioners budget is approved, then they may be able to do some of this work in house.

September 22, 2022

Community Corrections Director Brad Barnes & Work Release Director Rob Gaskill were back to answer some questions as well as Nicole Phillips – Matt Miller asked if they were able to get numbers for the 2021 year – Ms. Phillips had a 6 slide PowerPoint to hopefully answer questions – Bill Lentz asked when they were going to open up for Out-of-County – Director Barnes stated that they have found that during COVID, a lot of counties have either found a place that would take them or they are detaining fewer numbers of youth – the numbers will go back up but not to the levels we were before – Jorge R. Morales stated that they heard that we could only have 1 youth per room where 2 counties that were not following the 1 per room plan – Director Barnes stated he did not know where those numbers came from – the 1 per room is probably for the facility – Ms. Phillips stated that when they deny a kid it may be because of our medical guidance from their nurse practitioner and Director Organist – are all the wings being used – they have a wing for County storage, a wing for youth detention, a wing for overnight shelter and Adult Protective Services is now using half of a wing - they also have the new ??? - the drop off is for law enforcement that allows them to do it in a much quicker way than the old way – it has helped by cutting overtime at the center as well as more road time for the deputies – intake officers will determine what the child needs at the time they are brought in – Mark E. Gorbett stated that he had a juvenile that he had to take somewhere and he had nowhere to take him – he thought about taking him to the Judge's house – Mark E. Gorbett asked about the condition of the building in 5 years as he saw that it was leaking in the storage wing – President Duke stated that their concern is the amount of money that is spent versus

what is gained out of it – who decides if we take or don't take out of county kids – Judge Benjamin – there has been a change in in-facility outlook as opposed to previous ones – if they are not bringing kids here, where are they going – he knows Johnson County can be full but will not refuse a kid – Matt goes to Clark County and knows their situation – when you compare detention centers you have to stop because we have only 1 of if not the only one that has an emergency shelter that is operated – Clark County is on the river directly across from Kentucky and Johnson County is a donut county to Indianapolis – you have to take all of that into account – President Duke asked what is unique in the Youth Services Component that is different than the other counties – Director Barnes stated that it is the Youth Services Center where the other counties have Youth Detention Centers – we offer services to reduce detention whereas the other counties do just detention – Ms. Phillips stated that they can keep the youth here to provide services instead of sending them to other places with possibly higher risk youth – they have also reduced the number of juveniles that have gone to DOC – last year was 3 but there have been years where the number was 0 – Mark E. Gorbett asked about work on the YSC – they had an issue with roofing which cut down on the youth they were able to take – Evelyn Strietelmeier Pence asked if they use CenterStone – Ms. Phillips stated in general they do not as they have a counselor on site – the problem with CenterStone is turnover of staff – their counselor makes connections with the kids – Director Barnes believe we would pay more for outsourcing.

President Duke – Court Services there is a 2300% increase in leased equipment – Director Gaskill stated that budget has not been brought before them as they have not

received the contracts for the State as of yet – Senate Enrolled Act 9 – took away the ability of anyone in the state to be on a monitor that is not GPS and they will no longer own the equipment – they have stopped allowing counties to own their own server and now must lease it – Director Barnes stated that contract will go through the Commissioners when it comes through – the State says yay or nay and they have not given that answer yet – not at a place due to the delay by the State – there was difference in levels of the Probation Officers based on the salary schedule of the State – they do not get the 5% - it is normally 2% as granted by the state – the other question was the Court reporter in the IV-D – Judge Benjamin based on the Salary Study – position was the lowest paid in State and the Council raised the position and then the Salary Study increased the position again – if it is not that then it should not be that much – Chief Deputy Pattingill stated the Judge was correct – the position was only \$15 per hour and after the Salary Study was raised to \$22 per hour – the number in the 2023 Requested is the correct number and the 2022 number should be changed.

President Duke discussed that they have some large ones tomorrow – any thoughts regarding tomorrow's presentations or deliberations – Jorge R. Morales stated that the majority of deliberations need to be regarding the salaries – he would like breaks during the day and he hates to always be the one asking for breaks – Auditor O'Connor stated that it is hard to stay on schedule without the breaks.

September 22, 2022

Mark E. Gorbett made a motion to recess at 4:28 p.m. Jorge R. Morales seconded the motion which passed unanimously.