

BARTHOLOMEW COUNTY COUNCIL
August 23, 2012

The Bartholomew County Council met on August 23, 2012 at 7:00 p.m. in the County Council Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana. Members present were: President Bill Lentz, Pro-Tem Jorge Morales, Rob Kittle, Evelyn Strietelmeier Pence, Ryan Lauer and Chris Ogle. Auditor Barbara J. Hackman and County Council Attorney Rod McGillivray were also in attendance.

Chris Ogle led the Pledge of Allegiance and gave the invocation.

Council President Bill Lentz called the meeting to order at 7:03 p.m. Tonight's meeting was a continuation of the budget review. The Auditor presented up to date totals via spreadsheets. These numbers are where the 2013 budget stands as of this time with the changes the Council has made during its earlier deliberations.

Jorge Morales made a motion to approve the \$109,912.72 which is the 1% that was given for 2012 raises. Auditor Hackman stated that they could not do this tonight as it would have to be advertised. Jorge Morales would like it on the September 11, 2012 meeting agenda. Chief Deputy Beatty placed the amount on the spreadsheet so that they would know that figure while discussing the 2013 budget numbers. She went through what each spreadsheet column represented. The Council has cut out \$2.2 million thus far in the 2013 budget hearings. The 2.8% listed is the growth quotient provided by the State. The \$21,743,000 is the target number. The 2013 budget is currently lower than

that and includes a 2.5% raise for everyone. We are currently under the target number so they are doing well at this point. Jorge Morales is concerned though that they cannot figure the tax rate as they do not have the Assessed Values. They must watch the maximum levy, because even if the County would take less than their maximum levy, the other units can still take their maximum levy, so it would hurt only the County unit. The State has made it difficult to get back your maximum levy. Ryan Lauer pointed out that we can do some adjustments when we receive the 1782 form which allows for changes (*down*) if needed. We will be operating the first couple of months of 2013 without knowing the tax rate and certified budgets as the earliest the rate might arrive would be the middle of February. The State makes it detrimental to the Counties to be frugal. President Lentz asked what the cash balance would be with the numbers in front of them. It will be around \$4.7 million. Last year it was \$4.9 million.

DELIBERATIONS RESUMED –

- Ryan Lauer believes they need to move the ambulance line item to \$300,000 from the \$150,000 they have in there now. He believes that all County residents, including City residents, pay the taxes. Rob Kittle concurs that they need to raise the number in the event they need to cover this. Jorge Morales believes if they need the additional money, the Commissioners can come back and they can deal with this at that time. Ryan Lauer thinks it is the more equitable way to handle it as the City residents pay the County taxes. Jorge Morales stated this is set up by the State. Evelyn Strietelmeier Pence stated that the City could pay it out of their CREDIT as the County is doing. She asked if the County pays the full amount, then would the County have the control of the placement of the ambulances. That decision will be made by the ambulance board. There would be no more control if the County pays the \$300,000 than if the City and County split the money.

She questioned when the City would make the decision regarding funding or not funding the ambulance. It will be at a later date. There was more discussion regarding City residents being double taxed. Rob Kittle stated that the issue is whether the tax payers pay their fair share. President Lentz asked if we should take the money from the rainy day fund. Rob Kittle thinks it is important from a principle point that the County Council be prepared to cover the entire amount if we need be.

- Chris Ogle stated he had prepared to come here tonight to discuss pay raises, not to slash \$150,000 out of the budget to pay for the ambulances.
- Ryan Lauer would suggest that the Council get rid of their health care benefits which would save approximately \$100,000 a year.
- Auditor Hackman stated that the Commissioners determine who is eligible to receive insurance. Even if they reduce the money, then the only affect would be that the Trust would receive less money as the Commissioner will probably not change the plan.
- Jorge Morales wanted to vote on this to get off of this subject.
- The Commissioners have already made their decision so this is a moot point.
- Back to the ambulance, they could take the additional \$150,000 from the rainy day fund. The consensus of the Council was this would be a viable solution.
- They proceeded to the Clerk's salaries.
- Rob Kittle suggested they deal with the departments that did as they were advised to do and made adjustments to their employees' salaries.
- The 1% difference for the Clerk's Chief Deputy would result in \$349.
- Jorge Morales pointed out that if we approve this Chief Deputy pay change, then the Auditor's Chief Deputy would be different with her changes and so on and so on. Do they feel qualified to make those inequities?
- Clerk Hines stated that she wanted to give her Chief Deputy 1% more than the other employees. In other words, if everyone else gets 2.5% then she would like the Chief Deputy to get 3.5%.
- President Lentz is still concerned that not all offices were aware they could do this. Chris Ogle stated that there was a meeting that all the department heads were represented at and they were told they could adjust for inequalities within their office.

- Clerk Hines stated that not all Chief Deputy positions have the same responsibilities nor complicated issues. As an example, she stated that Chief Deputy Beatty in the Auditor's Office was able to step up and assist her office with some items.
- Rob Kittle thinks this department head did exactly what she was asked to do. The consensus was that they should take requests of the department heads. Ryan Lauer thought it would be better to give a percentage and let them divide it by the ranges, but he is okay with this method. Jorge Morales thinks it needs to be done so that it does not create other inequities, but he will go along with the Council's wishes.
- Clerk Hines stated that she and Auditor Hackman are paid a little more than other elected officials and she believes that is because of the responsibilities of the offices.
- Rob Kittle does not disagree with the concept of a study as asked for by Jorge Morales; he feels that the department heads are capable of making their decision.
- Pia O'Connor (*Treasurer*) stated that most people are aware of the duties and the responsibilities of the Chief Deputies and does not see a problem with changing the pay for certain ones.
- It was the consensus to grant the additional 1% for the Clerk's Chief Deputy.
- The other item was the Election Board pay. They are currently paid \$1,800. She is asking for \$2,000 this year.
- President Lentz pointed out that the Board members are making an average of \$27 per hour where the election workers are making \$8 an hour.
- Ryan Lauer asked why she had budgeted for an election in a non-election year.
- Clerk Hines stated that if there would be a referendum then she would have to have an election and then it could cost the same as a general election, depending on what unit the issue involved.
- The ultimate determining factor on the poll workers pay is the amount allowed by the Council.
- The Council could give every election employee a \$25 increase.
- There are 285 workers which would cost \$7,125 to increase each election employee by \$25.
- The long hours are one of the issues.
- They are looking at Vote Centers that could affect the number of election employees.

- The Council was in agreement for a \$25 increase for each Election Day worker. There is no change in the Election Board pay.
- Treasurer's Office – removed a position but increased part-time. Leave alone.
- Auditor's Office – Chief Deputy increase of \$1,000, Payroll Administrator increase of \$800, Administrative Services Administrator increase of \$800 and two Second Deputies of Real Estate increase of \$500 each. There was also a reduction by \$1,800 in one position. The overall change was \$719 lower in salaries for 2013 from 2012. That included a total of 5 adjustments.
- Dewayne Hines (in the audience) asked if they were doing what they had just said they weren't going to do.
- Chris Ogle stated that the Clerk had done hers via additional percentages while the Auditor had done hers by dollar amounts.
- Rob Kittle stated that the Council could reduce the amount the department heads had requested.
- Chris Ogle asked Ryan Lauer if every department head gets paid the same at Cummins. Ryan answered no. Chris Ogle stated that is because each department does different things.
- Auditor Hackman stated that when the job descriptions were originally put in place (with WIS) they were paid the same throughout the County even though the duties and responsibilities are not the same.
- Rob Kittle, Chris Ogle and Ryan Lauer stated that they feel the Auditor's amounts are within reason.
- The Recorder's Office – she had requested 5% for everyone. She did ask for the Recorder salary to be increased to the amount of the Treasurer and the Assessor. It would result in an increase of \$2,481.70 for the Recorder.
- Rob Kittle stated that at some point historically there were disparities in the elected officials pay. The Recorder use to receive an amount based on the number of documents recorded. That has not happened in a long time. The Assessor asked for an increase when the Township Assessor's Office was done away with. Not every office is the same.
- The elected official's salaries have been a little more stratified throughout the year.
- Evelyn Strietelmeier Pence thinks that WIS should do a study for the elected officials.

- Elections are every 4 years for elected officials and the salary is known before someone runs for an office.
- President Lentz suggested using the Farm Bureau book to determine the amounts.
- Jorge Morales stated that he has been stating that they needed to remain consistent. If we have agreed to that, then why are we excluding Anita (*the Recorder*)?
- The Sheriff's Department was next – Rob Kittle recused himself from this discussion.
- Evelyn Strietelmeier Pence asked why the Sheriff had been getting money for radios every year and now needs all new radios. It was discussed that they have been repairing radios, not purchasing new. The current radios are outdated. There is an expense of \$15,000 they had approved that needs to come out as it should be covered here. A couple of the Commissioners had concerns about the use of the CEDIT for the radios for the Sheriff's Department.
- The Sheriff's Department pay was presented by the Sheriff with different percentages for the Command Staff. The Sheriff's amount is a set contract. The other positions are at different percentages to reach parity. What would the overall total package cost? There are differences in retirement packages between the Sheriff's Department and the City Police Department.
- Longevity will require additional money due to people staying longer.
- Shift differential would be 5% & 10% for the 2nd and 3rd shift. It would be \$61,317 total additional for the shift differential amount for the year. The Youth Services and Work Release get a \$1 more for shift differential. E911 gets a \$1 more for shift differential. This is not a problem getting employees to work the 2nd and 3rd shift but is more a parity issue with the City Police Department.
- Ryan Lauer suggested doing the parity issue for pay and holding off on the shift differential parity at this point in time.
- Do they want to give the Captains 5.85%?
- Jorge Morales asked what it would be for the total of the Sheriff's department.
- Raises for the Chief Deputy, Jail Commander, Captains, Lieutenants, Sergeants and Patrolmen which would be around \$12,000 to \$18,000. Chief Deputy Beatty came up with a difference of \$82,958.78. It was determined that the \$82,000 figure was based on the entire raise, not just the parity raise. An

example being the 5.85% pay raise was actually a 4% pay raise and a 1.585% parity amount. Ryan Lauer is suggesting that they only address the parity issues.

BREAK

- Parity for the Sheriff's Department would be \$9,723.09.
- Director Brad Barnes was in the audience so they switched to his department so he would not need to stay all for the entire meeting.
- Rob Kittle rejoined the meeting.
- They discussed the Youth Services Center. Director Barnes has glanced over the budgets, but he has nothing additional to present today. There will be one DCS payment that had a glitch and that payment will be for \$54,000.
- The only staff allowed to eat the meals is those that are on staff and required to be with those youth in the cafeteria. The staff that is not with the youth can eat if there is anything left as that food would have to be thrown away, so they are given the opportunity to eat what would otherwise go to waste.
- There are 22 (6 of which were day treatment) out there today.
- From a salary point of view there is nothing to change.
- Director Barnes would ask that he be given the opportunity to increase the employee wages up to that amount.
- There is some potential to bring in additional revenue by bringing in some State prisoners that would be in a work release environment. Major medical would be handled by the DOC.
- Chris Ogle asked how much involvement had he planned to do during the end of this year to acclimate himself with the Youth Services Center. Director Barnes has already started meeting with Jason Bowser and will continue to become more and more involved.
- Director Barnes left the meeting as discussions regarding his department had concluded.
- The next item was the Prosecutor's Office to move one part-time Deputy Prosecutor to a full-time Prosecutor. It would be an increase of 1 hour as he is at 39 hours. The only other additional would be the benefits. The benefits are already in the budget and the pay increase would be \$2,000 for the year. The consensus was to allow the full-time position.

- County Assessor's Office was the next red flag. It was a \$682 pay increase for the Chief Deputy to bring it in line with the Treasurer's Chief Deputy. This was parity with the other offices.
- Chris Ogle stated that we were back to where we were before.
- Ryan Lauer suggested a 1% pay for the Chief Deputy in line with the other offices.
- Chris Ogle stated that was not the same as they had given a 3% raise to one of the Chief Deputies.
- Jorge Morales stated that the department heads made recommendations as we asked.
- Rob Kittle stated that maybe the Council should have chosen whether to increase by percentage or increase by a fixed amount.
- Consensus was to allow the \$682 increase for the Assessor's Chief Deputy.
- The next item was the County Extension Office. The 4-H Educator at \$20,000. They want this position to become full-time which would require an additional \$38,020 increase which included a 1% pay raise. This would be total County General money with the benefits paid by Purdue. Auditor Hackman stated that maybe they could increase her per hour rate as she is required to have many certificates. She is currently at \$11.58 per hour. Auditor Hackman is suggesting \$19.76 which would total \$32,880 or an increase of \$12,880 for the same hours. There was discussion as to whether this should be full-time or part-time. The Council was in favor of an increase, but not \$8 an hour. Currently she is paid \$11.58 but that is the maximum part-time. There was a thought about \$15.00 per hour. The position requires a Master's Degree. The \$15.00 would give just under \$5,000 a year raise. This would be a compromise. Consensus was to move it to \$15.00 per hour for a total for the year of \$24,960.
- It was asked what other positions pay over \$15.00 per hour for part-time. There are some educators.
- Purdue wanted to give the current educators a 1% raise to their contract. There are 2 educators and it would be a total increase of \$480.
- Parks Board would be next – if they want to do anything with Mill Race. Nothing in 2011 or 2012 and in 2010 it was \$17,000. The Commissioners give them \$3,000 for gas. Jorge Morales has an issue supporting a non-for-profit agency. If they would rent space to the County for the Veteran's Office, then it would be different. The consensus was not to provide any money to Mill Race Center.

- Veteran's Service was next. They are changing it from a part-time Veteran Service Officer and a full-time administrative officer to a full-time Veteran Service Officer and a part-time assistance. Leave it alone.
- County Council was next. County Council was \$0 raises. They took \$15,000 from Riverboat for financial consulting.
- Emergency Operations Center (E911) – asked for \$2,000 for the Director, \$4,000 for the Deputy Director, \$2,500 for the Supervisors and 3% for the dispatchers. This is from the 01-22 fund. The Deputy Director is not exempt, she does get overtime. Currently she is at \$36,315.50. She would make \$37,223 with the 2.5%. The Chief Deputies cannot get overtime, whereas the Deputy Director gets overtime. The shift differential is \$1.00. Jorge Morales wants to revisit the shift differential as to making them the same as to % differential as opposed to a fixed amount. Rob Kittle stated that the differential is to be encouragement to get a seasoned employee on that shift as opposed to all newer employees being on those shifts. Ryan Lauer suggested a 2% raise for the Deputy Director as Director Reuter had come before them singling out that position as needing an increase. The consensus was an additional 1% on top of the 2.5% if the 2.5% is what is given.
- Youth Services Center – Holiday Pay was brought up again. There is \$5,000 in there at this time. Rob Kittle said that Brad Barnes needs to have a little bit of money so that he can get that changed in the next year. What about moving the \$5,000 in overtime and not in Holiday Pay. That would make the overtime \$30,000 total.
- Public Defenders – Judge Heimann, Circuit Court – approve the half time request – that would make all 3 courts the same with 3 public defenders each. All public defenders are paid the same. They receive \$40,821 each. There were 3.5 public defenders listed. Judge Heimann had asked to move his 3.5 public defenders to 4. There was discussion regarding this issue. Circuit Court does not have the docket numbers that the other courts have. All full-time are paid \$40,821 a year. Leave it at 3.5 public defenders.
- Contract employees – discuss these as well as the Health Officer. He has received a raise every time the employees have, at the same amount.
- Are there anymore flags in the book? No.

- There has been an additional \$37,000. Some overtime/Holiday Pay. There was an additional \$15,000 in the Sheriff's radios that was cut.
- The County Attorney pay is at the statewide average of \$58,000.
- Parity issues were in a different spreadsheet.
- There was discussion of raising the public defenders by \$600 a year for full-time and \$300 for part-time public defenders. It was determined to leave them alone.
- The only thing they have not been through is the Sheriff's Department.
- Rob Kittle recused himself from this discussion and decision.
- This is the parity issue. Jorge Morales understands what the Sheriff is saying. If he were a Deputy he would be upset to have a CPD officer making more money than he did. But, the Deputy is better trained and we are not losing them daily.
- Ryan Lauer thinks the salary would be a good starting point for baby steps to get to parity.
- Jorge Morales stated that the City cannot continue to pay the wages, which is why the City wants the County to pick up these other items such as the ambulance and other service fees.
- Rob Kittle, as a citizen, not a Councilman explained the difference in retirement packages and when they would start. (*Rob was a CPD officer prior to joining the Sheriff's Department.*) He also explained the DROP program in reference to retirement. This would allow a Deputy to continue to work for up to 3 years; his raises would be held and he would get them as a lump sum when he retired.
- Ryan Lauer stated today's issue is the parity.
- Jorge Morales suggested giving them the 2.5% and the additional parity amount (which equates to a total of around \$9,000). The 2.5% is if that is the amount they settle on County wide.
- Evelyn Strietelmeier Pence asked Rob Kittle what the Columbus Police Department placed into their retirement fund. He was uncertain.
- The last item is the Jail Commander position. He has requested 7.45% to bring into equity with the other Major (Deputy Chief). That would maintain parity within the overall department.
- All the other staff in the Jail has been requested a 4% raise so there are no other parity issues in the Jail.

- The Sheriff's Department Chief Deputy Major should be the same pay as the Jail Commander Major.
- The Chief Deputy is second in command and the Jail Commander is the third in command. Jorge Morales noted that the Jail Commander also maintains the Jail budget, the maintenance, the contract for the medical and anything else associated with the Jail. It is the same rank and more responsibility.
- Parity 3.5% plus the final raise amount (possibly 2.5%).
- Comparing the positions by the Farm Bureau book is not a valid way to compare, as you do not know the details of that job in this County versus that position in the other Counties.
- There was discussion of no raises for the part-time elected officials.
- There was discussion of having the employees pick up the 3% and whether you could grandfather the current employees. The answer was no, you must take from everyone or no one.
- Ryan Lauer asked about giving a 3% raise and then having the employees pay 1%. Auditor Hackman stated that you can only add the 3% amount, not a 1% or 2% amount. It has to be 3%. It would be a wash if this was done.
- Sheriff's pension was at one time 30% for retirement funding. It is based on the market.
- There was more discussion regarding the 3% PERF contribution.
- The 3% is in an annuity for the employee. The additional 8.75% goes into the Bartholomew County Retirement Fund for all employees.
- The amount is a percentage based on pay. As pay goes up, so does the amount of PERF Funding.
- Jorge Morales asked if there is a law stating that we must provide employees with a retirement plan. It was uncertain.
- There was discussion regarding the investments.
- The amount is \$21,654,140.08 which is \$89,000 under what they could be at. That is based on 2.5% for everyone with the additional changes as noted.
- The discussion turned to the elected officials raises. It would be \$10,000 for all the elected officials regarding raises. Rob Kittle would leave the part-time elected officials, but he could support the full-time elected officials receiving the raises. It was discussed whether the full-time elected should get the same rate. If they

don't, then another Council will have to go through the issue of the full-time elected official's salaries getting close to the employees.

- Jorge Morales would support 2.5% for all elected full-time officials.
- Consensus was that the full-time elected officials should receive the same as the other employees.
- Jorge Morales stated that this was getting ridiculous as it is a total of \$741 per position. (*regarding the part-time elected officials*)
- The budget has to be set by September 11 for the first reading.
- As far as the Assessor, he has stepped aside and allowed CLT to review the numbers and make changes as they see fit.
- What will appear in the newspaper next week will be last year's assessed value minus 20%.
- They won't have final assessed value numbers until at least the second reading. The Certified Net Assessed Value is still just an estimate.
- They need to take the maximum levy.
- Again, it does not matter what the County does if the other units do not do the same.

Rob Kittle made a motion to adjourn. Jorge Morales seconded the motion which passed unanimously at 11:40 p.m.

The next County Council Meeting will be September 11, 2012 for the first reading of the budget.

BARTHOLOMEW COUNTY COUNCIL

By: _____
Bill Lentz, President

By: _____
Jorge Morales, Pro-Tem

By: _____
Chris Ogle, Member

By: _____
Rob Kittle, Member

By: _____
Evelyn Strietelmeier Pence, Member

By: _____
Ryan Lauer, Member

By: _____
Larry Fisher, Member

ATTEST: _____
Barbara J. Hackman, Auditor
Bartholomew County