

October 10, 2013

BARTHOLOMEW COUNTY COUNCIL
September 10, 2013

The Bartholomew County Council met on September 10, 2013 at 6:00 p.m. in the County Council Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana. Members present were: President Jorge Morales, Pro-Tem Ryan Lauer, Jim Reed, Bill Lentz, Evelyn Strietelmeier Pence, Rob Kittle & Chris Ogle. Also in attendance was Auditor Barbara J Hackman.

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

The first item on the agenda was the approval of the meeting minutes of August 13, 2013. Evelyn Strietelmeier Pence made a motion to approve the minutes with the changes that had been made. Jim Reed seconded the motion which passed unanimously.

The next item on the agenda was the approval of the 2014 Budget Hearing minutes that started on August 14, 2013 and occurred over several days, concluding on August 22, 2013. Deputy Auditor Chris West stated that the spelling of two names had been changed on page 31, based on information that was provided earlier today. Evelyn Strietelmeier Pence made a motion to approve the 2014 Budget Hearing minutes of August 2013 with the changes that had been made. Chris Ogle seconded the motion which passed unanimously.

The next item on the agenda was the consideration of a Legal Services Agreement for the County Council Attorney with Chris Monroe. On August 26, the Council held interviews during an Executive Session. Five (5) attorneys had applied. Of the five (5)

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scheduled interviews, two individuals had withdrawn prior to the Executive Session and another individual did not show. The remaining two candidates were interviewed and after deliberation, the offer was made to Attorney Chris Monroe. Evelyn Strietelmeier Pence made a motion to approve Chris Monroe as County Council Attorney. Bill Lentz seconded the motion which passed unanimously. Attorney Monroe was welcomed aboard by President Morales.

The next item on the agenda was a request for an Additional Appropriation for WIC fund 505 in the amount of \$6,393.00 as presented by Assistant Director of Nursing Carla Wolff. Assistant Director Wolff stated that when they were doing their budgets last year, the Federal Government had not passed their budget at that time. In January of 2013, the Federal Government passed the budget. This is for additional funds that were provided by the Federal Government. Chris Ogle made a motion to approve the request. Ryan Lauer seconded the motion which passed unanimously. It was determined that the Council will have to take official action in the October meeting due to this item not having been properly advertised. Chris Ogle amended his motion to unofficially approve the request to which Ryan Lauer amended his second. Motion carried unanimously. Auditor Hackman will bring this before the Council next month instead of having the Health Department personnel re-appear.

The next item on the agenda was a request for FLSA Re-Classification and a 2013 Salary Ordinance Amendment for the Health Department as presented by Director of Environmental Health Collis Mayfield. Information had been provided by Waggoner,

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Irwin & Scheele (WIS) in the form of a letter. Director Mayfield had requested the review of exempt and non-exempt employees. The test that WIS provides stated that the nursing staff should be exempt and field staff of the environmental division should be non-exempt. Evelyn Strietelmeier Pence asked about the Dental position. Assistant Director Wolff stated because she is in a science field, it fits the medical and science qualifications. President Morales clarified for the audience that an exempt position does not receive overtime while a non-exempt position can receive overtime. Director Mayfield clarified that it is overtime or compensatory time, as they do not pay overtime. Ryan Lauer asked if the pay had remained the same. Director Mayfield stated yes. Auditor Hackman stated that this had come before the Personnel Review Committee and had been approved. Bill Lentz, Evelyn Strietelmeier Pence, Ryan Lauer, Larry Kleinhenz and Auditor Hackman are the members of that committee. Jim Reed made a motion to approve the request as presented. Bill Lentz seconded the motion which passed unanimously.

The next item on the agenda was the First Reading of the 2014 Bartholomew County Budget and Salary Ordinance as read by Auditor Hackman as follows:

Department	Acct No.	Amount
Clerk	001-01	\$506,937
Auditor	001-02	\$410,566
Treasurer	001-03	\$239,332
Recorder	001-04	\$149,695
Sheriff	001-05	\$3,119,930
Surveyor	001-06	\$333,644
Coroner	001-07	\$73,728

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Prosecutor	001-08	\$581,904
Assessor	001-09	\$296,795
Code Enforcement	001-11	\$451,171
Office of Emergency Preparedness	001-18	\$146,652
Drainage Board	001-19	\$9,475
Voter's Registration	001-22	\$92,104
Co-operative Extension	001-23	\$205,834
Park Board	001-25	\$136,750
Veteran's	001-27	\$109,565
Weights & Measurers	001-28	\$47,531
Council	001-29	\$87,308
Commissioners	001-30	\$2,186,655
Maintenance	001-31	\$1,286,524
Jail	001-32	\$2,594,995
Emergency Operations Center (E911)	001-33	\$19,500
Youth Services Center (YSC)	001-34	\$1,500,037
Court Services	001-35	\$431,711
Circuit Court	001-36	\$496,105
Superior Court 1	001-37	\$314,431
Superior Court 2	001-38	\$419,808
IV-D - Circuit Court	001-39	\$62,274
IV-D - Prosecutor	001-40	\$417,992

County General Total

\$16,727,953

Department	Acct No.	Amount
Highway	002	\$2,944,903
Local Roads & Streets	003	\$468,000
Cumulative Bridge	004	\$1,600,000
Health	007	\$1,453,441
Election	008	\$321,953
Alcohol & Drug Program	010	\$181,728
Adult Probation	011	\$490,957

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Juvenile Probation	012	\$20,772
Debt Service	013	\$1,996,000
Cornerstone Perpetuation	015	\$10,550
VIP Commission	017	\$1,323,000
Local Health Maintenance	019	\$48,541
Misdemeanant	026	\$76,687
Statewide 911	122	\$1,647,436
Pre-trial Diversion	312	\$50,656
Informal Adj/Juv Probation	314	\$8,464
Local Emergency Planning Committee (LEPC)	320	\$15,018
Public Defender Superior II	329	\$41,841
Elected Officials Training	501	\$11,500
WIC 10.557	505	\$414,550
Indiana Local Health Department Trust	507	\$34,636
County Identification Program	509	\$15,000
Prosecutor IV-D Incentive 93.563	681	\$64,746
Clerk IV-D Incentive 93.563	682	\$23,847
2017 Reassessment #0124	684	\$345,398
CAGIT	111	\$5,631,221
Public Health Preparedness	009	\$15,000
Recorder Perpetuation	504	\$30,000
Total Other Funds		\$19,285,845

Total Overall County Budget **\$36,013,798**

President Morales opened the public meeting for discussion. Being none, the public meeting was closed. Bill Lentz made a motion to approve the First Reading as read. Rob Kittle stated he would recuse himself from any portion of the 2014 Budget that was directly related to the Sheriff's Department. Chris Ogle seconded the motion which passed unanimously.

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Chris Ogle made a motion to approve the 2014 Salary Ordinance as presented (*see attached*). Rob Kittle stated that he would recuse himself from any portion of the 2014 Salary Ordinance that was directly related to the Sheriff's Department. Ryan Lauer seconded the motion which passed unanimously.

The next item on the agenda was the First Reading of the 2014 Solid Waste Management District Budget as presented by Director Jim Murray. Director Murray started off by presenting information regarding the cardboard recycling program. They are hoping to expand this by having the Solid Waste take over the collection from the City so that it can be done throughout the County. Solid Waste has been paying for one of the positions on the current truck for years, so the impact will be lessened. That truck runs 5 days a week and is at capacity. To grow the program, they also want to add a second truck, that will start off with one employee and work 2 or 3 days a week based on need. The reason for this discussion is that this is the largest change in the Solid Waste Management District budget for 2014.

2014 SWMD Total Budget	\$3,772,679
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Chris Ogle asked what the cardboard produces a year. Director Murray stated right now it is about \$120,000 for this year. Ryan Lauer wanted to emphasize that they let the businesses in the County know that this is a free service the County is providing. He believes it is a big win for all the taxpayers within the County.

President Morales opened the public portion of the meeting. There being no comments, he closed the meeting. Chris Ogle made a motion to approve the First

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Reading of the Solid Waste Budget. Evelyn Strietelmeier Pence seconded the motion which passed unanimously.

The next item on the agenda was the Non-Binding Reviews of Taxing Units as presented by Dan Eggermann, Financial Consultant to the County Auditor. Mr. Eggermann presented documentation stating the requirements. This year, all the taxing units had to submit their information by September 1, but that was extended due to the Labor Day Holiday. They have also been placed in the State Gateway system. The average increase from that information was 57% but that is inflated due to those units using advertisement numbers. The school shows 65%, but again can be attributed to the advertising. The County Council must do this or the Statute states that the County Unit will lose their Growth Quotient. Also new this year, they have accounted for some units that have multiple assessed values whereas last year they did not. He suggests incorporating the handouts he gave (*see attached documents*) within the minutes of this Council meeting as Clifford did not turn in their paperwork. These documents state in them how the Clifford unit should be handled. They can make recommendations but they would be noted in the minutes. They are only approving budgets, rates & levies.

President Morales opened the meeting for public input. He noted that several of the units were present in the audience. Rob Kittle made a motion to approve the non-binding agreements as presented by Dan Eggermann. Chris Ogle seconded the motion which passed unanimously.

President Morales moved on to the miscellaneous items.

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President Morales had received a call from Clerk Tami Hines. She will be sending a resolution for the Council that states the Council is in favor of Vote Centers. The Council will need to review this resolution at the next Council meeting. This will be basically just for consensus at this time as to whether the Election Board should proceed.

President Morales had spoken with the Commissioners last Tuesday regarding the salary for the First Deputy and Second Deputy position. The Council had not granted the First Deputy Salary increase but had granted the Second Deputy. He had contacted WIS to review all the Chief Deputies throughout the County. Auditor Hackman had spoken with Kent Irwin (WIS) yesterday and they have provided the information for the 2013 actual salaries and the 2014 proposed salaries. He will be comparing the Chief/First Deputy position throughout the County. This would be the person in an office that can be replaced by an elected official. Mr. Irwin will be getting back with the Council hopefully prior to the October work session. Bill Lentz asked if WIS would look at other Counties and talk with our office holders. Auditor Hackman stated yes, but other counties cannot be compared apples to apples as a Chief Deputy in the Auditor's Office of another County may not have the same duties at the Bartholomew County Auditor's Chief Deputy.

The next item on the agenda was updates by Council Members of Boards and Commissions.

Jim Reed had nothing to report.

Ryan Lauer had nothing to report.

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Bill Lentz had nothing to report.

Jorge Morales had nothing to report

Evelyn Strietelmeier Pence reported that the Park Board has raised the amount of revenue they bring into the County. Heflin Park has brought in about \$21,000 this year. They will be replacing shelter roofs at Grammer and Rockcreek. She also had attended a Co-op Extension meeting. They still want to increase the educator position to full-time and are looking into what other things that position could take on if it were full-time.

Rob Kittle had nothing to report.

Chris Ogle had nothing to report.

President Morales thanked the press for being present and for the members that were present in the audience.

Auditor Hackman stated that she had just received Gross Values from the County Assessor's Office. She was pleasantly surprised with a 4.57% increase overall. This is still Gross Assessed Value only, as the deductions, abatements and TIF Neutralization have not been applied.

President Morales asked Dan Eggermann to speak as to the position that Bartholomew County is in financially. Mr. Eggermann stated that they have not spent more money than they have brought in and are in a good position because of this. Auditor Hackman wanted to reiterate and applaud the departments for their great job at working within the budgets and keeping things as low as they can. President Morales stated that this Council had been very transparent. Auditor Hackman stated that the

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Council had worked well with the departments in regards to any issues prior to the First Reading. Ryan Lauer wanted to thank the taxpayers and the citizens of Bartholomew County as none of this would be possible without them.

Chris Ogle made a motion to adjourn the meeting. Jim Reed seconded the motion that passed unanimously.

BARTHOLOMEW COUNTY COUNCIL

By: _____
Jorge Morales, President

By: _____
Ryan Lauer, Pro-Tem

By: _____
Chris Ogle, Member

By: _____
Rob Kittle, Member

By: _____
Evelyn Strietelmeier Pence, Member

By: _____
Bill Lentz, Member

By: _____
Jim Reed, Member

ATTEST: _____
Barbara J. Hackman, Auditor
Bartholomew County

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			2014 BI/WEEKLY SALARY ORDINANCE 2013-01			
			FIRST READING: SEPTEMBER 10, 2013			
			SECOND READING: OCTOBER 8, 2013			
The 2014 Salary Ordinance as adopted by the Bartholomew County Council as follows:						
<u>CLERK</u> (40 HOUR WORK WEEK)				<u>Hire-in Rate</u>		
001-01-01-11	✓	(1)	Clerk of the Circuit Court (EXEMPT)			\$1,937.88
001-01-01-11	✓	(1)	Chief Deputy (EXEMPT)			\$1,306.64
001-01-01-11	✓	(1)	Administrator - Circuit Court	\$1,256.51	to	\$1,333.43
001-01-01-11	✓	(1)	Administrator - Superior Court I	\$1,256.51	to	\$1,333.43
001-01-01-11	✓	(1)	Administrator - Superior Court II	\$1,256.51	to	\$1,333.43
001-01-01-11	✓	(5)	Second Deputies	\$1,174.39	to	\$1,251.31
001-01-01-11 *	✓	(1)	Child Support Supervisor	80%		\$1,066.76
001-01-01-11 *	✓	(1)	Second Deputy Child Support	80%		\$1,001.05
TOTAL		(12)				
PART TIME AND HOURLY RATED EMPLOYEES						
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)						
001-01-01-19			MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.23			
			(Not to exceed \$21,539.)			
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE						
<u>AUDITOR</u> (40 HOUR WORK WEEK)						
001-02-01-11	✓	(1)	Auditor (EXEMPT)			\$2,002.17
001-02-01-11	✓	(1)	Chief Deputy (EXEMPT)			\$1,503.31
001-02-01-11	✓	(1)	Real Estate & Tax Billing Administrator	\$1,381.49	to	\$1,458.42
001-02-01-11	✓	(1)	Administrative Services Supervisor	\$1,309.28	to	\$1,386.20
001-02-01-11	✓	(1)	Accounts Receivable/Payable Administrator	\$1,309.28	to	\$1,386.20
001-02-01-11	✓	(1)	Payroll Administrator	\$1,309.28	to	\$1,386.20
001-02-01-11	✓	(2)	Second Deputy/Real Estate	\$1,194.49	to	\$1,271.41
001-02-01-11	✓	(2)	Second Deputy/Administrative Services	\$1,174.39	to	\$1,251.31
TOTAL		(10)				
<u>TREASURER</u> (40 HOUR WORK WEEK)						
001-03-01-11	✓	(1)	Treasurer (EXEMPT)			\$1,931.83
001-03-01-11	✓	(1)	Chief Deputy (EXEMPT)			\$1,417.48
001-03-01-11	✓	(1)	Department Head/Bookkeeper	\$1,271.07	to	\$1,347.99
001-03-01-11 *	✓	(1)	Department Head	\$1,271.07	to	\$1,347.99
001-03-01-11	✓	(1)	Second Deputies	\$1,174.39	to	\$1,251.31
TOTAL		(5)				
*When this position becomes vacant, it will revert to a second deputy position						
for a total in this department of one department head/bookkeeper and two second deputies.						
PART TIME AND HOURLY RATED EMPLOYEES						
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)						
001-03-01-19			MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.23			
			(Not to exceed \$4,280.)			
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE						

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RECORDER (40 HOUR WORK WEEK)				
001-04-01-11	(1)	Recorder (EXEMPT)		\$1,832.04
001-04-01-11	(1)	Chief Deputy (EXEMPT)		\$1,376.67
001-04-01-11	(1)	Second Deputy	\$1,174.39 to	\$1,251.31
001-04-01-11	(1)	Second Deputy	\$1,174.39 to	\$1,251.31
TOTAL	(4)			
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
SHERIFF (40 HOUR WORK WEEK)				
001-05-01-11	(1)	Sheriff (EXEMPT)		\$108,000.00
001-05-01-11	(1)	Chief Deputy (EXEMPT)		\$2,197.57
001-05-01-11	(3)	Captains (EXEMPT)		\$2,072.98
001-05-01-11	(2)	Lieutenant (EXEMPT)		\$1,996.87
001-05-01-11	(7)	Sergeants (28 day work period)	\$1,750.57 to	\$1,904.42
001-05-01-11	(3)	Detectives (28 day work period)	\$1,750.57 to	\$1,904.42
001-05-01-11	(22)	Patrolman (28 day work period)	\$1,610.95 to	\$1,764.80
001-05-01-11	(1)	Matron	\$1,242.38 to	\$1,396.23
001-05-01-11	(2)	Clerical	\$1,097.46 to	\$1,251.31
TOTAL	(42)			
001-05-01-17 EMERGENCY SERVICES ALLOTMENT @ \$12,000.00				
001-05-01-25 LONGEVITY (Merit) @ \$121,800. (\$200.00 annually)				
001-05-01-26 SHIFT DIFFERENTIAL (Merit) for actual hours worked on rotating second & third shift. (Not to exceed \$62,544.) See page 17 for schedule.				
001-05-01-20 OVERTIME (Not to exceed \$85,603.)				
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
SURVEYOR (40 HOUR WORK WEEK)				
001-06-01-11	(1)	Surveyor (EXEMPT)		\$1,246.56
001-06-01-11	(1)	Department Head-Hydrology (EXEMPT)		\$2,034.05
001-06-01-11	(1)	Department Head-Surveys	\$1,523.43 to	\$1,600.35
001-06-01-11	(1)	Administrative Assistant	\$1,153.88 to	\$1,230.80
001-06-01-11	(1)	Survey Crew Chief	\$1,410.62 to	\$1,487.54
001-06-01-11	(1)	Department Head-G.I.S.	\$1,745.59 to	\$1,822.51
001-06-01-11	(1)	G.I.S. Technician	\$1,242.36 to	\$1,319.28
001-06-01-11	(1)	Senior Mapper	\$1,692.35 to	\$1,769.27
TOTAL	(8)			
NOTE: The County Council is required under the provisions of IC 36-2-12-15 to fix the compensation of the County Surveyor both as if he is registered under IC 25-31 and as if he is not registered under IC 25-31. If the County Surveyor is registered under IC 25-31 the compensation shall be one and one-half times the compensation of a Surveyor who is not registered. Therefore the Surveyor compensation if not registered shall be \$21,607.00 and the Surveyor if registered shall be \$32,411.00. This compensation shall be determined by County Council and any salary increases may be given accordingly.				
PART TIME AND HOURLY RATED EMPLOYEES				
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)				
001-06-01-19	MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.23			
	(Not to exceed \$1,500.)			
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				

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<u>CORONER</u>					
001-07-01-11	✓	(1)	Coroner (EXEMPT)		\$815.28
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE					
<u>PROSECUTING ATTORNEY</u> (40 HOUR WORK WEEK)					
001-08-01-11	✓	(1)	Prosecutor		
001-08-01-11	✓	(1)	Office Administrator	\$1,312.50 to	\$1,389.42
001-08-01-12	✓	(1)	Victim Assistance Coordinator	\$1,242.85 to	\$1,319.77
001-08-01-11	✓	(4)	Criminal Paralegal	\$1,242.85 to	\$1,319.77
001-08-01-13	✓	(4)	Deputy Prosecuting Attorney (EXEMPT)		\$2,941.94
TOTAL		(11)			
PART TIME AND HOURLY RATED EMPLOYEES					
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)					
001-08-01-19	**		MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.23		
			(Not to exceed \$28,876.)		
001-08-01-14	✓	(1)	Chief Deputy Prosecutor PT(EXEMPT)		\$491.19
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE					
<u>COUNTY ASSESSOR</u> (40 HOUR WORK WEEK)					
001-09-01-11		(1)	County Assessor (EXEMPT)		\$1,931.83
001-09-01-11		(1)	Chief Deputy (EXEMPT)		\$1,404.09
001-09-01-11	*	(1)	First Deputy - Personal Property	\$1,266.85 to	\$1,343.77
001-09-01-11	*	(1)	First Deputy - Real Estate	\$1,266.85 to	\$1,343.77
001-09-01-11		(1)	Second Deputy - Personal Property	\$1,174.39 to	\$1,251.31
001-09-01-11		(1)	Second Deputy - Real Estate	\$1,174.39 to	\$1,251.31
001-09-01-11		(1)	Second Deputy - Sales Disclosure	\$1,174.39 to	\$1,251.31
001-09-01-11		(1)	Second Deputy - Field Technician	\$1,174.39 to	\$1,251.31
TOTAL		(8)			
*When one of the County Assessor's first deputies positions become vacant, it will revert to a second deputy position with a salary the same as a second deputy in the Treasurer's office, for a total in this department of one first deputy and two second deputies.					
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE					
<u>DEPT. OF TECHNICAL CODE ENFORCEMENT</u> (40 HOUR WORK WEEK)					
001-11-01-11		(1)	Chief Code Enforcement Officer (EXEMPT)		\$2,033.93
001-11-01-11		(1)	Ass't Chief Code Enf. Officer (EXEMPT)		\$1,762.74
001-11-01-11		(2)	Ass't Code Enf. Officer/Combination Inspector	\$1,613.92 to	\$1,690.84
001-11-01-11		(1)	Ass't Code Enf. Officer/Fire Inspector	\$1,613.92 to	\$1,690.84
001-11-01-11		(1)	Ass't Code Enf. Officer/Commercial/Accessibility	\$1,613.92 to	\$1,690.84
001-11-01-11		(1)	Ass't Code Enf. Officer/Zoning	\$1,613.92 to	\$1,690.84
001-11-01-11	*	(1)	First Deputy - Office Manager	\$1,270.73 to	\$1,347.65
001-11-01-11	*	(1)	First Deputy - Senior Permit Clerk	\$1,270.73 to	\$1,347.65
001-11-01-11		(1)	Second Deputy	\$1,174.39 to	\$1,251.31
TOTAL		(10)			
*When one of these positions become vacant, it will revert to a second deputy position with a salary the same as a second deputy in the Treasurer's office, for a total in this department of one first deputy and two second deputies.					
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE					
EMERGENCY MANAGEMENT (40 HOUR WORK WEEK)					

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<u>VOTER REGISTRATION</u> (40 HOUR WORK WEEK)				
001-22-01-11	(1)	Supervisor of Voter Registration	\$1,256.51	to \$1,333.43
001-22-01-11	(1)	Second Deputy	\$1,174.39	to \$1,251.31
TOTAL	(2)			
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
<u>COOPERATIVE EXTENSION SERVICE</u> (40 HOUR WORK WEEK)				
001-23-01-11	(1)	4-H Resource	\$1,231.53	to \$1,308.45
001-23-01-11	(1)	Office Manager	\$1,270.73	to \$1,347.65
001-23-01-11	(1)	Secretary	\$1,083.86	to \$1,160.78
TOTAL	(3)			
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
<u>PARK BOARD</u>				
PART TIME AND HOURLY RATED EMPLOYEES				
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)				
001-25-01-19		MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.23		
		Laborers/Maintenance Seasonal		
		(Not to exceed \$36,000.)		
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
<u>VETERANS SERVICE OFFICER</u>				
001-27-01-11	(1)	Veterans Service Officer (EXEMPT)		\$1,304.88
001-27-01-11	(1)	Part-Time VSO		\$86.18
TOTAL	(2)			
PART TIME AND HOURLY EMPLOYEES				
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)				
001-27-01-19		MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.23		
		Part-Time (Not to exceed \$25,438.)		
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
<u>WEIGHTS & MEASURES & IOSHA</u> (40 HOUR WORK WEEK)				
001-28-01-11	(1)	Dir Dept. of Weights & Measures & IOSHA (EXEMPT)		\$1,691.57
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
<u>COUNTY COUNCIL</u>				
001-29-01-11	(7)	County Council (EXEMPT)		\$306.09
TOTAL	(7)			
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				

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COUNTY COMMISSIONERS				
001-30-01-01	(3)	County Commissioners (EXEMPT)		\$1,192.62
001-30-01-05	(1)	Animal Control Officer (40 HOUR WORK WEEK)	\$1,177.67 to	\$1,254.59
001-30-01-06	(1)	District Coordinator/Educator (Soil & Water)	\$1,174.39 to	\$1,251.31
001-30-01-07	(1)	Chief Deputy (EXEMPT) (40 HOUR WORK WEEK)		\$1,417.48
001-30-01-07	(1)	Second Deputy (40 HOUR WORK WEEK)	\$1,174.39 to	\$1,251.31
001-30-01-10	(1)	Director of Information Technology (EXEMPT)		\$2,461.19
001-30-01-10	(1)	Systems Administrator Level II (EXEMPT)		\$1,948.94
001-30-01-10	(1)	Systems Administrator Level I	\$1,460.12 to	\$1,537.04
001-30-01-10	(1)	Network Administrator (EXEMPT)		\$1,904.32
001-30-01-10	(1)	Network Technician Level I	\$1,214.00 to	\$1,290.92
TOTAL	(12)			
PART TIME AND HOURLY RATED EMPLOYEES				
001-30-01-04	(1)	Mechanic (40 HOUR WORK WEEK) @ \$14.50/hr. to maximum of \$19.15/hr. (Not to exceed \$39,823)		
001-30-01-19	(2)	Assistant to Animal Control (25 HOUR WORK WEEK.) @ \$12.60/hr. (Not to exceed \$31,788.)		
001-30-01-20		OVERTIME (Not to exceed \$4,000.)		
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
MAINTENANCE (40 HOUR WORK WEEK)				
001-31-01-11	(1)	Maintenance Supervisor (EXEMPT)		\$1,828.62
001-31-01-11	(1)	Assistant Supervisor	\$1,295.64 to	\$1,372.56
001-31-01-11	(1)	Maintenance #1	\$1,253.39 to	\$1,330.31
001-31-01-11	(1)	Maintenance #2	\$1,253.39 to	\$1,330.31
001-31-01-11	(1)	Maintenance #4 Night Supervisor	\$1,253.39 to	\$1,330.31
001-31-01-11	(1)	Maintenance #5	\$1,253.39 to	\$1,330.31
001-31-01-11	(1)	Maintenance #7	\$1,253.39 to	\$1,330.31
TOTAL	(7)			
PART TIME AND HOURLY RATED EMPLOYEES				
001-31-01-18		MINIMUM WAGE OF \$11.95 TO MAXIMUM HOURLY RATE @ \$14.04 (7) Hourly-Custodial Maintenance (40 HOUR WORK WEEK) (Not to exceed \$204,422.)		
001-31-01-19		MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.23 (NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)		
	(1)	Clerical (NOT TO EXCEED 24 HOUR WORK WEEK) (Not to exceed \$15,267.)		
001-31-01-19		MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$11.76 (1) Custodian (Emergency Operations Center) (NOT TO EXCEED 24 HOUR WORK WEEK) (Not to exceed \$14,676.)		
001-31-01-20		OVERTIME (Not to exceed \$12,990)		
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				

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JAIL (28 DAY WORK PERIOD)				
001-32-01-11	(1)	Jail Commander (EXEMPT)		\$2,197.58
001-32-01-11	(1)	Captain Civilian Jail Officer	\$1,402.24 to	\$1,556.09
001-32-01-11	(1)	Lieutenant Civilian Jail Officer	\$1,354.69 to	\$1,508.54
001-32-01-11	(6)	Sergeant Civilian Jail Officers	\$1,307.15 to	\$1,461.00
001-32-01-11	(26)	Civilian Jail Officers (28 day work period)	\$1,212.03 to	\$1,365.88
001-32-01-11	(5)	Control Officers	\$1,171.01 to	\$1,324.86
001-32-01-11	(2)	Cooks	\$897.77 to	\$1,051.62
001-32-01-11	(1)	Lead Cook	\$925.54 to	\$1,079.39
001-32-01-11	(2)	Clerical	\$1,097.46 to	\$1,251.31
TOTAL	(45)			
PART TIME AND HOURLY RATED EMPLOYEES				
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)				
001-32-01-18		MINIMUM WAGE OF \$11.95 TO MAXIMUM HOURLY RATE @ \$14.04		
	(1)	Jail Maintenance Supervisor (Not to exceed \$35,847.)		
	(1)	Jail Maintenance/Custodial (Not to exceed \$32,534.)		
	(4)	Hourly-Maintenance Worker (40 HOUR WORK WEEK)		
		(Not to exceed \$116,813.)		
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)				
001-32-01-19		MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.23		
		(Not to exceed \$146,533.)		
001-32-01-17		EMERGENCY SERVICES ALLOTMENT @ \$2,000.		
001-32-01-20		OVERTIME (Not to exceed \$68,900.)		
001-32-01-25		LONGEVITY (Merit) @ \$6,000. (\$200.00 annually)		
001-32-01-28		SHIFT DIFFERENTIAL (Civilian) for actual hours worked on rotating second		
		and third shift @ \$1.25 per hour. (Not to exceed \$37,220.)		
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
YOUTH SERVICES CENTER (40 HOUR WORK WEEK)				
001-34-01-11	(1)	Director (EXEMPT)		\$2,437.52
001-34-01-14	(1)	Intake Officer PO #1		\$1,983.38
001-34-01-14	(1)	Intake Officer PO #2		\$1,639.15
001-34-01-14	(1)	Intake Officer PO #3		\$1,639.15
001-34-01-14	(1)	Intake Officer PO #4		\$1,420.31
001-34-01-15	(1)	Counselor (EXEMPT)		\$1,537.79
001-34-01-21	(1)	Bookkeeper	\$1,174.39 to	\$1,251.31
001-34-01-30	(1)	Teachers (EXEMPT)		\$1,652.85
TOTAL	(9)			
HOURLY RATED EMPLOYEES				
001-34-01-12		Hire-in rate of \$12.13 thru \$14.45		
	(4)	Control Officers		
		(Not to exceed \$120,224.)		
001-34-01-17	(1)	Head Cook \$10.99 thru \$13.36		
	(1)	Cook \$10.19 thru \$12.45		
		(Not to exceed \$53,685.)		
001-34-01-18		Hire-in rate of \$12.74 thru \$14.06, maximum hourly rate for this position \$16.46		
	(15)	Youth Care Workers		
		(Not to exceed \$513,552.)		

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PART TIME EMPLOYEES			
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)			
001-34-01-31		MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$26.41	
		Part-time teachers (Not to exceed 54,933.)	
001-34-01-25		MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.60	
		Cooks (part-time)	
		(Not to exceed \$18,346.)	
001-34-01-28		MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$13.54	
		Youth Care Workers (part-time)	
		(Not to exceed \$143,667.)	
001-34-01-29		Relief (Not to exceed \$42,770.)	
001-34-01-13		Nurse @ \$18.04/hr. (NOT TO EXCEED 28 HOURS WORK WEEK)	
		(Not to exceed \$26,266.)	
001-34-01-20		OVERTIME (Not to exceed \$30,000.)	
001-34-01-27		SHIFT DIFFERENTIAL (FT YCW) for actual hours worked on rotating second and third shift @ \$.75 per hour. (Not to exceed \$7,919.)	
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE			
COURT SERVICES (40 HOUR WORK WEEK)			
001-35-01-11	✓	(1) Probation Officer #2	\$2,266.28
001-35-01-11	✓	(1) Probation Officer #3	\$1,872.96
001-35-01-11	✓	(1) Probation Officer #4	\$2,158.36
001-35-01-11	✓	(1) Probation Officer #5	\$1,962.21
001-35-01-11	✓	(1) Probation Officer #6	\$1,621.68
001-35-01-11	✓	(1) Probation Officer #7	\$1,702.77
001-35-01-11	✓	(1) Probation Officer #8	\$1,783.78
001-35-01-11	✓	(1) Probation Secretary #9	\$1,213.93 to \$1,290.85
001-35-01-11 *	✓	(1) Juvenile Probation Officer #27	\$1,314.90
		\$16,980. of this position is paid from Juv. Probation 012	
		\$7,000. of this position is paid from Probation 314	
001-35-01-11	✓	(1) CR Probation Officer #29	\$1,621.68
TOTAL	✓	(10)	
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE			
CIRCUIT COURT (40 HOUR WORK WEEK)			
001-36-01-11	✓	(1) Judge	\$192.31
001-36-01-11	✓	(1) Juvenile Magistrate (EXEMPT) (24 hour work week)	\$1,664.62
001-36-01-11	✓	(1) Court Reporter/Bailiff #1	\$1,268.16 to \$1,345.08
001-36-01-11	✓	(1) Court Reporter/Bailiff #2	\$1,264.96 to \$1,341.88
001-36-01-11	✓	(1) Court Reporter/Bailiff #3	\$1,214.92 to \$1,291.84
001-36-01-11	✓	(1) Court Reporter/Bailiff #4	\$1,214.92 to \$1,291.84
001-36-01-11	✓	(1) Court Reporter/Bailiff #5	\$1,214.92 to \$1,291.84
TOTAL	✓	(7)	
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE			

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<u>SUPERIOR COURT NO. 1</u> (40 HOUR WORK WEEK)				
001-37-01-11	✓ (1)	Court Reporter/Bailiff #1	\$1,270.73	to \$1,347.65
001-37-01-11	✓ (1)	Court Reporter/Bailiff #2	\$1,234.52	to \$1,311.44
001-37-01-11	✓ (1)	Court Reporter/Bailiff #3	\$1,214.92	to \$1,291.84
TOTAL	✓ (3)			
PART TIME EMPLOYEES				
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)				
001-34-01-31		MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.23		
		(Not to exceed \$17,283.)		
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
<u>SUPERIOR COURT NO.2</u> (40 HOUR WORK WEEK)				
001-38-01-11	✓ (1)	Chief Court Reporter/Bailiff	\$1,304.87	to \$1,381.79
001-38-01-11	✓ (1)	Court Reporter/Bailiff #1	\$1,267.83	to \$1,344.75
001-38-01-11	✓ (1)	Court Reporter/Bailiff #2	\$1,234.52	to \$1,311.44
001-38-01-11	✓ (1)	Court Reporter/Bailiff #3	\$1,234.52	to \$1,311.44
001-38-01-11	✓ (1)	Court Reporter/Bailiff #4	\$1,234.52	to \$1,311.44
001-38-01-11	✓ (1)	Court Reporter/Bailiff #5	\$1,234.52	to \$1,311.44
001-38-01-11	✓ (1)	Court Reporter/Bailiff #6	\$1,234.52	to \$1,311.44
001-38-01-11	✓ (1)	Court Reporter/Bailiff #7	\$1,234.52	to \$1,311.44
TOTAL	✓ (8)			
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
<u>CIRCUIT COURT (4D)</u>				
001-39-01-11	✓ (1)	Commissioner IV D		\$1,336.30
PART TIME AND HOURLY RATED EMPLOYEES				
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)				
001-39-01-19		MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.23		
		(Not to exceed \$20,354.)		
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
<u>PROSECUTOR (4D)</u>				
001-40-01-14	✓ (6)	Paralegal/Caseworker IV-D	\$1,242.85	to \$1,319.77
001-40-01-15	✓ (1)	Deputy Prosecuting Attorney Title IV-D (EXEMPT)		\$2,941.94
TOTAL	✓ (7)			
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				

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COUNTY HIGHWAY (40 HOUR WORK WEEK)			
002-01-01-11	(1)	Superintendent (EXEMPT)	\$1,965.50
002-01-01-13	(1)	Engineer (EXEMPT)	\$2,931.93
002-01-01-14	(1)	Office Manager	\$1,319.31 to \$1,396.23
002-01-01-15	(1)	Asst. Superintendent (EXEMPT)	\$1,642.92
002-01-01-16	(1)	Technical Supervisor (EXEMPT)	\$1,642.92
TOTAL	(5)		
002-01-01-20		OVERTIME (Not to exceed \$175.)	
MAINTENANCE AND REPAIR			
002-02-01-19	(12)	HOURLY HIGHWAY EMPLOYEES	
		Truck Driver/Laborers (40 HOUR WORK WEEK) @ 12.38/hr. to \$17.15/hr.	
		Equipment Operator (40 HOUR WORK WEEK) @ \$12.38/hr. to \$17.15/hr.	
002-02-01-19	(3)	Crew Chiefs (40 HOUR WORK WEEK) @ \$12.38/hr. to \$18.91/hr.	
		(TOTAL FOR THE ABOVE POSITIONS NOT TO EXCEED \$546,062.)	
PART TIME AND HOURLY RATED EMPLOYEES			
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)			
002-02-01-18	(4)	Temporary/Seasonal Help @ \$7.29/hr. to maximum of \$10.00/hr.	
		(Not to Exceed \$28,000.)	
002-02-01-20		OVERTIME (Not to exceed \$50,000.)	
GENERAL AND UNDISTRIBUTED			
002-04-01-19	(2)	Mechanics (40 HOUR WORK WEEK) @ \$12.38/hr. to \$19.15/hr.	
		(Not to exceed \$79,664.)	
002-04-01-20		OVERTIME (Not to exceed \$15,000.)	
Note: All hourly employees to be paid time and one-half over 40 hours worked per week.			
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE			
HEALTH DEPT. (40 HOUR WORK WEEK)			
007-01-01-11	(1)	Health Officer (EXEMPT)	\$983.12
007-01-01-11	(1)	Director of Environmental Health (EXEMPT)	\$2,032.94
007-01-01-11	(1)	Asst. Director of Environmental Health (EXEMPT)	\$1,798.92
007-01-01-11	(1)	Asst. Director of Nursing (EXEMPT)	\$1,880.96
007-01-01-11	(1)	Environmental Health Specialist Supervisor	\$1,675.94 to \$1,752.86
007-01-01-11	(1)	Public Health Clinic Supervisor (EXEMPT)	\$1,752.86
007-01-01-11	(1)	RN Nurse Supervisor Immunization & Tuberculosis (EXEMPT)	\$1,752.86
007-01-01-11	(1)	Staff RN #1 (EXEMPT)	\$1,735.34
007-01-01-11	(1)	Staff RN #2 (EXEMPT)	\$1,735.34
007-01-01-11	(1)	Environmental Health Specialist	\$1,658.42 to \$1,735.34
007-01-01-11	(1)	Environmental Health Specialist	\$1,658.42 to \$1,735.34
007-01-01-11	(1)	Environmental Health Specialist	\$1,658.42 to \$1,735.34
007-01-01-11	(1)	Dental Coordinator (EXEMPT)	\$1,666.51
007-01-01-11	(1)	Bookkeeper	\$1,239.36 to \$1,316.28
007-01-01-11	(1)	Registrar	\$1,196.95 to \$1,273.87
007-01-01-11	(1)	Office Manager/Environmental Health Assistant	\$1,239.36 to \$1,316.28
007-01-01-11	(1)	Receptionist/Data Base Assistant	\$1,168.02 to \$1,244.94
007-01-01-11	(1)	PH Clinic Secretary	\$1,168.02 to \$1,244.94
007-01-01-11	(1)	PH Secretary/Receptionist	\$1,168.02 to \$1,244.94
TOTAL	(19)		

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PART TIME AND HOURLY RATED EMPLOYEES			
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)			
007-01-01-19	*	(1)	Staff RN @ \$19.53 per hour (Not to exceed \$2,000.)
007-01-01-19		(1)	Staff RN #3 (1248 hrs./yr.) @ \$20.12 per hour
007-01-01-19		(1)	School RN (864 hrs./yr.) @ \$20.12 per hour
			(Not to exceed \$42,484.)
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)			
007-01-01-18			MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.23
			Environmental Health Technician (550 hrs./yr.)
			(Not to exceed \$6,725.)
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)			
007-01-01-18		(1)	MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.23
			Environmental Health Vector Control Technician (550 hrs./yr.)
			(Not to exceed \$6,725.)
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE			
LOCAL HEALTH MAINTENANCE			
019-01-01-19		(1)	School RN (384 hrs./yr.) @ \$20.12 per hour
019-01-01-19		(1)	RN Clinician #2 (1248 hrs./yr.) @ \$20.12 per hours
TOTAL		(2)	
			(Not to exceed \$32,829.)
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE			
WOMEN-INFANT-CHILDREN (WIC)			
505-01-01-11	**	(1)	WIC Supervisor (EXEMPT)(Grant Reimbursed 100%) to \$1,752.86
505-01-01-11	**	(1)	WIC RN #2 (EXEMPT) (Grant Reimbursed 100%) to \$1,735.34
505-01-01-11	**	(1)	WIC Secretary #1 (Grant Reimbursed 100%) \$1,168.02 to \$1,244.94
505-01-01-11	**	(1)	WIC Secretary #2 (Grant Reimbursed 100%) \$1,126.93 to \$1,203.85
TOTAL		(4)	
PART TIME AND HOURLY RATED EMPLOYEES			
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)			
505-01-01-19	**	(1)	Registered Dietician (1456 hrs./yr.)(Grant Reimbursed 100%) @ \$26.50 per hour
505-01-01-19	**	(1)	Registered Dietician (1456hrs./yr.)(Grant Reimbursed 100%) @ \$23.93 per hour
505-01-01-19	**	(1)	WIC RN #1 (1456 hrs./yr.) (Grant Reimbursed 100%) @ \$20.12 per hour
			(Not to exceed \$111,956.)
505-01-01-19	**	(1)	Part time hourly Client Service/Secretary (to exceed \$6,833.00) @ \$14.60
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE			
PUBLIC HEALTH PREPAREDNESS			
009-01-01-17	**	(1)	PHP Coordinator Part/time
			(Not to exceed \$15,800.)
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE			

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<u>ELECTION BOARD</u>				
008-01-01-11	(1)	Second Deputy	\$1,174.39	to \$1,251.31
008-01-01-11	(1)	Election Board Member-Clerk @ \$2100.00/yr. (Annually)		\$1,050.00
008-01-01-28	(2)	Election Board Members @ \$2100.00/yr.= \$4200.00 (Annually)		\$1,050.00
008-01-01-30	(285)	Precinct Board Members @ \$125.00/day		
008-01-01-30		Attend Instructional Meetings \$20.00		
008-01-01-30		Inspector Pick Up/Deliver Supplies \$15.00 each way		
008-01-01-30		Judge Opposite Party of Inspector		
		To Return Supplies \$10.00 per Judge		
PART TIME AND HOURLY RATED EMPLOYEES				
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)				
008-01-01-18		Canvasser/Absentee Boards		
		(Not to exceed \$33,400.)		
008-01-01-20		OVERTIME (Not to exceed \$15,000.)		
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
<u>ALCOHOL/DRUG PROGRAM (USER FEES) (40 HOUR WORK WEEK)</u>				
010-01-01-11	(1)	Probation Officer #13		\$1,803.04
010-01-01-11 *	(1)	Probation Supervisor #1		\$2,373.96
TOTAL	(2)			
PART TIME AND HOURLY RATED EMPLOYEES				
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)				
010-01-01-19		MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$21.28		
		(Not to exceed \$24,000.)		
010-01-01-20		OVERTIME (Not to exceed \$500.)		
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
<u>ADULT PROBATION (USER FEES) (40 HOUR WORK WEEK)</u>				
011-01-01-11	(1)	Director of Court Services/CPO (EXEMPT)#22		\$2,827.58
011-01-01-11	(1)	Assistant Chief Probation Officer (EXEMPT)#12		\$2,566.27
011-01-01-11	(1)	Administrative Assistant to Chief Probation Officer #11	\$1,333.18	to \$1,410.10
011-01-01-11	(1)	Secretary #10	\$1,213.93	to \$1,290.85
011-01-01-11	(1)	Probation Officer #28		\$1,893.19
011-01-01-11	(1)	Adult Probation Officer #19		\$1,639.12
TOTAL	(6)			
011-01-01-20		OVERTIME (Not to exceed \$500.)		
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
<u>JUVENILE PROBATION (USER FEES)</u>				
012-01-01-11	(1)	Juvenile Probation Officer #27		\$653.08
		\$35,160 of this Position is paid from Co General 001-35		
		\$7,000. of this position is paid from Probation 314		
012-01-01-20		OVERTIME (Not to exceed \$200.)		
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				

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COMMUNITY CORRECTIONS (GRANT FUND) (40 HOUR WORK WEEK)						
016-17-01-11	*	(1)	Home Detention Probation Officer #16			\$1,839.10
016-17-01-11	**	(1)	FD Casemanager/Probation Officer #24			\$2,023.05
016-17-01-11	*	(1)	Casemanager/Probation Officer #30			\$1,671.93
016-17-01-11	*	(1)	Director, Residential Work Release PO #31			\$2,516.49
016-17-01-11	*	(1)	Administrative Assistant, Residential Work Release #32			\$1,366.66
016-17-01-11	*	(1)	Home Detention Probation Officer #15			\$1,671.93
016-17-01-11	*	(1)	Residential Supervisor (28 day work period)#34	\$1,354.69	to	\$1,508.54
016-17-01-11	*	(1)	Field Officer #33 (28 day work period)	\$1,200.81	to	\$1,354.66
016-17-01-11	*	(10)	Residential Officers (28 day work period)	\$1,200.81	to	\$1,354.66
TOTAL		(18)				
FISCAL YEAR 07-01-13/06-30-14						
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE						
COMMUNITY CORRECTIONS (CTP) (40 HOUR WORK WEEK)						
027-17-01-11	*	(1)	CTP Casemanager/Probation Officer #25			\$2,124.20
FISCAL YEAR 07-01-13/06-30-14						
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE						
COMMUNITY CORRECTIONS (PROJECT INCOME) (40 HOUR WORK WEEK)						
022-17-01-11	*	(1)	Supervisor Home Detention Probation Officer #14			\$2,274.85
022-17-01-11	*	(1)	Casemanager/Probation Officer #20			\$1,803.04
022-17-01-11	*	(1)	Residential Officer #37	\$1,200.81	to	\$1,354.66
022-17-01-11	*	(1)	Home Detention Probation Officer #17			\$1,587.42
022-17-01-11	*	(1)	Field Officer #21	\$1,200.81	to	\$1,354.66
022-17-01-11	*	(1)	Residential Officer #28	\$1,200.81	to	\$1,354.66
022-17-01-11	*	(1)	Residential Officer #40	\$1,200.81	to	\$1,354.66
022-17-01-11	*	(1)	Community Corrections Secretary # 23	\$1,137.00	to	\$1,290.85
022-17-01-11	*	(1)	Day Reporting Financial Support Staff #26	\$1,137.00	to	\$1,290.85
TOTAL		(9)				
022-17-01-20	*	OVERTIME (Not to exceed \$80,000.)				
022-17-01-19	*	MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$14.00				
		(Not to exceed \$15,000.)				
FISCAL YEAR 07-01-13/06-30-14						
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE						

October 10, 2013

<u>COURT SERVICES INF/ADJ</u>						
314-01-01-11		✓ (1)	Juvenile Probation Officer #27			\$269.23
			\$35,160 of this Position is paid from Co General 001-35			
			\$16,980. of this Position is paid from Juv Probation 012			
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE						
<u>ICJI WRAP GRANT</u>						
032-12-01-11	*	✓ (1)	Residential Officer (28 day work period)	\$1,277.74	to	\$1,354.66
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE						
<u>COUNTY MISDEMEANANT</u>						
026-01-01-11		✓ (1)	Nurse (EXEMPT)			\$1,685.42
026-01-01-20			OVERTIME (Not to exceed \$5,000.00)			
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE						
<u>YSC DAY TREATMENT GRANT</u> (40 HOUR WORK WEEK)						
028-17-01-11	*	✓ (1)	Program Coordinator (EXEMPT)			\$1,549.51
FISCAL YEAR 07-01-13/06-30-14						
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE						
<u>PRE-TRIAL DIVERSION PROGRAM</u> (40 HOUR WORK WEEK)						
<u>PROSECUTOR'S OFFICE (USER FEES)</u>						
312-01-01-11	**	✓ (1)	Legal Assistant	\$1,242.85	to	\$1,319.77
PART TIME AND HOURLY RATED EMPLOYEES						
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)						
312-01-01-19	**		MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.23			
			(Not to exceed \$16,042.)			
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE						
<u>STOP GRANT FISCAL YEAR 07-01-12/06-30-13</u>						
PART TIME AND HOURLY RATED EMPLOYEES						
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)						
516-03-01-11	**	✓ (1)	Investigator/Translator			
			(Not to exceed \$28,800.00)			
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE						

October 10, 2013

ADULT PROTECTIVE SERVICES (40 HOUR WORK WEEK)				
524-12-01-11	**	(1)	Adult Protective Services Coordinator	\$2,046.68 to \$2,123.60
524-12-01-11	**	(1)	Adult Protective Services Investigator	\$891.67 to \$968.59
FISCAL YEAR 07-01-12/06-30-13				
PART TIME AND HOURLY RATED EMPLOYEES				
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)				
524-12-01-19	**		Extra Help @ \$12.23 per hr.	
			(Not to exceed \$3,755.00)	
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
EMERGENCY OPERATIONS CENTER (E-911) (40 HOUR WORK WEEK)				
122-01-01-11		(1)	Director (EXEMPT)	\$1,955.50
122-01-01-11		(1)	Deputy Director	\$1,426.91 to \$1,503.83
122-01-01-11		(3)	Shift Supervisor	\$1,319.76 to \$1,396.68
122-01-01-11		(20)	Telecommunicates	\$1,255.57 to \$1,332.49
TOTAL		(25)		
122-01-01-26			SHIFT DIFFERENTIAL for actual hours worked on rotating second and third shift @ \$1.25 per hour. (Not to exceed \$35,545.)	
122-01-01-20			OVERTIME (Not to exceed \$15,000.)	
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
REASSESSMENT				
PART TIME AND HOURLY RATED EMPLOYEES				
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)				
684-01-01-19			MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.23	
			(Not to exceed \$50,738.)	
684-01-01-30			Certification Pay \$4,500.	
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
CLERK IV-D INCENTIVE				
682-01-01-11	**	(1)	Child Support Supervisor	20% \$266.67
682-01-01-11	**	(1)	Second Deputy Child Support	20% \$250.26
		(2)		
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
PROSECUTOR IV-D INCENTIVE				
681-01-01-11	**	(1)	Intake Case Worker	\$1,242.85 to \$1,319.77
681-01-01-11	**	(1)	Employee Supplement	\$101.28
		(2)		
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				
CLERK'S PERPETUATION				
PART TIME AND HOURLY RATED EMPLOYEES				
(NOT TO EXCEED 28 HOUR WORK WEEK EXCEPT FOR TEMPORARY/SEASONAL EMPLOYEES)				
503-01-01-19			MINIMUM WAGE BY LAW TO MAXIMUM HOURLY RATE @ \$12.23	
FLSA STANDARDS WILL BE FOLLOWED WHEN APPLICABLE				

**All positions indicated with ** will be eliminated when present funding is no longer available.
* All benefits for grant positions (ie: group health insurance, FICA and retirement) must be paid from allocated grant funds, unless otherwise designated.
*Minimum salary range was decreased to accommodate new hires, based on experience and training, as determined by the Office Holder. The hire-in rate for this position may be anywhere in this range. The salary rates for individuals in these positions may be adjusted at any time, based on education, experience, training and performance, as determined by the Office Holder.
All Probation Officers salaries shall be figured according to the current Judicial Conference Guideline minimum scale. There will be no increase in salaries given for extensive training or special skills. Consideration will be given for years of service and master or doctorate degree. No other certification will qualify for additional compensation. Documents for increase in years of service and master or doctorate degree must be provided to Auditor's office when they are earned. No position shall receive more than 15% increase in one year.
All County employees hired on or after January 1, 2004 and paid according to the current Judicial Conference Guidelines shall accrue and use Vacation, Personal, and Sick days according to the Bartholomew County Personnel Policy as adopted by the County Commissioners.
Prior to filling any open employment position in the County, the Department Head seeking to fill the position shall notify the Auditor of the vacancy and the Department Head's intention to fill said vacancy. The Auditor shall then promptly notify the Members of the Council giving the Council an opportunity to provide input prior to the vacancy being filled. The only departments exempt from this are the Youth Services, E911, Sheriff, Jail and the Emergency Management Center.
Bartholomew County Sheriff's Office Shift Differential Premium
Merit Officers
A. Each officers working a shift other than first, regardless of rank, shall receive an additional percentage of pay, which is calculated unpin the base salary of a <u>patrol officer</u> as defined on the salary ordinance for the
B. This additional pay or "Shift Premium" shall be paid to the officer as long as that officer is assigned to that shift.
C. The rate of pay is set by the Bartholomew County Council and shall be according to the following schedule: Second Shift 5% Third Shift 10%
D. "Shift Premium" pay shall be effective January 1, 2013 and shall be paid with the normal payroll schedule. Thi premium is subject to all applicable taxes and deductions, but is not part of the officer's base pay.

Regarding Bartholomew County Council's Non-Binding and Binding Reviews:

County councils are required by Indiana Code 6-1.1-17-3.5 to annually review **proposed** budgets, levies, and rates of taxing units and to issue recommendations regarding those proposals. All recognized taxing units with elected boards receive non-binding reviews and all taxing units with appointed boards are now adopted by the county council who can approve, deny, or modify the budgets, levies, and rates. In the case of units with elected boards, the council's review is non-binding, but required by statute. Taxing units are required to submit the information by September 1 (3rd this year because of the Labor Day). Proposed budget increases are to be calculated by averaging the **total proposed budget increase for all non-binding units in the county, except schools**. That average was 57.17%. Proposed levy increases are to be calculated by averaging the **total proposed levy increase for all non-binding units in the county, including schools**. That average was 62.94%. Those averages are included on each form.

The council is required to issue its recommendations to each non-binding unit, except schools, which are merely reviewed without recommendation, and then provide these recommendations to each taxing unit and the Department of Local Government Finance (DLGF). The statute has a penalty clause that allows the DLGF to withhold the annual state growth quotient for the county unit if the council does not make the recommendations. That means that the county unit could lose the 2.6% levy increase for 2014 if the council ignored this requirement or did it incorrectly.

The review was done by applying the 2.6% state growth quotient to each unit's 2013 levy and recommending overall controlled fund levies stay within the resulting increase. If controlled levies were more than that number, which is normally the case (since these are **proposed** estimates), the DLGF is directed to keep the unit within its statutory maximum levy and rate caps. Recommendations for levies in excess of the calculated levy constraints were for levies to be apportioned similarly to the 2013 allocations. Generally, the General Fund then received the remaining levy allocation.

This is the first year that the DLGF form takes into account that some townships have more than a single assessed value. The review is mathematically correct using the assessed values submitted by the taxing units on the Gateway Form 4B. For the review, all budgets were approved subject to cash reserves being sufficient to fund the requests. In reality, this is not always the case, but there is not enough provided information for determining exactly what can be funded. Therefore, the review relies on the DLGF to determine what appropriations can be funded in its final review. Unless a unit submitted evidence that a cumulative fund was new or re-established for 2014, the recommendation is for the levy to remain at the 2013 amount. Debt funds are not to exceed the amortization schedules submitted to and required by the DLGF. Clifford Town did not submit a worksheet for review. Therefore, the council directs the DLGF to continue Clifford Town's 2013 budget and levy for 2014. All Edinburgh units are reviewed by the Johnson County Council because Johnson County has the higher assessed values for each taxing unit.

Non-Binding Reviews are dated with the county unit's Public Hearing date. The binding review, the Bartholomew County Solid Waste District, will be adopted by the council signing the unit's Form 4 on the county unit's advertised adoption date. A signed copy is to be promptly sent to the taxing unit. After the county adopts its budget, all Non-Binding units' recommendations, and the Binding unit's Form 4 are to be made available to the DLGF. Include this document in the adoption minutes to show the council's directions to the DLGF regarding its recommendations.

Dan Eggermann, Budget Consultant

BARTHOLOMEW COUNTY 2014 BUDGET NOTES

10 September 2013

(Numbers are **estimates**)


The total levy increase from the 2.6% growth quotient should be about \$15,488,306. This is calculated by taking the 2013 normal maximum levy of \$13,830,507 times 1.026 equals \$14,190,100 plus Miscellaneous Changes of \$1,278,503 (the sum of the amounts for mental health and mental retardation, plus the allowed cumulative fund outside the levy limit: \$539,468 + \$100,000 + \$639,035 respectively), plus Financial Institutions' Tax of \$16,995 and the under maximum levy amount due to rounding of \$2,708 equals \$15,488,306.

The levy for the Cumulative Bridge Fund cannot exceed the greater of 0.0376 times the certified assessed value, or the 2013 levy of \$1,402.325.

The Reassessment Fund had a change in the statute for 2014 in that the DLGF no longer determines the levy. The county now makes that determination. The Reassessment Fund levy was advertised for \$525,000, up \$379,546 over 2013. The advertised \$570,000 Health Fund levy is \$23,004 less than 2013, and the advertised Election/Registration Fund is \$400,000, up from \$0 for 2013.

The General Fund 2014 levy should not be reduced before receiving the 1782 Notice from the DLGF so as to allow flexibility in allocating levies if any other fund levies are lowered from the advertised amounts. The miscellaneous revenue estimate total for 2014 will depend on the final levy spread because of the ancillary taxes.

Because maximum levy information has still not been finalized by the DLGF and Assessed Values have not yet been certified, it is recommended that the Council finalize budget adoptions (appropriations) for each fund while maintaining levies at the total advertised amounts understanding that the levy allocations to each fund will be finalized with the response to the 1782 Notice after the DLGF review. This is very important so as not to fall under the maximum levy if that is not the intention of the Council.

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