

October 20, 2014

**BARTHOLOMEW COUNTY COUNCIL**  
**September 22, 2014**  
**SPECIAL MEETING**

The Bartholomew County Council met on September 22, 2014 at 5:00 p.m. in the County Council Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana. Members present were: Chris Ogle, Rob Kittle, Pro-Tem Evelyn Strietelmeier Pence, Jorge Morales and Jim Reed. Also in attendance were Auditor Barbara J Hackman and Council Attorney Chris Monroe.

Jim Reed gave the invocation and led the Pledge of Allegiance.

Pro-Tem Evelyn Strietelmeier Pence opened the meeting.

Jorge Morales asked that we switch the Discussion of the Employee Benefit Trust and the Discussion of an additional Salary Increase for 2015. It was agreed to switch the order of these two items.

The first item on the agenda was the consideration of two (2) appointments to the Bartholomew County Redevelopment Commission as established earlier today by the County Commissioners. This item was held for later as a couple of the Council members were not present at this time.

The next item on the agenda was an update for the Sheriff's Pension as presented by McCready & Keene. This is a formality only. It requires signatures of the Council, Sheriff and Merit Board. Sheriff Gorbett was not present at this time, so this will be discussed later.

October 20, 2014

The next item on the agenda was a request for an Amendment to the Salary Ordinance as presented by Brad Barnes, Chief Probation Officer. He has one employee whom is taking leave for military service and another employee that is pregnant. Due to these two people not requiring the full amount of their funded position, he wants to move money to cover shortages in other payroll areas.

*(Bill Lentz joined the meeting at this time)*

The next item on the agenda was the Consideration of the Appointment of two (2) members to the County Redevelopment Commission. Rob Kittle would like to hear from the Commissioners as to the number of appointments from the Council so that it is in the formal record. Commissioner Carl Lienhoop and Commissioner Rick Flohr presented the information. They did pass on second reading the Establishment Ordinance to create a Redevelopment Commission. The Commissioners have three (3) appointments and the Council has two (2) members. They can be members of the Commissioners and Council or they can be lay members. They are asking for two names to appoint to this Commission. The Commissioners will probably have two (2) Commissioners and one (1) lay member. Rob Kittle made a motion to appoint Jorge Morales and Jim Reed to the County Redevelopment Commission. Bill Lentz seconded the motion which passed unanimously.

The next item discussed was the Employee Benefit Trust. Commissioner Lienhoop and Commissioner Flohr presented the information. Commissioner Lienhoop suggested that at some time they may need to have an Executive Session with the

October 20, 2014

Council. Commissioner Flohr stated that it is as simple as the money has been going out much quicker than it has been coming in. Commissioner Lienhoop stated that 2015 should be covered by what they had requested for the 2015 Budget, but we are between \$250,000 and \$500,000 short for 2014. Commissioner Lienhoop stated that they truthfully need about \$1.2 million dollars to finish out the year. They were asked why this just changed in the last 30 days. The claims in the last 60 days were extraordinary. Chris Ogle stated that he believes this is going to require another session to discuss this. Auditor Hackman had come up with \$400,000 on Friday. She explained that they had held the budget until they were hit with these large claims. Because we budget so far ahead, the budget did not keep up with the claim. She would have liked to know this a couple of months ago, not at the last minute. She notified the department heads that if they were a department that reimburses the trust, the Auditor's Office went ahead and paid their September and then paid the remainder of the year for the actual amount for each department. Rob Kittle thinks there may be some more information forthcoming. So as not to throw out figures tonight, he suggests that the Commissioners go ahead with the Executive Session and get some real numbers. Then we need to have a public session for good discussion. Commissioner Flohr stated he agreed but even with the \$400,000 that the Auditor found on Friday, they are still \$189,000 short to pay the bills that are currently outstanding. They cannot make a decision during an Executive Session. There was discussion about when would be the earliest that a public meeting could be held. Chief Deputy Beatty suggested that they amend the CEDIT plan on Monday to pay a

October 20, 2014

temporary expenditure to the Health Trust. Then, in the October meeting, the Council, after proper advertising, could repay the CEDIT fund and make any additional changes. Rob Kittle asked if the CEDIT change required the 10 day publication. It does not. Jorge Morales wanted to change the work session of October 6 to an Executive Session and then a regular meeting. Bill Lentz stated they need to have an Executive Session and then continue with the regular October meeting. Commissioner Lienhoop stated that the \$4,000,000 Trust amount calculates out to about \$333,333 per month, but due to the claims, it calculates to be \$102,000 more per month (*or \$435,333*). Commissioner Lienhoop stated that due to the Council and Commissioners cutting the budgets over the last several years, there was enough for a hiccup, but we have suffered a big burp. Commissioner Flohr stated that the Auditor's Office gets monthly reports so there should not be finger pointing. Commissioner Lienhoop stated that of the 900+ people on the plan, 70% did not even meet their deductible. But, 20% of the people spent 85% of the funds. They have 3 employees that are "lasered". In other words, when they go out for bids, these 3 employees require a higher amount to insure over the amount of the other 900+ employees. They have discussed about going with an insurance provider such as Prudential. Next year there will be one (*1*) deductible for everyone and there will be 4 tiers. They are going to get away from double insuring spouses. They are going to have a wellness incentive. It will require five (*5*) visits to the Wellness Center during a year. If the employee chooses not to do this, their co-pay will double the following year. Commissioner Flohr stated as a generic example if you do the wellness checks and find

you have high blood pressure, then you get medicine and it is cheaper for the insurance company to pay for the meds than to pay for a stroke caused by an unknown blood pressure issue. Evelyn Strietelmeier Pence asked where the Well Connect center was located. It was stated it is on the corner of 3<sup>rd</sup> and Washington. (*Ryan Lauer joined the meeting at this time*) The first 5 visits at Well Connect will be free. Jim Reed asked if the Wellness check visits could be replaced by regular doctor visits. It was stated that it probably would not. Evelyn Strietelmeier Pence asked what the plan costs were per pay period to the employees. Commissioner Flohr stated that for a single employee it is \$13.85 per pay with \$1,000 deductible or \$27.69 with \$750 deductible. For family, it is \$27.69 with \$1,000 deductible or \$55.38 with \$750 deductible. Jorge Morales stated that we have a plan to have an Executive Session on the 6<sup>th</sup> followed by a public Council Meeting. The remainder of the Council believes they can have their regular work session and regular Council meeting. They will figure out a date for an Executive Session sometime in the first part of the month. Commissioner Lienhoop stated that the summary given in June discussed this issue. For the first 6 months of the plan, they paid 9,223 claims worth \$2,775,000. Auditor Hackman stated that at the Executive Session, Kathy Dunn should be there to explain the situation and the numbers. John Clark (*in the audience*) had two questions. He asked if the Trust Fund was empty. It was the consensus that, yes, it is empty. He then asked why it needed to be an Executive Session. Is it due to the discussion of employee/personnel matters? They will have to look into whether they can have an Executive Session or not. Commissioner Flohr stated that we

October 20, 2014

are running near empty. The Budget for 2015 puts the number at \$5.3 million, not the \$4 million we have budgeted for in the previous years. Auditor Hackman stated that they were aware that they were underfunding, they just did not know how much it was anticipated. Mark Webber (*in the audience*) asked what the title of the meeting would be for the CEDIT fund changes. It was explained that it is just the normal Commissioners meeting on Monday morning. They need to have some dialogue prior to the Second Reading of the 2015 Budget at the October meeting. Commissioner Lienhoop had the 2005 to 2014 General Fund figures. In 2005 they were funding it at \$1.5 million. In 2014, it was being funded at \$2.4 million.

The next item was the IRS update for the Sheriff's Department. Due to IRS Regulations they need to have the signature of the Council President, the Sheriff and the Merit Board President by October 5<sup>th</sup>. It is cost neutral; there are no fund changes. This is just to show the IRS changes that have occurred in the past year. Rob Kittle made a motion to approve the Sheriff's agreement with McCready and Keene and said form be attached as part of the minutes. Chris Ogle seconded the motion which passed unanimously.

The next item on the agenda was the possible continued discussion of a salary increase for the employees for the 2015 Budget. Chris Ogle suggested that we discuss with the Auditor the amount of the CAGIT funds. Judge Coriden and Judge Worton asked that the Council re-think giving the Public Defenders the same raise as the County Employees. They risk losing them if they do not receive the compensation they deserve.

Judge Worton stated that their case load is getting heavier without proper compensation. When looking for Public Defenders, they are not knocking down the doors to fill the positions. We are lucky to have the quality of Public Defenders that we have. Other communities have a lot of “new” attorneys that serve as their Public Defenders. Furthermore, if they can’t fill the positions, then the State Public Defenders can move in and tell us that not only what we will pay them, but also make us pay their overhead. Chris Ogle asked what would force the State to do that to us. Judge Coriden stated that the number of cases that our Public Defenders are handling is well above the State number required. If the State took over, we would still have to pay for Public Defenders and adhere to the State standard of the number of cases per defender. She believes the fear is that our current Public Defenders are just going to stop doing this which would cause us a big problem. Jackson County went through this issue and it cost them a lot of money. The amount of money to give the Public Defenders a raise that would match what the County employees receive is about \$11,000. Rob Kittle stated that it appears that to be a Public Defender, you have to want to be a Public Defender. It is not the money that drives them to be a Public Defender. Judge Coriden believes not giving them the same raise would be like a slap in the face. Bill Lentz asked what the State was looking for as far as raises. They believe last year was one percent (1%). Judge Coriden stated that when they do the math, it is not a great amount of money. Rob Kittle asked if any of the Public Defenders have given the judges their cost for the overhead items. Judge Coriden stated they had not and they do not complain. Rob Kittle was wondering

October 20, 2014

if there was a way to create a fund to help pay for the necessities. Evelyn Strietelmeier Pence asked if they had any shared Public Defenders. Judge Worton stated that he has a policy that his Public Defenders can only have one contract per Courthouse. He only has one that has a quarter of a contract with Jennings County. Chris Ogle stated that the amount is around \$10,000 for all the Public Defenders to receive the raise as the remaining County employees. Evelyn Strietelmeier Pence asked if they would have to do this for all contract employees. It was stated they would not.

Under miscellaneous items, Evelyn Strietelmeier Pence had spoken with the lady in charge of the Johnson County Detention Center and she invited them to come see their restructuring on this Friday or on October 1<sup>st</sup>. It will be about an hour long tour. She will follow up with the Council to see who can go and when.

Council Attorney Monroe stated that there is Indiana Code that permits an Executive Session that would qualify do to the discussion of the claims that are driving the issue. Rob Kittle asked if they could do it without discussing specific people. Attorney Monroe believes that since it is a small county, the more specific you get, the more likely you could narrow down who the person is, so he believes it should be an Executive Session.

Auditor Hackman stated that the CAGIT estimate for 2015 increase is about \$40,000 where last year it was about \$500,000. That means the increase in the insurance for next year is not there. The PERF increase of 7% is what caused the biggest problem. Rob Kittle pointed out that at least it is the same as the amount from last year and not



October 20, 2014

less. The CAGIT Fund should break even. Chris Ogle stated that the Commissioners are pulling money from 2015 CAGIT for the Health Fund. Will they have any 2014 money left? Auditor Hackman stated that no, there will not be any money left as they have already prepaid the full amount. Evelyn Strietelmeier Pence asked about money from the sale of the Solar Company? It will be a proportioned out to all the different agencies, but it is unknown when we will receive our portion.

Hearing no other business, Chris Ogle made a motion to adjourn. Jim Reed seconded the motion which passed unanimously.

**BARTHOLOMEW COUNTY COUNCIL**

By: \_\_\_\_\_  
Ryan Lauer, President

By: \_\_\_\_\_  
Evelyn Strietelmeier Pence, Pro-Tem

By: \_\_\_\_\_  
Chris Ogle, Member

By: \_\_\_\_\_  
Rob Kittle, Member

By: \_\_\_\_\_  
Jorge Morales, Member

By: \_\_\_\_\_  
Bill Lentz, Member

By: \_\_\_\_\_  
Jim Reed, Member

October 20, 2014

ATTEST: \_\_\_\_\_  
Barbara J. Hackman, Auditor  
Bartholomew County