

September 25, 2020

BARTHOLOMEW COUNTY COUNCIL
August 17, 2020

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

Additional people in physical attendance of the meeting were:

County Recorder Tami Hines	County Assessor Ginny Whipple
EOC Director Todd Noblitt	Clerk Jay Phelps

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

Chief Deputy Auditor Dalene Pattingill	Auditor's Tax Administrator Chris West
County Assessor Ginny Whipple	County Recorder Tami Hines
County Treasurer Barb Hackman	
Mark Webber, The Republic	

The Bartholomew County Council met on August 17, 2020 at 1:00 p.m. in the County Commissioners Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana.

President Miller called the meeting to order.

Jorge Morales led the Pledge of Allegiance and gave the Invocation.

Auditor O'Connor reviewed a sheet she had prepared over the weekend. She had projected the Property Tax Levy Growth Quotient out to the year 2024. She projected an estimated balance at the end of 2024 of \$8,118,361 utilizing a 2% cost of living increase. This year, 2021, the health insurance did not go up for budgeting purposes. She stated that we need to stay very conservative as we have in the past. The \$8,118,361 is only 3 months of expenditures. She based the numbers using the requests for the 2021 budget. She also noted that with the sheet she gave, they are not touching the Rainy Day Fund & the Riverboat Fund.

Auditor O'Connor also noted that 2021 will have 27 pays. To account for this, they added it to the Council Funds and subtracted it from the Council COVID amount. We are cash basis and we have to account for it in the total budget.

The first office was the County Recorder Tami Hines. Recorder Hines handed out 2 pages. She stated that the Recorder's Office was deemed essential at the start of the COVID crisis. They saw a revenue increase over last year's same time frame. In May, they accomplished scanning 50 years of records on DoxPoc's. She thanked the Auditor & Assessor for working together to accomplish electronic filing that allowed the offices to operate during the pandemic.

Security Protection (1160) – Asked for an increase over last year. It is unappropriated money from the fees they collect every month. If it is not used, it stays in

the fund. She believes she can pay part of her contract out of this fund. Auditor O'Connor stated that there is a balance of \$173,000 currently in that line item.

Recorder's Perpetuation (1189) – She has an Agreement that she and the Council need in order to allow expenses to be paid out of this fund. Her operating budget is up slightly. Last year they brought in \$484,887 and this year they are at \$323,403 this year to date. She broke down how the money is distributed. She is proposing to pay all the salaries out of this fund as well. She has ample funding for this year and next. She must update the agreement every year. She is confident she can do it for 2021 and 2022. From there will be based on the revenue that she is receiving which will be affected by the markets of that year. She is willing to do it as long as the funds are sufficient. She is also asking to move her Chief Deputy to 80% as was done for another office last year. The Recorder's Office is the lowest paid office in the County. She is asking for a raise for her own salary. She understands the Clerk and Auditor salaries but does not feel she should be \$3,000 less than the Treasurer and Assessor elected officials. Without the 3%, her salary would be \$57,154. The Chief Deputy at 80% of that would be an increase of \$1,809.77. Laura DeDomenic asked if she could breakdown the income based upon new mortgages versus refinancing. She believes the e-filing has benefitted the office. Laura DeDomenic wonders if they should continue the way they are going now and save the Perpetuation fund for a downturn in the economy. Evelyn Strietelmeier Pence asked if every position in the office was filled. Recorder Hines stated they are.

Mark Gorbett stated that he felt it was easier to discuss the items at the end of the day. President Miller stated that he is good with that and they have time at the end of each day. Auditor O'Connor stated that she agrees as she appreciates what the Recorder had tried to do but feels it might be wiser to save it for a rainy day.

The next office was the Assessor as presented by County Assessor Ginny Whipple. Assessor Whipple handed out paperwork regarding her Chief Deputy pay as well as IC regarding the Sales Disclosure Fund and the IC regarding the Per Diem.

Assessor (1000-09) - Her longtime goal is still to reduce the need of outside vendors. Currently she has 10.5 people. She could see the office working at 8.5 with a 2nd Field Technician and the proper software. She is asking for 3% for the employees in the office. She is asking for a larger increase for the Chief Deputy, Lew Wilson, as he has proven he could do the job. They both had inherited a lot of inequity and are working to reduce those discrepancies. He is currently making 73% of her salary. She is asking him to be at 80%. She does not intend to fill his position when he leaves. She does not need a Chief Deputy per say. She also increased the amount for mailing to allow them to mail the Personal Property forms.

Sales Disclosure Fund (1131) – she is asking for software to help eliminate errors. The software is \$15,000 and \$12,000 yearly. She also has her ArcMap license. She has spoken with IT Director Mayes and he is agreeable to it. This would allow appeals and Sales Disclosure Form; it will reduce the amount of time to enter the information currently. This is user fee funds and is only allowed to be used for certain items. There is about

\$126,000 currently. This fund is dependent on the number of transfers. For the first half of the year they have brought in just over \$4,000. Laura DeDomenic stated that based on that information, they would not have the funding for the maintenance. Laura DeDomenic asked if she had any employees that she has that could be reallocated to do the field work. Assessor Whipple stated that she currently does not have anyone in the office that is willing to do outside work. Laura DeDomenic asked why she couldn't reallocate a current employee instead of adding a new position. Assessor Whipple believes she could go down a half position but is uncertain when and how that will work until she has the software program running. Jorge Morales asked if she could purchase it in place, then the answer would be known at the start of next year.

Reassessment (1224) – Assessor Whipple wants to add the one new position which would be cross trained to do whatever needs to be done. She did again ask for a Per Diem for herself in the amount of \$10,000. She suggests that if they approve it they tie it to certain qualified items. She believes that her salary should be the same of the other elected officials but the Legislatures gave this option. She did increase her part-time. She had cut it by \$10,000 down to \$20,000 but would like to have \$25,000 for 2021. Laura DeDomenic asked if the increase other than the software was personnel. Assessor Whipple stated it was. Auditor O'Connor stated that they had updated the Comparison page and it shows an overall increase in the amount of \$131,000+. Mark Gorbett asked about the statement that she has State Mandated requirements that she cannot meet without an additional person. She has to review 25% of the parcels every year. She does not have the personnel to do

this. Assessor Whipple stated that Auditor O'Connor has discussed reducing the Reassessment rate, she would just hope that they would fund her requests with whatever rate they determine.

The next office was the Emergency Operations Center as presented by Director Todd Noblitt. He stated that they saw about a 5% decrease for 2021 versus 2020. He came before Council last month to finish up the phone project at the center. He hopes to decrease his budget again in 2023. He gave an update on the staffing situation. He is where he anticipated being at this point. Had COVID not happened, they would have been ahead but because of COVID, polygraphs and testing were shut down. His turnover rate from 2016 (prior to the matrix being in place) to 2020 has seen about an 80% in turnover. That includes about 50% decrease in senior dispatcher turnover.

E911 Operations Center (1000-33) – The changes in personnel amounts are based on the matrix level changes. Their biggest turnover is in the 3 to 5 year range which is industry wide. The numbers do include the 5 tier matrix pay. What is submitted is just the matrix raises, no other raise. (All salaries are paid from the Statewide 911 Fund and not the 1000-33 fund.)

- **BREAK** -

The next office was the Clerk's Office as presented by Clerk Jay Phelps.

Clerk (1000-01) – Clerk Phelps stated that in the 2017 budget he had given a full time position back to the County. In June of 2021, he will have another full-time position that he can give back. The person retiring will be replaced with a person from the Child

Support portion of his office. By 2022, he will have cut his budget overall by \$500,000. This is due to new technology, vote centers and other improvements he has seen. The savings next year will be \$18,304 dollars. He does not want to give a set amount to all his employees. He has increased his Voter Registration Supervisor. He would like to raise his Chief Deputy and Office Manager pay to the same as the Auditor and Surveyor's Office Chief Deputy. That increase would be a total of \$6,754.80 for the Chief Deputy and Office Manager. He feels the Clerk should make around what the Auditor does as they both have very heavy workloads. Even with these 4 increases, he is saving money. He is basing his raises on what Auditor O'Connor did when she was Treasurer and last year as Auditor.

Voter Registration (1000-22) – It continues to be a bare bones budget.

Election Fund (1215) – next year is an off year for elections. They still have to deal with the Census and any redistricting. Their budget for 2020 is still awaiting \$34,000 from COVID to be reimbursed. He is awaiting the State for to determine if he is going to be reimbursed.

Clerk's Perpetuation (1119) – kind of set in stone.

Clerk's IV-D Incentive Fund (8899) – very particular as to what can be spent out of here. Laura DeDomenic asked about the \$10,000 for other Services and Charges. Clerk Phelps stated that is for Malcon that helps them to recoup funds.

For the fall, he is waiting to see what he can use for the election from the CARES Act Funding. They will have 12 Election Day locations. They will have one in-person location at the former Carson's location in the Fair Oaks Mall that will be open for the 28

days prior to Election Day. He will send out ballots the week of September 14th. They are not allowed to count ballots prior to Election Day. If you vote straight party, it does not encompass some of the races such as Council seats. They hope to provide education to see that the people are informed the best they can be. Mark Gorbett stated that Clerk Phelps has done what the Council has asked since 2015. He appreciates what he has done.

As they were running ahead, Chief Deputy Auditor Dalene Pattingill made a call to the Sheriff to see if they could come over earlier than 3:30 p.m. She stated that the Sheriff will be logging in with Zoom in about 10 minutes.

The Council began to deliberate the offices that had been heard. Mark Gorbett is concerned about discussing the ones they have seen versus all the employees overall. Jorge Morales stated that he is in favor of trying to give the Assessor the software during this calendar year and then we may not need to hire her extra person. Mark Gorbett stated that 3 offices have now wanted to raise their Chief Deputies. President Miller stated that based on last year, his immediate thought is that Clerk Phelps has continued to reduce his expenses even when giving raises. Laura DeDomenic stated that last year we gave the Chief Deputy amount to 80% of the Elected Official. Mark Gorbett stated that in reality, we can't look at everybody the same. Do we look at raises department wise or across the board? Laura DeDomenic stated that they need to look at raises across the board and then look at Chief Deputies individually. R Scott Bonnell stated that the City had a matrix. The City then froze the matrix and did not include a cost of living. Mark Gorbett stated that the matrix is not just the Sheriff, it also includes E911. County government has to do what

we need to do while the City does what they need to do. He does not want to touch or take away anything from the matrix. He has no problem starting with 0% for the remainder of the employees and then look at possible percentage increases at the end of the budget process. President Miller stated that they were getting off topic.

The next office was the Sheriff's Office as presented by Sheriff Matt Myers (via Zoom). He thanked the Council for their unanimous support of the car and body cameras. His budgets are basically flat when compared to last year.

Sheriff (1000-05) – Sheriff Myers stated there are no leadership changes or raises for any employees based on the information from the Auditor. Overtime is flat with 2020 amount. The pension does have an increase of \$89,158 based on the middle of the actuarial that is recommended. They do have an increase in the Military Pay as they have hired 2 additional veterans. The fleet is flat with the 2020 amounts. The mechanic is telling them that the Chargers have a lot of front-end problems when they get upwards in mileage. He will have 8 vehicles that will exceed 150,000 miles. The \$127,000 increase in the 400's is based on the car & body cameras. If it wasn't for the cameras and the pension, they would be about \$49,000 below last year's budget. President Miller stated that they are already out of Legal Services money for 2020 so why are they not increasing it for next year. Sheriff Myers stated that is an amount that fluctuates and he is hoping that they will not need more than he budgeted. President Miller asked if it has continued to go up over the past 3 years. Mark Gorbett stated that it has continued to go up. He believes they are hoping to have enough with the Commissary money as well as the \$15,000 in the Jail

budget. As far as Patrolmen, they had a decrease as Dean Johnson had retired and the replacement Sergeant does not have as many years of service. They will need 8 cars for next year. The average mileage is 25,000 to 30,000 per car per year. Based on those numbers they will need 8 the following year. Mileage on the cars is as follows: 132,000, 131,000, 127,000, 187,000, 126,000 and 140,000. They have not yet received their 2020 purchased cars. These are all patrol or transport vehicles. It is roughly \$38,000 per vehicle including the build outs. Evelyn Strietelmeier Pence asked if we receive the cars this late in the year. Sheriff Myers stated it is because of delays due to COVID. For 2020, he is replacing 7 cars. The 2021 is a request for 8. Laura DeDomenic asked if this model is not holding up as expected, then do they need to look at different models. Sheriff Myers stated that they are leaning to the trucks as they seem to be holding up. They can hold much more equipment and they have not really had any problems with them. They have deputies with different functions such as the Dive Team or Water Rescue Team and they have room for their equipment. Laura DeDomenic asked if the 8 new vehicles would be trucks then. Sheriff Myers stated yes. R Scott Bonnell asked how many trucks are on the road now. Sheriff Myers stated they have 5 and have had no issues with them. You don't see the issue with the cars at 100,000 but when you approach the 150,000 is when you start seeing a lot of the problems. Sheriff Myers stated we are not the only ones have issues with the cars at the 150,000 miles. He is fine with the mileage at 150,000. Mark Gorbett asked for an average annual mileage and number of cars. He is comfortable with what he has

submitted for his Sheriff budget. Evelyn Strietelmeier Pence asked for the pension amount. The increase is \$89,158.

Jail (1114) – Sheriff Myers stated this is also basically a flat budget. No increases in personnel or overtime. There is an increase in the medical costs of \$9,407. He would like to change his Legal Fees from \$20,000 to \$15,000 to keep it flat. Mark Gorbett asked if the increase in medical is the nurse situation. Sheriff Myers stated that it did not work out the way they were doing it. It is going to be a work in progress as they are getting a lot of mental health issues being brought in. The overall increase is \$17,738 over the 2020 Budget. Auditor O'Connor stated that the Commissioners agreed to purchase some UV lighting robots to help with sanitizing the Jail. These will be paid for with CARES Act funds. The additional Jail Treatment Coordinator is up next with Chief Deputy Chris Lane.

ASAP/Jail (1000-42) - Presented by Chief Deputy Lane and Jail Drug Treatment Program Coordinator Teresa Patton. Mark Gorbett asked if we had over projected the ASAP budget for last year. Laura DeDomenic stated that they did over project. Director Patton presented a power point program with information regarding the Jail Drug Treatment Program. She stated that the program was started to help reduce those inmates that are affected by drug use. They have already had 201 uses of Narcan. The 2020 overdose deaths are over 20 already this year. Cost is a huge factor. They tried to determine what it cost to treat someone that is incarcerated. Incarceration is \$18,000 to \$25,000 per year while the treatment program costs \$3,000 to \$5,000. If the program is well run, they can save \$7 for every \$1 spent on the program. The program helps with

support, peer support, healthy peer interaction, therapeutic bridges with the community, prevention and management as well as personal growth. The program involves evidence based practices. Chief Deputy Lane stated that the amount is on the Budget sheet. He stated that when they were putting the program together last year, they were uncertain as to what exactly they needed. This year, they have the Director in place and know what direction they need to go. They have not presented this to the City as of yet. The total cost is \$134,950 which is split 50/50 with the City. The County's portion would be \$72,458. They have presented to the ASAP Board and their recommendation was to move forward to the City & County Councils.

All departments for today had presented.

- **BREAK** -

Auditor O'Connor stated that she could present the Auditor's & Council Budgets.

Auditor (1000-02) – She stated that she had asked for no increases, however, if the Council decides to give a percentage raise, she would request the same for her office.

Debt Service (4600) – increased to keep \$700,000 in the fund in case of greater COVID issues to cover our debt payments.

Elected Officials Training (1217) – no increase.

Council (1000-49) – Auditor O'Connor placed the amount for the 27th payroll for 2021 in the 100's of the Council budget. They have to account for it in the budget as we are on a cash basis. It needs to be allocated into each departments budget. This occurs every 7 years. Mark Gorbett asked why we can't pay employees twice a month. Auditor

O'Connor stated we are on a cash basis while other companies are on an Accrual basis. Because of the size of our County, we are not required to go to the Accrual basis. She has also put in an amount for COVID expenses at \$2,689,533. As she stated this morning, we are in good financial shape with money in reserves. Laura DeDomenic asked how we are tracking the COVID money this year. Auditor O'Connor stated that is the CARES Act money and they were allocated \$2,700,000. They have paid for PPE, Zoom and the UV things that were purchased this morning. Mark Gorbett asked if we would have additional funding in 2021 for COVID. Auditor O'Connor stated that the CARES Act Funding currently has to be used by the end of 2020. Once the pay is determined at the end of the budget process, they will place the 27th payroll numbers in the appropriate department budgets and remove it from the Council budget.

Sheriff's Department - Mark Gorbett is suggesting allowing him the 8 cars but pay it out of the Riverboat. Another option would be to reduce it to \$150,000 and pay the cameras out of Riverboat. Jorge Morales is concerned with a deputy being out in the county in an unreliable vehicle. Mark Gorbett is concerned with the fact that the 2020 fleet purchases have not yet arrived due to COVID. R Scott Bonnell asked if he was talking about reducing the number of cars. Mark Gorbett stated yes, cutting it to 4 and pay the cameras. R Scott Bonnell stated he would agree with half the cars as by the time they get the cars and get them outfitted this year, they won't be in service until possibly early 2021. Laura DeDomenic suggested that they ask him the mileage on the cars he is replacing this year. Evelyn Strietelmeier Pence stated that since they are unaware of COVID and the

future, should they leave the Riverboat money alone? Auditor O'Connor stated that they have \$295,000 in Riverboat and we have received nothing as of yet this year. The Riverboats weren't even open for part of the time and are still running on reduced numbers of people allowed in. President Miller asked Mark Gorbett about the legal fees. Why are they asking for less when they have already expended the amount he had for this year? Auditor O'Connor stated that prior to 2020, they did not pay any legal services out of the Jail. As of 2020, they are paying half of it from the Jail and Commissary. President Miller is suggesting increasing the legal fee line item. Mark Gorbett stated that if he has to come back then we deal with it then. He does have money in the Commissary Fund. They agreed to take the \$127,000 out of the Sheriff's budget and move it to the Riverboat. They then need to know the mileage of the vehicles he is requesting to replace. Mark Gorbett will follow up with the Sheriff and Captain Slate.

ASAP/Jail – Mark Gorbett asked about the increase of \$135,000. He asked what we had set aside for ASAP. Laura DeDomenic stated that in 2020 we started with \$1,000,000 but that was County and City total so the reduction is based on 50/50 with only the County portion being shown for 2021. Auditor O'Connor stated that we had over budgeted for 2020. Mark Gorbett has no issue supporting this program. Laura DeDomenic stated that the Mayor and City Councilman Frank Miller were in favor of it as members of the ASAP Funding Board. Jorge Morales is in favor of it but is concerned how big it will grow. Laura DeDomenic stated that if this program is not funded, the REALM and WRAP programs will not be successful. She feels we are being proactive with mental health and

drug issues. Mark Gorbett is supportive of this. The consensus was everyone was good with the ASAP/Jail Funding. Jorge Morales is concerned with the SRO (School Resource Officers) as he does not see the reimbursement from the schools. He does not have a problem approving this if there is a signed contract. Mark Gorbett will follow up with this as well with the Sheriff.

Recorder & Assessor Offices –Laura DeDomenic has a philosophical issue with elected officials receiving raises during COVID. She has an issue with them asking for raises while people in the community have lost their jobs. She feels that we should discuss all raises at the end. President Miller asked about Clerk Phelps and his reducing his budget while giving certain raises. Laura DeDomenic stated that Pia O'Connor had done that as Treasurer but did not ask for a raise for herself. Evelyn Strietelmeier Pence stated that Clerk Phelps has gone above and beyond everyone else. Auditor O'Connor objected stating she had gone above and beyond as Treasurer and definitely now as Auditor. Laura DeDomenic stated that she is against Elected Official raises if the other county employees do not receive raises. Mark Gorbett had misunderstood and stated he agrees with her.

Assessor's Office – No to the Per Diem. They are mostly in agreement for the purchase of the software. It is suggested that she purchase it this year, if she can. Auditor O'Connor stated it would have to pass Data Board and IT would have to have the resources to install it. Mark Gorbett agrees with the software for 2021 and if the Assessor and IT can get it accomplished in 2020, then that is even better. Auditor O'Connor stated that IT does have some contract employees that are being paid out of CARES Act money. President

Miller asked about the \$5,000 increase in part-time. Mark Gorbett asked about the new employee. The consensus was no new employee. Mark Gorbett has no issue removing the \$5,000 increase in part-time. President Miller stated that she is basically getting the software. Mark Gorbett stated that the only other issue would be the Chief Deputy raise and we should deal with that with the other raises at the end of deliberations. He asked if there was a percentage increase in her requests? He asked if it would be easier to pull the raises out now and then at the end we could figure raises for all employees. Chief Deputy Pattingill stated that would be easier. Mark Gorbett stated that he would suggest removing all raises so everyone is at the same starting level. Laura DeDomenic asked if Loyalty Pay was in the budget. Chief Deputy Pattingill stated that the Loyalty Pay is in the Commissioner's Budget as the Council had said they would do that for 5 years. Mark Gorbett stated to leave the Loyalty Pay and matrix pays alone and then at the end of deliberations, they can determine if any percentage raise is possible for all the employees. He wants it to be an equal playing field for all departments so that at the end that they can address possible raises. President Miller just wants to keep track of who we remove raises from at this time so that the Council can explain it to the office holder if they are asked. The consensus was to remove those offices that included percentage raises, this includes Chief Deputies. The increase in Communication and Transportation was for Personal Property mailings.

Recorder's Office – While they appreciated Recorder Hines looking forward, the consensus was to move the wages back to the County General and leave the Perpetuation

Fund as normal so that we have a reserve if things get worse in the coming years. The Recorder position included a 9% increase and 16% for the Chief Deputy. They are done with the Recorder's Office.

EOC – nothing to reduce.

Auditor's Office – nothing to strip but if she has any employees that leave or retire, she would probably reorganize and not rehire a position.

Clerk's Office – Mark Gorbett stated he is doing what they have asked departments to do. Auditor O'Connor stated that Clerk Phelps is asking for increases for his Chief Deputy, Office Manager and Voter Registration Supervisor. The Assessor and the Recorder are asking for Chief Deputy increases. They did the Courts last year to get them all the same. It was determined the Clerk is trying to pay the Office Manager the same as a Chief Deputy and the Voter Registration Supervisor to the same as a Court Office Manager at \$41,940. Auditor O'Connor stated she finds it odd to have the Election Board Members paid in a non-election year.

Everything from today has been covered.

Laura DeDomenic asked if they could leave their items in the room. Auditor O'Connor stated it should be fine to leave their stuff.

Mark Gorbett stated that they had approved the DROP Program for the Sheriff's Department. He asked if they have seen anything more on it. He will ask the Sheriff when he talks to him. President Miller stated they also voted on the Death Benefit. Mark will follow up on this as well.

Auditor O'Connor stated that she could reduce the COVID Unexpected Expenses in the Council budget from \$3,489,533 to \$688,533 which would leave them in the positive by \$378,749. Mark Gorbett asked if this would change the projections she had provided. Auditor O'Connor stated that it would and she would have new numbers tomorrow including all the changes they had made today.

Motion to recess by Jorge Morales and seconded by Laura DeDomenic which passes unanimously.

BARTHOLOMEW COUNTY COUNCIL

By: _____
Matt Miller, President

By: _____
Bill Lentz, Pro-Tem

By: _____
R. Scott Bonnell, Member

By: _____
Evelyn Strietelmeier Pence, Member

By: _____
Jorge R. Morales, Member

By: _____
Laura DeDomenic, Member

By: _____
Mark E. Gorbett, Member

September 25, 2020

ATTEST: _____
Pia O'Connor, Auditor
Bartholomew County