

September 25, 2020

BARTHOLOMEW COUNTY COUNCIL
August 19, 2020

Name:	Representing:	Title:	Present:
Matt Miller	At Large	President	Present
Bill Lentz	At Large		Phone
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:

Court Services Director Brad Barnes	Judge Kelly Benjamin
Judge Kitty Coriden	

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

Chief Deputy Auditor Dalene Pattingill	Auditor’s Tax Administrator Chris West
County Prosecutor Bill Nash	Co-op Extension Director Elisabeth Smith
Work Release Director Rob Gaskill	YSC Director Anita Biehle
County Assessor Ginny Whipple	Magistrate Lindsey Holden-Kay
Pros. Office Manager Brenda Mijares	Circuit Court
EOC Director Todd Noblitt	Harriet Armstrong, Educator Co-op Ext
Pam Cain	

The Bartholomew County Council met on August 19, 2020 at 1:00 p.m. in the County Commissioners Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana.

President Miller reconvened the meeting.

Youth Services Center (1000-34) – as presented by YSC Director Anita Biehle. She did ask for a 3% for her staff. The PO's will get a 3% raise as of now for 2021 per the State minimum amounts. She is also asking for a full-time nurse. Laura DeDomenic asked if the State set salaries are "recommended" or "mandated". Jorge R. Morales asked what had changed that would require a full-time nurse position. Director Biehle stated that the current nurse receives calls at all times and it is hard keeping her under 28 hours. Jorge R Morales asked if a part-time person with 28 hours could get overtime? They cannot. Laura DeDomenic asked how much their head count is up this year that would require additional personnel. Director Biehle stated that they are at the same level as last year at this time. All the current youth in the Center are from Bartholomew County. They had a Registered Nurse that tendered her resignation on July 5, 2020. They have only had 2 applications at this point. They are looking into "tele-med". President Miller asked if there is any opportunity of the Jail medical staff supplementing her part-time staff? Director Biehle is not sure of what their policy is at the Jail. President Miller asked if the nurses from the Jail could assist them. Director Biehle stated she has not talked to the Sheriff about anything like that. The Health Department is too overwhelmed with their own work. Laura DeDomenic asked how many people were served last year by the Youth Services Center. Director Biehle stated they had a little over 600 referrals. They would be counted each time they were referred. She could break it out by bodies if they want her too.

Court Services (1000-35) – as presented by Director Brad Barnes. Director Barnes stated the minimum pay for Probation Officers is by Statute and is required. He has put in the minimum for his Probation Officers and 1 position that included a 3% increase. There were no other changes from 2020. Mark Gorbett asked if the salaries in the budget are the minimums or a higher number. Director Barnes stated that they have 2 PO's that are outside the minimum schedule. One was brought in for alcohol abuse treatment and was given 5% for having a National Certification in that field. They have continued to honor that. PO #12 is a program that started a couple of years ago. That individual took on addition duties with the addition of the program. All others are paid based on the minimum scale. They received the 2021 minimum scale and it did go up 3%. That will take effect January 1, 2021. Jorge Morales stated that he is concerned about the PO's being given 3% because it is mandated by the State, while the other County employees may get nothing. R. Scott Bonnell asked if that was #12 on this list. Director Barnes stated that it was on another budget page that they will get to. Mark E. Gorbett stated that when they started the budget process, they had the Auditor pull out all of the raises. He asked if the amount in the Requested column is the minimum amount. Director Barnes stated yes, the changes need to be removed. Mark Gorbett asked if the PO's would then get a raise above and beyond the State minimum if the County gave raises as well. Director Barnes stated possibly 20 or so years ago, but it has recently been only the State minimum. They are on a matrix style pay so they will not receive the Loyalty Pay this year. President Miller thought that the Loyalty Pay went to those receiving matrix pay as well. It was clarified

that any matrix pay personnel do not receive Loyalty Pay. Laura DeDomenic asked if their cases had increased or decreased. Director Barnes stated there was a decrease due to the COVID shut down but they are picking up again with the re-opening. They have not seen any spikes in anything.

REALM/ASAP (1000-42) – as presented by Work Release Director Rob Gaskill. Director Gaskill stated that they have submitted a 3% raise and added \$2,000 for the REALM Case Manager to the ASAP Funding Board. The REALM Case Manager salary went up due to the State minimum. That covers the increases they are requesting.

Community Corrections Project Income (1122) – as presented by Director Brad Barnes. Director Barnes and Auditor O'Connor have discussed this as they are having issues paying the insurance. They have put in a request for the State Grant Funding, but they will not know the outcome of that until later this fall. They are on the rebound as they have opened up the Work Release Center again and are receiving some State funds. Director Gaskill stated that any increases are again due to staffing. They did not move their residential officers to the matrix. He would still request a 3% increase in those positions. Director Barnes stated that what they track is for the month. It was very good for June and July where they brought in more than they spent. Director Gaskill stated they have 24 male beds but they are trying to stay no higher than 12 due to social distancing. They have 24 total in the programs. Before COVID they were averaging 40-50. Jorge R. Morales asked what happens if the grant comes in below the amount required. Director Barnes stated that is a question many of the Centers in the State are facing. The State may

allow them to use some remaining funds from the last fiscal year. The hope is that they are not reduced by any amount. They have always been well supported. The State does expect local funds to pick up. Jorge R. Morales is concerned as he has told the State to do a 20% decrease except for education. And hearing that they expect us to pick up the slack, we are not in a position to pick up any amounts. Director Barnes stated that even in the past when the State cut DOC budgets, they continued to fund these grants.

Adult Probation (2000) User Fees – as presented by Director Brad Barnes. The Statute for the minimum salary for Probation Officers is 36-2-16.5-3. They budget a large number of their staff in this fund. They have one position that is paid out of a couple of other funds. The increases are again due to the State minimum except positions #10 & #11. They also budget operation amounts in this fund, but those amounts are the same as last year. This is a fund that is healthy. Those on probation are paying their fees. Position #12 is the one with the 5% above and that is paid for from a grant. Director Barnes was also granted an increase when the new Work Release Center came on line. Jorge Morales asked if Director Barnes position is covered in the minimum amounts. Director Barnes stated he is.

Juvenile Probation (2150) User Fees – as presented by Director Brad Barnes. This is their smallest budget. It supplements the salary for the Probation Supervisor. There is no increase in this fund from 2020 to 2021. This would be for overtime or such.

Alcohol/Drug Program (2501) User Fees – as presented by Director Brad Barnes. This is also a fund in which a couple of salaries that are supplemented. This is a user fee

account that has been healthy over the last 2 months. In June, they brought in \$13,000 and spent only \$6,000.

Community Correction Adult (9101) – as presented by Director Rob Gaskill. They requested the same amount as they received last year. It will be late fall until they hear what they will receive.

Probation Grant (9107) – as presented by Director Rob Gaskill. This funds the two pre-trial service officers. They requested the same amount as last year and will know later this year.

- **BREAK** -

Circuit Court (1000-36) – as presented by Judge Kelly Benjamin. Flat lined except for a 3% raise for the employees.

Circuit Court IV-D (1000-39) – as presented by Judge Kelly Benjamin. Flat lined except for a 3% raise for the employees. Jorge R. Morales asked what they did during the COVID shutdown. Judge Benjamin stated that they work based on rules from the State, but they distributed work that could be done from home. They are working on getting the staff laptops and accessibility to the system so that they can work from home. Marion County is set up to work from home. She personally does not like working from home, but Zoom will be great for items that do not have evidence being presented.

Drug Recovery Court (9207) – as presented by Judge Kelly Benjamin and Court Services Director Brad Barnes. Judge Benjamin presented a power point regarding the Drug Recovery Court. After 1 year, they are at an 87% retention rate which is well above

the national rate of 60% and is also well above the goals that they had set for the program. Jorge R. Morales asked if we are extending this to people from outside of the County. Judge Benjamin stated that the majority of the people are from our County. She stated that this program needs to grow in the future as it is making a difference. Laura DeDomenic stated that this budget request has gone through the 2 committees of ASAP prior to reaching the Council. She asked Judge Benjamin how important the Jail treatment program is. Judge Benjamin stated it is extremely important as while they are in Jail, that is the only access they have to a treatment program. All the programs (Drug Court, Family Recovery Court, REALM and WRAP) hit different aspects and portions of society and end up with a greater overall result for the people and the community. Jorge R. Morales asked if they do not fund the additional request in the Jail program, what will happen. Judge Benjamin stated that they will not be able to expand the program. Auditor O'Connor clarified the Drug Court under the ASAP request. It is flat from last year. If they were going to increase it, they would have to double it. Judge Benjamin stated yes because they would need another Case Manager. Auditor O'Connor stated that in the past years they have budgeted money over and above the money that was spent. They should then have the capacity to add this. This is a program that has a direct return on investment. Mark E. Gorbett stated that he agrees that they should have money already set back that they could do this and not impact the 5-year plan. He asked how they would add to this? Jorge R. Morales asked if they should be moved into the ASAP budgets. Laura DeDomenic explained that each

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department that has a part of the ASAP budget presents only their portion. Judge Benjamin will email the amount if they increased it.

ASAP (1000-42) – as presented Judge Kelly Benjamin. There were no further questions.

Family Recovery Court (9211) – as presented by Judge Kelly Benjamin. There were no further questions.

Soil & Water (1000-44) – Director Heather Shireman. Presented by Auditor O'Connor. Auditor O'Connor stated that she is presenting for Soil & Water but there were no changes. She pointed out that several offices chose not to present as they kept their budgets flat. She also noted that Judge Worton is ill and has been tested for COVID. He has asked to present via Zoom tomorrow.

- **BREAK** -

Prosecutor (1000-08) – as presented by Prosecutor Bill Nash. He requested 3% raises for the attorneys and 5% for everyone else. He understands these are difficult times for everyone. Laura DeDomenic asked why he felt that they deserved a 5% over the historical 3%. Prosecutor Nash stated that they have had years without raises and never more than 5%. These people run the criminal justice system and are not easily replaced. There is an additional \$500 for envelopes and such. For machinery & equipment he reduced it by \$1,500 to \$0. Mark E. Gorbett asked if the translator position has been added to the budget. Prosecutor Nash stated that was an additional for 2020, but there is nothing in his 2021 for that nor a need for it at this point.

STOP (8897) Grant – as presented by Prosecutor Bill Nash. This is 100% grant funded. It is victim and witness services to Spanish speaking individuals. This is from October 2020 to September 2021. It includes a 5% raise starting January 1 if raises are given. No County General money.

VOCA (8921) Grant – as presented by Prosecutor Bill Nash. This is the beginning of a 2-year grant that also starts October and has the 5% raise. The rest was divided up as prescribed by the grant donor. Mark E. Gorbett asked what happens at the end of the 2 years. Prosecutor Nash stated that they would reapply. Everyone employed by a grant is aware that their employment is dependent on the County receiving the grant. There is no County match on this grant. Evelyn Strietelmeier Pence wanted to note in the Salary Ordinance that this position is tied to the grant. Prosecutor Nash is certain that it is written into the Salary Ordinance.

Pre-Trial Diversion Program (2503) – as presented by Prosecutor Bill Nash. This is money his office receives from pre-trial agreements. It includes a 5% raise. The person that started this made it so efficient, that when she retired they did not refill the part-time position. No County General money.

Prosecutor IV-D Incentive (8896) Grant – as presented by Prosecutor Bill Nash. This is money they receive from the State for collecting Child Support. They have one employee and Office Manager Brenda Mijares. They could request more from the State for this but feel this is a fair amount. Again, these are 5% raises. The main reason that he wants to use this vehicle for the supplemental is because his Office Manager is being paid

less than other Office Managers. He does keep losing people in the Courthouse due to better pay. Office Manager Mijares receives an additional \$116 per pay check. Malcon stated that she could be receiving \$171. Prosecutor Nash stated that she is paid equal to the Office Managers in the Courts, but they have small staffs and she has much more work on her plate. They are asking for this to go to \$171.23 per paycheck for 2021. Incentive has to be kept completely separate. The Clerk and the Courts can receive this money as well. The Clerk is receiving it. They have a person in Child Support that is part-time and they are trying to make her comparable to the same responsibilities in the Child Support Court Room. Auditor O'Connor verified the funding from the Incentive Fund.

Prosecutor Child Support (1000-40) – as presented by Prosecutor Bill Nash. Beyond the 5% for salaries. They asked for another \$500 for postage as the cost has gone up.

President Miller began the deliberations of today's budgets.

YSC – nurse from part-time to full-time. Laura DeDomenic stated she does not feel we should expand at this time especially since they have the same number of clients as last year. Consensus was to leave the nurse at part-time.

Court Services – Mark E. Gorbett was having a problem with remembering what they have done with the Probation Officers. Chief Deputy Pattingill stated that they do follow the State mandates. They will have to go back in and adjust the Probation Officers. Mark E. Gorbett stated that if they gave a 1% raise to all employees, then they would not put it on the Probation Officers but you would on the clerical staff. Laura DeDomenic

asked if they had the amounts for a 1% raise for the employees not on the State mandates or matrixes. Auditor O'Connor stated they are working on it and still have some changes to make on those calculations. Mark E. Gorbett thought that the matrix paid personnel would receive a percentage increase as the cost of living. Laura DeDomenic asked if we have done that in the past. Auditor O'Connor stated yes. There was confusion regarding the matrix. Matrix includes the longevity pay. It is like the Loyalty Pay they did for the remaining employees.

Circuit Court – President Miller received the amount for the ASAP Court and it is \$103,320. That is the full amount before the 50/50 split with the City/County. Mark E. Gorbett is in favor of it. R. Scott Bonnell is concerned that we may have it this year, but will we have the funding for it the following year? Auditor O'Connor stated that they should have unappropriated money from last year to cover this. Jorge R. Morales asked if it this funding was coming from LIT and if so, isn't that where we most likely will lose funding in the coming years. Auditor O'Connor stated that there is a theory that the Indiana Income Tax may be more in 2020 than it was in 2019 because of the government incentives. It is an unknown.

Cooperative Extension (1000-23) – as presented by Director Elisabeth Smith. Her budget is flat so she is here to answer any questions. Jorge R. Morales asked if Purdue had made any changes on their funding. Director Smith stated that Purdue has put in place a hiring freeze. Jorge R. Morales asked what we had done with the pay for the educators.

Chief Deputy Pattingill stated that they received the same increases as the other county employees.

Sheriff – Mark E. Gorbett discussed the mileage on the cars. The fleet that they are looking to replace is appropriate. It is a pay now or pay later. He feels that the car request is an appropriate request. He would err on the side of caution and approve them. Laura DeDomenic asked if they cut vehicles then they will need those plus more cars at the next budget. Mark E. Gorbett agreed that was the case. Jorge R. Morales asked about paying for them out of the Riverboat fund. They had already decided to pay for the cameras out of the Riverboat for this year and next year. Auditor O'Connor stated that they received \$114,000 today in the Riverboat Fund. Consensus was to approve the 8 cars. R. Scott Bonnell asked where these cars would be placed. Mark E. Gorbett stated he believes these would be for road patrol. President Miller stated that every year they are told the cars go to the road patrol, but are they don't know if they are truly going there. Mark E. Gorbett stated that you can say that, but if you have other cars go bad that you had not planned on replacing, then you have to put them where they are needed. Consensus was yes, leave the 8 cars in the budget. The DROP program is up to the Merit Board to put in place. As for the School Resource Officers, they were sent information from Auditor O'Connor and will be receiving funding from the schools. Mark E. Gorbett stated that the newspaper had listed a Lieutenant position being added to the Sheriff's Department for 2021. Auditor O'Connor stated that the Sheriff's first budget submittal did include that, but after the body camera need, the Sheriff dropped the position. He did move a patrolman to a Sergeant's

position. Jorge R. Morales asked about the SRO's. He asked if FHSC goes to e-learning, will the position's expenses be back on the Sheriff's budget and will he have the funding. Laura DeDomenic asked if the contract covers what would happen if e-learning is used instead of the students physically going to school. Chief Deputy Pattingill stated that those position are funded in Sheriff's budget. The money received from the schools is then receipted into the County General. Auditor O'Connor stated that we could have an issue as we would be losing that revenue. This is in the Other Receipts but they were conservative in this line.

Superior Court II (1000-38) – as presented by Judge Kitty Coriden. Judge Coriden stated that nothing had changed other than an increase in salaries request. She had a staff member resign at the end of May. They have not replaced the position because business is down due to COVID. They plan on replacing the position possibly in October. With that, she will have money in the 100's that will not be used for 2020. They are not doing many things via Zoom. They use it when they have to. They have increased efficiencies due COVID. They did one by Zoom yesterday as the defendant was in Georgia. Due to Zoom, he did not have to return here to clear up his case. They have been setting up in person hearings for about 10 people every 15 minutes, but only 5 may show up. This allows them to keep the social distancing. Things are running much smoother and quicker. Zoom is not as efficient based on their volume. Jorge R. Morales asked what will happen next year when John Rohde takes over. There was a question regarding what might happen with caseloads when John Rohde begins his term. Judge Coriden stated that

when Jim Worton became Judge, he had come straight over from being Chief of Police for Columbus so he could not handle any of the CPD cases for one year. John Rohde stepped down a year ago and he has asked for an opinion as to what he can or can't do. If he has to avoid CPD cases for a year, they will have to reallocate cases and that will be an issue. Mark E. Gorbett stated that he wanted to thank Judge Coriden for her years of service and her continued support. Evelyn Strietelmeier Pence asked if everyone in the office is cross trained. Judge Coriden stated they are and it has been extremely helpful during COVID. The jobs were very compartmentalized, but she and Office Manager Janet Ketron have seen to it that everyone has been cross trained. She said the employees are actually happier.

That was the end of the hearings for today.

- **BREAK** -

Deliberations – Mark E. Gorbett stated that they had to cut \$593,896. Auditor O'Connor stated that they are currently under their Target budget by that amount. The Target Budget is \$28,693,344. After the cuts so far, we are under the Target Budget by \$593,896. We are in good shape at this point. She still has to adjust the State mandated salaries within the budget for an accurate amount. Mark E. Gorbett asked if they wanted to deal with the Chief Deputy positions at this time. He would also like to know what a 1% or 2% raise would cost the County. Laura DeDomenic is not certain that philosophically that we should spend the money that we are under due to the unknowns of coming years. Jorge R. Morales would favor a one-time payment rather than a percentage raise in addition to the Loyalty Pay. Auditor O'Connor stated that they would advertise a

high budget and then by the time of the second reading, they would have better numbers to make a final determination regarding raises. She is going to advertise the total amount that was requested of \$30,264,531. They will not have better numbers even by the first reading. Mark E. Gorbett asked why we have our budget hearings in August instead of September. Auditor O'Connor stated that is due to the deadlines we are required to meet. Jorge R. Morales is in agreement with that but he still favors of a one-time payment instead of a percentage. Mark E. Gorbett wants to give the employees something while they can because they may not see anything in the coming years.

President Miller went through a list of items that they still need to make decisions on. Mark E. Gorbett asked if they have missed any new full-time positions. Auditor O'Connor stated the only new positions were the one at the Jail for the treatment program, the YSC and Drug Treatment. President Miller had an update from IT Director Mayes regarding the software for the Assessor. The salesman stated that they do not need any assistance from the IT Department. IT Director Mayes stated he needed paperwork and he believes the salesman is misspeaking as they will need IT assistance. Assessor Whipple stated that any County IT costs could be paid out of the Reassessment Funds. Mark E. Gorbett is not comfortable having this in the 2021 budget. There was discussion regarding procedures not being followed. Chief Deputy Pattingill stated that she has brought in just over \$10,000 in Sales Disclosure in 2018 and again in 2019. Currently she has brought in \$5,000 this year. This is a fund that could be appropriated at a later date as it is not County General. She also stated that the software in the Auditor's Office has to work with IT for

the vendors to get into the system. Jorge R. Morales asked about the additional person in the Assessor's Office. Laura DeDomenic noted that the Assessor had stated that no one on her staff has the skill sets so she wants another employee. Chief Deputy Pattingill stated that regarding the Clerk's Office, in 2015 the Clerk changed a Department Head to an Office Manager and that position was paid the same as the Chief Deputy position. The amounts were shown regarding the Chief Deputies as well as the Office Managers and Voter's Supervisor. Laura DeDomenic asked if they should put some metrics on how many people these people are managing for a better comparison. Chief Deputy Pattingill stated she feels that we are splitting hairs at that time. You cannot control the size of the office. The Auditor's Office is bigger and has more employees whereas the Recorder's Office has a small number of employees. You have to look at it as the position, not so much the office. Consensus was to discuss this more in depth with Clerk Phelps. Mark E. Gorbett asked about the Office Manager in the Prosecutor's Office. Jorge R. Morales asked if they could add this position to the sheet they are currently looking at. The position is currently paid \$41,494 which is the same as the Office Managers. That, however, does not include the \$116 additional every 2 weeks, or \$3,026 per year. The total is \$44,520. The Commissioners will be coming in tomorrow for a raise for the County Administrator. Chief Deputy Pattingill stated that the County Administrator is constantly working for the public as well as the employees. She does not get any overtime. She was very instrumental in getting things done that needed to be when COVID hit. Mark E. Gorbett stated that EOC will be asking for Chief Deputy parity next year. President Miller believes that there are

other departments that will be asking for the matrix pay. Mark E. Gorbett stated that as far as the Commissioners and the Prosecutor's position, he has no issue with the increases. The majority consensus was to table this for today. Chief Deputy Pattingill received an email from VSO Garrity stating that he had made some errors in his budget and has sent an adjusted one. It is about \$10,000 more. This will need to be looked at tomorrow.

Motion to recess by Mark E. Gorbett 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