

June 7, 2021

BARTHOLOMEW COUNTY COUNCIL
May 11, 2021

Name:	Representing:	Title:	Present:
Matt Miller	At Large		Zoom
Bill Lentz	At Large	Pro-Tem	Present
Evelyn Strietelmeier Pence	At Large		Present
R. Scott Bonnell	District 1	President	Present
Greg Duke	District 2		Present
Mark E. Gorbett	District 3		Present
Jorge R. Morales	District 4		Present
Chris Monroe	- -	Attorney	Present
Pia O'Connor	Auditor	Secretary	Present

The Bartholomew County Council met on May 11, 2021 at 6:00 p.m. in the Council Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana. Due to technical difficulties, the meeting began at 6:24 p.m.

President Bonnell called the meeting to order.

Bill Lentz gave the Invocation and led the Pledge of Allegiance.

The first item on the agenda was the approval of the meeting minutes for April 13, 2021. **Mark Gorbett made a motion to approve the minutes as presented. Jorge Morales seconded the motion which passed unanimously.**

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The next item on the agenda was the discussion of a possible Salary Study with Kent Irwin and Lori Seelen of Waggoner, Irwin & Scheele (via Zoom). Mr. Irwin stated that the firm has been working with Indiana governments since 1979. They work with items regarding personnel issues. Bartholomew County started with them when Sue Paris was Auditor. They wrote our personnel policy and have provided supervisor training as needed. He stated they do work in 80 counties in Indiana. They have a good understanding of what the job duties are and what skills they require. They use a standard from the Labor Department for classifications. When they first started with us, they prepared new job descriptions at that time for each job within the County. They update these descriptions based on a set rotation schedule. The job descriptions are the foundation for making salary comparisons. They match these when comparing to other counties. They also look at the content for each position based on a point factoring system. This is done through a set of guide charts. The second critical piece of this system is that it only allows for comparing like jobs to one another. Each job description has a header that lists a job category. These can be PAT, COMOT or LTC. LTC (Labor, Trade, Craft) jobs are concentrated in the highway departments. POL are protected operations such as the Sheriff's Department. They would collect and use current salary information (2021). There is basic salary information given by some agencies but that data is not always up to date nor qualified based upon the number of hours worked. Most counties work 35 to 37.5 hours per week, but Bartholomew County is one of a few or possibly the only one that works 40 hours per week. They will make the adjustment for that difference. They also look at those that have

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longevity or other pays that are included in their salaries. They also provide a snap shot view of benefits that shows them compared to the other counties. This is a broad comparison, but they can drill down on the health insurance as to employee contributions, county contributions, and etc. They would provide a report back to the County Council. They have completed these in Shelby, Boone, Johnson, and Hamilton to name a few. They have a lot of data but they would need to refine and customize the data to fit Bartholomew County. The report would show what Bartholomew County would need to be paying to retain and hire qualified people. To meet a July time table, they would have had to have a start date in the middle of March. They can work with the County to get them the information to meet any deadline they need to meet. Lori Seelen has worked on many of these and she is also on the Zoom meeting. Jorge Morales asked if they are looking at total compensations. Mr. Irwin stated that they are. He stated that there are some anomalies that happen such as one county that could not afford to give a raise one year so instead they added a week of vacation. They will work through all of this. He knows that LTC jobs are normally a local hire, whereas the tech jobs (PAT) may be something you need to recruit from a larger area market. Jorge Morales asked about differentiation between exempt/non-exempt. Mr. Irwin stated that is included in the header position of the current job descriptions for Bartholomew County. It is another piece that is included. Jorge Morales asked if during the recent job description, had they made the exempt/non-exempt differentiations. LTC jobs are often paid on an hourly rate more so than the other classifications. Unique to the public sector is the Ghost Employment laws. Government

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employees must show that they have worked 40 hours. In the private sector, if he feels nice and gives an employee Friday off, he can still pay her. Mark E. Gorbett stated that he has been advocating this for quite some time. He would like to see a salary range for the positions. It is frustrating for the Council to try to put a price on a position. He needs to know what would be a good range. He understands that it is not a binding agreement but it would provide a range for the Council to use as a tool to review the positions. Mr. Irwin stated that he understands what he is wanting. They did a study for Fort Wayne that had a common job description called Administrative Assistant that were paid different amounts by as much as 50%. They see people use a title that is used by one office holder to get an employee in their office paid more just due to the title. This is a tool that gives you the justification that these jobs factored out at 300 versus those that factored out at 400 (in points). Mark E. Gorbett asked if they would take the current salary and give us back a range that they should be paid. Mr. Irwin stated that they will look at the numbers and look for great differences in the pay internally. The external comparisons will give you a low, mid-point and a high when compared to external sources. This can give the Council a target to start chipping away. A flat rate raise means the low paid guy will never catch up. Bill Lentz stated that every office is different. He was always an advocate for more time off. Will they compare the number of people in the offices? Will it justify that we have more or less employees in an office? Mr. Irwin stated this process is difficult but it has become their niche. They will be looking at the job, not the person. They will follow up in the year following and create a maintenance plan. If a job has been misclassified, then

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they need to make that correction after seeing the proof. As far as the staffing question, not every county does the work the same. Some counties may be somewhat privatized or use a variety of part-time or other sources. Mark E. Gorbett asked if it would include the elected officials as well. Mr. Irwin stated it would. Bill Lentz stated that constant across the board percentage raises benefit the top-end. Mark E. Gorbett asked if there is still time to do this the 2022 budget process or do they need to wait until the 2023 budget process. Mr. Irwin stated that this is something that you do not want to rush this; you want to do this correct. He stated that the Council could set aside money in their budget for salary adjustments. He is certain that they could have information by the end of the year. They have until December 31st to adopt the Salary Ordinance. All salaries can be adjusted during the year 2022 with the exception of elected officials. Greg Duke asked if he is considering us to be cheap by stating that we need to set aside money. Mr. Irwin stated that if they had the money set aside. Greg Duke continued stating that this would be public information and he could see the office holders bringing this information for their requests for their employees. Mr. Irwin stated that this is a tool for the County Council to use to make the necessary adjustments to put everyone on an even playing field. Councils that have used this objective information have been pleased that they have had it available. This is a Council project. Mark E. Gorbett stated that Mr. Irwin hit it on the head as it is a tool that they can use that shows a range from a competitive market. This would show a range with information to back up the data. Matt Miller asked what would we do if we find out that we are overpaying a position. How would we deal with that issue? Mr. Irwin stated that

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they would not recommend cutting a salary. One option would be to freeze the pay until the schedules catch up to it or two, continue to give an across the board or third, see to it when the job becomes vacant they could reset it to the more correct amount. Matt Miller asked if they could give a 3% raise and single out one position to not receive the raise. Mr. Irwin stated that is the Council's right. Matt Miller asked where they would compare us to. Mr. Irwin stated that they will use surrounding counties and then on the jobs that have a hard recruitment issue, they will go further out. Matt Miller is hoping that we will not be compared to Hamilton County. Mr. Irwin stated that while Hamilton County leads the State in pay and benefits, it is not true for every position. If they include Hamilton County or not, their process is to use all the data and extract the middle 80% so to factor out the top 10% and the bottom 10%. Evelyn Strietelmeier Pence asked who would they compare us to regarding the days off; would it be just other Counties or businesses. Mr. Irwin stated they would be focused on government employers. Greg Duke wanted to pin him down on the time frame. Mr. Irwin stated that if they do not want to use it for this year's budget, but want it out of the way, then they can go ahead and get it done. It can be done by the end of the year if that is what they want. Bill Lentz isn't necessarily against it, but he doesn't want to rush it. We are dealing with people and if it comes back that people in this office need 5% and this office does not, there will be issues. Mark E. Gorbett stated that with this study, they could then say, no and here is why. The buck stops here with the Council. He is not an HR expert. It needs to be a tool that they have. We need to do this whether we do it this year or next, we need to do it. We lost a lot of IT people because of

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pay issues. We will continue to lose people. If we get the study and we are within the range, then that is range. Greg Duke stated that if we give a raise and then give a percentage why are we even having this discussion. Jorge Morales stated that they will give us a salary range. Greg Duke stated that we would be giving a raise beyond the data from the study. Jorge Morales stated that they would make the positions fit the range and then the across the board raises would keep the ranges the same. Mr. Irwin stated that they can phase in these changes over a couple of years or more. He stated that the Sheriff's Department Matrix positions, Jail Matrix positions, E911 Matrix positions, and Probation Officers would not be included in the study. President Bonnell stated that the City had a salary study that took 5 years to get to the end result. Jorge Morales stated they have done that with the Sheriff's Department, E911 and IT. Lori Seelen restated the departments that would not be included. She stated that typically it takes 4 months so it could be done by the end of year as Mr. Irwin had suggested. She stated it is very seldom that one department is paid much higher than another department. Greg Duke asked if WIS could guarantee that the office holders would work within the numbers; and he knows that they cannot guarantee that. Ms. Seelen stated that, no, they could not, but the Council would have a tool to say yes or no with the information in hand. Greg Duke stated that we would be taking it out of the Department Head's job, taking over that decision. Jorge Morales stated that they had already done this with the Sheriff's Department. **Mark E. Gorbett made a motion to approve the Salary Study with WIS. Jorge R. Morales seconded the motion.** Matt Miller asked why we needed to do this tonight. Mark E. Gorbett stated they have

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discussed this for a year and they can't keep kicking the can down the road. **The vote was called for and passed 4-3 with Matt Miller, Evelyn Strietelmeier Pence and Greg Duke as the dissenting votes.**

The next item on the agenda was a discussion regarding the Sheriff's Salary for July 1, 2021 with Sheriff's Department Attorney Jeff Beck (via Zoom) regarding the 80% pay for the Sheriff. He wanted to make clear he was here as legal for the Sheriff's Department. He is not certain he will be personally representing Sheriff Myers in this negotiation. Attorney Monroe stated that there are 3 statutes that can be used for the pay of the Sheriff. Statute 36-2-13-2.5 is via a contract. Statute 36-2-13-2.8 is an alternate compensation. Statute 36-2-5-3 is where how most county employees are paid through. The Sheriff currently does not have a contract. Mr. Beck stated that his salary increased, as far as he knows, on July 1, 2020. Mark E. Gorbett asked if there is currently a signed contract? Mr. Beck stated no. Mark E. Gorbett asked if there would be a contract. Mr. Beck stated not that he is aware of. Mark E. Gorbett asked if he can receive a raise in the middle of the year. Attorney Monroe stated that it can for the Sheriff due to statutes and the contract. It was clarified that there was a contract for the first year of his second term. Matt Miller asked Mr. Beck if the Sheriff is not under contract, does he (Mr. Beck) believe that we are required to pay the 80%. Mr. Beck stated yes. Attorney Monroe stated that he had been under the belief that the Sheriff was under contract this entire time. He has since learned that he is no longer under contract. Dalene Pattingill stated that he did receive a pay raise in July that was discussed in the July session. Matt Miller stated that he believes

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they were told they had to do it based on the 80%. Attorney Monroe stated that it is not required as there is not contract to hold it to this. Two of the three statutes require the 80%. Mr. Beck stated that he is currently under 36-2-13-2.8 which is 80% in addition to the tax warrant money. Attorney Monroe clarified the tax warrants are considered additional compensation, not salary. Mark E. Gorbett asked if we should set aside money for the end of the year in case the tax warrants fall short so they could then make up the difference. Attorney Monroe stated that as he is not under contract so they do not have to meet the statute. Mr. Beck stated that they had told the Council that he was not under contract. It was stated that the Council was told that information, but they also believed that a contract was forth coming. There was discussion regarding options at this time. Attorney Monroe stated that they are not required to bump the salary mid-year. Mr. Beck disagrees with this based on his quick review of the situation. Matt Miller stated that he had the option to sign or not sign a contract. By not signing it, he chose that method to make more money. Mr. Beck stated that he had signed the 5-year contract in hopes of getting the pension. When it became clear that he was not going to get the pension, he decided that he would take the tax warrant money. If a contract is signed, he has to forfeit the tax warrant money under 36-2-13-2.5. Mr. Beck stated that the tax warrant money was between \$20,000 to \$30,000. Jorge R. Morales wants to do the right thing, but the statutes are complicated. He is wondering if they should have the Auditor determine the amounts and also when we can legally do this. Auditor O'Connor stated that the difference is about \$32,000 and that would be only if he has that much in tax warrants. Matt Miller stated that is a chance he

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takes by taking that method. Mark E. Gorbett suggested we table this for tonight. **Mark E. Gorbett made a motion to table this for further data. Jorge R. Morales seconded the motion.** Greg Duke asked Mr. Beck if he would be working on this or not. Mr. Beck stated at this time, he is not sure. He is the legal deputy for the Sheriff's Office and he wants to keep straight the County work versus personal work for the Sheriff. **The vote was called for and passed unanimously.**

The next item on the agenda was a Request of Additional Appropriations for the Highway Restricted Fund (1173) in the amount of \$600,000 as presented by Highway Engineer Danny Hollander. This is to finish up Appropriations of unspent money from last year. This is all going into paving or chip-n-seal. **Jorge R. Morales made a motion to approve the Additional Appropriation of \$600,000 as presented for the Highway Restricted Fund (1173). Mark E. Gorbett seconded the motion which passed unanimously.**

The next item on the agenda was a Request of Additional Appropriations for the REALM/RSAT Fund (9206) in the amount of \$100,281 as presented by Work Release Director Rob Gaskill (via Zoom). This is to appropriate the grants that are on a Federal Fiscal calendar. This is a 2-year grant. Year one finished on April 30, 2021. These appropriations are for the 2nd year effective from May 1, 2021 to April 30, 2022. **Evelyn Strietelmeier Pence made a motion to approve the Additional Appropriation of \$100,281 as presented for the REALM/RSAT Fund (9206). Jorge R. Morales seconded the motion which passed unanimously.**

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The next item on the agenda was a Request of Additional Appropriations for the WRAP/RSAT Fund (9103) in the amount of \$86,452 as presented by Work Release Director Rob Gaskill (via Zoom). This is the same issue as the previous one. **Jorge R. Morales made a motion to approve the Additional Appropriation of \$86,452 as presented for the WRAP/RSAT Fund (9103). Mark E. Gorbett seconded the motion which passed unanimously.**

The next item on the agenda was a Request of Additional Appropriations for the Supplemental Public Defender Fund (4901) in the amount of \$5,155 as presented by Auditor O'Connor. This is not General Fund money. It is a user's fee fund. **Mark E. Gorbett made a motion to approve the Additional Appropriation of \$5,155 as presented for the Supplemental Public Defender Fund (4901). Jorge R. Morales seconded the motion which passed unanimously.**

The next item on the agenda was a Request of Additional Appropriations for the County General Co-Op Extension (1000-23) in the amount of \$6,200 as presented by Chief Deputy Dalene Pattingill (via Zoom). This is money they use for their summer intern. **Jorge R. Morales made a motion to approve the Additional Appropriation of \$6,200 as presented for the Co-Op Extension (1000-23). Mark E. Gorbett seconded the motion which passed unanimously.**

The next item on the agenda was a Request of Additional Appropriations for the Rental Fund (4906) in the amount of \$100,000 as presented by Chief Deputy Pattingill (via Zoom). This is the yearly request to appropriate funds that have been collected. **Jorge**

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R. Morales made a motion to approve the Additional Appropriation of \$100,000 as presented for the Rental Fund (4906) as presented. Evelyn Strietelmeier Pence seconded the motion which passed unanimously.

The next item on the agenda was a Request of Additional Appropriations for the Health Department Immunization Grant (8920) in the amount of \$62,925 as presented by Nursing Director Amanda Organist (via Zoom). This grant is for the time period of July 1, 2021 through June 30, 2022. It is the same amount as last year. **Mark E. Gorbett made a motion to approve the Additional Appropriation of \$62,925 for the Immunization Grant (8920) as presented. R. Scott Bonnell seconded the motion which passed unanimously.**

The next item on the agenda was a Request of Additional Appropriations for the Health Department COVID Testing Site (8885) in the amount of \$24,676.13 as presented by Nursing Director Amanda Organist (via Zoom). This is extra money that the State has provided for the testing and vaccine sites based on the vaccine clinics that the State is requiring us to hold. **Jorge R. Morales made a motion to approve the Additional Appropriation of \$24,676.13 for the COVID Testing Site (8885) as presented. R. Scott Bonnell seconded the motion which passed unanimously.**

The next item on the agenda was a Request of Additional Appropriations for the Health Department Public Health Preparedness (8891) in the amount of \$25,000 as presented by Environmental Health Director Link Fulp (via Zoom). This is the part-time position held by Victoria West. She has a 16-hour work week. Most of this is for her

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salary. Her salary is \$17,700 without SS. **R. Scott Bonnell made a motion to approve the Additional Appropriation of \$25,000 for the Public Health Preparedness (8891) as presented. Jorge R. Morales seconded the motion which passed unanimously.**

The next item on the agenda was a Salary Ordinance Update as presented by Auditor's Chief Deputy Dalene Pattingill (via Zoom). It is in the packet to sign. It was approved at the last meeting but the paper work was not ready for their signatures.

The next items on the agenda were updates by the Council members regarding Boards and Commissions as follows:

R Scott Bonnell:

County Extension Bd – nothing to report

Solid Waste Management District Bd – nothing to report

Sheriff's Merit Bd – nothing to report

Evelyn Strietelmeier Pence:

County Parks & Recreation Bd – nothing to report

Job Review/Classification Committee – nothing to report

Youth Services Center Advisory Committee – everything going well

Bill Lentz:

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Personnel Administrative Committee – nothing to report

Cols Area Metropolitan Planning Organization Bd – nothing to report

Health Bd – nothing to report

Matt Miller:

Personnel Administrative Committee – nothing to report

Job Review/Classification Committee – nothing to report

Greater Columbus Economic Development Bd – nothing to report

Bartholomew County Broadband Initiative – nothing to report

Asked Attorney Monroe about an ERA preparation. Attorney Monroe stated he would have something next week. Also the meeting dates are not appearing on the County website.

Jorge R. Morales:

County Plan Commission – nothing to report

Greater Cols Economic Development Bd (proxy) – nothing to report

Bartholomew County Redevelopment Commission – nothing to report

Bartholomew County Broadband Initiative – nothing to report

Greg Duke:

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Emergency Management Bd – nothing to report

Jt Council Emergency Dispatch Services – nothing to report

Job Review/Classification Committee – nothing to report

Bartholomew County Redevelopment Commission – nothing to report

Took a tour of the new highway garage. Very impressive.

Mark E Gorbett:

Community Corrections Bd – nothing to report

Data Board – nothing to report

Drug Epidemic Committee – nothing to report

ASAP – nothing to report

Auditor O'Connor stated that we have received LIT Supplemental in the amount of \$1,400,000. They can use this for Additional Appropriations this year or hold for the 2022 budget. Also, she has received more information regarding the American Rescue Plan money. Commissioner Kleinhenz would like to have 3 Council members and the Auditor work on a committee with him to develop the plan for the ARP funds. Matt Miller, R. Scott Bonnell and Jorge R. Morales will be the 3 Council members.

Greg Duke had a handout for the Council regarding some ideas he has going forward as the new guy. These are things he has noticed over the years.

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The next meeting will be on June 8, 2021 at 6:00 p.m.

There being no further business to come before the Council, **Mark E Gorbett made a motion to adjourn. Jorge R Morales seconded the motion which passed unanimously.**

BARTHOLOMEW COUNTY COUNCIL

By: _____
R. Scott Bonnell, President

By: _____
Bill Lentz, Pro-Tem

By: _____
Matt Miller, Member

By: _____
Evelyn Strietelmeier Pence, Member

By: _____
Jorge R. Morales, Member

By: _____
Greg Duke, Member

By: _____
Mark E. Gorbett, Member

ATTEST: _____
Pia O'Connor, Auditor
Bartholomew County