

BARTHOLOMEW COUNTY COUNCIL

August 17, 2021

Budget Hearings – Day 2

Name:	Representing:	Title:	Present:
Matt Miller	At Large		Present
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	Not Present

The Bartholomew County Council met on August 17, 2021 at 1:00 p.m. in the Council Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana.

President Bonnell called the meeting to order.

Chief Deputy Pattingill explained that the packets that were handed out show the budgets as they were requested. Mark E. Gorbett stated that they had some questions probably yesterday but he was unprepared to ask them. He spoke with IT Director Mayes yesterday evening with some further questions regarding the department requests. He also spoke with Jail Commander Martoccia and they may want to have him come back on

October 13, 2021

Thursday. Auditor O'Connor stated that she would prefer to send the spreadsheet electronically or have them follow along on their tablets or the screen. Mark E. Gorbett also spoke with Sheriff's Deputy Chief Lane and he can come back for further information if needed. It was explained that the minutes for the hearings would be approved at their September meeting. Mark E. Gorbett asked about the running total. Auditor O'Connor stated that it is currently showing on the screen as the changes from yesterday were made in the workbook.

1:00 – Prosecutor's Office

Via Zoom – Prosecutor Bill Nash

All Prosecutor Budgets:

Prosecutor Nash stated that they are asking for 4% raises for all full-time employees. In the STOP Grant they asked for 5% but it had to be turned in prior to our budget time. That raise will be tied to whatever the County grants. For part-time employees, they are asking for \$17.00 per hour as they have lost several part-time employees because they can go to other less stressful jobs for the same or better pay. The \$17.00 was an estimate based on research done by office personnel. In Child Support, for the part-time employee, they are asking for \$17.91 as they lost a person to the Courts because of the pay. These are Incentive funds, not County funds. They have asked a little more for postage, the contract for the paperless documents and items such as that. Mark E. Gorbett stated it looks good as he kept it flat.

1:15 – Maintenance

Present – Maintenance Director Rick Trimpe

Maintenance:

Director Trimpe stated that he has only changed a few items. All salaries are at 4% except 2 of his staff. One of them is HVAC Certified and the other one maintenance person for the YSC & E911 building. Operating supplies did not change. Mark E. Gorbett asked what hourly rate he was using for his hourly employees. Director Trimpe stated he used \$15.00. He bumped repairs and maintenance by \$5,000; uniforms increased by \$1,000; utilities increased by \$35,000 as they have a couple more buildings now; repairs & maintenance increased by \$5,000; rentals he increased by \$10,000; and machinery & equipment he added \$20,000 to purchase a forklift for the warehouse. Bill Lentz asked if they have tractors that they could put forks on? Director Trimpe stated they do, but they only raise up to 8'. Evelyn Strietelmeier Pence asked if he has much turnover. Director Trimpe stated he has recently in the housekeeping staff. They left for better jobs that paid more.

1:30 – Code Enforcement

Present – Director Brian Thompson

Code Enforcement Budget:

Director Thompson stated that he included a 4% across the board raise for his employees. He also is asking for \$60,000 for 2 new mid-size trucks for inspector vehicles. Bill Lentz asked what would happen to the old vehicles. Director Thompson stated they have always gone to the County auction. The 2 vehicles that he wants to replace have over

130,000 miles and they both have mechanical issues. The garage is wanting to hold off on repairs to see what happens with the budget before putting more money into them. Bill Lentz asked if they are busy. Director Thompson stated that at this time last year they had done 60 permits for new homes in the City. As of today, they have done 128. Last year they had 5 commercial buildings and this year they have had 17. Evelyn Strietelmeier Pence asked if the old trucks could go to another department. Director Thompson stated that they might be good for a spare vehicle, but not for an everyday driver as they use them.

1:45 – Park Board (1:33)

Present – Director Rich Day & Chuck Wells, Vice-President of the Park Board

Park Board Budget:

Director Rich Day brought a print out for everyone regarding his changes. They bumped the part-time employees to \$15.00 per hour. He also needs an additional part-time person which equates to about \$6,000 more in part-time pay. The Director raise was at 4%. He is working with the Auditor's Office to get his budget more itemized. It has been difficult, due to COVID, to get a computer and to get trained on VIP. They have just moved money around for 2022. They increased repairs & maintenance as they are doing a lot of in-house repairs. In Professional Services, the Commissioners asked him to bump that figure up as it is for the Park Managers, as they did not get an increase last year. They decreased Communications & Transportation and moved that amount into Utility Services. Ash bores have affected the parks, especially at Heflin, so they keep the amount in there to remove those trees. They moved some money from Improvements Other than Buildings

and moved it to Repairs & Maintenance. Dunn Stadium Improvements was for a lighting project at the stadium that did not happen due to COVID. He is waiting now for the prices to come down. He is hoping still accomplish this before the end of 2021. They also need to upgrade Heflin Park with bigger breakers for the campers as well as extend the power line down the road. They have 30 amp breakers but need 50 amps for the newer campers. Director Day clarified that they are trying to get the lighting project done this year. The \$60,000 is for the electrical updates at Heflin Park. Evelyn Strietelmeier Pence asked if they are using volunteers for projects. Director Day stated that they used 2,000 hours of volunteers in 2019 but only had 30 hours in 2020. It is starting to bounce back. As far as income, they set records last year due to COVID and people wanting to camp to get out of their house. Last year they took in \$16,000 at Dunn and are looking at possibly reaching \$20,000 this year. Greg Duke stated that he is in the park almost every day. He is concerned that adding more spaces will do away with green space and may drive away campers. He did want to commend them on that park. Director Day stated that the Board and he are looking at hosting some events at that park. Bill Lentz asked how the income stream works. Director Day stated it goes into a non-reverting fund. They just had a study done on the river erosion. He will have the results at the next Park Board meeting. They are looking at what can be done to stop the erosion. DNR is working with them on this project. They were piggy-backed on a grant for Blue's Canoes which was nice.

2:00 – County Assessor

Present – County Assessor Ginny Whipple

County Assessor Budget:

Assessor Whipple had asked for 4% for raises. She increased Communication & Transportation for more mailings and mileage. There are no part-time employees in this budget.

Reassessment Budget:

Assessor Whipple has requested the part-time at \$14.58 per hour but would like to move them to \$15.00. Auditor O'Connor stated that for budget purposes, they need the dollar amount. Assessor Whipple stated she increased the Professional Services to cover Appraisals and lawyer fees. She currently has 6 cases in court. Mark E. Gorbett asked if there is a report as to the number of appeals that we have had and what the outcome was of those appeals. Assessor Whipple stated that they pretty much hold their own. They had 160 appeals last year compared to 2,500 in the prior year. The win/lose numbers do not matter as it is more of the amount of appeal that is the concern. They had 278 appeals this year because of the increase in assessed value. R. Scott Bonnell asked if the sales data caused the increases. Assessor Whipple stated that they had 3 townships which they completely reviewed as part of the cyclical reassessment. That, combined with the increase in sales price, accounted for the increases. Anything over 5% places the burden of proof on the Assessor. The Second Deputy wants to move from a County employee to a Contract employee. They would pay him between \$50,000 to \$55,000. He would be paid based on the hours he worked so he would probably not hit the \$55,000. Jorge R. Morales clarified

that if they approve the Professional Services, then the Second Deputy position would be done away with. Assessor Whipple stated that was correct. Mark E. Gorbett was confused if the increase in Professional Services is \$90,000 and \$60,000 is for appraisals and lawyers, that only leaves \$30,000 for the Contract Employee. Assessor Whipple stated that she probably does not have her amounts correct. Bill Lentz asked as to when they would raise the tax rate for Reassessment. Auditor O'Connor stated it would be calculated with the levy based on the needs of all the levy based funds. Assessor Whipple needs to raise the amount in her Professional Services line item. Auditor O'Connor asked if she has the position for the County employee pay in the budget as well as the pay for the same employee but as a Contract employee. Assessor Whipple stated that yes, because if this employee left, she would need to have the County employee pay to bring someone in for training to become a Contract employee. Auditor O'Connor stated that we do not operate with a safety net in our budgets. Jorge R. Morales asked what the amount would be for a Contract Employee. Assessor Whipple stated it would be between \$50,000 to \$60,000. Jorge R. Morales stated that they would be giving this employee a raise. Assessor Whipple stated they would not as they would not have to pay his Certification pay, Insurance or PERF. Assessor Whipple stated that she had added a vehicle for her office. She put in \$45,000 for it. They currently have a Hyundai Elantra with 34,000 miles on it. It has not lived up to expectations as it is too low to the ground and not big enough to carry personnel to trainings. She would trade the Elantra in on the new vehicle. She is looking for

something like a Ford Escape. She also has a Ford Ranger that has 160,000 miles on it that they inherited from Code Enforcement.

Sales Disclosure Budget:

The Professional Services is the maintenance on ARC GIS and other maintenance items. Jorge R. Morales asked about the software that she wanted to purchase last year. Assessor Whipple signed the contract for that software. She has sent a request to IT to update her website so that people could access this software. She has been told they are working on it, so she has not been able to get it implemented because of IT not having the staff to keep up with everything. She is not bashing the IT Department.

There was discussion regarding the issue with IT not being able to keep up with the requests. They need to fix this issue. There also needs to be a better vetting process in regards to new projects. Greg Duke stated that good technology ideas are not always affordable in the long run. If IT is given more personnel, then the departments will want more out of them. Mark E. Gorbett stated that Public Service requests should be a priority. Jorge R. Morales stated that we lost 6 months of warranty on the body cameras. Matt Miller stated that was not all on IT. When the body cameras were brought through the Council, they were told that IT had been consulted; they had not. Bill Lentz stated that new software is not always a good thing. Jorge R. Morales stated that body cameras were an emotional thing brought about by the community. Greg Duke stated that this should be a body devoted to fiscal responsibility without emotion. He proposes that any capital

expense should be scrutinized 6 weeks, 6 months, or even a year prior to approval. Matt Miller had asked John Martoccia about the radiation impact for the employees with the body scanners. He was told that you would get more radiation from eating a banana. But of course, that was from the salesman. Mark E. Gorbett stated that when IT was setup, Public Safety was to be the priority. If we are hearing from the IT Director that he needs more help, then we need to provide that. Greg Duke stated that we send people to trainings but don't find out if it was worthwhile. Bill Lentz stated that the Legislature makes changes because they sound good. Mark E. Gorbett has an issue with the last presentation regarding the two positions in the budget for one employee. He needs numbers from the Auditor's Office what will change if they go to contractual. Auditor O'Connor stated that PERF is 14.2% and FICA is 7.65%. Insurance for an individual would be about \$10,000. Auditor O'Connor noted that VSO Larry Garrity is available but has an appointment at 3:00.

2:30 – Veteran's Office

Via Zoom – Veteran's Service Officer Larry Garrity

Veteran's Budget:

VSO Larry Garrity stated that he used 4%. Everyone he has interviewed for the part-time position wants a full-time position. He raised the amount for burial of soldiers. The IVA is pushing the State to raise the amount as they do not feel that the current amount is enough. He had small increases in some line items due to the fact that his costs are increasing. Other Services & Charges increased for supplying all the flags for Memorial Day and he just found out last year that they also supply the flags for the Salute Concert.

He put in for a van. The current van is a 2018 but it is hard to maneuver in Indianapolis, it rides bad and many of the Veterans are unable to get into it. He is looking to get some type of mini-van. He thinks they may be able to get about \$20,000 for the current van. The new ones are running from \$40,000 to \$60,000. Jorge R. Morales asked why the current van was ordered without their needs being met. VSO Garrity stated that of the list of what they wanted on the van, they only received the back-up camera. Former VSO Tom Crawford ordered it and picked it up. It does not have rear heat/ac, power seats or power mirrors, all of which were asked for.

2:45 – SWMA

In person – Director Heather Siesel

Via Zoom – Diana Hodnett

SWMA Budget:

Director Siesel stated that there are no new cell constructions or cell closings. They have 4% for salaries and the Loyalty Pay. They are keeping the weekend workers in there. They have bumped up the insurance due to more family coverage. The 100's budget is \$1,177,071. In the 200's, she is asking to increase 4 lines to keep up with the increasing costs for a total of \$91,500. In the 300's they do have a CPI increase. As they grow the landfill, they grow the leaching so they bumped that amount up. She increased the education due to more education as they are now working with the Kids Common. IDEM has increased permit fees. They are going to budget for the convenience stations as discussed yesterday. The 300's total is \$2,099,275. In the 400's, there are no major costs

changes. Their District office is in need of insulation and baseboard heaters. They also continue to budget IT needs for speedier transactions. She did encumber some IT funds from 2020 to 2021 and hopefully will spend some of those funds within 2021. The other large cost is for the replacement of the commercial cardboard truck. The current truck is a lemon. They are also budgeting for some cleanup of water at the Petersville closed site. They also budgeting for future cell closures. The 400's total is \$627,300 for an overall total budget of \$3,995,146.00. It is roughly \$65,000 less than last year. They won't have cell construction until 2024, but they will be closing 5 acres in 2023. Jorge R. Morales asked how the recycling is going. Director Siesel stated that the tonnage will be about the same amount but they should be up in revenue. Unfortunately, their costs are increasing as well. The new compactor should help to cut down from 5 hauls.

- 100's \$1,177,071
- 200's \$ 91,500
- 300's \$2,099,275
- 400's \$ 627,300
- **Total \$3,995,146**

3:15 – VIP

In person – Treasurer Nick Sprague

VIP Budget:

VIP Treasurer Sprague expects the income to continue as travel is coming back after the COVID restrictions. The last quarter showed good progress. Jorge R. Morales stated that they can budget whatever they want, but they can only spend what comes in.

Auditor O'Connor stated that the amounts so far this year are back to 2019 levels. VIP Treasurer Sprague stated that the summer months are their best months and they are doing well as of this time. Bill Lentz asked what happens if they collect more money than they expected. VIP Treasurer Sprague stated they maintain a list of items and would need to come back for an additional appropriation if it exceeds their requested amount.

BREAK

3:45 – E911 (3:30)

In person – Director Todd Noblitt

E911 Operations Center Budget:

Director Noblitt stated that the only change is the removal of \$96,000 in shortfall. Auditor O'Connor stated that last year after the Statewide 911 amount, the City portion and LIT, there was a deficit. The 2022 State number she just received is down from last year. They are going to use the LIT Fund excess to cover the shortfall instead of paying it from the County General funds. Greg Duke asked where they came up with the shortfall. Director Noblitt explained that basically their budget is \$2,500,000. The State provides an amount and then the City and County split the remaining difference. Auditor O'Connor stated that maybe it should be called County General Contribution instead of Shortfall.

Statewide 911:

Director Noblitt stated they did put in 4%. He has 10 dispatchers that will have a tier adjustment in 2022. He did reduce his insurance with a more accurate figure, instead of guessing at the high level. Auditor O'Connor stated they have made the insurance

adjustment to all the departments. She stated they had also found that they had been budgeting gross amounts, not net amounts. Director Noblitt has included money for an Inter-local agreement with the City and CRH. This agreement covers a maintenance contract for their Carr Hill tower that serves the Jail as a backup. This has been paid by the Commissioners but as it is a 911 item, he moved it to his budget for 2022 and beyond. Jorge R. Morales asked how the new positions that they granted him were going. Director Noblitt stated that they are very close to the schedule he had set at the time for hiring and training. COVID did shut down the process. They are probably 6 months behind his initial time frame. He stated that several things have made his retention better, including the switch to a pay matrix. They had about 20% turnover while the national average for 911 centers was 22%. In 2020, their turnover was 7% and so far this year, 2021, they are at 9%. Mark E. Gorbett asked if his IT needs are being met. Director Noblitt stated there are 2 layers to that question. One layer is the non-emergent issues. He was contacted last week about a ticket request for an email address for applications. The ticket had been put in over 6 months ago. On the emergent side, though he feels for Scott, there have been some items that he has had to stay on top of to get them accomplished. One example is the notification texting/paging system they use for water rescues, SWAT, huge fires, etc. The paging system was not working. If you had to page out more than 5 people, then some of the people were getting the page 25 to 30 minutes after it had been sent. Mark E. Gorbett asked if, in his opinion, it is a lack of manpower or are there other issues. Director Noblitt stated he has zero ability in the technological field. He has a project that is a Quality

Assurance Program they need to do but he is sitting on it because it can't be done at this time by IT.

Discussions began. Mark E. Gorbett stated that he did not mean to put Director Noblitt on the spot but they needed to hear it from him. Jorge R. Morales stated that IT needs people. Matt Miller believes that there is a bigger problem and that throwing people at it is not the solution. Auditor O'Connor stated that she did just get the LIT numbers. Jorge R. Morales stated that Assessor Whipple had sent an email with an explanation for the personnel request that she had. Mark E. Gorbett asked if a Contract for a contractual employee is done through the office holder or the Commissioners. Auditor O'Connor stated that the Commissioners handle the Contract and the office holder hires the employee. She explained that Catherine Greenlee retired from her office and has become a Contract employee that is paid for out of the Ineligible Homestead Fund, which is what she works on through the contract. Anita Hole is a Contract employee with the Recorder and her work actually was a revenue generator during COVID, as people were able to get the scanned information on line. Auditor O'Connor stated that her office has been able to remove 300 binders due to digitizing the records. They were also able to provide an Ordinance to the SBOA quickly due to the scanning project where as they would have had to gone to the basement and search through boxes without the scanning.

Mark E. Gorbett suggested that they start with today's departments and review them to see what the can accomplish today.

Prosecutor:

One item was the increase in part-time to \$17.91. There is currently not a set part-time rate but Auditor O'Connor did give the directive to pay at least \$15.00 per hour for 2022. She stated that they will see higher numbers from other departments such as the Health Department. The part-time will be based on the total amount allowed in that line item by the Council in the Salary Ordinance. Mark E. Gorbett asked if they could just give them the total and allow the office holders to determine the rate from \$15.00 or higher. Brenda Mijares, Office Manager for the Prosecutor's Office, wanted to remind them about the Adult Protective Services as she is wanting a higher part-time rate at \$17.00 and \$19.00 for an investigator. She is having a very difficult time finding part-time people. Jorge R. Morales asked if a range from \$17.00 to \$21.00 work for her. Bill Lentz stated that if they give it to one department, then they will have to give the all the other departments. Ms. Mijares stated that these funds are not County General funds. Mark E. Gorbett asked if it would be better for the Council to set a minimum of \$15.00 an hour and let the office holder determine the top amount. Greg Duke does not think that will work as they could pay someone \$31 an hour. Mark E. Gorbett stated that when he was Sheriff, he was given a minimum rate and a total amount in that line item. He had to pay the minimum rate but could pay more if he needed to. Greg Duke thinks we had a range for part-time. Auditor O'Connor stated that every office is different. She would not pay someone the same to scan documents as she would to pay Catherine Greenlee to work on Ineligible Homesteads. Matt Miller says some office just keep coming back for more money instead of managing their budgets. Evelyn Strietelmeier Pence believes that they did have maximums but the

office holders were paying the maximum. Auditor Pia O'Connor stated that was probably the case, but it was probably based on the level of expertise. Jorge R. Morales stated that they control the amount in the line item. Mark E. Gorbett stated that if they make a range from \$15.00 to \$25.00 for part-time and they run out of funds, then if they come back for money and the Council can deny it. Jorge R. Morales stated that they have discussed that they cannot and should not micromanage the office holders. Mark E. Gorbett stated that we need to set the minimum and the maximum and let the office holder manage the amount and the hours within their allotment. Bill Lentz stated we need to be careful on the parameters. Jorge R. Morales stated that the Council, years ago, gave money for incentive pay and one office holder gave the full amount to one employee. Auditor O'Connor had Chief Deputy Pattingill display the current Salary Ordinance that showed a minimum and maximum amount for part-time within the Maintenance Department. Chief Deputy Pattingill stated that is why Auditor O'Connor told the departments to set the part-time minimum to \$15.00. We are currently in a salary study that is also looking at the part-time pay. They have to watch that they don't make the part-time employee making more per hour than the full-time. Auditor O'Connor stated the \$15.00 minimum can be changed, that was just a starting number that she threw out for budgeting purposes. She explained that part-time employees get FICA taken out whereas Contract employees do not. Mark E. Gorbett asked if they will get information from the salary study regarding part-time prior to the 2nd reading of the budget. Auditor O'Connor stated that it was doubtful. Bill Lentz stated that it would probably be what is in the Farm Bureau book. Auditor O'Connor stated

that the book is not apples to apples as it does not include benefits and it is stale data. Mark E. Gorbett suggested that they set the part-time minimum rate to \$15.00 and add the percentage raise to the top end amount. Then, when the study comes in, they can adjust it at that time. Greg Duke stated that it makes sense but compensation needs to be uniform in the context to avoid litigation. Mark E. Gorbett restated that he is saying to give a minimum of \$15.00 and then taking the top end dollar amount plus whatever the percentage rate they decide on. He explained that if the full-time receive 1%, then they would raise the final number by the 1%. The minimum stays the same at \$15.00. It creates uniformity across the County. This is part-time only. Bill Lentz asked Greg Duke what his idea was. Greg Duke stated that we paid for the study but the amounts won't change until next year so why are we killing ourselves at this time. It was stated that they are discussing it because they have to have an approved budget for 2022 agreed upon in November. Evelyn Strietelmeier Pence asked why it is so hard to find employees. It was stated that currently the government is paying them to stay home. Mark E. Gorbett stated that if they give the office holders an amount and they use it in the first six months, they are done for the year. In each different department, there are different minimums. His thought is to add to the highest rate with the increase percentage, leaving the \$15.00 minimum alone. They asked Ms. Mijares if their thoughts made sense. Ms. Mijares stated she understood what they were saying. She is wanting to pay the Investigator position \$19.00. She stated that if you look on Indeed, you will see they are paying much higher part-time amounts. She has an employee that was making \$30.00 an hour elsewhere but came here because she was having

a baby and wanted to work less hours. Bill Lentz stated that if someone did not need the insurance, they could go as a Contractual employee and make more money. Mark E. Gorbett stated that it is hard to set one amount County wide as one amount does not fit every department or position. You have to start somewhere. If the office holder says they need \$30,000 for part-time and they pay part-time \$1,000 per hour, then he is out of money after 30 hours and has to answer to the taxpayers. He asked if they should keep the ranges the same and just add the increase by the percentage increase amount. He would still like to raise the minimum to \$15.00. Ms. Mijares stated that she does not have a window at this time. Evelyn Strietelmeier Pence asked if this person has left. Ms. Mijares stated no. She left Well-Connect at \$30 an hour because she wanted part-time when she had her baby. Ms. Mijares is afraid that as the child gets older the lady will want to look for better pay. She is trying to be proactive, not reactive because this person is very good at what she does. She is unable to fill the Adult Protective Services Investigator at \$14.46. She would like the minimum of the hourly rate of a Court Reporter as she does not want to lose more employees to the Courts. Greg Duke asked about the increase in the 2022 Prosecutor budget that included an increase for part-time. Does that cover all her expenses for the raises? Ms. Mijares stated that was correct. Jorge R. Morales stated that part-time employees can only work 24 hours a week. Greg Duke stated that we need to make the decision on the Prosecutor's budget, not every part-time employee in the County, at this time. He also sees no questions for SWMA or VIP. Matt Miller has an issue with the van for Veteran's. They discussed this thoroughly when they gave them the money to purchase

it three years ago. Greg Duke is in favor of taking the van out of the budget at this time. Jorge R. Morales stated that if they are saying they are pro-Veterans but they are getting complaints from the Veteran's about the van. If they take it out, then what is the message they are sending. There was more discussion regarding the van. Auditor O'Connor stated the amount for the van was \$35,000. Greg Duke stated that we need to address this but not in the budget session. He was asked how he planned to address it. Auditor O'Connor stated that what Greg is stating is that they take it out of the budget and make them come back for an additional appropriation when they have better information regarding costs. They discussed that maybe they need a van with a hitch so that they can carry a wheelchair on the back. Auditor O'Connor asked if it was the consensus of the Council to take the van out of the budget at this time; it was. Greg Duke recapped the discussion for Mark E. Gorbett as he had stepped out of the room for a moment. Discussion turned to the Park Board. There is \$60,000 for electrical upgrades at Heflin Park. Jorge R. Morales stated that he does not have an issue with it. Bill Lentz asked about the 4% raise for the Park Board members. He stated that there are several board throughout the County so are they going to do all of the boards at 4%. Greg Duke stated that he is not talking about any raises. Auditor O'Connor stated that to Bill's point, the amounts for the Park Board are in the Professional Services so they need to address it at this time. Jorge R. Morales would not raise their pay. Should they do away with the pay altogether? Jorge R. Morales asked why they should pay the board now that that they have a full-time employee. Bill Lentz thinks they should leave as it was last year without a 4% increase. Jorge R. Morales still wants

to know why they should be paid when they have a full-time employee. Evelyn Strietelmeier Pence stated, as a liaison to the Park Board, stated that the full-time employee has relieved the member that was doing things. She would be in agreement with the same amount as last year for the Board. R. Scott Bonnell asked about the \$15.00 minimum amount or leave it where it is. It was suggested to leave Park Board at this time as it is and go back to Code Enforcement. Code is asking for 2 vehicles for \$60,000. Mark E. Gorbett said no. Auditor Pia O'Connor stated that is fine other than the fact that they are throwing good money at bad vehicles. Her thought is that a new vehicle reduces maintenance and it is a one-time expense. It is not like adding a new employee with ongoing costs. Matt Miller stated that Brian never asks for anything. Mark E. Gorbett is okay with 2 vehicles at \$60,000. Evelyn Strietelmeier Pence thought that they had given him a truck 3 years ago. Auditor Pia O'Connor stated that he should be asking for a new vehicle every year like the Sheriff's Department as he has 5 vehicles. Maintenance – Mark E. Gorbett stated he is in agreement for the Maintenance salary increases. Auditor O'Connor stated that she would recommend to put the outliers aside and wait for the salary study to be completed. Bill Lentz stated that the salary study will not be that detailed. Auditor O'Connor stated that the salary study is per each job so it will be that detailed. Mark E. Gorbett stated that he wants to get the raise question out of the way. Auditor Pia O'Connor stated that all they need to do is approve a budget by fund. They are getting caught in the weeds and don't need to. Mark E. Gorbett stated that we need to start somewhere and we need to figure out the raises. Jorge R. Morales stated that they agreed on taking one of the Assessor positions

out (2 positions for 1 person). He does not have a problem with a percentage and waiting on the outliers. They are looking for a percentage raise for all employees. Evelyn Strietelmeier Pence stated she would be in favor of 3% and no new employees. Greg Duke wants 2%. Matt Miller stated 2% pending the salary study. Bill Lentz stated 3% but they gave \$1,500 last year and it seemed that employees liked that. He is just throwing that out. Jorge R. Morales stated he would go with 4%. Mark E. Gorbett stated he had initially said 4% but he could go to 3% if they relook at the numbers once the salary study is completed. R. Scott Bonnell asked if they could go with the 3% as a starting point. Bill Lentz stated that they could also do a flat amount. Mark E. Gorbett stated that a flat amount is good every 6 years but not every year, as it closes the gap between the high and low positions. R. Scott Bonnell stated that the Matrix pay would also increase at 3%. Greg Duke stated that they have a programmed raise in their pay; they should not get a percentage on top of that. It was stated that they did an additional for all County employees that they labeled as Loyalty Pay. Mark E. Gorbett stated that to be competitive in the market, the Matrix was implemented. Greg Duke has an issue with a Matrix raise and an additional raise. He has a problem with them getting the same as other County employees and then their Matrix raise. E911 and IT have a Matrix system. Auditor O'Connor stated that IT does not have a Matrix. Mark E. Gorbett suggested that set a minimum for part-time at \$15.00 and then add 3% to the top amount for the part-time. Greg Duke asked if \$20.00 is acceptable for the Investigator. Mark E. Gorbett stated that they do not have a minimum and maximum, only a minimum. The office holder can pay what they want but they will only have a set

amount of funds for the year. Greg Duke stated that part-time was increased in the Maintenance Department. Jorge R. Morales stated that the issue is that they cannot get people to work for the current pay. Auditor O'Connor stated they had not addressed the Assessor's budgets. Matt Miller asked if the salary study will give a range. Bill Lentz asked if they raise the part-time to \$20, then will they be paid more than full-time. Chief Deputy Pattingill states for some positions, yes. Jorge R. Morales stated that this does not take effect until January 1. But they cannot currently hire people at what they are paying. Evelyn Strietelmeier Pence stated that the working conditions are very good in the County. Auditor O'Connor stated that if you are scanning in the Auditor's Office then yes, but if you are in the Jail and getting spit on it is not good conditions. Mark E. Gorbett stated they should set a minimum and then let the office holder determine the maximum. They only have a set amount of money to spend so it is up to them and the Council is not micromanaging the department. Some departments have part-time ranges and some do not. Matt Miller asked if they could do this later and get back to the budget. The Assessor's budgets has a new car and the \$110,000 increase in Professional Services. Matt Miller stated that the Assessor needs to pick either a full-time position or a Contract employee. Assessor Whipple stated that they can remove the full-time position and keep the Contract employee. The vehicle was the next issue. Assessor Whipple stated that the \$316,000 is broke down by \$156,000 for 2 contract employees, \$40,000 for the Pictometry contract, \$60,000 for Appeals, Appraisals & Attorney fees and \$60,000 for the new contract employee. It was agreed to move the increase from \$110,000 to \$100,000. Maintenance

was the last one to discuss today. Jorge R. Morales asked why he would purchase a forklift and not rent one. He is fine with the requests. Matt Miller asked what warehouse is he talking about. Auditor O'Connor believes it is at the Cooperative Extension site we purchased from Premier Ag. Other than the 2 employees to discuss later, Mark E. Gorbett is good with the forklift. Evelyn Strietelmeier Pence asked about a rental. Auditor O'Connor stated that he would need it on a daily basis. Matt Miller stated that if we are buying in bulk to save money, how much do we have to save to pay for a \$20,000 forklift. Auditor O'Connor suggested bringing Director Trimpe back for these questions. It was suggested to bring him back on Thursday. Auditor O'Connor stated she could send an email with the questions. She stated that they are using higher shelving higher than the 8' he can get to with the current equipment. Bill Lentz came back to the Park Board members. Jorge R. Morales thinks that they should have stopped the board member pay when they hired a full-time person. Bill Lentz and Mark E. Gorbett suggested to remove the percentage and leave it where it was. They are still a resource. Evelyn Strietelmeier Pence stated that they answer to the Commissioners and they can ask them on Thursday.

Jorge R. Morales made a motion to recess at 5:50 p.m. R. Scott Bonnell seconded the motion which passed unanimously.

BARTHOLOMEW COUNTY COUNCIL

By: _____
R. Scott Bonnell, President

By: _____

October 13, 2021

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