

BARTHOLOMEW COUNTY COUNCIL

August 18, 2021

Budget Hearings – Day 3

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 18, 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.

1:00 – Surveyor's Office

Present – Surveyor E.R. Gray III

Surveyor's Budget:

Surveyor Gray stated that in general, he is not asking for trucks or expensive tools. The salaries are what he is wanting to increase. He has attempted to replace and provide an individual as the head of the Survey Department. He has worked with the places such as Zip Recruiter. He has posted on the Indiana Land Surveyors website. He hired one person on March 16, 2020 but that person left December 24, 2020 for a job in Indianapolis. The same situation occurred with the previous person in that position. As for his Field Staff, at one point, there were 3 individuals. Today, with the advances in technology, 1 person can run it, though there is a safety issue involved. They share the GIS Technician position so that they can cover safety when needed. He has been able to do more with less since he first took office. He has been in the survey profession for 49 years with his own company for 31 of those years. He needs very technical people for his positions. You don't bring someone in and train them up the ladder. He needs highly trained, technical people to fill positions. He wants to put the salary for the Survey Department Head to \$63,000. He currently has a part-time person filling that position. This part-time position will be vacated in March of next year as this individual will go to full retirement. He has met with IVY Tech regarding their curriculum. He has not heard back from them. Jorge R. Morales stated this was a plan to train people as a surveyor. Mark E. Gorbett asked for clarification on which position they were discussing. It is for the Department Head – Field Surveys. Jorge R. Morales stated that technology has allowed him to do more with less people but he needs highly skilled people for the positions. Surveyor Gray stated that yesterday, they received a call from the Monroe County Surveyor's Office to try to

determine a salary to present to their Council as they have had 2 positions open for 2 or 3 years now. Matt Miller asked how other counties are filling these positions. Surveyor Gray stated that you would have to see what services they are providing. Other County Surveyors' do not provide a GIS Department, or survey for the highway department for bridges, or the parks department and etc. The County Surveyor's Office was created to maintain the cornerstones throughout Indiana. It was later amended to include drainage to maintain essential drainage. Mark E. Gorbett asked if they had been involved in the salary study. Yes. Jorge R. Morales asked if, based on Matt's question, we are doing more things and doing them differently than other counties. Yes. Matt Miller asked if it would be more expensive to outsource the GIS. Surveyor Gray stated that he is uncertain. It might be something to look into. Mark E. Gorbett asked why the increase in the mapping department. Mr. Gray stated that the present part-time Head of Surveys has 41 years of experience. The Mapping Department Head and Survey Crew Chief both have 42 years of experience. Mark E. Gorbett stated that if these 3 people left, they could not replace them for the current pay. He asked if the to replace the positions, would they come in at a lower salary. Surveyor Gray stated you have to hire someone that can hit the road running. Jorge R. Morales asked if based on his budget, his biggest thing is to have the salaries commensurate with the needs. Matt Miller asked about finding out the cost of outsourcing the GIS. Surveyor Gray stated that Schneider Engineering is the current GIS provider. Matt Miller asked that Dalene call and get a ballpark figure. Auditor O'Connor stated that they are willing to make that phone call and get that information if Schneider Engineering

will provide it. Evelyn Strietelmeier Pence asked how many jobs had he reduced from his staff by. Surveyor Gray did not fire anyone but as people left, he did not rehire the positions. He believes the number is at least 3 and could be 4. Mark E. Gorbett asked about the Survey Crew Chief pay. Surveyor Gray stated that the \$50,000 may not be enough to hire a replacement. R. Scott Bonnell asked if they would hire someone with 10 years or no experience. Surveyor Gray stated that he could not hire someone with no experience. Auditor O'Connor stated this is the reason that they are having the salary study completed. Jorge R. Morales stated they may find out that it still cheaper to do the GIS in house.

Cornerstone Budget:

No major changes.

Drainage Board Budget:

No major changes.

Evelyn Strietelmeier Pence asked if he is still using the plotter. Surveyor Gray stated that they are using the new one and the old one. They are waiting for maintenance to remove the old one. Surveyor Gray thinks that being proactive regarding salaries will be less costly than being reactive.

Mark E. Gorbett spoke with Director Mayes again last night. Director Mayes will get with the Commissioners to fine tune the department requests. Mark E. Gorbett spoke with the Sheriff's Department. There was some confusion regarding a position and also with the Addiction Counselor. He did also speak with Assessor Whipple about the car.

She asked if there was any chance that it would be put back in. He told her he doubted it. Bill Lentz asked if they were going to meet Friday. Auditor O'Connor stated they would not be meeting Friday. If they are not completed by tomorrow night, then they could meet next week with a 48-hour notice. R. Scott Bonnell asked about the positions that were over 4%. They will discuss that at a later time

1:00 – EMA

Via Zoom – EMA Director Shannan Cooke

LEPC Budget:

Director Cooke stated that there were no changes in this budget.

EMA Budget:

Director Cooke stated that they used the recommendations of the Auditor's Office for raises. They put in the insurance as they do a 50/50 grant with the State. Bill Lentz asked if this is just for health insurance. Director Cooke stated she only has health insurance. She has changed the EverBridge due to an increase to \$10,888.02, which is the County's 45% split with the City. Under Repairs & Maintenance, she was proactive and included a 5% increase for the Stream Gauges in the event an increase does occur. Evelyn Strietelmeier Pence asked if she is still helping other offices write grants. Director Cooke stated that they are. They helped put in for a CMPG grant for security cameras for the Courthouse and GOB. They did help the City of Columbus with a grant for cameras for City Hall as well as security measures at the entries. They also put in for 2 drones for the Sheriff's Department. Jorge R. Morales stated this is the first time that they have seen

Social Security and PERF in the department line items. Auditor O'Connor stated they have always done this for the departments that receive funding through grants or reimbursements. Evelyn Strietelmeier Pence asked who would be monitoring the cameras. Director Cooke stated that the City will go to the CPD office. The County buildings will be fed to the security at the Courthouse. The installation is included in the grant.

1:45 – Treasurer's Office

Present – Treasurer Barbara J. Hackman

Treasurer's Budget:

Treasurer Hackman stated that she asked for 4% for the full-time personnel. She understands that may change. She wants them to remember that the employees are the backbone of the County. She stated that they had put the Chief Deputies at a percentage of the elected officials and she hopes that will continue. She decreased her part-time as she is asking for a new lockbox service which will reduce the hours she needs. She put overtime in so that when they are busy, the employees can be paid for their time instead of earning more time-off. This would affect only 2 employees. They do not need comp time. It would be for when they end up working through their lunch, not to work late. She believes the \$1,500 is more than she will require, but she wanted to make sure she had enough. She kept her office supplies at \$1,250. In the 300's, the Professional Services is a combination of their on-line service and the new lockbox service. She worked with the vendor to try and lower the amount but they were unable to do it. She looking at the lockbox service after her last collection. They are finding it difficult in their new office

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setup to process the mail. In their old office, they had 3 open areas where they took payments and then they had separate desks. Now, their desks are also the payment windows so it makes it difficult to process mail. The mail has increased due to COVID. She wants to work with the Auditor's Office to see if they can get the bills out a week earlier next year. She explained the mail process. She contacted German-American Bank who gave her the name of the lockbox that they use. Other counties use this provider as well. She would change the return PO Box to Evansville where they would process the payments by the next day. It is much more efficient than trying to do it in the office. It would also be done daily as opposed to 2 weeks or so if done in the office. During the process, they would also scan and image all of the checks that they then would digitally store in the event of any issues. Another thing is that they will send any problem payments to the Treasurer's Office for them to resolve. The funds would be deposited daily. With the new office, she feels this would be very helpful. Matt Miller asked if a lot of the problem goes back to the new office design. Treasurer Hackman stated that they are limited in the amount of space and there is nothing that can be done to change it. Matt Miller asked if they go with this route, would she be able to do a reduction in her staff. Treasurer Hackman stated that she did reduce the part-time amount. They will still be doing the drop box payments and bank payments as well as the walk-in payments. Auditor O'Connor stated that when she took over as Treasurer, she used a lockbox and was able to reduce the head county by 2 people. When she started it, it was a free service. She had a seasonal worker that was phenomenal. She stated this makes a lot of sense for the Treasurer's

Office. Even if she had room, finding seasonal help that you can trust is hard to do. Greg Duke asked if the data would be stored on the cloud. She believes it would. He is concerned about proprietary stored data. He stated this works the same way with the Sheriff's body cameras. We need some assurances that the data would be in a form we need if we leave them. Treasurer Hackman stated that the German American uses them and you have to have faith in your vendors. Greg Duke stated that she did not mean that statement nor should she say it. Auditor O'Connor stated that once it is loaded into our system, it is a moot point. Treasurer Hackman stated that she will check into it. Greg Duke stated that he has voiced his concern and is not taking it apart bit by bit. Bill Lentz asked how it would work. Treasurer Hackman stated that it would be the same as the local banks, as they deposit the payments into their account and then she receives a list from the bank as to what exactly was paid. The banks are doing this as a courtesy. Bill Lentz asked if this would require more time from the IT Department. Treasurer Hackman stated no, it would be a file sent to the Treasurer. She increased the postage due to a 3% increase in first class mail coming this August. This will affect the tax statements that are mailed out. She increased printing to include return envelopes. Auditor O'Connor stated that in using a lockbox, they will work much better with a pre-printed return envelope.

2:00 – Coroner's Office (2:23)

Present – Coroner Clayton Nolting and Deputy Coroner Jay Fredrick

Coroner's Budget:

Coroner Nolting has increased the funds for body bags, needles and such. They did get close on running out of body bags last year due to COVID. He would like to change his Machinery & Equipment from \$10,000 to \$5,000. He hopes to switch to tablets instead of laptops. He put them in his budget because he has gotten nowhere with IT. He started several years ago with IT to accomplish this and was told no problem. Then he was told by IT that the County was using laptops, not tablets. He was told in the last month that IT had put money in the budget for tablets. If that is the case, he can reduce the amount by \$5,000. The other \$5,000 is for a new radio. They reduced the pay for the Contractual due to a mistake when entering it. It is to stay the same as last year. Suicides are up, overdoses are down a bit. They went from 2 weeks turn around for toxicology reports to 6-8 weeks. They have 16 official, 19 unofficial overdoses. They are at 109 cases and at this time last year they were at 115.

Matt Miller does not see the Coroner's tablets in the department requests from IT.

2:15 – Cooperative Extension Office (2:32)

Present – Carter

Cooperative Extension Budget:

They kept the raises at 4% and increased the Professional Services. They had worked from home and have returned to in person contact. Contractual Services is just the 3 educators. It increases periodically based on Purdue's determination.

2:30 – Health Department (2:23)

Present – Environmental Director Link Fulp & Nursing Director Amanda Organist

Health Department – Nursing Budget:

Auditor O'Connor stated that in the past, Environmental and Nursing were in one budget. She had the budgets separated this year for better clarity. Director Fulp stated they are still a cohesive County office; it is just shown better this way. Director Organist included the 4% for salaries. She is asking for an additional RN staff member. Up to June, they were 100% COVID. They have switched to about 80% COVID. This staff person would help with getting caught up on the regular programming and get caught up and maintain the STD issues. The STD's are on the increase based on limited doctor visits due to COVID. She asked for an increase for PPE. They are still working Saturday, Sundays and 3 evenings a week. This morning they performed 95 COVID tests. They are in Phase 3 of COVID. They did move the COVID Vaccine Clinic to the new building this past Sunday. It is much nicer with all the additional space that they have. They have also outgrown their vehicles. She would like to trade in the two 2018 Ford Escapes which have 27,287 and 15,803 miles on them. They need something bigger for what they have to carry. One day, they had loaded the car and had no room for the staff to get in. Director Fulp asked about sending their old car with 85,000 miles and trade it in while keeping the one with the 15,000 miles. Director Organist is not opposed to trading within the County. R. Scott Bonnell stated they have a 15 passenger van available. Bill Lentz asked if this is something that could be purchased out of the ARP. Auditor O'Connor stated that they purchased a building and the remodeling of the building as well as employees for COVID Vaccines out of the ARP. Matt Miller asked Director Organist if she had input with the

design of the new building as far as wall placement and such. She stated she did. With the new building she will be able to have 3 different services going on at the same time. Bill Lentz asked why couldn't we pay for everything out of the ARP. Director Organist stated that the staff person would be for a permanent position. Mark E. Gorbett asked if they could get a car and then free up their vehicles for the other departments. Auditor O'Connor would have to look at the guidelines to see if it would fit in the ARP guidelines. She also stated that in 2019, we were looking at the 2020 budget and Director Organist came before the Personnel Review Committee for an extra nurse. She remembers thinking she did not want to be the person to vote against it and then have an issue like a Hepatitis outbreak; and then came COVID. Evelyn Strietelmeier Pence asked if the nurse could be paid out of ARP. Auditor O'Connor stated that money has to be expended in 5 years so it could not as it would be an ongoing position. Bill Lentz asked if they were still doing the dental work with the school children. Director Organist said yes. Bill Lentz stated that it seems that our County takes on more than other counties such as the dental. Director Organist stated that is in another grant and is for the kids that are having problems or pain; it is not for normal dental care. She gets kudos for the program from the State. Evelyn Strietelmeier Pence asked about turnover. Director Organist stated she had one nurse retire during the pandemic.

Health Department – Environmental Budget:

Director Fulp stated that on the Environmental side, he had very few changes. He had very little increases, including the replacement of some cheap desk chairs. He stated that they do work with the Nursing Department and they work together to acquire grants. He stated that since 2015 he has been working with the IT Department to get his records digitally stored. They still have paper records. Each year he has set aside money for scanning. The technology that they were shooting for in 2015 has changed since then. That software is no longer the go to software. The new software will give greater access to the public and they can even do their invoicing through it, but he did not set aside enough funds for the new software. He may be back for an additional and just wanted to give them a heads up. He stated this is another shot to get the IT more personnel. Bill Lentz asked if they could use some of the ARP to do the scanning. Director Fulp stated he has put money in for part-time to accomplish this. Greg Duke appreciates the gravity and importance of this but he just testified that the 2015 program is no longer the go to program. That means the 2022 program may not be the one in 2026. He stated that Jim Hartsook may have had a good instinct on this. We may not even be able to access the information in 3-5 years. Director Fulp stated that James & Scott are the ones that have been researching this. He has made it clear as to the parameters and what they need it to do. Greg Duke wants the office holders'/department heads to have their fingerprints all over their software. It needs to be what the end user can work well with. Matt Miller stated that 7 years was completely ridiculous no matter what the situation. He stated that they are aware of the problem and they are working on it. Director Fulp stated that he has been hesitant to jump into how to

store the data or to get rid of the paper data. Evelyn Strietelmeier Pence stated that they seemed so crowded in the IT Department in the basement. She asked if they had been tested for Radon. Director Fulp stated that they had provided tests for the Maintenance Department and did not receive any alarming results.

Indiana Local Health Maintenance:

Director Organist stated this a grant given to them from the State without having to apply for it. She left everything the same as last year. It serves the dental program and the sharps program.

Local Health Maintenance:

Director Organist does have 2 staff that she put in 4% raises for.

Public Health Preparedness:

Director Fulp stated that they brought this before them earlier this year due to the timing of the grant. They are very glad that they have Victoria West in this position, as she has been the liaison between the State and the Health Department during the COVID pandemic.

3:00 – Highway (3:23)

Via Zoom – Engineer Danny Hollander

Highway Budget:

Engineer Hollander stated the revenue total for this budget is only \$1,900,000. This is due to the 50/50 rule. The other \$1,900,000 is in the Restricted Fund (1173). He stated that the revenue total at the top of Highway (1176) needs to be the \$1,900,000. Everything

is the same except the 4% raise. He increased the fuel by \$50,000 due to gas prices. His seasonal employees would be at \$13.80, with a 4% increase. He has had tremendous difficulty hiring people at \$13 an hour. He may need to increase the hourly rate. There was a discrepancy in his salary numbers as they appeared higher than 4%. His intention was to do 4%. Chief Deputy Pattingill will review the numbers tonight and adjust them to the correct requested amounts. Mark E. Gorbett asked what would be affected if they increase the hourly amount to \$15.00 minimum. Engineer Hollander stated that he would need about another \$3,000, possibly \$4,000 in that line item to fund it. The next increase was the fuel at \$50,000. He also increased his utility amount due to the new building. This amount is just a guess as he has no way to know what the costs will be for their new facility. It was determined that the seasonal money needed would be \$41,250 to cover the hourly increase to \$15.00. He increased office equipment from \$5,000 to \$10,000 just for this year because of unknown needs with the new offices. The Commissioners have bought the office furniture for the offices but not the cabinets and stuff in the work areas. He stated that this budget totals \$2,500,000 but they only have anticipated revenue of \$1,900,000. He expects \$600,000 or \$700,000 from 2021 to carry over to 2022, so they should be good next year. He is not certain how the State will react as far as approval on this. This is basically gas tax money.

Highway Restricted Fund:

This is the other half of the \$3,800,000 and it will all go to road preservation.

Local Roads & Streets:

This is exactly the same as last year. He has received some new information after he turned in his budget that he may have \$100,000 more in revenue. Bill Lentz asked if he added any employees. Engineer Hollander stated they have not added any employees in the 20 years he has been here. They have had to use the overtime money to get the roadsides mowed due to no one wanting to work for the hourly pay rate.

Cumulative Bridge:

Engineer Hollander asked if these salary numbers were incorrect as well. They are and the Auditor's Office will review and make the changes. He has 2 bridges on 400 S, one of which was closed for repairs earlier this year due to structural issues. He has a little under \$500,000 in construction money for each bridge. They reduced the contractual services to make the budget work.

Maintenance Budget:

Maintenance Director Rick Trimpe was back to answer questions. Matt Miller asked where the warehouse was located and what are they storing in it. Director Trimpe stated it is at the old Premier Ag site that they purchased and they store everything from toilet paper to sand. Matt Miller asked how much toilet paper will they need bulk purchase and save money on to make up the \$20,000 forklift. Director Trimpe stated that he is currently renting one at \$275 per day. It would also be used for projects and any time they need to lift something. The forklift would go up 10'. He just went on line for a ball park figure. Bill Lentz stated he got a fairly good deal at Kinser on the south side of Indy. Director Trimpe stated that when other departments ask for new employees, he would like

them to consider the fact that the Maintenance Department has to provide room for them. He stated that they have filing cabinets in storage that should work at the Highway Department. He stated that there is storage in the basement of the Court Services that will have to be stored elsewhere when the new Court Services is completed.

Matt Miller suggested cutting out the file cabinets from the Highway Department.

3:30 – Auditor (3:50)

Present – Auditor Pia O'Connor

Auditor's Office Budget:

Auditor O'Connor stated that they have digitized many records and reduced their office footprint. Some of the file cabinets that Director Trimpe was discussing are probably from her office. They are using digital signatures for deductions. They are working diligently on cross training within the Real Estate and Deduction Departments. Catherine Greenlee retired and she is not looking to fill that position. She asked for 4% across the board. She has asked for a Human Resources position and a Grant Writer position. She has decreased the extra help and hourly amount by \$20,800 in her budget. She needs specific skills for the new positions. Job descriptions have been started for both of these positions. She believes they are desperately needed. Do they need to be in her office? Maybe, maybe not. She does not care who they report to but both positions are needed for this County. State Board of Accounts has stated that they need a position that stays involved with the Grants and someone to better handle HR. Bill Lentz asked if she is eliminating one full-time employee. She would be eliminating one full-time and the part-

time money. She has 2 empty desks in her office for these positions so there is no concern for the Maintenance Department. Mark E. Gorbett asked if there would be any benefit to put it under the Commissioners. Jorge R. Morales stated he would rather see these in the Auditor's Office, not the Commissioners. He would be concerned that if it went under the Commissioners they would be doing many other duties. Mark E. Gorbett asked if these positions would be part of the study. Auditor O'Connor put the amount as the same as her current payroll and accounts receivable/accounts payable positions. Bill Lentz stated regarding the County Grant Writer, it was addressed several years ago. It was questioned if it would be too specialized for a single person to write grants for every office. Mark E. Gorbett stated that the problem is that grants are time consuming and have been piggy backed onto other positions. Greg Duke sees the value in the Grant Writer position as there is money out there to be had. EMA Director Cooke is doing grants for EMA, E911 and the Sheriff's Department and that seems to be working fine. Chief Deputy Pattingill stated that the Grant Writer would not just apply for grants, but would also do all the follow up as to the reporting and bookkeeping. Grants have been a ding to the County by the State Board of Accounts Audits every year as they are not being maintained to the level they expect. She believes there are more grants to be had but no one has the time. SBOA told her last week in a meeting that the County really needs this position; one person needs to be over this. Currently she has 8-10 people she has to get with to gather the information. If we do not report our grants correctly, it can affect the amount of grant money we receive. Bartholomew County would be hurting if we did not receive the money we get now from

grants. Jorge R. Morales stated that he heard that we need better control over the grants. He asked what the split would be for writing and maintaining the grants. She guessed 30%/70% with 30% for writing and 70% for maintaining. If this goes into the Auditor's Office, she would be working with this person. Mark E. Gorbett stated one good grant would pay for the position. He is reluctant to set the salary, though. Chief Deputy Pattingill stated that she had made calls and that is what they came up with. Greg Duke stated that with the money they have, they could adjust it later if they get new information from the salary study. Matt Miller stated he does not care what they make if they are hopefully bringing in lots of money. He feels it needs to be a performance based position. Jorge R. Morales is willing to approve the position for a year and then review it in a year. There were many responses that no one would take a one-year job. Chief Deputy Pattingill stated that she understands what Matt is saying, but just maintaining the current grants for our audits is worth the pay for that position. She can assure them that her and Pia will not bring in someone to twiddle their thumbs. Mark E. Gorbett stated of all the new positions, he sees this as the most valuable. Jorge R. Morales is concerned that everything we do never dies. He is willing to do it for 1 year or 2 but he feels it needs to be reviewed down the line. R. Scott Bonnell stated that if you do it for 5 years, then you will be able to see the performance. Matt Miller is okay but wants it tied to performance. Bill Lentz asked if it should be under the Auditor's Office. Mark E. Gorbett stated that the majority of the information is kept in that office. If the study comes back and we need to adjust the salary, then we adjust it. Jorge R. Morales stated that there are a lot of people in Court Services

that are paid by grants and they have been told that if the grant goes away then the position goes away. As to the HR position. Matt Miller is good with it but wants it not to be under any specific office. Auditor O'Connor stated that she is fine with that and she can set it up as its own department. Jorge R. Morales recommended having the position report to the Personnel Committee. Bill Lentz believes it won't work. Mark E. Gorbett stated there may be a push back by other elected officials as they have their own policies. Jorge R. Morales stated that is only 2 departments. It was clarified that there are 6 departments with their own personnel policy. Chief Deputy Pattingill stated that departments have called different people with questions and they get different answers. This is a one stop person that would know or find the right answer. Greg Duke stated that Brown County has an HR Department. He was shocked at what all he had to do to work there. He thinks a lot of the work would be keeping us in compliance. Chief Deputy Pattingill just found out that in talking with Worker's Comp, we need to be doing more training to remain compliant. SBOA also stated that an HR Director can help with compliance. We need to do more for our County employees and provide them the information they need for retirements and other items. She feels that we are doing a disservice to our employees. Jorge R. Morales did not realize the extent to which we had different personnel policies. He feels that to have an effective person, then it has to be one policy. Bill Lentz stated that you can't change them to one policy. He doesn't see a person going to an elected official's office and tell them that they have a bad employee. Greg Duke thinks we need to take this under advisement and look at all the specifics. He feels the position would be kept busy. He

would like to see what other Counties are doing. The idea of an HR person is that employees could go to this person to file complaints. A department head could also call this person if they were having a problem with an employee for assistance or advise. Mark E. Gorbett is in favor of moving forward with HR. An HR Department would be a much more neutral. The employees as well as the department head still have to follow the guidelines that are provided. Jorge R. Morales stated that when you have different elected officials, they each can run their office the way they want to. If this is going to be a person that educates the employees of the County, then that is a different process. Mark E. Gorbett sees this as a guidance for department heads and employees. Greg Duke stated that Wayne County has an HR and they have across the board policies. He stated that if the office holders don't utilize the position, then they have to come to the Council for their funding and the Council has the control then. Greg Duke stated that the education is only 40% of what this person would do. Jorge R. Morales stated that the title should not be the Director of HR. R. Scott Bonnell asked if it is more of the employee's responsibility to know about their retirement and other benefits. Chief Deputy Pattingill stated that it is not just about benefits. The part-time person they had helped with recruiting. Jorge R. Morales asked if there had been any discussion with other elected officials about having a function such as this position. The Commissioners are on board. Auditor O'Connor stated that she has not reached out to every elected official. If the Treasurer needs an employee and doesn't want to use the person for recruitment, that would be fine. Matt Miller is a no at this time pending further information. Jorge R. Morales is in favor of putting money in the budget for the

position. R. Scott Bonnell is a no, and Evelyn Strietelmeier Pence is a no. Jorge R. Morales believes this needs more information done. The consensus was no, pending more information.

Debt Service Budget:

No change.

Elected Officials Training Budget:

No change.

Council Budget:

Auditor O'Connor included a 4% pay increase for Council members. Last year they had the 27th pay which she took out. She added a line item of \$1,000,000 for the salary study changes. They did determine the change from 4% to 3% on salaries and listed that as a negative in this budget to show the overall dollar effect. Everything else was the same. Matt Miller asked if the \$1,000,000 stays there until the Council reviews the salary study and makes decisions. Auditor O'Connor stated that it would. Evelyn Strietelmeier Pence asked what we owe on the Jail. They will get that information.

Auditor O'Connor stated that she received from Director Mayes the department requests. It appears to her that they have already taken out the 2nd PSAP. She has printed 10 copies for them when they review this. This is page 7 of the IT budget presentation.

Discussion:

Surveyor:

Salaries were the item. Should they wait for the salary study? Mark E. Gorbett suggested that they leave the percentage in and review the other salary increases when the salary study is presented. Greg Duke stated it would be 3% until the study and further review. Mark E. Gorbett stated that the salary study may be higher than what was put in. Evelyn Strietelmeier Pence stated that ER has reduced his staff. It was clarified to leave all of them at 3%.

Drainage Board – nothing.

EMA – nothing.

Treasurer – the lockbox. Mark E. Gorbett is in favor of it. The net cost is \$6,000. Matt Miller would like to see more reduction of staff. Could they reduce the part-time money? Auditor O'Connor stated that if Barb doesn't need the part-time, she won't use it. Bill Lentz wonders why comp time won't work. Greg Duke is concerned as to whether the Data Board or Scott have signed off on it. Mark E. Gorbett stated that they are not involved in this. The data is sent in a file that is uploaded. Treasurer Hackman explained that is just a file that is sent to her. There is involvement by IT needed for this. The only reason why she mentioned IT was because of Greg's earlier question. Jorge R. Morales believes that it does involve IT and Scott needs to be on board. Treasurer Hackman stated they do not as it is an encrypted email that she has to have a passcode to open. IT does not need to be involved as they already get files like this from the local banks. She has asked IT about a Kiosk for the public but that may be paid for through the ARP funding. She is not certain

on the \$6,000. She also will not have part-time when she does not need it. Mark E. Gorbett asked her to get multiple bids for the best price she can.

Coroner – nothing.

Highway – took out the filing cabinets and adjusting the salaries to 4%. Greg Duke asked if they asked for a new chip-n-seal machine. Auditor O'Connor stated they are buying that this year.

Co-op – nothing.

Health Department – Matt Miller wanted to talk about the vehicles for a minute. This is the third person to not like the vehicles they purchased. Maybe they can swap between the departments. They need to discuss this with the Commissioners tomorrow. There was a lot of discussion regarding the vehicles and the issues with the newer ones. Jorge R. Morales noted that the Sheriff buys 5 or 6 vehicles every year and has the knowledge versus a department head that buys 1 vehicle maybe every 6 years. Consensus was no new vehicles. The van for the Veteran's Office may need to be dealt with at a regular budget meeting.

Maintenance Department – yes to the forklift.

Health Department – software – is under the ARP and should be okay. Nursing wants to add an RN. Jorge R. Morales is good with this as they have talked about it for many years. Matt Miller is against it. Mark E. Gorbett knows the need is there. Jorge R. Morales stated they are doing a lot of things due to COVID. The consensus was 5 yes and 2 no. Jorge R.

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Morales wants to know, before the final vote, as to how many positions we are adding and how many we are removing.

Mark E. Gorbett stated that Chris Lane will be in Thursday to discuss the Jail Addiction and all the other issues. They want to hear the funding for the position. The lieutenant in the Jail, he is wanting a lieutenant that will take some of the on-call off of the Jail Commander and will add about \$8,000. Bill Lentz stated that there is only one County that the Jail Commander makes more than ours does and they have a population of 380,000 to our 80,000. Okay to raise the cooks pay. Hear from John Martoccia regarding the lieutenant.

IT – the Department requests was \$500,000 and that is going to be reduced.

Courthouse Security – take the one from Judge Rohde, the 2 from jail and 1 new employee. Matt Miller wanted to give one employee with the 2 from the Jail. Greg Duke stated that if they want to take a spot from Court and use that, he is fine with that. He doesn't think they need more than that. Greg Duke asked where the money goes. Auditor O'Connor stated that it is in County General and will be overseen by the John Martoccia. Matt Miller asked what Jeff, Moe & Clayburn are doing. They are Transport officers.

Chief Deputy Pattingill stated that they have added Chris Lane and Rob Gaskill will also be on the agenda.

Sheriff – against the Road Deputies. The rank structure they will ask about. Greg Duke gets what he wants based on CPD. Why wouldn't we create some Corporals instead of

adding a Lieutenant position. Matt Miller asked if they had seen any documentation for the cars? They will have Chris Lane bring that over.

IT - Mark E. Gorbett thinks they should do one for January 2022 and one in June for 2022 and then at budget time for 2023 determine if the 3rd position is still needed. Greg Duke asked about giving money to bring in outside contractors in to handle the back log. Jorge R. Morales stated that we need to get a handle on the IT issue. Mark E. Gorbett stated his idea is 1.5 next year and then return next budget session for another one in 2023. Greg Duke stated it is a systemic problem. Throwing people at the problem does not fix the problem. They need a different process. Jorge R. Morales would be in agreement to add people or consulting work before any other new positions in the County.

Jorge R. Morales made a motion to recess at 5:48 p.m. Matt Miller 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

October 13, 2021

By: _____
Jorge R. Morales, Member

By: _____
Greg Duke, Member

By: _____
Mark E. Gorbett, Member

ATTEST: _____
Pia O'Connor, Auditor
Bartholomew County