

BARTHOLOMEW COUNTY COUNCIL

August 18, 2022

Budget Hearings – Day 4

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

The Bartholomew County Council met on August 18, 2022 at 1:00 p.m. in the Council Chambers of the Governmental Office Building, 440 Third Street, Columbus, Indiana.

President Duke called the meeting to order.

1:00 – Commissioner's

Present – Commissioners Carl Lienhoop, Larry Kleinhenz & Tony London

New Employees:

2022 to 2023 differences: only change was the 5% salary increase

Commissioner Lienhoop – Increased gas/fuel costs due to rising costs

Under the 300's – asked to double the consulting services – this year and last year paid for a lot of consulting services out of ARP Funds – had it not been for the ARP, they would have been back for an additional \$75,000 – ARP Funds have all been spoken for now – also raised Humane Society – they asked for \$180,000 – this year they gave \$94,000 – all the Commissioners thought the request was ridiculous – but the last thing they want to do is build and staff a facility to house Animal Control pickups – they put in \$125,000 – insurance rates have gone up and they have a lot of claims – caught up with us – checking with other carriers currently – current carrier and underwriter they believe are in line – Jail is a big liability – have a lot of people driving cars – unemployment compensation – only paid out about \$3,000 this year – moved \$35,000 from unemployment to insurance liability – Auditor's Office does excellent job at fighting unemployment claims – 400's – through in a big figure – maximum levy of the budget will allow for it if Council agrees – currently doing the HVAC at the Jail – 1995 was last time the Court House has major work – believes the HVAC piping and units need replaced – over 27 years old – talked about doing last year – was hoping for Jail at \$1,000,000 and Court House at \$1,000,000 but Jail ended up at \$1,800,000 – they had put \$1,000,000 for Court House and the Commissioners gave over \$600,000 for the body/car cameras and also repaired/updated the elevator in the Court House – Jorge R. Morales asked if we need to start looking at another avenue for the care of animals other than the Humane Society – Commissioner London stated they have been looking at that but it would be a major investment for structure and employees –

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Commissioner Lienhoop stated any other option would cost us a good amount of money – the increase in consulting – every time they do a project that is over \$150,000, they have to have a set of bid spec's – even to redo the elevators in this building, they will have to hire a firm to create a set of bid spec's – Bill Lentz stated that he gets a couple of phone calls wanting to bid the insurance – Commissioner Lienhoop stated that the new Commissioner (London) looks at the insurance on his business as a commodity – that is why they requested a meeting with their insurance – Bliss-McKnight is from Bloomington, Illinois – 4 or 5 people showed up from Bloomington, Illinois for the meeting – they were told the insurance costs are much higher than the City's due to the Jail – Commissioner London stated that the single biggest driver is due to civil liberty lawsuits – no matter the provider, Bliss-McKnight will most probably be the underwriter – so no matter who we use – the costs will be close in comparison – Bill Lentz stated that he has been at conferences where other companies talk to him about how much cheaper they could provide insurance than what we are paying – Matt Miller restated that these other companies say they don't get time with the Commissioners and wanted the Council members to get them time – Commissioner London took home the insurance agreement to read – he did find a few discrepancies that they did get fixed - Bartholomew County has been involved in multiple lawsuits for more than a decade and we have not lost an appeal – but it has cost the insurance company \$450,000 – there is now another suit filed – President Duke stated that due to the uniqueness of our community – we are still not able to avoid the lawsuits – we need to look at other counties and how they are handling these types of lawsuits – he

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commends them for looking into this – President Duke asked in regards to the Court House – are we looking down the road 10 or 20 years and what we will need then – when it was built there was not HVAC at the time – the building is not getting any younger – Commissioner Lienhoop stated that when Paul Frankee was Commissioner – they talked about putting a big vault for storage – it was going to be expensive – it was going to be difficult to make it blend in – the Commissioners will do everything in their power to keep the building up and running – President Duke asked if they are looking at a major renovation – Commissioner Kleinhenz stated that they have discussed that – it has been 27 years since the HVAC was last updated – overall the Court House is in good shape – the roof is good – there are little issues here and there – it should serve the community for decades to come – President Duke appreciates the answer – Commissioner Kleinhenz stated that they are aware of the issues, including those spelled out by the Council members today – if they grant them the \$1,500,000 then they will handle the HVAC next year and if not, then they will handle it down the road – Mark R. Gorbett asked about the salary increases for the individuals – Commissioner Lienhoop stated that the Commissioners and the mechanic were 5% - animal control, county administrator, assistant county administrator was based on the high of the salary study plus 5% - human resources was a number that would get them someone of high quality – the City has an HR and the school system has 4 HR positions – other Counties have HR that are between \$60,000 and \$75,000 – Mark R. Gorbett clarified they used the 2022 numbers for the other counties – yes – multiple discussions regarding HR – outsourcing and other options – quick search showed

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between \$35 and \$200 per person which at 400 employees would be about \$80,000 – more discussions were should we outsource – should personnel committee hire a consultant to determine what is needed – Commissioner Lienhoop stated that they should work for the Commissioner's Office but should be located in the Auditor's Office as they will be working with the people in the Auditor's Office on a daily basis – for every person, the paper trail is massive from the hiring to the termination – it is very important that every new employee has a Personnel Hand Book and they understand what is in it – it is a very important job – it has been getting taken of fairly well by the current and past Auditor's – the recent turnover has exasperated the issues – would also like this position to help with the recruitment for offices struggling to hire – Jorge R. Morales agrees the County should be looking at the process – for \$60,000 you will not get someone that will have the skills to complete all the tasks mentioned – better off to have consultant that has multiple resources available to handle whatever the task is – hiring a company removes any influences from the position – in the big companies around here, they have several different people performing different tasks that they are responsible for – he wants to see excellence done in this job – BCSC & CRH & Cummins – we cannot compare ourselves with them as they have many people working for HR – that is his opinion – he would have a lot of difficulty approving that piece – he does not believe we should use our current consultant – should put it out for bid – hire a consultant and have them guide us as to the best thing for this county – the Commissioners & Sheriff should be included as they employee the most people – Commissioner London asked if he had an estimate of cost – Jorge R. Morales

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stated he would estimate \$100,000 – Commissioner Kleinhenz stated that you can throw \$20,000 to \$50,000 at consultants – we need someone at a desk – we are talking about outsourcing, not hiring a consultant – Bill Lentz stated concern that office holders are going to listen to a single person – Mark E. Gorbett stated that he knows 2 office holders that would love to throw the hiring portion to someone else – Jorge R. Morales stated that if you need paperwork, hire a clerk – we have no affirmative action – we lost an entire department because someone made a comment about a handicapped individual – Evelyn Strietelmeier Pence asked if we have adequate ADA access in the Court House – Commissioner Lienhoop stated yes, they have a ramp, an ADA elevator and restroom facility – they sold the Health Department building for \$625,000 and will close in the next 30 to 45 days – should be getting a check for general fund for over \$600,000 – Evelyn Strietelmeier Pence asked about care of cemeteries – Commissioner Lienhoop stated that they had some issues with that when he was first elected – care of abandoned cemeteries is up to the Trustee of that Township – Commissioner Lienhoop stated that there is very little change in their CEDIT plan – Mark R. Gorbett stated that they want to continue the HR discussion – Jorge R. Morales is not against – but just wants it ironed out before agreeing – Matt Miller – no fuel depot – are costs more – Commissioner Kleinhenz stated that they have advised them to turn them off their vehicles when they can – Commissioner London stated that using cards allows them to fill up where they are, not at one location – Commissioner Lienhoop gave credit to Auditor O'Connor for her research and effort on the credit card – Auditor O'Connor would hope to have each department budget their own

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fuel as they will have better data at that time – cell phones are now budgeted by department and there is no reason we cannot do the same with fuel – going forward, instead of budgeted out of the Commissioners, have it budgeted into the particular department that is using it – President Duke thanked them for their presentation – they have had presenters that were ill prepared do to items being added to their budget from the Commissioners – just need to help with the transition

2:00 - Highway

Present – Engineer Danny Hollander

New Employees: 1

2022 to 2023 major differences:

MVH:

Engineer Hollander - 5% raises for everyone – most of change – new employee – maintenance person at the garage – currently summer mower used to maintain landscaping and other inside tasks – would be called a utilities person – description has been there for years, just not used – Jorge R. Morales – had an individual that was underpaid and not reflected in the Salary Study – the \$0.02 raise – some of the guys felt like a slap in the face – President Duke stated that is a problem with a salary study – Engineer Hollander stated they did lose some people after the salary study – went to higher paying but no benefit jobs – they did leave the gradall operator – he was being paid out of cumulative bridge – no longer have that person so moved the position (crew chief) back into MVH – that is why it

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shows 13% - 200's - raised gas & tires - already paying for gas out of their budget - Auditor O'Connor stated that they are not in the general fund - Bill Lentz stated that the Commissioners big fuel expense is the Jail - Auditor O'Connor stated it was the Sheriff's Department, not the Jail - Engineer Hollander that they left garage & motor supplies alone - may have to come back - Evelyn Strietelmeier Pence - they have 2 mechanics - Engineer Hollander - they have 3, 2 in his budget and 1 in the Commissioners - President Duke - anything down the road for concern - Engineer Hollander - equipment - been buying dump trucks in pairs - Bill Lentz - only funding is gas tax - Auditor O'Connor stated for 1171 (MVH) yes - half of funding has to go to road overlay - the gas tax is a set per gallon cost - if prices go up, still receive the same amount per gallon - there is a formula that is used to determine amount per county - Cumulative Bridge - big difference was removal of the crew chief - everything else pretty much the same - Bridge #44 construction - been pushed back again - use to be able to do 3 bridges a year but now 1 to 1.5 per year - the 50/50 restrictions caused the issue - President Duke asked about the \$81,000 increase in bridge supplies - Engineer Hollander stated it was put there to make the budget work - Local Roads & Streets - exactly the same - bought 2 dump trucks and a gradall on lease for \$150,000 per year

2:30 - Information Technology

Present - Director Scott Mayes

New Employees: No

2022 to 2023 major differences: nothing really extraordinary

Director Mayes provided a handout – explained the high level goals for 2023 – COVID brought about a lot of catchup work – time, not necessarily costs – reviewing applied changes and assure using every efficiency that we can – page 2 – staffing plan – set a benchmark in 2017 – has kept them sustained – no challenges keeping staff – staff are happy – no changes in positions – 5% increase on the pay – they take a county wide approach to technology – cost savings – intercepted a \$100,000 recommendation by a Jail system provider – they recommended a switch out of equipment that just needed repaired – 1,602 service items on cameras/door security – saved \$500 - \$1,000 per call – approximately \$801,000 – State items – all done in house without use of a vendor – child support system to be upgraded by State-wide system – Noah was able to figure out an issue that the State was having with the program – increases – will fund repairs and items in the offices – department requests were down from last year – YSC – update camera system at \$92,500 – work-release center – 4 smart boards – office copiers/printers – 33 need updated – Code Enforcement system was installed in the mid 1990's – equipment forecast updates over 10 years – core servers were purchased 4.5 years ago – can use extended warranty for \$18,000 – Jorge R. Morales – software updates – do they increase the efficiency of the office – Director Mayes – when you replace an old software package with a new software it updates the processes – Code Enforcement is such an antiquated program that it will be considered a complete new system – they will be able to identify any updates that will help with labor – website needs to be moved to a modern platform that was installed in 2006 –

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he has a developer on staff and should be able to handle most work in house – quote for outsourcing was \$86,000 for programming without talking with office and \$12,000 a month to maintain it – 03-10 increased \$15,000 to provide visual consulting for design work on website – multi-factor authentication – Sheriff's Department has a key fob that they use to scan to gain access – State says should be county wide - \$33,000 for that – Sheriff Department 2 new deputies would require about \$7,000 – removed if positions not granted – Coroner has requested 4th work station at \$4,100 – notable reductions – overall 3% less than 2022 – negotiations – flat year for 2023 – strict license and equipment process – almost eliminated laptops that were sitting around in closets – Zoom licenses have been managed well – reduction in print services contract – State of Indiana developing partnership opportunities that they have been using – can tap in to the State & utilize their technology – volume purchasing opportunities – work statistics – 23,000+ phone calls from August 2021 to August 2022 – Jorge R. Morales – gave people and resources last year – new processes – helped minimize waiting periods and such – Director Mayes – budget plan creates work plan – things change – needs changed – gets dropped into the mix – project request – vetting process – where do they put it in priority – where are we funding it from – what are the ongoing costs to maintain it – Matt Miller – last year they had a complaint from every department – this year just 1 – Director Mayes stated the approved staffing changes by the Council & Commissioners has helped that – mission to provide quality service to the County – efficiently and economically – enjoys it – Evelyn Strietelmeier

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Pence – looking at all the accomplishments – major jobs – President Duke stated it was the best presentation they have seen.

3:00 – Maintenance Department

Present – Director Rick Trimpe

New Employees: No

2022 to 2023 major differences: Yes – the utilities are going up almost 50% - will be back this year as he will run out before the end of the year

Director Trimpe – 5% for everyone except HVAC – asked for increase – Salary Study said he would be higher – came back the same as other – on screen budget was not showing this – he sent an updated number last week – Auditor O'Connor updated the on screen sheet to reflect the changes – operating supplies raised by \$10,000 as well as repairs & maintenance – just the GOB – 50% increase in utilities – Court House is the most inefficient – putting in LED lighting in all the buildings but still increasing – Assistant Superintendent went up 10% - Director Trimpe – brought him to midpoint then the 5% - Maintenance 1 is the problem – when brought to midpoint, made the same as the others – numbers show Assistant as 10% increase – wants Maintenance 1 by \$5,000 – if lose the Maintenance 1 – then have to hire out the HVAC – Jorge R. Morales – hourly custodial – was down 3 people at one time but was able to hire 2 to replace – overtime is for snow removal or for a breakdown – hourly is \$18.58; part-time is \$17.93 – how does he cover if they are short, general staff stays over and then the custodial get overtime – sound issue in

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this room – bring down a ceiling that will stop the echo – currently building a new jury room in the Court House and a new bathroom on the 3rd floor – working on cleaning the outside of the Court House – they have old cast iron and black pipe for HVAC and have leaks everywhere – Bill Lentz stated this room would be down on the list of to do

3:30 – Parks Department

Present – Director Rich Day, Board Member Dave Apple

New Employees: Yes – summer help

2022 to 2023 major differences: 400's new outbuilding to store equipment

Dave Apple – picked up a lot of ball games – Jail no longer providing mowing service – Rich Day – 100's – 5% increase to coordinator – asking for May to September – new position at \$22,491 – Jorge R. Morales – Parks Board was run by volunteers with a salary given – hired the Director – why continue to pay the Park Board – Dave Apple stated he has been on the Board for 20 years – couldn't continue with the work load – hired full-time director – Board oversees Dunn & Heflen Managers – Director reports to Board first Thursday every month – 5 board members – active at the parks weekly - \$4,200 for President is yearly - \$500 has not changed in 20 years – board members help to coordinate volunteer projects – added 5% in the 200's – don't need the Promotion & Publicity as Visitors Center helps with this – created \$1,280,000 – heads in beds – 3 people per child at \$56 per person per day – Bill Lentz thinks grant writer should be calling Visitors Center for funding as parks are bringing – Director Day stated the greatest hire has been Bobbie

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Shake as a Grant Writer – 300's – increased most by 5% - 400's – new pole barn looking at \$85,000 for 60'x40' with concrete floor – standard inside – big so they can pull the truck with trailer and mowers directly into the building – had a lot of archaic equipment but are slowly replacing – parking trailers at the old highway department for the winter – irrigation at Dunn Stadium was down for about 2 years – implemented a new system – new chemicals – new seeding – green as it has ever been - \$33,200 playground equipment – has to have 48" of mulch around it – based on a quote for a company to take care of it – new mower last year – working on lease program for skid-steer – Jorge R. Morales – fairground sewer updates – Director Day – will help the fairgrounds and the parks as tournaments come in, people like to camp at fairgrounds – officers patrol area – Evelyn Strietelmeier Pence asked for the balance in the Foundation Fund – Heritage is \$16,400 – can spend \$800 – 1 highlight – received 1st grant to restore the banks at Heflen Park – Bobbie Shake has taken this over and is helping greatly.

4:00 - Deliberations

Mark E. Gorbett asked Auditor O'Connor as they go through the departments to remind them if they miss anything that was said or questioned – Auditor O'Connor asked if they had information regarding their tax rates – she gave them a handout showing this information – Homestead properties increased by 17% - in total, the assessed value went up by 11% - the column on the right shows the increase per taxing unit – this shows where the growth in assessed value – Bill Lentz – assessed value, nothing to do with the tax rates

– Auditor O’Connor stated that the assessed value is instrumental in the calculation of taxes
– this would cause a slight reduction in the tax rate – Jorge R. Morales asked how the SWMA and the Library fit into the tax rate – Auditor O’Connor stated that they use the same certified net assessed value – Jorge R. Morales – do we need to adjust the health or the election line items – Auditor O’Connor stated no – there are sufficient funds for all of those – Jorge R. Morales stated that they could approve everything and not affect the rates of the other units – Auditor O’Connor – talked about outsourcing the HR function – a friend of hers works at a firm that does HR outsourcing to other counties – asked her – just set up an outsource agreement - \$12,000/month for 80 hours of service for high level – Jorge R. Morales stated they are using the term of HR and what Commissioner Kleinhenz is looking for is a paperwork person – employment HR is not a clerical position – what are we looking for?

President Duke – start at the top of the workbook – 100’s are an issue to deal with later – look at 200’s, 300’s & 400’s – highlight things to look at –

○ ***Circuit Court - 1000-36:***

- 5 public defenders – increase to have another 1 or two people – Bill Lentz tackle it when they do salaries
- \$10,000 – certified advocates for children – no issues
 - Judge Benjamin – Public defenders – up – added another ½ position to cover juvenile court as they are obligated to have coverage for all families

- ***Circuit Court IV-D – 1000-39***

- No issues

- ***ASAP Drug Court – 1000-42***

- Part-time public defender up 320%
 - 03-90 – increase in drug testing costs per CD Pattingill
 - The public defenders they wanted to increase to help retain public defenders
 - Auditor will text Judge Benjamin to join via Zoom and come back to it
 - Bobbie Shake stated that this is the last year for the BJA Grant that covers this Court
 - Jorge R. Morales stated they will have a lot of work to decide how we move forward – Mark E. Gorbett says they need an education regarding this – Jorge R. Morales stated it needs to happen before the budget hearings next year
 - Judge Benjamin called in on speaker phone
 - Other services & charges are part of the BJA Grant no longer covers the drug tests
 - Public-Defender – up 320% - was covered by BJA and no longer is covered
 - Added 5% for all the public defenders as they are afraid of losing them – 2 leaving January 1

- ***ASAP Hub – 1000-46***

- Auditor O'Connor stated that is a lump sum payment
- Not thrilled but gave them their word to 5 year commitment
- ***Family Recovery Court – 9211***
 - Consistent increases
 - 03-90 – Bobbie Shake stated there is a grant that covers this
- ***Youth Services Center – 1000-34***
 - Good
- ***Court Services – 1000-35***
 - No changes
- ***REALM – 1000-43***
 - No changes
- ***Project Income – 1122***
 - 03-70 – new mandated equipment changes
- ***Court Services Adult Probation User – 2000***
 - No Changes
- ***Alcohol/Drug – 2501***
 - No changes
- ***Supplemental Juvenile Probation -2150***
 - No changes
- ***Community Correction Grant -9101***

- No changes
- ***Prosecutor – 1000-08***
 - No changes
- ***Pretrial Diversion***
- ***Prosecutor IV-D***
- ***STOP Grant***
- ***VOCA Grant***
- ***SWMA***
- ***Sheriff – 1000-05***
 - 400's – 8 vehicles requested – go with 6 for now then adjust dependent on additional road deputies
 - Also take radios to 6 and adjust
 - Deal with the 2 new road deputies; logic was they were down 2 patrol per year due to academy time and vacations; Mark E. Gorbett spoke with CD Lane; he can deal with the car issue; gets them recruited and in faster; just a tool to get quicker personnel; President Duke not to provide dream world – provide great service – City has this system but they are still down people – Mark E. Gorbett – so we delay public safety on the street – couldn't replace hire until an officer has left – R. Scott Bonnell said that they had to until the open spot including vacation, sick days and such has been used – Matt Miller stated that they have no openings at this time – if they add 2

spots, they will fill them – even if hired will be a year before they are on the road – consensus – Mark, Jorge, Evelyn in favor – Bill, Greg, Matt & Scott were not in favor of – Matt Miller – they are wanting to add the Lieutenants the position to create a career path – Mark E. Gorbett is supportive of that – R. Scott Bonnell – reduces overtime – Greg Duke – were told they would be boots on the ground – Lieutenants become office employees – Jorge R. Morales – in favor of safety of the Bartholomew County people – he would give head counts – Matt Miller brought back to the Lieutenants positions – Jorge R. Morales – Sheriff has been using SixSigma – and this is what has come out – President Duke – has FBI training – Public Safety – we can't just grant because it is Public Safety – doesn't mean we shouldn't try new things – Matt Miller - current Lieutenant works the road – their Lieutenants will work the road - Mark E. Gorbett – Sheriff Myers and Chris Lane are in charge – Matt Miller – Lieutenants positions – pros – no overtime – reorganize the departments – career advancement – cons – President Duke – how many chiefs and how many Indians – Jorge R. Morales – difference in how the Lieutenant position is used – Auditor O'Connor took out the 2 positions – removed 2 cars – R. Scott Bonnell – the move to Lieutenants is generally more administrative – but if using them on the road – then we are micro-managing – Evelyn Strietelmeier Pence – if not boots on ground –

Chris Lane said they would – consensus was 5 in favor of – Auditor

O'Connor also removed \$7,000 for radios

- ***Jail – 1114***
 - Building maintenance was brought up but not put in the budget
 - Down people currently
- ***Court House Security –***
 - Nothing
- ***ASAP Jail –***
 - Nothing
- ***County General 911***
- ***Statewide 911***
 - Todd Noblitt is not available tomorrow but is on line now
 - Need to tackle salaries maybe talk with next week
- ***EMA – 1000-18***
- ***LEPC***
- ***Health Department – Environmental – 1159-01***
- ***Health Department – Nursing – 1159-02***
- ***Public Health Preparedness – 8891***
- ***Coop Extension – 1000-23***
 - Hiring summer help
- ***Soil & Water – 1000-44***

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- Bill Lentz – professional services – increased – talked about more duties
- Make the Professional Services 5% increase, not 14%, \$34,965
- Leave it for now and verify – that Professional Services includes \$15,000 in utilizing a firm

Mark E. Gorbett made a motion to recess at 5:10 p.m. Jorge R. Morales seconded the motion which passed unanimously.