

ALLEN COUNTY COUNCIL MEETING MINUTES
JANUARY 17, 2013
8:30 AM

The Allen County Council met on Thursday, January 17, 2013 at 8:30 am in the Discussion Room at Citizens Square. The purpose of the meeting was for additional appropriations, transfer of funds in excess of the current budget, grants and any other business to come before Council.

Attending: Robert A. Armstrong, Larry L. Brown, William E. Brown, Roy A. Buskirk, Tom A. Harris, Kevin M. Howell, and Darren E. Vogt.

Also Attending: Tera Klutz, Auditor; Nick Jordan, Chief Deputy Auditor; Jackie Scheuman, Finance and Budget Director and Becky Butler, Administrative Assistant.

The meeting was called to order by President Darren Vogt with the Pledge of Allegiance and a moment of silent prayer.

Darren Vogt: Good morning everyone. Before we get started, I would like to welcome our newest member to the Council, Council Bill Brown.

Bill Brown: Thank you very much.

Darren Vogt: We will try to keep the Browns straight as we go through our meeting. We will try to keep from talking over each other the best that we can. If the audience could, please make sure that your cell phones are silenced. With that, we have the approval of the December 20th meeting minutes. Are there any questions or corrections?

Roy Buskirk: Move to approve the minutes from December 20, 2012.

Bob Armstrong: Second.

Darren Vogt: All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. The financial report, Auditor Klutz.

Tera Klutz: Good morning, Council. In your packets, you have both the year ending December, 2012 financial statements and behind those is the beginning of the 2013 statements. I am pleased to report that the collections for 2012 came in at 99.9%. That's good as far as meeting our revenue expectations. Our rollover was approximately \$2.8 million and before you today are appropriation requests of \$242,909.

ALLEN COUNTY COUNCIL MEETING MINUTES

Roy Buskirk: I have a question concerning the total cash in estimated revenue is \$80 million and last year, I believe, it was \$95 million.

Tera Klutz: Okay, I believe that the difference is that the COIT revenue is now in a separate fund. State Board of Accounts enacted laws that they want separate fund accounting like CEDIT Funds that are in a separate account, even though we use COIT for operating. This year it is for our insurance and the County-wide expenses like the Sheriff's pension. That is why you see such a significant decrease.

Roy Buskirk: Okay, I guess I should have mentioned that last year the Miscellaneous was \$35 million and this year it is \$20 million.

Tera Klutz: That is where COIT sits.

Roy Buskirk: Okay.

Darren Vogt: Are there any other questions for the Auditor about the financial report?

Larry Brown: Move to approve the financial report.

Roy Buskirk: Second.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. Nick, could you handle the unemployment rate, please?

Nick Jordan: Good morning, Council. On the agenda, you see the rates for October and November. Allen County went from 6.9% to 7.4%. Indiana went from 7.4% to 8% and the National went from 7.5% to 7.4%.

Roy Buskirk: So in essence, the National went down and Indiana and the County went up.

Nick Jordan: Yes, sir, and again these are non-seasonally adjusted. Some of that increase is due to the construction industry slowing down during November and so the non-seasonal adjusted rates do not smooth out those fluctuations.

Tom Harris: This is November's stats and the new ones are out when?

Nick Jordan: Tomorrow.

ALLEN COUNTY COUNCIL MEETING MINUTES

Darren Vogt: As usual, they come out after our meeting.

Bill Brown: You know what would be kind of interesting to know is what the perimeter States' unemployment rates are. Maybe at the next meeting, since we are right in the center and have some things in place in Indiana to help strengthen us.

Darren Vogt: Ohio, Illinois and Michigan?

Bill Brown: Yes.

Larry Brown: If you look at the email that Nick sends, those States are on there.

Bill Brown: Oh, okay, great.

Darren Vogt: That is something that we could add onto our agenda if we wanted to. Nick, would that be easy to do?

Nick Jordan: Yes.

Darren Vogt: Add Ohio, Illinois and Michigan. Are there any further questions on the unemployment rate? Moving on, we have a total of \$242,909 for General Fund requests and in Other Funds, about \$1.4 million. Up first, we have Economic Development. We have a Statement of Benefits for Moon River LLC located at 9100 Front Street.

Nikki Liter: Good morning, Council, Nikki Liter from Economic Development. With me today is Phil Roser from Parco Inc. Today is just a little bit different from what I am usually up here for. Normally I am up here for an abatement of real property or equipment. With the real property, they are making improvements to the building and will get the deduction on the improved assessment and not on where it is already sitting. This is just a little bit different. Mr. Roser is taking a vacant building and is going to move in there and start operations. To get a vacant building deduction, the building has to be empty for at least a year, by State Code. I believe that I sent that to you in the email. What happens is, you can approve them for one year or two years and I am recommending the two years. That is a deduction on what it is assessed at now. The first year, they will get a 100% deduction and the second year is 50%. After that, they pay full assessment on that building. If he were to make any improvements, the deduction is not based on those improvements. He would have to come back for that deduction if he wanted that. Like I said, Phil Roser with Parco is here and as you can see, they are going to be adding six new jobs with this move. That accounts to a little over

ALLEN COUNTY COUNCIL MEETING MINUTES

\$218,000 in annual salaries. With the deduction, you are looking at approximately \$12,000 in savings over the two years. I am going to let Phil talk now and he can tell you about the business and what they are doing.

Phil Roser: We are a t-slot aluminum company. We have started on the national level and are setting up distributors. We are a custom supplier of finished products. We do a lot of custom manufacturing and a solution provider for industry, basically. We do a lot of pneumatic and automotive industry. We started eleven years ago and have been in Huntertown. We had an opportunity to buy this building and it was a perfect building for us to grow and expand.

Darren Vogt: Great. Council, are there any questions?

Bill Brown: Would you classify yourself as advanced manufacturing? Is it short-run production?

Phil Roser: Yes.

Bill Brown: You said it was custom.

Phil Roser: Yes, it is custom. It is not a standard product. We do sell parts and pieces to our distributors and they will sell them onto their customers but then we do a lot of custom manufacturing and assembly and stuff like that.

Bill Brown: That is good news because that is one of the clusters that northeast Indiana is trying to move along with advanced manufacturing and things like that which take a higher level of skill.

Darren Vogt: Councilman Buskirk.

Roy Buskirk: Nikki, this program was basically established to promote the sale of vacant buildings and getting them onto the tax rolls because after a year, the assessment can be reduced on a vacant building. The one thing that I am a little concerned about is that normally it is someone from outside of the County coming in but in this situation, we have someone from within the County. Do you know if there is a potential user immediately for the building that you are moving from? Is that going to be vacant for a while and possibly reduce our revenue for property taxes?

Phil Roser: I am not sure if they have that rented or not. It is a rental building and I know that they have shown it. I don't know if they have someone immediately behind us or not.

ALLEN COUNTY COUNCIL MEETING MINUTES

Roy Buskirk: Okay, thank you.

Darren Vogt: Council, are there any further questions?

Tom Harris: From a marketing standpoint you said it is national. How many employees do you currently have?

Phil Roser: We are about eighteen strong, right now.

Tom Harris: Okay, very good. Good luck to you.

Nikki Liter: One other thing that I would like to mention is that as far as compliance goes, it is the same as what we do for tax phase-in. He still has to fill out the CF-1 Form to get that deduction.

Darren Vogt: So you are going to hire six new employees. When do you see that and how do you see that phasing in?

Phil Roser: We have one designer that will probably come on this month. As we get into the new building and as the year progresses, we will be adding different personnel. It will probably be customer service and manufacturing too.

Darren Vogt: So a lot of it will happen this year or in a twelve-month period?

Phil Roser: In a twelve-month period.

Darren Vogt: Are there any further questions, Council?

Roy Buskirk: I make a motion to approve the Moon River LLC Statement of Benefits.

Bob Armstrong: Second.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. Thank you and good luck. Moving on, we have an appropriation for the Sheriff.

Ken Fries: Good morning, Council. Kenny Fries, Sheriff of Allen County. In January of every year, we come for the money that is taken out of Commissary and is sent to the Auditor's Office to pay part-time employees. I think that last year we spent \$36,258.

ALLEN COUNTY COUNCIL MEETING MINUTES

Darren Vogt: Are there any questions regarding the Commissary Part-time?

Roy Buskirk: So this goes through so that the County can deduct for Social Security and all of those good things? The check is written out of County instead of directly out of Commissary?

Ken Fries: That is correct.

Roy Buskirk: The \$36,250 includes the PERF and all of that.

Ken Fries: This is correct.

Roy Buskirk: Okay.

Darren Vogt: Council, are there any further questions? I would entertain a motion.

Larry Brown: So moved.

Roy Buskirk: Second.

Darren Vogt: We need to at least say what we are approving. It is Commissary Part-time at \$36,250.

Tera Klutz: That is what your motion should include.

Larry Brown: For reference, do we need to include the line item number?

Tera Klutz: No, if you can say that you approve the appropriation for the Sheriff's Commissary Part-time and the amount that would be the minimum that is needed.

Darren Vogt: Okay, Council, we have a motion for Commissary Part-time in the amount of \$36,250 and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0.

Ken Fries: Thank you, Council.

Darren Vogt: Sheriff, while you are here, on the meetings with the Auditor have there been any discussions about times and setting them up on a regular basis?

Ken Fries: We have had a discussion and will probably be meeting on a permanent Thursday.

ALLEN COUNTY COUNCIL MEETING MINUTES

Tera Klutz: The first Thursday of every month.

Ken Fries: Or we will make it the day after the Council meetings.

Tera Klutz: I will say the first Thursday so that we will be ready to report what we have done.

Ken Fries: That sounds good.

Darren Vogt: Councilman Buskirk has a question for you.

Roy Buskirk: On the insurance company...

Ken Fries: CRS.

Roy Buskirk: Yes. Have they talked to the doctor yet?

Ken Fries: Doctor Blusys says that he has emailed them and left a message for the President of the company and has gotten nothing back from them, so far. He is a little discouraged with that. If you still have the paper and want to call them to see what happens, have them get hold of Doctor Blusys.

Roy Buskirk: Doctor Blusys?

Ken Fries: Yes, he is the head of the medicine for the Jail.

Darren Vogt: Councilman Harris, as the liaison for the Jail, can you work on that?

Tom Harris: Absolutely. I would be happy to do that. I wanted to find out if on the State General Assembly, is there anything moving forward with some of the initiatives that we have talked about?

Ken Fries: I have seen nothing. I get a digest from the liaisons for the Sheriff's Association and I have seen absolutely nothing as far as healthcare concerns. I know that last month I talked to you about the Obamacare that takes effect in 2014. There are still supposed to be Federal hearings in March to determine what is really going to go through. The talk is that a lot of it is going to go through and we will start paying Medicaid costs. It is going to cost all of us more money and we will see what it comes through with the Jail inmates. We do have a new doctor that started with the Jail at the first of this year and that, along with Diamond Medical, I think is going to save us a significant amount of money, I hope. That is just based on the medications

ALLEN COUNTY COUNCIL MEETING MINUTES

that they are not getting prescribed to them. We are hopeful. I have seen nothing with the General Assembly, whatsoever.

Tom Harris: Our lobbyist, do we know if we need to connect with Beth to find out if there is anything being proposed through our delegation?

Ken Fries: I have gotten a digest of all of the Senate bills and of the House and I haven't seen anything.

Tom Harris: Recent activity with the Federal government, is there any idea when we might anticipate some news on that? Is it going to be first quarter, second quarter or third quarter?

Ken Fries: I would hope that it happens before I am done being the Sheriff. You must remember that the initial one that we had was in 2008 and we are just now getting settlement on houses. We are just getting that finished up. The Federal government moves even slower than a snail. What is discouraging about it is that some of the properties that we should have gotten more money from have sat long enough that they have gotten vandalized and they have had thefts and were worth less in the end than they were in the beginning. It is very frustrating dealing with the Federal government. I would hope, seriously, by the time that I am done being the Sheriff that we will have some answers.

Darren Vogt: Are there any further questions for the Sheriff? Thanks, Sheriff.

Ken Fries: Thank you.

Darren Vogt: The Building Department has an appropriation request for vehicles in the amount of \$80,000.

Dave Fuller: Good morning, Dave Fuller, Building Commissioner. We are here to discuss the possibility of getting four replacement vehicles for our Inspectors. We brought this up with our budget hearings this last summer and you suggested that we come back after the first of the year for that capital expense. We have four vehicles that are exceeding the guidelines that the Council set as far as mileage. We have three 2007 Malibu's and one 2006 Cobalt. The Cobalt has about 103,000 and has been used as a spare vehicle in cases of breakdowns or accidents and those kinds of things. One of the Malibu's has also been used for those purposes. It has about 120,000 miles. It has some pretty significant front-end issues and would take some repairs to put it back on the road permanently. We have a Malibu with 140,000 and one with 160,000. The guidelines for our department have been at 100,000 for replacing vehicles and that was set by County Council. We have not been

ALLEN COUNTY COUNCIL MEETING MINUTES

adhering to that because the vehicles are still in good shape at 100,000 and there is no reason to replace them. We are at a point now that if we wait another year, we will have 180,000 on the one vehicle. We put about 20,000 miles a year on the vehicles. We have asked Purchasing to put together some quotes. We looked primarily at Chevrolet pickups and Ford Escapes. We have ten Escapes in the fleet right now. Some of them are as high as 80,000 miles and they have been virtually trouble-free. They have served our purpose very well and we are satisfied with those. We looked at the Chevy pickups and they were just out of our budget as far as what we had set as a top-dollar number. We got quotes from four dealers and the \$80,000 was based on what our budget was. Bloomington Ford came in at \$77,033 for four 2013 Ford Escapes. That is pretty much the stripped down model with the basic equipment. That is what we are asking for today, \$77,033.48.

Darren Vogt: I am looking the bids and from my perspective, there are two local dealers and I don't know where Don Hines is.

Dave Fuller: That is in the Indy area.

Darren Vogt: Is there any consideration for using a local dealership or not? Are we required to use the low bid?

Dave Fuller: To my knowledge, we are not required to use the low bid. We have no problem with it and were just looking at using the low bidder. There is not that much difference between them. With one of them, there was about a four-week delivery difference and that was kind of a negative but beyond that, I have no preference. Bloomington was the lowest.

Larry Brown: I guess that I would encourage, maybe we need to talk to Purchasing, that we buy local as much as possible.

Darren Vogt: Especially given that there is a \$150 difference between each car and we are not talking a major difference between cars. I am not sure why the delivery difference. They are getting all of the cars from the same place. Maybe someone was being optimistic or pessimistic, I don't know. If we do that, we need to change the request because that would alter that \$77,033 number.

Dave Fuller: Bob Thomas would be the lowest local dealer at \$19,507 per vehicle times four.

Bill Brown: I concur on that. I commend you for getting those broader bids to understand what the best price is. Those dollars churning in the local

ALLEN COUNTY COUNCIL MEETING MINUTES

economy will definitely offset. That is one of those things that seem intangible but it helps.

Roy Buskirk: On the bid sheet, is that a different description? It is a Ford Escape, FWD 4X2.

Dave Fuller: That is front-wheel drive and the other is a four-by-two which is a two-wheel drive. They are all front-wheel drive. The vehicles are identical on the more detailed sheets.

Roy Buskirk: Okay. The description was a little bit different on the sheets. What is the State bid on these?

Dave Fuller: I don't know but when we asked them to compare the State, they said they are getting better deals going directly to the dealers than off the State list. I am not even sure that they get a State quote. We found that the last couple of times that we have bid vehicles that the State is not the low bidder in most cases.

Darren Vogt: Council, the number if we did use the local dealership would be \$78,028. Are there any further questions for Dave?

Roy Buskirk: Yes. How many cars do you have in your fleet?

Dave Fuller: We have nineteen. Seventeen are on the road full time and two spares for accidents or repairs. Those two are typically the older, high mileage cars.

Roy Buskirk: On the rotation of vehicles through that nineteen, what do you anticipate for next year?

Dave Fuller: We have two that I am anticipating and we will see what happens over the next twelve months. Right now, based on miles, we have two Ford Rangers that we are probably looking at getting rid of. If we replace these spares as a part of the new vehicles, we will put two of the Ford Rangers as spares. We have one Ford Ranger that has 114,000 miles and has been on the road full time. It has been reliable and we haven't had a problem. That is one that may need replacing next year depending on circumstances. The down side of the Ford Rangers is that they are only getting about fifteen miles per gallon. That is a lot less than the EPA estimated when we purchased them. Most of that is in-town driving and so we are getting those off the road as much as possible. We have five and two of them will be spares where they get less use. In comparison, the Escapes are getting about 27 or 28 miles per gallon. That will save us some money by getting two of those off

ALLEN COUNTY COUNCIL MEETING MINUTES

the road. Depending on the condition, we may look at replacing two of the Rangers next year.

Roy Buskirk: A couple of years ago, it was kind of an experiment...

Dave Fuller: Five of our Escapes are Hybrid Escapes. Those are about \$10,000 more than what this price represents. We got the grant from the Department of Energy to make up the difference on those two or three years ago. In the analysis that we have done, if we look at 150,000 miles, we are not going to recoup our \$10,000 in savings. If we get 200,000 miles, it is worth it but I don't know if we can get 200,000 miles out of them. We haven't had them long enough to know. I think our highest mileage Hybrid is about 80,000 miles and are averaging about 34 miles per gallon. They have less oil changes because they are running on the electric motors. There are some advantages but it doesn't break even at 150,000 miles.

Roy Buskirk: The other thing that I guess I don't quite understand is replacing spares. Usually spares are replaced because of the vehicles that are currently being used to be put as a spare. In this case, we are buying new to replace two spares.

Dave Fuller: The new ones will go onto the road and two of our Ranger pickups that are currently on the road will become new spares.

Roy Buskirk: So you are putting two more on the road?

Dave Fuller: No, we are replacing four vehicles out of nineteen. All four of the new ones will go on the road and two of the ones that are currently on the road will become spares.

Bob Armstrong: It is the trickle down.

Roy Buskirk: And so you are moving four through the auto auction or whatever.

Dave Fuller: Correct.

Darren Vogt: Councilman Brown.

Larry Brown: Dave, I would like nothing more than to have you come back and have you ask for four more Inspectors and four more vehicles but since vehicles are tied to Inspectors and hopefully we are going to be needing another Inspector, do you have the system worked out so that you can use a spare for a while?

ALLEN COUNTY COUNCIL MEETING MINUTES

Dave Fuller: With the replacement, right now I would be hesitant to put either of our spare cars out because of the front-end work on the one and the other doesn't have a heater that works. To put that on the road for several days in the winter would be a difficult situation. We can fix those things for maybe a \$1,000 or less per vehicle but we are putting good money after bad. They are old vehicles that need to be replaced. If we replace these four vehicles, the two trucks that will become spares are still very roadworthy and there would be no problem in needing to do that. The only danger of that is that it is not unusual to have two vehicles in for repairs at the same time.

Larry Brown: If you got into a have-to situation, could you not use a pool car temporarily?

Dave Fuller: We could for a short term but these have computer mounts in them and some extra electronics for the equipment that have been mounted in the cars. For a day or two, that would not be a problem.

Larry Brown: Maybe the Building Commissioner could use a pool car for a while.

Dave Fuller: Could be but I don't have a car now.

Bill Brown: I don't think you have had a car, have you?

Dave Fuller: Not for eleven years.

Darren Vogt: Are there any further questions on the vehicles?

Roy Buskirk: Yes, I have one quick one. You currently have nineteen and before the downturn in the economy, how many vehicles did you have?

Dave Fuller: Twenty-six. We had twenty-four Inspectors at that time and two spares. Now we are down to seventeen Inspectors and two spare vehicles.

Darren Vogt: Councilman Brown.

Larry Brown: I offer a motion to approve the appropriation request in the amount of \$78,028.

Roy Buskirk: I will second that and add in there that the cars be purchased locally. I didn't know if that should be in the motion.

ALLEN COUNTY COUNCIL MEETING MINUTES

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0.

Tom Harris: Mr. President, we need to unappropriate that same amount from the County Council line item. Evidently we had placed that money there at the end of the year last year. I will make a motion to unappropriate \$78,028 from 100-4201-413.43-08.

Bob Armstrong: Second.

Darren Vogt: We have a motion and a second. Does everyone understand what we are doing?

Roy Buskirk: That exact amount?

Darren Vogt: We have more than that.

Tera Klutz: You have \$125,390 and you put in for vehicles and the Prosecutor's appeal.

Darren Vogt: All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. Before we get to you guys, we have a salary ordinance correction.

Tom Harris: Make a motion for consideration of a salary ordinance establishing the pay for an employee within the budget of the Allen County Building Department, 100-2901-424, Senior Permit Specialist, 13-12, OSS 3/2 with an annual salary amount of \$27,791.

Larry Brown: Second.

Roy Buskirk: Do we need retroactive to December 20th?

Tom Harris: I will accept that as a friendly amendment, retroactive to December 20, 2012.

Darren Vogt: All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. With that, we will move to the second page of our agenda and the Highway Department.

Kim Yagodinski: Kim Yagodinski, Controller in the Highway Department.

Bill Hartman: Bill Hartman, Director Allen County Highway Department.

ALLEN COUNTY COUNCIL MEETING MINUTES

Kim Yagodinski: The first item for consideration is the appropriation for our salary fund. This is because of the 2% salary increase.

Darren Vogt: Remember they have separate funds and they have to do it on their end too. Does everyone understand that?

Bill Brown: Motion to approve the additional funds for the Highway Department in the amount of \$34,320.

Bob Armstrong: Second.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. The next one is for Fund 329.

Bill Hartman: This one is the last installment from INDOT for a relinquishment agreement for Old US 24. As we all know, they opened the new Fort to Port last fall and now we have taken this over. This brings our grand total to about \$4.8 million that we have collected. We have accomplished several projects and sent an email with the original breakdown of the request to INDOT. There were funds to reconstruct the Webster/Woodburn intersection and the bridge over the Marsh Ditch on Gustin Road and resurface the eleven miles on Old 24 with all of this money. In addition to that, we have chip and seal Bruick Road from Harper to Bremer, chip and seal Doyle Road from New 24 to Edgerton and we reconstructed the streets in Georgian Park. We chip and sealed Bremer Road from Berthaud Road to Webster and Harper Road from Ryan to Doyle. The different traffic pattern around that area that was developed because of some of the roads being cut off caused us to do this. That was so the folks on the north side of 24 could get to 14 and into New Haven over a hard surface road rather than gravel roads. We have done more work with the money than what the original proposal was. The last \$1.3 million will be devoted to resurfacing the eleven miles of road this summer.

Darren Vogt: Councilman Harris.

Tom Harris: Unless there is discussion, I was going to make a motion for the \$1.3 million.

Darren Vogt: Is there any discussion on that? I do have one question. In your statement, the estimated cost was \$1.46 million but we are only appropriating \$1.3 million. Is there some leftover already? I am going to guess that is the case.

Bill Hartman: Yes.

ALLEN COUNTY COUNCIL MEETING MINUTES

Roy Buskirk: And that is all State funds.

Bill Hartman: Yes.

Darren Vogt: Councilman Harris, go ahead.

Tom Harris: As a representative of the mighty Second District of Allen County, in which most of this money is headed toward, I will make a motion to appropriate in the County CREDIT Fund 329, \$1.3 million for Old US 24.

Roy Buskirk: As an Allen County Councilman At-Large, that project is included in my area and I will second the motion.

Darren Vogt: All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. Thank you very much. Up next, we have the Board of Health.

Mindy Waldron: Good morning, Mindy Waldron, Administrator of the Health Department. The first item, I would probably ask Tera to explain. I didn't request that one and would assume that it is from our change last month.

Tera Klutz: I have an amended salary ordinance because the fund numbers were different. I guess I just assumed that you had changed the fund numbers but apparently we had written the wrong fund numbers.

Jackie Scheuman: Yes, it was a clerical error on the fund numbers.

Tera Klutz: Okay. It is just a fund number correction from where the salary will be paid.

Tom Harris: Move for consideration of a salary ordinance amending the pay for an employee within the budget of the Allen County Department of Health, 285-7301 and 769-7304-441, from HIV/STD Prevention Division Director to HIV/STD Supervisor, moving from PAT 6/7 to PAT 4/7. It looks like the amounts are \$63,623 until 12/20/13 and then \$57,315 as of 12/20/13 and then \$51,007 as of 12/20/14 and is retroactive to 12/20/12.

Roy Buskirk: Second.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0.

ALLEN COUNTY COUNCIL MEETING MINUTES

Mindy Waldron: The next three are additional appropriations needed into the variety of funds listed for either the one-time bonus, the two percent increase or because of this position change and the shortages in grants that we received after the budget was submitted. This makes up the gaps in all salaries and benefits for 2013.

Darren Vogt: Does everyone understand that?

Mindy Waldron: There is one that is a typo. The last one is Local Health Maintenance Fund. It is a grant from the State that supports Food Inspectors or any Environmental Health position. We have received that for a very long time and it has parameters on what it can be used for. We generally use it for support of a Nurse and/or a Food Inspector.

Roy Buskirk: My question is about the bonus. The one-time bonus is to who? Oh, you mean the County bonus?

Mindy Waldron: Yes, since we are a separate fund we didn't appropriate prior to budget time.

Roy Buskirk: That's right.

Darren Vogt: We need a motion for all three of those and we can do those three in totals as long as we read the fund number.

Bill Brown: I will make a motion to approve County Health Fund 285 in the amount of \$16,073, another one in County Health Fund 285 in the amount of \$93,427 and in County Health Maintenance Fund 286 in the amount of \$3,103.

Roy Buskirk: Second.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. Thank you, Mindy. On behalf of the Joint Oversight Permitting Board, the Auditor is going to handle that.

Nick Jordan: I will take this one, Council. On the agenda is an appropriation for \$126,659. To briefly explain what is going on, for the convenience of vendors which are essentially contractors with the Joint Oversight Permitting Board, the County is paying their invoices in full. We then seek reimbursement from the City. What this is doing is appropriating the reimbursement that we received from the City. When the Council first appropriated their half of the appropriation, it was \$520,000. The total

ALLEN COUNTY COUNCIL MEETING MINUTES

project was approved for \$1.4 million. We will get \$520,000 from the City if we, in fact, spend every dollar.

Roy Buskirk: This is just one of those things in like Nick said, the City is paying half of the invoices and they reimburse it to the County and it has to be put back into the General Fund money. This is just putting the money back into it. I will make a motion to approve the appropriation of \$126,659 in Contractual.

Tom Harris: Second.

Darren Vogt: All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. That brings us to Discussion and Other Business to Come Before Council. Councilman Buskirk, you have on here Soil and Water District operating expenses.

Roy Buskirk: Okay, Dan.

Dan Wire: Dan Wire, Supervisor of the Allen County Soil and Water District.

Roy Buskirk: The problem is in their 2013 budget. Normally their budget went through the Commissioners and consisted of paying for two employees and their office budget. They paid for the two employees but cut the \$19,000 plus for office supplies. I will turn it over to Dan.

Dan Wire: Thanks, Roy, I appreciate that. I will be very brief. First of all, I am a stand-in for Dave Voors. He is the Chairman of the Soil and Water Conservation District and it was his turn to have the flu. I got a call from him this morning asking if I could do this and I told him I would give it my best. As Roy explained why we are here, I am very mindful of quite possibly where you are because I was there twenty-four months ago. I had no idea what a Soil and Water Conservation District did and what sort of benefits that it has for the County of Allen. What I would like to do here very quickly is just give you a quick update about what the Soil and Water Conservation District does for Allen County, what some of our minimal fiduciary responsibilities are and what we actually bring to all of the residents of Allen County. I can say this because I didn't know anything about Allen County and I just came back from a State conference and your Soil and Water District, if I can take you back a few years, is sort of looked at as E. F. Hutton. When they speak, people listen. Sometimes you don't know what you've got until you lose it. Your Soil and Water Conservation District sets the bar high for what other Conservation Districts do in the State of Indiana. I want to share that with you in just a moment here. I am going to pass out some number sheets and this is where I think, in my mind, we really stand out among the other ones

ALLEN COUNTY COUNCIL MEETING MINUTES

and where there are great benefits for the residents of Allen County. I have the charter here that drives what we do and I want to touch on these very quickly. I don't mean to minimize the responsibilities nor the benefits for the citizens of Allen County. First of all, what is identified in here, for the health benefit of all of the residents of the Soil and Water Conservation District is responsible for monitoring landfills and make sure that we don't have leaks into the environment. We had three and are down to two and those two are very well managed and operated and are inspected twice a year by the Soil and Water Conservation District. It is also responsible for reviewing site plans for development for storm water runoff and making sure that we don't have sediment getting into our streams and waterways which leads to the next step. We have responsibilities to look at flooding and flood control issues. That is very key to area here in Allen County with three rivers, actually two that form the third one. We are very prone to high waters and we have a great partnership with the Maumee River Basin Commission. We sort of defer guidance to them but we have a fiduciary responsibility to be aware of flooding issues in the area. The last thing that I would like to address and I think would be most beneficial to you is that we are charged with securing cooperation and assistance of the United States and State agencies. If you look at the papers in front of you, the first spreadsheet is just some items pulled out from the second spreadsheet. The second spreadsheet has a lot of other information. What I would like to help you understand on this is if we just track back from today and four years ago, we have opened well over \$2 million worth of grants. What that boils down to is that we have positions that are staffed with contracts, we have salaries that are being paid and we have money that is coming into Allen County's economy. We have materials that are being purchased and we have contract labor that we support other businesses to do some of the work to fill the obligations within the grant guidelines. I am going to touch on those very quickly and what I want to bring to you as a message is that even though we may not really know what the Soil and Water Conservation District does, we have had tremendous leveraging powers on what the County of Allen supports us with. First, the question may be how much do we give you guys? What do you cost us? The County of Allen can break this down into two categories. We have salaries and benefits. There is an Executive Director out there and he is referred to as the District Director and we have an Administrative Secretary. Those two positions, with benefits, total about \$119,000 a year. To keep the office running, there is an operating budget of \$19,500. The State of Indiana, to all districts, provides \$10,000. The County of Allen provides just underneath \$150,000 a year. What I would like to do is address how we have the opportunity to leverage those grants. If you look at the first column where it says Total Grant Awards, the font has been enlarged so that we can read it a little bit easier. On the \$119,000 a year for salaries and benefits, what the Soil and Water Conservation District has done is we have leveraged that into

ALLEN COUNTY COUNCIL MEETING MINUTES

about \$199,000 in additional income for total personnel budgeted. That would be the third column over. I want to put these in a timeframe of four years and we do need to look at that. That is the way that these numbers accumulate down at the bottom. Over four years, the County of Allen supports your SWCD with about \$476,000. That has leveraged into \$796,000 coming into the County in the form of income. Next, if we look at grant expenditures that is money that is spent in the community to carry out the deliverables of the grants. That is out operating budget, \$19,500 a year. If we put that on a four-year basis, we are supported by you as the County with \$79,600 over four years. That has leveraged into well over \$281,000 in expenses within the community. Finally, Contractual Assistance which requires us to hire labs to do water testing and that sort of activity and over four years that \$75,000 has turned into \$302,000 put into contract labor in the Allen County area. What is not identified as a comparison to where Allen County contributes money are the two smaller columns. One is Total Cost Share Budgeted and the very last column where it says Soil and Water Conservation District Match Committed. What that means is that these are cost-shared dollars and this is where we get funding from the Federal government. We are looking at best management practices and what we do is address soil and water concerns. We will talk to a producer in the area and say that we have 75/25 cost-share and what that bottom number means is that we've got just about \$1 million worth of funds that we can share. By the time that the producer has leveraged that, there is well over \$1.3 million coming into the community for expenditures on improving our environment. I will add that sometimes on these cost-shares, we can match up to and we have a limit on what we can share. A lot of this has to do with high technology equipment and we have a limit of, let's say, \$2,000 that we can go towards helping a farmer and that piece of equipment that the farmer purchases can cost easily \$4,000 to \$6,000. That leveraging is even much higher. When you got through these numbers, I would conclude with saying that we have almost a five-to-one leverage of what the County of Allen does to support the Soil and Water Conservation District. We are very appreciative of that and we look forward to continuing to do good work for the residents of Allen County.

Roy Buskirk: I think the important thing is that District means County. I think a lot of people think that the word District means that it covers more than one County. They are involved with the Federal Clean Water Act and that has to involve Fort Wayne a lot. Some of the grants have been for improving private septic systems with \$1,500 that can be used for each private septic system to improve it. Currently they are looking to find grants that would assist the Regional Sewer District by paying for some of the costs for extending sewers in the County area. Many of their activities, I think there is a stigma in the fact that a lot of people think it is only for the agricultural community. A lot of their grants and programs are for the urban

ALLEN COUNTY COUNCIL MEETING MINUTES

areas also. Another example is that on the St. Mary's, St. Joseph and Maumee Rivers, they are working to improve flood control by working on the banks of the rivers going through rural areas is to make steps so that the water is in the lower area and then when the water comes, it broadens out and is wider and the carrying of the water increases greatly. That will reduce flooding in Fort Wayne. It was too late to get the request for the \$19,500 on today's agenda but I felt it would be good to have them come and discuss what they are doing. Next month, there will be a request for the \$19,500 which is office supplies. One thing without that, they can use that multiple times for these grants to match money. I think most of you are aware how many of the grants work with matching money. Dan recently came on the Board because he was with Friends of the River and has been very active with the rivers in trying to clean them up. I know that is an economic impact for this area to have our rivers become a positive. One of the first things is to clean the rivers up.

Darren Vogt: Councilman Brown.

Bill Brown: I would like to add to this. I agree with everything that Roy said from the fiscal standpoint. Also the notion of the river system, the balance between agricultural development and the environment, is a delicate balance. Those are three critical areas and I commend Dan's leadership. He was a school teacher and has morphed into a symbol of the future for our river system. I think we should congratulate you for taking that step forward and joining in with the Soil and Water Conservation District. I saw you yesterday and everyone was engaged out at the Farm Show. There is a little background on this. The tri-state watershed initiative is really working hard to improve the quality of that whole river system. We probably all understand that 20% of the world's fresh water is the Great Lakes. Our basin that is so much of what our environment is here is part of the Great Black Swamp system of years ago. Lake Erie is going under duress with a lot of green algae and it is really starting to head in the wrong direction. The notion of having a strong Soil and Water Conservation District really matters. I heartily support the \$19,500. I think we really need to broaden our thinking here. As we look at the future, mountains and oceans and beaches that we don't have here, we really do have a wonderful environment here. A lot of great places and the Northeast Indiana Regional Partnership, through Vision 20/20, recognize that the rivers are a huge proponent for the whole region. Without going on and on, I would like to support the initiative that the Soil and Water Conservation is doing and that over time, I think we will broaden our thinking.

Darren Vogt: Councilman Howell.

ALLEN COUNTY COUNCIL MEETING MINUTES

Kevin Howell: You mentioned private sector tanks or that private citizens owned them and this is money to help them out?

Roy Buskirk: That is correct.

Kevin Howell: In my area, southeast along 27, there is a lot of concern about that. They have to pay X amount...

Roy Buskirk: No.

Kevin Howell: How does that work?

Roy Buskirk: This would be to improve the private septic systems and I think the grant is over now. That is what it was for and not tying in. What you are making reference to is that some of them are tying into the Regional Sewer District with \$10,000 to \$15,000 cost because of the sewer line being extended. The Soil and Water District is currently searching for a grant that could possibly assist in that situation.

Kevin Howell: Okay.

Roy Buskirk: I would mention something else on this. In this County, we are a little bit unusual in the fact that the western portion of our County goes down to the Wabash and out to the Mississippi and the eastern portion goes out the Maumee and through the St. Lawrence. We are a little unusual in the fact that we have two major watersheds in our County.

Darren Vogt: I have one further question. You said that you do site plan review. How does that work in conjunction with the Surveyor? The Surveyor does the same thing. Are we overlapping there? How does this work?

Dan Wire: This is for storm water runoff both pre and post construction and is a result of recent legislation at the Indiana Storm Water Base rules. We have to review it and see if the silt filters and so forth have been put in place.

Darren Vogt: So you actually do the policing of it, if you will.

Dan Wire: Yes, we do not do the design. We just make sure that the necessary measures are in place.

Darren Vogt: Okay. That makes more sense to me. As the Commissioners' liaison, I will have a conversation with them to figure out what their thought process was by not giving the \$19,500. I will save that for an off-line meeting.

ALLEN COUNTY COUNCIL MEETING MINUTES

Roy Buskirk: Another thing that I discussed with Commissioner Peters and a couple of years ago we discussed it on the fact that the Soil and Water District should be a separate department coming before Council for budgets and things instead of going through the Commissioners.

Darren Vogt: We can look in to see if there is a reason for that or if there is statute that says they appoint and approve.

Roy Buskirk: Before, it had something to do with unemployment tax, I think. That is something that we need to look into. I would appreciate a straw vote on this.

Darren Vogt: A straw vote has been the request but I am not sure that it is needed. Does anyone have any strong feelings against funding it? It is just a matter of where we find the money.

Larry Brown: I am not against it but I certainly want to know what the cash balance is. We have asked that of every other department.

Roy Buskirk: They have none.

Larry Brown: So state that.

Roy Buskirk: They carry no account for wages or office supplies.

Darren Vogt: There is no rollover of the \$19,500.

Larry Brown: I would hope that there was some thought and reasoning that went into the Commissioners' decision to not fund the \$19,500. I would like to hear what that is. I am not against it.

Darren Vogt: Commissioner Brown is approaching. For the record, we have three Browns at the table.

Therese Brown: Good morning, Commissioner Therese Brown. As we went through the last two years of budgets, this body had asked to have cuts over ten percent. That is an area that we felt was appropriate to cut because we have actually no control over Soil and Water as a department. Statutorily you are the fiscal body as a place maker that it has been in for all eternity. One of the things that we discussed last year and would appreciate you considering in the next Council meeting is allowing us to remove this from our budget so that it can be a department unto itself with it coming to you to explain its responsibilities and roles as Dan has done today. Allow them to float on their own. We really have absolutely no responsibility or any need for interaction.

ALLEN COUNTY COUNCIL MEETING MINUTES

They are a department unto themselves. It probably would behoove you to make that kind of movement so that they can plead their case like every other department.

Darren Vogt: I assume their Board has control for hiring and firing the Director and staff and all of that.

Dan Wire: Correct.

Darren Vogt: The Board is appointed by?

Dan Wire: I would have to go back through the statutes because I am kind of new on the game. One is appointed from the State. One is appointed locally and three are elected.

Kevin Howell: How are they elected?

Roy Buskirk: The citizens of this County. It is not on the ballot but is done at an annual meeting.

Kevin Howell: Can anybody from Allen County show up at this meeting and run for this Board?

Roy Buskirk: Basically, yes.

Therese Brown: I guess I would liken it to the County Extension Office. You have different individuals but they are a separate entity. Maybe they should be treated in kind, the same way. It would be easier for you and would definitely be easier for the Commissioners to be able to meet our obligations.

Darren Vogt: It sounds like we are on the same page of getting it out of your budget. Councilman Brown.

Bill Brown: I think this whole notion of pulling it out of the Commissioners' budget makes sense. From an economic development standpoint, over time we learn more and more about how these initiatives, the Soil and Water scenarios that I talked about earlier have an impact for strengthening our region and creating traction for new folks and new talent to come. It is that big picture that will come together. That will end up increasing our income in the new folks coming into the area. I have asked some of these people that are involved in these environmental scenarios to look at what the economic impact is of having the cleaner water and better environmental resources. What kind of attraction is that and what does it do for the people that grow up and stay here and new people to come here?

ALLEN COUNTY COUNCIL MEETING MINUTES

Roy Buskirk: The other thing is that we are blessed in this area with our water. If you stop and think about it, a couple of years ago I was contacted by a firm in California that makes batteries. They were talking about expanding and I think that they have since gone bankrupt. I asked them why they were looking at Indiana and they said it was the water. If you look at the western States, there are such restrictions on the use of water and everything that it just makes it more important that we have clean water.

Darren Vogt: Are there any further questions or comments? I think we will take some of that up in our regular meeting, Commissioners. We will look for something on the agenda for next month. Dan, thank you. Council, not on the agenda but we have a member of Council that was not able to join the last meeting and has since stepped aside from Council. Councilman Moss, if you could come up here please. We have a small yet mighty token. I just want to say that from my tenure on Council with you, you have been a great asset to have. Councilman Brown has some big shoes to fill to make sure that he stays on target and on task. With that, we have a plaque that says "Paul Moss, Allen County Council, 2004 to 2012, dedicated service to the citizens of Allen County." I would like to present this to you along with your illustrious nameplate. Thank you very much for your service.

Paul Moss: I appreciate that and I have to tell you that sitting in the audience, I have a renewed sympathy for the people that sit through these meetings. I have enjoyed working with all of you and I hope the people realize how difficult your job is. You all do a great job and it was fun working with you.

Darren Vogt: For the record, he has only been here for ten minutes.

Paul Moss: I will tell you that I feel their pain. Thank you.

Darren Vogt: Thank you very much, Paul.

Tera Klutz: I have a couple of things. One is an amended salary ordinance for the County Assessor. Last month, in between the time that we adopted the 2013 in October and the reclassification that she did, we amended the 2012 but didn't amend the 2013. I have an amended 2013 salary ordinance. And I thought we could bring up some Board appointments.

Darren Vogt: Yes, I have that on my list here.

Tom Harris: With that, I move for consideration of an amended salary ordinance for the pay of an employee within the budget of the Allen County

ALLEN COUNTY COUNCIL MEETING MINUTES

Assessor's Office, 100-0901-419, Market Data Analyst, moving from SPEC OCC to PAT 4/2 with the amount from \$46,306 to \$40,737. This is retroactive to 12/15/12.

Bob Armstrong: Second.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. I want to bring up our iPads. I think that some of us are still working on the technology but one of the pieces that is really important is getting all of our documents on time and in a PDF format. I know that the Auditor's Office can convert those but if those folks that are sending them to the Auditor's Office could send them in a PDF, it is a lot easier for us to manage and manipulate. I am going to have the Auditor's Office send out another request that information be on time and that it comes in a PDF format. We can then download it into our system as easily as possible. So far, I think the technology has done very well.

Bill Brown: I would like to add that as a new member and an earlier adopter of the iPads, I really commend the Council and the Auditor for implementing this. This whole notion of pledging to be lean and innovative really goes right to the heart of that.

Darren Vogt: One other discussion item that I want to bring up, in broad terms, is the merit pay compensation. We have talked at this table and in the Personnel Committee about merit pay. As I have met with the Human Resources Department and the Commissioners to talk about it, the Commissioners want to make sure that the County Council has buy-in on the concept of merit pay. What the merit pay would do is to eliminate the step system that we currently use and go to a merit-bonus system that is still in the process of being worked out. That will take some time and some doing and will also take some cost. Human Resources will need a system, if you will, and I think HTE is the term that they use. I don't know what those letters stand for but they are in the process of searching out a vendor for that. We have to concern ourselves and talk about right now is if this the route that we want to go. At this point, I will open it for general, broad discussion to make sure that we are still on the same page for merit pay which is a pay for rewarding employees for doing a better job or a great job in a performance evaluation type of situation. Right now we have a system that is if you stay in the same job, no matter how well you do, you automatically get a bump in pay every five years. With that, I will open it up for discussion.

Bill Brown: That is a great point. I think merit pay is something that is a good thing to move towards. It is a measurement system that needs buy-in from the employees when you have a major change like that. I am assuming

ALLEN COUNTY COUNCIL MEETING MINUTES

that they would all be represented through the department heads being at the table. There should be a lot of in depth focus groups with the employees so that they understand just how the measurement would be taking place. I think one of the areas that really speaks towards this notion of having a more skilled workforce. I would love to see County government, as they move towards the merit pay concept, implement something as simple as an enhanced skill each year. It could be a computer program or it could be something very small but as far as the measurement component so that as we move forward along with moving towards the merit system, we are enhancing the level of our workforce. The total skill proponent, to broaden it a little bit, there are entities in Fort Wayne and Allen County, Lincoln Life for example, talk about talent coming out of those entities and going into other areas. I would love to see, over time, Allen County government workforce be looked upon as a highly skilled, sought after workforce. That could help them broaden into other areas in the community and could be fun to almost turn it into a feeder, for lack of a better term, into other parts of the community. We just looked here at Dan Wire who has retired and gone into something else and has a skill set that he is utilizing. That is broadening it quite a bit from just a general discussion but to sum up, make sure that the employees understand and feel good about how they are going to be measured. Plugging in something that is a measurement or a tick is something as simple as an enhanced skill and thirdly, changing the view of Allen County and Allen County employees as being highly skilled and therefore sought after for other opportunities within the community.

Darren Vogt: Councilman Howell.

Kevin Howell: Are there other communities that have already done this by going through the process towards the merit pay?

Darren Vogt: The State does it and the City of Fort Wayne, too.

Kevin Howell: Okay. Use those as jumping off points to cut the time curve on it and adjust it to our own situation which is unique. We are not a City and we are not a State but I am sure that there are some metrics there that can help to cut down on the time.

Darren Vogt: There will be.

Roy Buskirk: One of the things that need to be addressed is the fact of the steps. Somebody might be two years into the five-year program or someone might be in their fourth year and it is basically one percent per year. They would have to see their wages increased by the number of years that they are into the step. It would then have to be stopped and go into the merit pay.

ALLEN COUNTY COUNCIL MEETING MINUTES

That is the one thing that would have to be addressed. I don't understand HTE.

Darren Vogt: It is a computer program. Tera, you may know a little bit more about this.

Tera Klutz: HTE is the finance system that we use to track claims and do payroll. It is the Auditor's financial system.

Darren Vogt: I gave the wrong name of the system. What is the name of the system that Human Resources is look at?

Tera Klutz: I don't know.

Darren Vogt: I can't remember either but it is a system of some sort to help track job descriptions, flow and influx. They don't have anything like that now.

Tom Harris: It could be HRIS, maybe, Human Resource Information System.

Darren Vogt: Could be. Councilman Harris and then Brown.

Tom Harris: From the standpoint of base pay, I think there is a lot of benefit to that. Ultimately, in a workforce and sometimes in government and in most workforces, people will recognize who is working harder and who is not working as hard. To be able to recognize those that are more compassionate and work harder is a win-win for everybody. Employees know when they are working in any environment who is working harder and who is working less. A merit system kind of identifies that if done properly. I am sure it will be. I would be a little concerned that we start and develop and train to the point that they are moved on into the public. I think the merit pay provides us the opportunity to become competitive and retain talent and I would be behind it from that standpoint. I have heard that the school systems, Statewide, are also moving towards a merit pay system as well.

Darren Vogt: Councilman Brown.

Larry Brown: In measuring employee performance, I know we sometimes use the word "hard workers" but coming from the construction industry, a hard worker usually is the one that has sweat on his brow and hitting it hard. However, that does not mean that they are effectively productive. I think effective productivity in whatever their task is there is not a computer program in the world that can measure that. It comes down to the Supervisor or the Department Head. That puts the burden of responsibility on the

ALLEN COUNTY COUNCIL MEETING MINUTES

Department Head. I am 100% in favor of merit-based pay however, we need to recognize that we need to have our front-line and second-line Supervisors ready and trained and capable of accepting and implementing that challenge.

Darren Vogt: That is part of what the dollars and cents will do with a person in the HR Department who can help do that.

Larry Brown: You say “do that” do you mean train the supervision level?

Darren Vogt: Yes so that they know how to do it and do the reviews. That is what Tracy is working on right now to try to figure that out.

Larry Brown: Okay.

Roy Buskirk: To me, it is the Department Heads’ call on any type of merit or bonus for that year. It is not necessarily a pay raise but a bonus for that year.

Darren Vogt: Right.

Larry Brown: You being an entrepreneur, I am sure that you recognize that it would be so easy to say that I have this amount of money and I am going to divide it by the ten employees in my department and everybody gets the same and it makes my job a whole lot easier. That is not what this is all about. This is about making sure that the Department Heads or Supervisors are capable and expected to follow through to a true evaluation.

Darren Vogt: That is where the devil is in the details. We would put something in place that says that those could come to Personnel Committee for review or there are all kinds of avenues to say that we want true reviews and if your department is not doing any reviews, you are not getting any of the dollars to go along behind it. There is a lot of stuff but at this time we are talking conceptually and are in favor of it. Kevin.

Kevin Howell: In broad terms, I would turn this over to you (pointed to Bill Brown) to see how the private sector has done this. They have done it more than government has, in my personal opinion. Maybe you can help us with that.

Bill Brown: To reiterate what I said, my notion isn’t to get people just flying out of County government. That is not what I am saying, to be real clear. I believe in boundless opportunities for individuals and I believe in the opportunity for training of individuals. They can enhance their lives to the very best possibilities in their lives and for the opportunities that come along. An enhanced skilled workforce is just a key component to a strong economic

ALLEN COUNTY COUNCIL MEETING MINUTES

engine in a community. You could look at GE for example. One of the reasons that we are so strong in tool and die is because GE had a great training system. They had a great apprenticeship system. We have a lot of folks that came out of the industrial era that we were so solid in and there are a lot of skilled folks in those areas. That is the sense where I am going. Not to encourage folks to leave but to encourage them to enhance their skills so that they can be more effective and efficient like Larry was referring to. At the same token, it creates more of an opportunity for them and more efficiency and that all works together in that enhanced workforce concept.

Darren Vogt: Councilman Harris.

Tom Harris: I agree with Councilman Brown and Councilman Brown that the merit-based process is more challenging. It does take a little bit more training and preparation. If done right, it drives efficiency. I would also agree that maybe the skill-based pay is a factor of this process. Based on employees picking up additional skills, they may receive an additional amount or something. The challenge becomes, from the Council perspective, that it makes it real easy to offer a two percent increase to everyone across the board. In this case, that wouldn't be happening. We would probably be doing something by departments or whatever and then it is up to the Department Head to make some very difficult calls. While that works effectively in the private sector, it can be a challenge for Elected Officials that are in those seats to do that differently. Those are some of the nuances that we are going to have to understand and kind of dive into a little bit. What are the next steps?

Darren Vogt: Let me comment on the Elected Official. They are still employees even though they are an Elected Official. They have employees and are no different than the private sector. They have a job to do. They have employees just as I do in my office. Some work harder than others and day-to-day they might have some working harder than others and at different levels. I think that is what the HR system is designed to do. From here, what I see it doing, is working with HR and the Personnel Committee to move that process forward and to come out with an end-all program that can come before this Council. I don't think the Council table is the place to hash out the details. I think that is the Personnel Committee and HR to figure out what works. The Personnel Committee can come back with an overall plan and how we are going to fund it through County Council. Does that make sense? We will go in that direction and I will meet with the Commissioners to make sure that they understand. The Commissioners have been in favor of it but they need to know about the implementation part of it so that we can get this done. Council, moving on to Board Appointments, we have several that need to be taken care of. One of those is Redevelopment Commission. I am going to step

ALLEN COUNTY COUNCIL MEETING MINUTES

off the Redevelopment Commission and Councilman Buskirk is going to stay on it. We need a replacement for me and I have found someone that I think would be good. His name is Adam Day and he is a contractor. I don't know how we want to proceed. Do we want to make nominations and have them submit a resume but we need to move on this a little faster. I apologize for not getting resumes sooner. I know Adam very well and I have spoken with him and he is willing to do it.

Roy Buskirk: Does anyone else have a suggestion for the Redevelopment Commission? If not, I would nominate Adam Day for the Redevelopment Commission.

Bill Brown: I guess the only thing I would say is that if we are making a nomination, it would be nice to have the resume. I trust your opinion and judgment. As Commissioner, I implemented the concept of people submitting a bio. For my comfort level, I would at least like to read a bio.

Roy Buskirk: We are already behind schedule for when many of these Boards are meeting and electing officers. I go on the judgment of our President's recommendation for that individual.

Bill Brown: For clarity though, they can still provide a bio.

Darren Vogt: Yes, I can get one.

Larry Brown: I will second that motion.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. We have Parks and Recreation and that is one that we have yet to do. Bill, do you want to talk about that?

Bill Brown: Yes. I talked to Tim Hall. He would serve again but he is really getting more involved with the river side of things. At this point, I do not have a nominee for the Parks Department. I didn't know if anyone else did. At the reorganization meeting, we talked about it.

Darren Vogt: You wanted to do that too, didn't you?

Bill Brown: Oh, yes.

Darren Vogt: Have you talked to Vandervelde?

Bill Brown: I have not talked to her.

ALLEN COUNTY COUNCIL MEETING MINUTES

Darren Vogt: I would make the motion that we replace Tim Hall with you and then if you could have a conversation with Christine. That would at least give us one and we are not totally shorting their Board. We will put that on you and if you want to get the bio ahead of time, it would be great.

Roy Buskirk: So that we don't lose a month, I would make a motion that we have Bill Brown and subject to Christine Vandervelde serving on the Board.

Darren Vogt: Do we want to do it that way or not re-appoint her to the Board?

Roy Buskirk: I think the Board appointments need to be made as soon as possible.

Jeff Baxter: Just for clarification, her last name is now Shumway.

Darren Vogt: Can you come up for a second and let's talk about this.

Jeff Baxter: Jeff Baxter, Director of Allen County Parks.

Darren Vogt: Can you give us a history of attendance for her?

Jeff Baxter: I would say that both she and Tim make it to about half of the meetings. We meet six times a year. There is usually a special meeting or two around budget time.

Darren Vogt: From my perspective, half isn't what I am expecting. That is why I was concerned about your motion. I would rather appoint Councilman Brown and then find a replacement with someone who is committed and can make all of the meetings.

Jeff Baxter: I will just say that when they are there, they are very good.

Darren Vogt: Okay, thank you.

Roy Buskirk: I will withdraw my motion. I will make a new one. I will make a motion of William Brown to the Parks and Recreation Board.

Tom Harris: Second.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. Bill, if you could find someone for that replacement, it would be great.

ALLEN COUNTY COUNCIL MEETING MINUTES

Bill Brown: I will get right on that.

Darren Vogt: We also need to let her know. Do we have her contact information?

Roy Buskirk: We appreciate her service for the last few years.

Darren Vogt: City Economic Development.

Roy Buskirk: I talked to three representatives of the City and they are very pleased with Lanni's attendance. They never met this last year. They meet to approve bond issues for development within the City. She has served a term as the Secretary and they would appreciate her staying on the Board. I make a motion to reappoint Lanni Connelly to the City Economic Development Board.

Bob Armstrong: Second.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. I hit them all, Becky, didn't I?

Becky Butler: Yes.

Darren Vogt: Recent or upcoming meetings?

Larry Brown: Did we get the Library taken care of?

Roy Buskirk: Yes, Bill Brown.

Darren Vogt: Are there any recent or upcoming meetings? You have your liaison assignments so make sure that you are contacting those folks. We also have one other thing on the list that I forgot. There is now a State statute that says that the Veterans Service Officer has to be approved by County Council. That is George Jarboe and he has been ours for several years now. We all know him as Bo.

Tom Harris: I think sixteen years.

Darren Vogt: Now it has to be approved by us. We need to do that now rather than wait until next year. He just found that out late this week.

ALLEN COUNTY COUNCIL MEETING MINUTES

Tom Harris: I will make that motion as I was involved in the recruitment and hiring of him about sixteen years ago. He has won all kinds of State awards and is recognized for the tremendous work that he does.

Roy Buskirk: I'll second that motion in the fact that he is recognized as one of the best in the State and it is several million dollars that he brings into the State and this County because of his efforts. Personally, he has helped me a lot.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0.

Tom Harris: Approval to waive the reading on any matter approved today for which it may be deemed necessary for the County Council meeting of May 23, 2012.

Larry Brown: Second.

Darren Vogt : All in favor please signify by saying aye. The motion passes 7-0.

Roy Buskirk: Move to adjourn.

Bob Armstrong: Second.

Darren Vogt : All in favor please signify by saying aye. Opposed like sign. The motion carries 7-0. There being no further business the meeting was adjourned at 10:08.