

**ALLEN COUNTY COUNCIL
MEETING MINUTES
SEPTEMBER 20, 2007
8:30 AM**

The Allen County Council met on Thursday, September 20, 2007 at 8:30 am in the County Council/Commissioners Courtroom. The purpose of the meeting was for additional appropriations and transfer of funds in excess of the current budget. Also grants and any other business to come before Council.

Attending: Paul G. Moss, President; Roy A. Buskirk, Vice President; Cal S. Miller, Maye L. Johnson, Darren E. Vogt, Paula S. Hughes and Paulette Kite.

Also Attending: Lisa Blosser, Auditor; Tera Klutz, Chief Deputy; Nelson Peters, Commissioner; Bill Brown, Commissioner; Linda Bloom, Commissioner and Becky Butler, Administrative Assistant..

The meeting was called to order at 8:30 a.m. by President Paul Moss with the Pledge of Allegiance.

FINANCIAL REPORT:

Lisa Blosser, Auditor: For your consideration today, there are additional appropriation requests in the amount of \$141,910. That is a revised number on your financial report because we had one additional appropriation withdrawal. The amount left for appropriation is \$552,316. The total available in the County Council's capital line budget is \$446,249. Our miscellaneous revenue collection is at 73.48% with 66.6% of the year gone.

Darren Vogt: Motion to approve the financial report.

Roy Buskirk: Second.

Paul Moss: We have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0. Okay, approval of the 2008 budget.

Lisa Blosser: We have prepared all of the budget ordinances for your approval. We also have a 2008 budget summary of what you approved at the appeals hearings in your packet. The 2008 General Fund budget total is \$85,127,785. The appeals granted were \$220,107. You have approved a 2.5% cost of living increase which would be \$1,172,318. The reclassification allocations are at \$1,342,314. So far, you have earmarked in your General Fund Council budget for compensation, \$990,838. You have also allocated an Election Board new employee in the amount of \$48,415 and capital expenditures of \$1 million. The total 2008 Other Funds budget is \$92,758,826. The total 2008 Allen County budget is \$177,886,611.

Paul Moss: The only thing I need to throw in, a couple of things really, is the Personnel Committee meeting that occurred. There are some things that I need to clarify and some things that came out of that. There was a significant discussion about the internal equity component and, if I recall correctly, I am stealing your thunder since you are the head of the Personnel Committee. Would you care to report on this?

Paula Hughes: No, roll with it. You are halfway through it.

Paul Moss: How about if you correct me if I am wrong. We talked about the reclassification and essentially there was unanimity that it needs to occur. That was a recommendation for the full Council to do that. There was also a discussion about sworn officers' pay. That was more of an external inequity issue as well as the dispatchers. The reason that we talked about those two issues is that it appears to be the general belief that those two areas that were glaring in terms of external inequities. It is my personal belief and my impression that the majority of the Council agrees with the strategy of trying to look at individual areas within the County that are of the most critical need. We did that to a certain extent during the internal equity analysis and we dealt with some areas there using the one that comes to mind, the confinement officers. It is an area of very high turnover. I think that the Council is committed. Understanding of course, that there are infinite desires and needs and a finite budget to try to address some of the areas that are most obviously in need of addressing. Having said that, we looked at the sworn officers and dispatchers and there was a vote to increase the sworn officers pay by 6% and that ended up passing two to one. I voted against that. Some things just never change I guess. The reason I voted against that is because I believe there needs to be additional dollars there. I was not satisfied with 6%. One of the other reasons I voted against that is I think we need to look at a larger increase for the sworn officers and I think we need to focus more on what the overall impact to that particular department's budget is going to be. That is the approach that I wanted to take. They got the 6% but there is one key question that needs to be answered because there might be some differences of opinion here amongst the Personnel Committee members. Was the 6% in addition to the 2.5% with a net of 8.5%? Or was it a net 6%? That is an issue that needs to be decided and frankly, I voted against it so I don't feel that I am the one who should be deciding this.

Paula Hughes: The vote of the Personnel Committee really just takes the form of a recommendation to the Council. It is for the full Council to decide. I think I believe that it was the 6% included the 2.5%. I think Councilman Buskirk felt it was in addition to the 2.5%. Nonetheless, there are not good minutes from that meeting. There is agreement that the issue needs to be addressed. There was some discussion of whether or not we should rectify what as been perceived by County staff not in the sworn officers, who believe that the insurance program that is available to the Sheriff's creates inequity and if we could clean that up at the same time. I think we

can do that. I don't know that we have to do that before we vote on this because we can still go back and adjust, is that correct, before the end of the year?

Roy Buskirk: I think the one thing is when would it take affect?

Paul Moss: The raise?

Roy Buskirk: Yes.

Paul Moss: I am assuming January 1st along with everyone else. The Personnel Committee basically charged me with getting together with the Sheriff and talking through this. No action was taken on the dispatchers. Do you agree with that? I think the comment was to talk to them and see what you can work out in terms of looking at the overall budget and the impact to that budget and looking more specifically at comparison of the benefits. There are vacation benefits that come into play. How they accrue PTO and a variety of factors. To boil it down to brass tacks, I think there is an acknowledgment by the Sheriff's Department that some components of the health insurance plan is comparable or even a little bit more generous than the City officers. I suspect that it was probably done to try and close the gap a little bit of the overall package. You have to look at the overall package, the cash compensation and the benefits. My personal belief is that the insurance benefits between the two are there is one plan of the five plans that appears to be a better plan. That is the one dollar per year plan. That would be more of a policy type decision that the Commissioners have to deal with. In talking with the Sheriff, my sense is that they are open to looking at that. There are quite a few people in that. There are a number of employees taking that plan, fifty-two employees. From a benefit standpoint, one of the comments early on, was that the benefits in that plan were not as generous within that plan. We talked about this a little bit and everyone came to the same conclusion that the benefits are pretty comparable. It is a good plan. I personally don't think that is something that needs to be a quid pro quo, we give them a raise and take that away. From a global perspective that plan, in today's world, may need to be tweaked a little. There are a lot of things that they can do. Working with the Commissioners and the agent of record for the County but the bottom line for me is that it is still abundantly clear that we are losing officers to the City for the primary reason that the salary and benefits for the County sworn officers is not close to the City officers. I am not going to sit here and say that we need to have them right with City officers. There are issues there, union issues and things of that nature that have gotten the City to where it is. I take pride in the fact that County government is more efficient than City government. This is one of those reasons. What outweighs that for me is the fact that the sworn officers have been very patient over the years. This has not been drastic. What I have tried to work with the Sheriff's Department on is looking at long-term goals with the first year goal of being a ten percent increase for the sworn officers. That takes us full circle back to whether we are talking about closing the gap between six percent that has been granted or 8.5% that has been granted. That is the first issue that we need to address.

Cal Miller: None has been granted yet.

Paula Hughes: It has been a recommendation.

Paul Moss: Well, that's true. The 2.5% has been granted but the six percent has been recommended by the Personnel Committee.

Roy Buskirk: That is the reason I supported it was the fact that I felt that we needed to do something immediately. I would rather see them receive something immediately than to go into a six-month study and come up with more than that.

Paul Moss: This study only took two weeks.

Roy Buskirk: I will congratulate you on that. There is a lot of discussion to be done on this study before there would be any vote. I felt that the six percent was on top of the 2.5% because every other department that we went through and voted for interior or exterior or whatever, we were giving them a percentage increase that we did not take the 2.5%. We knew that it was going to be across the board so we were trying to catch up on the inequities and giving them a certain percentage or a certain raise and then everybody got the 2.5%. Allen County is in a difficult position because everyone keeps comparing it to the City police department which is one of the top paying police departments in the nation. I passed out this morning an article that was in Monday's Journal Gazette showing the need in the surrounding nine counties of fifty different occupations. To sum this up, my recommendation to the Council is that the 2.5% was already received and I would say to add an additional six percent.

Darren Vogt: Let me clear up one thing on the insurance. The discount that Plan One offers carries through to Plans Two, Three and Four. It doesn't matter what option they choose, they all still receive a benefit greater than any other County employee based on a decision that history said was done in lieu of a raise, one time.

Paul Moss: So is the issue the fact that it is carved out from the rest of the County?

Darren Vogt: Yes.

Paula Hughes: Yes. The perceived inequity was with other County employees not in comparison with like positions in other communities.

Darren Vogt: If we are going to address the salary issue and put the benefits where they need to be with everybody else within the County. That would be a recommendation and I have some questions on these numbers. I don't know if you want to address these.

Paul Moss: We have a couple of people from the Sheriff's Department that could come up here and will be better able to answer the questions.

Roy Buskirk: Darren, the one thing that you are bringing up about the insurance is that is makes it difficult when you are comparing with other police departments. The benefits that they are receiving are very good.

Paul Moss: That is correct. I believe I distributed yesterday or the day before, the comparison of the insurance benefits. It goes plan by plan and shows the difference of employee contribution.

Darren Vogt: I don't believe I got that.

Patt Kite: I don't think I have that either.

Paula Hughes: It was in the spreadsheet that was emailed out and it was the third or fourth page. There were several pages within the spreadsheet.

Paul Moss: There were several tabs.

Darren Vogt: I hit print and got nothing.

Paula Hughes: You may have received the first page but you have to go to each tab to print each one.

Darren Vogt: I thought they were all on the same page.

Patt Kite: I did the same thing too.

Paula Hughes: We will get some copies.

Paul Moss: You can pass this around but I want it back because there are other pages I want to refer to.

Cal Miller: Why don't we take the time to make copies? I was not in my office yesterday and so I don't have the document.

Paul Moss: Given your HR experience, would you care to offer an opinion specifically comparing the plans between the City and the County for the sworn officers?

Vanessa Miller: I will do my best.

Cal Miller: I would prefer to have the comparison numbers in front of me before we go down this road.

Paul Moss: Okay. Are there any questions that you want to ask? Darren, you mentioned that you had some.

Darren Vogt: It still is related to the numbers, I will hang tight until we get them. I am looking at two things. One is the issue of take-home pay. When you start getting into clothing allowances and some other fringe benefits, other than health insurance and take-home pay, those are the two big things. I don't know how many uniforms are required for a City officer versus a County officer. I struggle to use those examples. Let me ask a question since we have some numbers here. I am looking at the chart titled City-County Salary Comparison. I am a little confused about the Allen County tenured officer longevity. Those are the non-officers of...

Vanessa Miller: Right. Those are police officers without rank.

Darren Vogt: Without rank, okay. Do the numbers above, where the ranked officers are, does that include their longevity?

Vanessa Miller: No, it is just their base pay. They have a base pay and then they can have a longevity pay. You can have a Sergeant that has been with us for twelve years, that is his base. But then his longevity is based on his twelve years. You can have a Sergeant that has been here for twenty years and this is his base but he gets his longevity on top of the base.

Darren Vogt: Then comparing that to the Fort Wayne salary that is their base pay. So I guess, if we took base pay out of the picture, what about actual officer pay? If we took a ten year officer who is a Captain and a ten year officer who is a Division Chief for the City, where is that difference? What I am trying to say is if we have longevity, where they are getting three percent every three years that appears to be a better benefit than the Fort Wayne officer's ten years.

Vanessa Miller: A ten year officer, whether you are a Captain, a Sergeant or whatever, your longevity pay or whatever the City wants to call it, they cap out at \$2,000. That is why we put the ten year officer on there. It is easier looking at the ten year officer than it is to compare a Sergeant here and a Sergeant there because of the length of service. We have a Corporal that has only been on for a year and a half. I have other Corporals that have been on for ten to twenty years. It is really hard to gauge that actual number. That is why base is used.

Darren Vogt: So then the most that a Division Chief would make with the City of Fort Wayne is \$73,000, for a round number. An Allen County Captain could make much more than that or at least that, based on longevity.

Vanessa Miller: They don't.

Darren Vogt: I am trying to compare real dollars take-home versus base.

Vanessa Miller: If a Division Chief makes \$71,000 and you add the \$2,000 that he gets for longevity, that would be \$73,000 a year. For an Allen County Captain, his base is \$49,670. His longevity doesn't even reach anything close to just the base.

Darren Vogt: But if your average Captain was a fifteen year employee, he would receive another three percent for every three years, so that is ten percent...

Roy Buskirk: Fifteen and it is compounded.

Darren Vogt: It makes that gap, instead of being a 43% difference may make it a 20% difference or a difference that I don't know. Are you following where I am at with that?

Jill Werling: The longevity is not compounded. It is just based on how many years. It would be fifteen percent added onto the pay.

Paula Hughes: So that would be \$7,500 and it would be \$57,500 if they were a fifteen year officer.

Jill Werling: If they were a fifteen year Captain.

Paul Moss: That is still a comparison, and now I am confused, to the Division Chief of Fort Wayne. Is that correct?

Patt Kite: Correct.

Darren Vogt: No, their longevity is only \$2,000. So any position within the segment on the top there, whether it is the Chief of Police or the Captain, the most they are going to add is \$2,000.

Roy Buskirk: The fifteen year example on the Captain would be approximately \$7,500.

Darren Vogt: So if our average tenure is higher in these positions, then the average pay is not the base pay because nobody is making the base pay. Do you see what I am getting at?

Paula Hughes: There is no one-year officers doing that position. Everybody has longevity by the time they get to that position.

Darren Vogt: Correct.

Paula Hughes: It is not impossible but difficult to determine the exact amount. Your point is that these are necessarily the numbers that the sworn officers are being paid. The Sheriff's Department's point is that even with agreed upon differences, there is still such a discrepancy between the two base pays that Allen County pays much less than the City of Fort Wayne.

Patt Kite: Darren, when I retired, I was a Captain. I had thirty-one years. I don't remember what I made the last year but I know it wasn't anything close to \$70,000.

Darren Vogt: We can easily do the math. If you were there thirty-one years, you were at Captain's level and you got three percent for every year, so you would have...

Patt Kite: You don't get any until you complete the third year.

Darren Vogt: So you would have...

Patt Kite: I was getting thirty percent, actually twenty-seven percent.

Darren Vogt: Twenty-seven percent on top of the \$49,000. I don't have a calculator but roughly a third of that is \$17,000.

Paula Hughes: \$67,000, \$68,000.

Darren Vogt: What I am trying to get at is...

Patt Kite: I am not so sure my base was \$49,000 either.

Darren Vogt: I just want clear numbers. I am not disputing a discrepancy in the pay. I want to use real dollars pay because of the way longevity works because you get it no matter what. As long as you have been there, you are going to get three percent of your base pay every three years. So, you can't compare base.

Paul Moss: I tend to disagree. The base is the only real way to compare from a recruitment standpoint.

Patt Kite: I agree.

Paul Moss: There is a variable that is valid but it is still a variable in terms of how long people have been there.

Cal Miller: When you started out, the premise of this is trying to do something that would avoid defection from the County to the City. Who is defecting? Where are we losing people? You now mention recruitment as a tool and using the increase of the base as a tool to get people to come into the force. Is that our problem? Or is our problem that people are leaving?

Paula Hughes: Both.

Patt Kite: Both.

Cal Miller: I agree with Councilman Vogt... Let's identify where it is because I would like to see some numbers behind that. I do agree with Councilman Vogt that I don't think this is the best comparison and what has to happen as well, in considering any upward adjustment in salaries, that the percentage needs to be plugged into the equation as well. Then we could see where they fall in comparison to where they are now. While I think the base salary comparison is useful, I think there is another layer of analysis that is more useful in determining where people are in this snapshot in time and identifying people based on their current pay or if it is a recruitment problem.

Paula Hughes: I think that one of the things that we might want to do... It is going to be very difficult because you are going to wind up with a spreadsheet of every person within these positions. It is going to be different, based on years, for all of them. We are going to have to work on some kind of rolling average basis to get to the true numbers. The true numbers are different for every single person in each position.

Roy Buskirk: Right.

Paula Hughes: Because of the longevity factor. The conversations that we have had, and we had the numbers in front of us, there are compelling reasons factored from the numbers in recruitment issues and defection issues. If I recall correctly, the defection is in the earlier years of service. If we addressed the base pay of the probationary officer and bumped that and maybe looked at how that... Did the corresponding bump, the ten percent, let that filter through all of the bases and adjusted it accordingly and see how that settles. I think that would be a big step in the right direction. That is what Councilman Moss was proposing at ten percent.

Paul Moss: I think what you are saying is the same thing we are talking about. Ten percent to the base pay.

Paula Hughes: Right, to the base and not worry at least now, how that impacts the higher levels. When you start getting into the higher levels, we don't have the concerns with loss. We have concerns about inequity and unfairness between the two departments. We have heard, time and again, from the Sheriff that he stayed an officer because he loves the work in the Sheriff's Department. I think that once people have been in the ranks for a while, that keeps them there. It is a different job than what you see in the City of Fort Wayne. If we can address it on the front end, it might take care of the problem.

Roy Buskirk: You have this in all police departments. The small town that trains an officer and they can't pay him as much as the big town or Sheriff's Department so there is constant movement in law enforcement to better wages.

Vanessa Miller: Can I tell you about what has happened over the last couple of years with recruitment? I have been with the department for a year and a half and have

gone through two recruitment processes with them. In the first one, we had 400 applications. I sent out letters for 200 of them. I lost 200 in the very beginning. Out of the 200 letters that I sent, I lost 25%. I had 150 test with me. Each time I go down, I lose between 50% and 60% of the people that are coming in.

Darren Vogt: Why are you losing those folks?

Vanessa Miller: Usually it is the caliber of people that I am getting applications from. The process starts with me and I go through their background. Then we go through a two and a half hour test with them. There is a psychological exam and a polygraph. There are background investigations and it is an extensive process for our officers to come on board. We have to look in every little aspect of their life. Obviously, we don't want to miss something and have a deranged person on the force. The last time I went to the Merit Board, I had ten people to offer to them. I usually have about fifteen. The goal is to have fifteen quality people that we know are going to be with us until they retire. I actually took nine out of that group and when I go to Merit Board today, I am only giving them eight people. And that is eight people out of three hundred applicants. I can tell you that it has to do with the pay. I have asked what is going to make them happy. Many people, when they come in to test and I go over to talk to them, will say that they don't think they will go through our process because we don't pay enough.

Darren Vogt: I want to flesh out a little bit about how you are losing these folks. To get down to that eight, are people dropping out or are you disqualifying them for another reason?

Vanessa Miller: A little bit of both.

Darren Vogt: Because this is a pay issue and not a personnel issue.

Vanessa Miller: Right.

Paul Moss: You can't get people through the door if they know the pay is no good.

Vanessa Miller: That is a very humongous issue right now. I have had a couple that once they have started the process with us, Fort Wayne PD runs their process a little bit different than us, they will stop in the middle of the process with us because they have a better prospect with Fort Wayne PD for money.

Darren Vogt: So to Councilwoman Hughes' point, it is a base pay issue. They are not looking up the scale.

Vanessa Miller: Oh, no. A 21-year-old to a 28-year-old that is looking to get into the police, they are looking for some place to go. They are going to go where the money is. They are looking at the bills they have to pay and are looking for money. I can't get enough quality people in through our recruiting.

Darren Vogt: So where is that dollar on this sheet?

Vanessa Miller: On the City-County comparison, if you look at the Fort Wayne probationary officer starts out at \$49,066. Ours is at \$37,125. When they reach the one-year mark, the Fort Wayne officer jumps to \$45,500 and the Allen County officer jumps to \$38,000.

Darren Vogt: And that is what I am trying to get to, where is the issue?

Vanessa Miller: The issue is on my base pay. I have no fudge room to be able to attract anyone at all. I have nothing.

Roy Buskirk: How many of these applicants are from other police departments?

Vanessa Miller: The last recruit that I did, one came from Los Angeles and one was from Dekalb. In the meantime, I lost one to Auburn and lost two in their probationary period. I had to let them go for different reasons. The one from Los Angeles didn't make it through the process. The one from Dekalb ended up dropping out.

Roy Buskirk: Those two were not pay issues.

Vanessa Miller: No. If they moved into our county, the Dekalb one moved into our county and didn't want to drive back and forth. The one that moved to Auburn didn't give me a substantial reason as to why he was leaving.

Roy Buskirk: I know they get paid less.

Vanessa Miller: It might have just been a better fit for him.

Paula Hughes: We need to leave allowance for that. We don't have to match dollar for dollar.

Roy Buskirk: Exactly. And with the six percent that we are talking about, the probationary officer would be up to \$39,345. I don't see how we are going to ever match Fort Wayne.

Paul Moss: To clarify that, I never said that we should match Fort Wayne.

Roy Buskirk: The one thing I don't like is that after one year there is such a gap.

Patt Kite: In that probationary period, the officer has to go to school. Once they are through the Indiana Law Enforcement Academy and their probation is up, that is when they are leaving. So the Sheriff is paying someone and training them and then they are gone.

Roy Buskirk: All of your smaller cities are losing people to the counties and the County is losing people to Fort Wayne.

Patt Kite: The County is losing people to small cities. We have had folks go to New Haven.

Darren Vogt: It is an area, as someone who has hired and trained and gone through that, it is not fun and is an expensive proposition to do. It costs taxpayers and personnel. I have no problem dealing with this issue however, I am not sure I am prepared to make a decision today. What I prefer that we do is, this is a salary issue that we can pass at any time in the next thirty to sixty days. I would like to see a little more average comparison of what the officer on the street is making. Of the other top tier officers, none are making base pay because they have been here for at least three years. You can't tell me that you have a Captain with less than three years. That may need to be addressed and it may not. What I am hearing is that the entry level needs to be adjusted. If that needs to be ten percent then it will be ten percent but the rest of them may be left alone.

Cal Miller: I agree that we do need to find out what the actual pay in these positions are vis-à-vis Fort Wayne. I would like to know if there are any requirements in terms of seniority for the City of Fort Wayne. To get to a Division Chief, can you get to that in a year or do you have to wait five, six, seven or typically eight years so that we find out how much time they have on the job so that we can compare to the Allen County individuals and how much time they have on the job. A more thorough analysis would actually place the salaries of those individuals on this sheet. I would also like to know whether the 34% decrease factored in the Sheriff's pay where his is considerably higher? I would like to see that number factored in as well. That would be a more true number in terms of the average decrease.

Roy Buskirk: Do you have, in your budget, have enough to fund a six percent increase?

Paul Moss: Hold on a minute. We will get to that. I have said repeatedly that's the number we should be focusing on. The minutiae is important, no question about it, and we will drill down further and provide the additional information. I am not an advocate of this because I am trying to get out of a speeding ticket. I am an advocate because it is the most glaring discrepancy that is out there. I have personal experience, in the industry that I am in, in terms of dealing with large groups of employees who at some point could decide to move towards a collective bargaining arrangement. I can site many examples on the hospital side where we have had to address that proactively to prevent that type of action being taken. I still firmly believe that one of the things that former Mayor Lebamoff did, that was very detrimental to this community, was to sign off on his last day on all of these union contracts. Unionize a whole bunch of employees for the City which immediately increased costs exponentially and has continued to do that. That is what has put us

in the position where Fort Wayne police officers are paid as well as they are. One of the key reasons I think this is important to address is the fact that you have to think proactively and globally about the impact of continuing to not have a substantial adjustment because it could be a domino affect and create other issues. For those of you that may not recall, there is already a union out there knocking on the door. There has already been a presentation to the Commissioners and they are not going to go away. The more that we don't deal with this, the more likely it is that it could come to fruition. That is a real concern for me. The other piece of this, to Roy's point, what is the overall impact to your budget and what is the impact going to be to the General Fund? If you look at the ten percent and understand what the impact is their budget and look historically look at their budget, they have tended to return money to the General Fund. Maybe it is because they budget well or have been frugal or just pure luck, they have tended to return some dollars to the General Fund. What I pushed them on, during these discussions, was to say honestly, how much of this can you absorb in your current budget? That is the question that you are getting at, Roy, and if you look at it that way, it makes the decision a little easier or palatable. I would like you to talk a little about that, if you would.

Vanessa Miller: Looking at the numbers that we received from the Auditor's office for the 2008 budget, with the 2.5% and all step increases for the next year, we have a budget of \$20.9 million. With a ten percent increase, we are willing to absorb the majority of that and would only want to increase the budget by \$100,000.

Roy Buskirk: What at six percent, not ten, six percent?

Paul Moss: To clarify, that number is at ten percent?

Vanessa Miller: That number is at ten. Every year, we have sent back a lot of money. The last few years have been close to \$600,000.

Jill Werling: Most of it has been salaries due to high turnover or not being able to fill positions.

Cal Miller: The better you pay, the less likely that it will be returned. It will not be funding itself perpetually.

Paul Moss: That is an unknown.

Vanessa Miller: The unfilled positions, some of them have been addressed with the internal equity changes and I can't fill them yet.

Cal Miller: We understand that. You have made that point but let's not couch that this is a perpetually self-paying mechanism based on the amount of money returned to the General Fund. Once those jobs come to a level of which the pay is more attractive, those funds don't come back and those funds don't support the continued payment of the increase.

Vanessa Miller: I hope you are right.

Paul Moss: But that is a component. That is not 100% of the money coming back to the General Fund.

Vanessa Miller: That's right.

Paul Moss: You are never going to have 100% employment.

Vanessa Miller: In 2008's budget, we are looking at 2008's budget. Not to go the other direction but with confinement officers, I have ten open positions. I know that you have increased the amount of pay to the confinement officers. Each one of my employees, that I am going to hire, goes through an extensive process with us. I am hoping that the increase that we have is going to keep the people that I have now and attract more people. The jail is not a great place to work. You are dealing with inmates every single day. It works out for some people and it doesn't work out for other people. I have my fingers crossed that this pay increase is going to help. I think that in 2008, I am still going to have between five and ten open positions all the time for the jail.

Cal Miller: Is it clear to both of you what Councilman Vogt is asking for not only in terms of the base pay comparison but the actual plugging these people in with respect to years of service and longevity pay? Do you have any questions on that?

Vanessa Miller: No, we don't have any questions. You guys are going to have a nice long table to look at. When we do that, you are going to have every single officer listed out.

Jill Werling: You are going to have each individual appropriation line and their salary.

Cal Miller: Can you average, by position or rank, just hear me out because I think it is possible, the pay and years of longevity under each rank. Then we can compare that to the base salary of the City and we wouldn't be looking at a long list but would be looking at the rank, by average, of longevity and the average pay.

Vanessa Miller: If that will make you happy, yes.

Cal Miller: I think it would be a useful tool to avoid looking at a long spreadsheet. I think it would be a more useful tool to assist us in looking at the discrepancies that are set forth in the base pay analysis.

Paula Hughes: If I may suggest, instead of an average because averages can be skewed, maybe a range.

Darren Vogt: I see it on an X and Y axis. Here is a base salary and here is the top guy and if it is put on an X and Y, we can see the bell curve as to where everything is. You are talking about 118 officers.

Vanessa Miller: 124 officers.

Darren Vogt: Okay, so we have to figure out where they fall in the rank. I want to make it perfectly clear Councilman Moss, that I am not saying that I do not want to address this issue. Hopefully I have made that clear. I feel I need more clarification of where the issue is in the department. It is clear to me that the issue is within the probationary officer and one step above that. Then what I have to decide is do I really want to take a Captain who may be making \$60,000 as compared to \$70,000. If it takes twenty-one years to get to the Captain level, then maybe I don't want to support a ten percent increase to that particular position's base. They have to serve the time to get there.

Paul Moss: Those are legitimate questions. I just want to make sure I understand what you want to do. You are going to compare the twenty year Captain with a twenty year Division Chief? If you expect to compare a twenty year Captain to a first year Division Chief, are we saying that it is an apples to apples comparison?

Roy Buskirk: The City makes it easy. You just have to add \$2,000.

Cal Miller: I fear what is going to happen if we do it this way is that when you add the years of service based on longevity, and then add 6% or 8% or 10%, the respective positions of the ranks is that we are going to find that the County would be earning more money than the City's counterpart. That is not what we are trying to do. I think this additional layer of analysis would be helpful.

Paul Moss: What I am getting at is that this Council's belief is that this Captain that has been there for twenty years, and let's assume he is making less than \$70,000, and the Division Chief has been in that for a year, is that experience essentially irrelevant?

Cal Miller: That is why I said we need to learn a little bit more about the criteria by which the people are appointed to these positions. What is the typical term of service before you become a Captain or a Fort Wayne Division Chief? That information will guide us.

Patt Kite: You have two totally different promotion processes. The Sheriff's Department has a merit system and no one gets promoted unless the Merit Board says they get promoted. The Sheriff can't promote anybody. He can make some exempt positions. The City has a totally different process and they have an appointment process as well. Deputy Chiefs get appointed.

Cal Miller: At the same time, we ought to have an understanding of what those are and see if we can make heads or tails and draw comparisons. Until we have a better

understanding, you have lived it and you know, we still need to know what it is. It is a multi-faceted analysis that is something that we ought to undertake for the reasons stated. I have no intention of rushing into it but would be happy to evaluate the information that you requested and make whatever appropriate decision Council thinks.

Paul Moss: From a timing standpoint, and I agree that nobody wants to rush into this, I think we have given a lot of good information. We do have a tendency to drag these things out and that is unfortunate. Those are good questions and we need to touch on those and get additional information. So, from a timing standpoint for the budget, if we don't do anything today, what are our legal options to address this down the road? And when do we have to have that done?

Tera Klutz: You can amend the salary ordinance through the end of the year.

Paula Hughes: Practically though, we can't amend it for the Auditor's office to process it.

Paul Moss: Something would have to happen at the next Council meeting?

Darren Vogt: Or we would have to do it in January.

Paul Moss: There is no reason this should drag out.

Lisa Blosser: I don't think so either. You have been looking at it for four years.

Darren Vogt: Let me finish my statement.

Roy Buskirk: But we need some good figures.

Cal Miller: But if we have been looking at this for four years...

Darren Vogt: The issue is that I am not making the decision in January. We can make the technical corrections and adjustments in January and to let them go forward with what they need to do in the Auditor's office to process the budget as it stands. We can make a decision next month but I don't want to have to have them go back and redo what they need to redo. They can put it through and we can adjust the salaries just like we do for everyone else who comes before us. Correct?

Lisa Blosser: Yes.

Darren Vogt: My suggestion is that we get the information and make a decision next month.

Paul Moss: To move this forward in a productive manner, we can make the decision at the next meeting and you will be able to deal with that by January. In the interim

between now and the next meeting, who would like to spend quality time with these two individuals to look at the data so that we can be prepared at the next Council meeting to make a decision?

Patt Kite: I would be more than happy to sit down with them.

Paul Moss: Are there others who would like to sit down and go through some of this so that you are comfortable with it?

Darren Vogt: I will gladly work to get the numbers that I need to make sense. I don't think it is hard. It is just a matter of getting the information.

Cal Miller: When we are talking about trying to derive an average, if you think there are some other ways we should go with the mode or the median or whatever numbers would be the best comparison.

Darren Vogt: It will be easier to see when you see it all charted out.

Cal Miller: I would appreciate understanding a little more if you could flesh out, whether it is in writing or if you could make a couple of paragraphs, how people achieve rank. That information would help me when making an informed decision about the disparity in pay.

Paul Moss: I appreciate everybody's willingness to work through this. I think it is an important issue. It sounds like we have a task list. I will be in touch with you and we will try to set something up.

Vanessa Miller: I will have it ready for the next meeting.

Roy Buskirk: We would like to have it in a week.

Vanessa Miller: Oh, yeah.

Paul Moss: We want to have that information ready for an additional meeting over the next week or two. Okay, we are still on the budget.

Paula Hughes: I have another comment and it ties to salaries. For the Assessor's office and I believe Councilwoman Johnson is the liaison, I was approached by several members of the assessing community about some changes that Wayne Township is making in her office. I investigated the remarks and the concern that in a reorganization of her office, the Wayne Township Assessor has eliminated a senior position. The person in that position thinks that the position is statutorily required. It has to do with how parcel data is tracked. After investigating, my first comment is that this is an internal reorganization that the Wayne Township Assessor is making and Council has said very clearly and repeatedly that we will not intervene in those internal reorganizations. We give an allocation and tell the department heads to

oversee their budget in the way that they see best fit. And two, the Auditor's office has already taken on several of the statutorily required duties of that position and that is why the position was being eliminated. Maybe the Auditor could explain that a little further.

Lisa Blosser: I actually approached the Wayne Township Assessor about the change. We thought we needed more uniformity in how we are doing our GIS mapping. It seemed like a good government thing to do, that we could pull all the mapping together and have more uniformity with my GIS Technicians doing all the work for the whole county. Then that would allow Wayne Township an extra staff person and she could organize her office how she wanted. She has come up with a new plan to reorganize with dividing Wayne Township into quadrants. She is doing some reorganization but the GIS change actually originated with me. I thought we could handle the additional workload. Before, we used to hand-draw our plat maps and with GIS technology, we have time to do it for them. It would be the same GIS technicians doing it for the whole county.

Paul Moss: This is the individual that we all got the letters on?

Lisa Blosser: Yes.

Paula Hughes: I just wanted to clarify that I pursued the information and researched it. I believe that even though it may not be an action that is a popular one but the Wayne Township Assessor is certainly within her bounds to make that decision.

Darren Vogt: The functions are still being completed but just in a different manner than before.

Paula Hughes: Yes.

Lisa Blosser: We can handle the workload without more staff.

Roy Buskirk: The one advantage is that you are having it done at one point and everything is done uniformly.

Lisa Blosser: It will just be more efficient, bottom line. We are always looking for ways to improve efficiency and I thought that we could help out the Wayne Township Assessor also.

Paul Moss: We are still on the budget.

Darren Vogt: Question on compensation. I am confused as to what we are going to do with that portion of it.

Lisa Blosser: We have to pass the budget today and then, at a later Council meeting, you can make amendments. This is the day that we need to adopt the budget.

Darren Vogt: So we are putting that in a line item under ours marked Compensation.

Tera Klutz: Earmarked.

Darren Vogt: What line item is it going under?

Tera Klutz: It is in your budget under Employee Compensation. There are no plans for that money at this time.

Darren Vogt: That's what I thought.

Paula Hughes: We had earmarked it to address external equities.

Cal Miller: Move for approval of 2008 budget.

Lisa Blosser: We have separate ordinances that Cal usually reads for us.

Paula Hughes: Move that the attached shall be the salaries of the Elected Officials employed by Allen County, Indiana. They shall be paid their annual salary in twenty-four equal payments and shall receive no overtime. Pursuant to IC 36-2-12-15, the compensation of the Allen County Surveyor will be reduced to \$40,522, if he is not a registered Surveyor.

Cal Miller: Second.

Paul Moss: **We have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0.**

Paula Hughes: Move that the attached shall be salaries of the Chief Deputies and Department Heads employed by Allen County, Indiana. They shall be paid their salary in twenty-six equal payments and shall receive no overtime.

Darren Vogt: Second.

Paul Moss: **We have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0.**

Roy Buskirk: What is the difference between the twenty-four and twenty-six equal payments?

Patt Kite: Twice a month or every other week.

Paula Hughes: Move on an ordinance fixing the salaries, wages and other compensation paid to the officers and employees of Allen County, Indiana.

Whereas, the authority to fix salaries, wages and other compensation paid to the officers and employees of Allen County, Indiana has been vested in the Allen County Council by IC 1971, 7101-24, as added and amended; and Whereas, the Allen County Council has considered all statements and recommendation concerning salaries and number of employees as prescribed by law; Now therefore be it ordained by the Allen County Council that the number of deputies, assistants and other employees, as well as appropriations for salaries, wages and other rates of remuneration as defined by the above law, are hereby established for 2008.

Cal Miller: Second.

Paul Moss: We have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0.

Paula Hughes: Be it ordained by the Allen County Council of Allen County, Fort Wayne, Indiana that this salary ordinance includes wages and other compensation received by employees under the auspices of the Allen County Council for work performed by the employees. Other compensation includes holidays and the payment of the employees three percent PERF portion, established by the Board of Commissioners of the County of Allen, plus vacation, sick days and sick day reimbursement allowed as set forth in the Allen County Personnel Manual. Full time employees are employees who are paid from individual annual salary appropriation lines found within the respective office or department budget; provided that any sworn officer of the Allen County Police Department who completes any portion of his first twelve months of County employment during calendar year 2008 shall, for such period in 2007 which comprises any portion of such initial twelve months of employment, be paid at a rate equal to ninety-seven and one-half percent of his salary as approved herein. Except as specifically excluded, full time employees shall be regularly scheduled to work not less than seven and one-half hours per day on a five day a week schedule. The Auditor shall establish an hourly rate for each full time employee. This hourly rate shall be determined initially by dividing the employee's annual salary by fifty-two, then dividing that number by the regular number of hours the employee is scheduled to work. Once determined, hourly rates shall only be modified with the approval of the County Council. Departments who are required to operate on a twenty-four hour day may establish a four day on and two day off work schedule. Overtime payments, as required by the Fair Labor Standards Act, are hereby specifically approved. Employees who are on a 37 ½ hour workweek shall receive straight time for hours worked between 37 ½ and 40 and time and one-half thereafter. Employees, who are entitled to overtime payment in accordance with the Fair Labor Standards Act and are not otherwise compensated, shall be paid at an hourly rate as determined above. Classified employees shall have their step increase effective on the first day of pay period beginning after their anniversary date. Departments who may elect varying work weeks and hours shall notify the Auditor of such election. Except, as set forth above or otherwise specifically allowed by ordinance, no other payment shall be made to employees for compensation for work performed. A salary grid is hereby established for all classified positions as presented

and approved by the Allen County Council for 2008. Said grid shall be modified in accordance with the preceding paragraphs as required.

Darren Vogt: Second.

Paul Moss: We have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0.

Paula Hughes: Now therefore, be it ordained by the Allen County Council that the attached shall be the hourly salaries for part time employees employed by Allen County Departments that utilize part time hire. This salary ordinance indicates the range of pay received by part time county employees for work performed during the year 2008. Part time employees shall receive no more than the hourly rate established by County Council for hours worked and will not otherwise be entitled to fringe benefits. Those who are scheduled to work a minimum of thirty hours per week in a position that extends for twelve months or more eligible for Group Health and Group Life Insurance. Unless otherwise specifically allowed by ordinance, no other payment shall be made to part time employees for compensation for work performed.

Patt Kite: Second.

Paul Moss: We have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0.

Paula Hughes: Salary ordinance for 2008 for Executive and Special Occupations. Now therefore, be it ordained by the Allen County Council that the attached shall be the salaries of the Executive and Special Occupation employees employed by Allen County, Indiana. They shall be paid their annual salary in twenty-six equal payments and shall receive no overtime.

Cal Miller: Second.

Paul Moss: We have a motion and a second. The last meeting that we had in terms of the Executive issues was disappointing. Frustration continues there. **All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0.**

Paula Hughes: Salary ordinance for 2008 for Attorneys and Doctors. Now therefore, be it ordained by the Allen County Council that the attached shall be the salaries of the Attorneys and Doctors employed by Allen County, Indiana. They shall be paid their annual salary in twenty-six equal payments and shall receive no overtime.

Cal Miller: Second.

Paul Moss: We have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0.

Paula Hughes: An ordinance of Appropriations for the expenses of Allen County Government and its institutions for the year ending December 31, 2008 for the herein described funds and for the purposes herein specified, has been read and considered by the members of the Allen County Council.

Darren Vogt: Second.

Paul Moss: We have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0.

Paula Hughes: Be it ordained by the County Council of Allen County, Indiana that for the expenses of the County government and its institutions for the year ending December 31, 2008, the sums of money shown on Budget Form 4-A are hereby appropriated and ordered set apart out of the several funds herein named and for the purposed herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition for the purpose of raising revenue to meet the necessary expenses of County government, tax rates are shown on Budget Form 4-B and included herein Budget Forms 4-A and 4-B for all funds and departments are made a part of the budget report and submitted here within.

Darren Vogt: Second.

Paul Moss: We have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0. Is that it?

Paula Hughes: Yes.

Paul Moss: Job well done. There are two remaining issues and I feel bad because they both have been instigated by me. Do we want to have a discussion at the budget meetings and I believe we moved \$500,000 of CEDIT dollars and put it, where?

Paula Hughes: It is in the CEDIT budget but it is earmarked as needing specific Council approval for any expenditure.

Paul Moss: Is there a desire to discuss that at this point or at a later date? I initiated a conversation, long ago, about \$500,000 support to the zoo capital campaign project that is ongoing with the largest expansion that they've had. If there is an interest in discussing that, I will give you my two cents and then we'll see what happens. A couple of things that I want to mention about that, as I have said before, hindsight being what it is, I somewhat regret bringing this issue up but it has been an interesting journey. There are a lot of components but for me it has boiled down to an economic development issue. There continues to be a lot of discussion and debate about Harrison Square. It is a pretty significant unknown and we are investing a lot

of public dollars in that. The zoo is a significantly known entity and has been a successful entity. I can also assure you that being intimately involved out there, times are a-changing. As an example, the rainforest dome out there is in need of repair to the tune of about \$150,000. There are concerns about being able to raise the money for that. After this capital campaign, we are just not living in the world that we used to. The community benefit dollars that the large corporations have traditionally provided are drying up for everyone out there. I continue to believe that it would be a nice shot in the arm to get this project done early and at a time when those community benefit dollars continue to dry up. If we were to delay this and go out a couple of years, it would be more difficult to complete it. Plus, it is an opportunity to get the additional revenue in there. They did some surveys out there and over a course of a pretty lengthy time, almost two-thirds of the visitors to the zoo come from outside Allen County and one in five are from outside of Indiana. There is a study occurring now about how many of them are spending the night. It appears as though a significant number spend the night and a couple of days here with the zoo being first on their list. More than a third of the visitors to the zoo drive more than fifty miles to the zoo. What this tells me is that we are drawing people into the community. What I have heard and read, over the past year or two, particularly in regard to Harrison Square, the intent is to try to get people into the community to spend their dollars. It is a known quantity and a worthy investment. However, having said that, given the fact that I continually get hammered, especially on radio shows, about having some sort of conflict, I am not going to put forth a motion to that effect. If you have no desire for additional discussion or to put forth a motion, then it will die. That's okay and I can live with that. I wanted to give you the additional information on that and open it for discussion.

Cal Miller: I will jump in at that juncture, if I may. To give a little background for those that are watching or for those that are here, the County Council, in entertaining the best use for CEDIT dollars, asked the Commissioners to present the Council with their priority list. We asked the Commissioners, more specifically, to tell Council what would not get done in the name of economic development in 2008, if \$500,000 were utilized towards the zoo. County Council also asked the zoo to give a presentation about its economic impact on the community. To sum up, the Commissioners presented what would not get done were some chip and seal projects on roads that are in the county and have little or no economic impact to the County. The Commissioners were asked to put their best foot forward and make the prioritization so the Council could evaluate, in this snapshot in time, the expenditure of CEDIT dollars in the most appropriate fashion. The final conclusion after asking the Commissioners to do that, in my opinion, the Commissioners' use of that money does not appear to be the best use when looking at the alternative of making a capital infusion into a zoo that has been an important part of the community and the economic impact on the community. All we can do is to evaluate the facts and information as best as we can and the conclusion that I have reached is make decisions on the information given. At this point, I think the better expenditure of the \$500,000 is not the roads that are in areas that don't have the economic impact.

From that analysis, I think the better use of that money is to give the infusion to the zoo.

Paul Moss: Councilman Vogt?

Darren Vogt: My question is more technical in nature. How would that work at this point in time? We earmarked dollars that can only be approved by Council in the CEDIT budget. The Commissioners would have to agree to that and sign that. How do we get from Councilman Miller's points, which I understand and agree with, but we don't have a motion and a second it doesn't really matter. Let me do this, I make a motion that we fund the capital improvement project for the Fort Wayne Children's Zoo in a one-time dollar amount in the amount of \$500,000.

Cal Miller: I will second that motion. The discussion that I would like to have is what is the mechanism by which those funds make their way to the zoo? I don't know that we have a good answer to that. If the Council were to approve the expenditure, I don't know what the mechanism is.

Paul Moss: I don't want to speak for the Commissioners but in the conversations that I have had, it has been inferred that if there is a majority of Council that is interested in doing this, we will figure out a way to do it. It continues to frustrate me that from the get-go, this has turned into a roads versus zoo argument. It is not accurate. There are a whole lot of things that CEDIT dollars have been spent on over the years. One could easily argue, frivolously spent in some respects. That is water over the bridge and there is nothing we can do about that. I think it is more important than boiling this down to a roads versus zoo issue and looking at the overall CEDIT expenditures, for the economic development alliance, the Chamber and all of the different things that have been expended over the years and currently, is in deciding priorities based on that. One of the reasons that this is important initiative to undertake is to force that issue and have that conversation. What do we believe, in the County, what are the important things to this community? What attractions or businesses that are important to this community and where can we best put our CEDIT dollars? We may have had that conversation but nothing has changed from what the Commissioners submitted. There has been a little bit more scrutiny, of those items, and things have tightened up a bit and that's good. It boils down to if you want to do this, then roads are going to suffer.

Maye Johnson: Chairman Moss, while I might agree with many of the points that you have raised about the zoo, I have expressed my disappointment that I really only have two choices here as it relates to economic development. A choice between chip and seal repair of roads and the zoo. While I agree that the zoo is a wonderful institution and is something that we all can take pride in, I don't question the economic impact. I agree that it is a quality of life if I have only two choices, it probably would be the zoo. But I cannot, in good conscience, vote for \$500,000 to go to the zoo when I think in terms of really looking at the economic development impact for Allen County. I think there are some areas that we need to look at. I am a lot more interested in creating economic impact and dealing with jobs and workforce

development issues and helping to put people to work. The zoo has an excellent record of fund raising. These folks know how to raise money. There are other ways that would be a lot more effective in terms of grass roots fund raising. I am disappointed that I only have two things to vote on but I am against giving the zoo \$500,000.

Paul Moss: Okay. Any other comments?

Paula Hughes: I will say, partially in response to Councilwoman Johnson's comments, I don't believe that we only have two choices. This particular motion on the table is whether or not for the Council to express that it would like that line item to be directed to the zoo. But that is not the only option that there may be. I do agree with Councilwoman Johnson's statements, there is a difference between economic development and economic impact. I tend to be more inclined towards directing these funds to economic development rather than funding economic impact. I think a balance can be struck there. The comment about chip and seal versus zoo issue has been boiled down to that because that is what the Commissioners boiled it down to. When we asked repeatedly to be given other options the Commissioners said that the chip and seal program was the most expendable or least worthy of the projects that CEDIT is funding. They made the prioritization for us and which we asked them to do. It is not for us to question that prioritization. They have much more experience in the Highway Department management because the CEDIT funds were being directed towards the Highway Department. We are going at the Commissioners' direction on that because they have made that a priority for us. I will take them at their word for that. I too am not comfortable supporting the zoo with that full amount.

Paul Moss: Councilman Miller?

Cal Miller: To me, it is inescapable that it is, in this snapshot in time, whether we fund the zoo or the chip and seal projects that were lined up for 2008. We made that specific request. What would not get done if this money was diverted to the capital project for the zoo? We were told, in no uncertain terms, that it would be these chip and seal projects. I don't know how else to ask the question or make the decision if that is the information that we got. Apparently, in listening to Councilwoman Johnson and Councilwoman Hughes, there could be some other things that could materialize in 2008 that we may want to consider as well and I understand that. When asked for more information about the priorities for CEDIT, so that we could judge that against the economic impact of the infusion to the zoo, we have gotten the information that we asked for.

Paul Moss: Councilman Buskirk?

Roy Buskirk: I think that as far as the Highway Department, there is a lot more things that go into the economic development funds being used other than chip and seal. I am not sure who is to blame as far as that idea being picked up by fellow

Council members. The Highway Department is a constant movement as far as different projects in what year and depending on what State and Federal funding is involved and is available. Funding is constantly being delayed on that too. On some of the chip and seals, and I talked with Commissioner Bloom this morning, some of the projects have been delayed because of some adjoining property owners not providing right-of-way. It is the County's policy that they don't want to have to take a couple of people to condemnation to be able to do a chip and seal projects. What I am trying to get across is that a lot of times the funds are moved. I know one, which would be an economic development, is Coverdale Road and has been on the drawing boards for several years. The Airport is trying to move that up the ladder and to have it addressed sooner than later because of the impact of semis coming into the airport. And they are trying to promote the industrial park area out there. Some of these funds could possibly be used to support some of the bridges that we are working on with the City. The chip and seal is just one area that the Commissioners presented to be cut first. I am not able to support any funds being used for the zoo. The zoo has done a tremendous job in the past of being able to get private funds support and I think when we are struggling so much on our budget, it would be in poor taste for this Council to support funds for the zoo.

Paul Moss: I am curious as to how much were we providing to the Grand Wayne Center?

Linda Bloom: \$477,000.

Paula Hughes: Was that for four years?

Linda Bloom: Five years.

Paul Moss: Do you believe that was an appropriate...

Roy Buskirk: There are several expenditures items that I don't agree with.

Paul Moss: Prospectively, we should try to get it right.

Cal Miller: Councilwoman Kite, you are on the hot seat over there.

Patt Kite: I am not on a hot seat.

Cal Miller: You're the deciding vote, it sounds like.

Patt Kite: I am not supportive of giving money to the zoo. If we push back these projects, they are going to continue to pile up. I agree with comments that all of you have made. Everyone states their case very well. Councilwoman Hughes pretty much stole my thunder but that is okay. She said it well. At this point, I cannot support it.

Cal Miller: Call for the question.

Paul Moss: Councilman Vogt has one more question.

Darren Vogt: He called for the question. I will make if afterwards.

Paul Moss: We have a motion for \$500,000 and a second. All in favor please signify by saying aye. All opposed same sign. The motion fails at 2(Vogt & Miller)-4 (Hughes, Buskirk, Johnson & Kite)-1 (Moss).

Cal Miller: Move to approve \$250,000 for the zoo and leaving \$250,000 in the line item to address the potential projects outlined by Councilwoman Hughes.

Darren Vogt: Second.

Paul Moss: We have a motion and a second, any further discussion? Councilman Vogt?

Darren Vogt: At what point do we look at projects? How do we get to the next step of what is out there? At this point, we haven't gotten there. With this new motion, that leaves us with funding available for those other issues that come out. My concern is that as a member of the Personnel Committee, we debated and discussed that for two years. This is out of next year's funds, when do we draw the line and say that we have had enough input or enough projects come before us? The problem we have is that we don't have those projects. The Commissioners came before us and didn't present any other projects. This is the project that was presented to us and we have to agree it is a very viable project. It is a different type of economic development impact and it is not a job creating impact although there is some construction that goes on with it. This is an economic development that hits the masses. It doesn't just hit one specific business. It hits restaurants, gas stations, hotels and a very vast variety of different opportunities, within this community, for other businesses to make money. Those businesses that make money, also employ folks. The more people that we can attract, the more people we can bring to this community, the more those small businesses that are the backbone of this community make money, they can make money and hire more people. It may not work as a direct impact to creating jobs but the trickle down theory does create that. For us to have an opportunity to impact economic development, which we have never done before, this Council has never tried to make an impact on economic development. Now is the time for us to do it.

Paula Hughes: I beg to differ.

Darren Vogt: On CEDIT, let me rephrase that.

Paula Hughes: I still disagree.

Darren Vogt: I have the floor, Councilman Hughes. From a CEDIT dollars standpoint, we have not taken the initiative, which is the direction that we are talking about, that we are doing right now. That is the motion that we have and those are my comments.

Paul Moss: I'll call the question, momentarily. There seems to be a fairly common thread here that the zoo has been successful in fund raising. That is an accurate statement. I am not so sure how accurate it is to say that they could do things better. I see fundraising from both sides of the equation. As most of you know, I work for a pretty large company here and as a general rule the larger companies get hit up more than most other people and companies for donations. You go through ours on a bi-weekly basis and it is a large stack. From high school football games to zoo projects to all sorts of stuff, everybody wants money. The reason I point that out is because generally everybody is providing less and less money. There are a lot of reasons for that. For us, one of the reasons is that our property taxes went up almost a million dollars this year. There are a lot of consolidations between corporations and acquisitions and things of that nature. Those community benefit dollars are becoming more and more difficult. As was stated earlier by Mr. Anderson, we are one of the few zoos around the country that has been fortunate enough to not have to go on the public dole. I don't want to see that happen either. This is not operating money. It is a shot in the arm to get this capital project done. When this capital project is done, it will help them to continue to stay off the public dole because they will have additional revenues coming in. That kind of sums it up for me.

Paula Hughes: I would like to say that I do support the idea of using CEDIT dollars to contribute to economic impact activities. I think a compromise can be reached. Councilman Moss, you started a wonderful tide with bringing this discussion up because we have had more conversation and face-to-face time with the Commissioners, regarding how CEDIT dollars are spent and how they rationalize the decisions, than we have in my time on the Council.

Paul Moss: I promise I will never do it again.

Paula Hughes: No, I think it has been a tremendous move forward. We have taken a leap forward in opening that conversation and establishing the fact that it should be a compromise between Council and the Commissioners. I do support the idea of contributing towards economic impact causes. I think that we should wait. We are waiting on the Sheriff's salaries and we have been talking about that for over three years. I would like to see another meeting with the Commissioners and take a step that furthers deciding how this is spent. It does have to be a partnership regardless. No matter what is decided at this Council table, the Commissioners have to sign off on it. I would like to go back to that and have the discussion before the meeting in October. Just like we have delayed on the Sheriff's salaries, we can delay on this and further that relationship. We can truly have a compromise that everybody, if not delighted, can at least live with it.

Cal Miller: In that vein, I will withdraw my motion.

Maye Johnson: I would agree with you, Councilwoman Hughes. I think we should work towards a compromise. I think we need more dialogue. I want to commend you, Chairman Moss, for really starting the discussion around supporting projects that create an economic impact. I just think that there are other recommendations that can be made. We need to continue the dialogue.

Paul Moss: The motion has been thankfully withdrawn. Commissioner Brown, did you want to say something?

Bill Brown: Darren asked the question at what point do we determine where these dollars go. I also want to commend you, Paul. What I have seen and what Councilwoman Hughes has alluded to and Councilwoman Johnson mentioned, the push-pull relationship between Commissioners and Council is really healthy. Bringing this to the forefront, talking about something like the zoo and this year the Commissioners having all of the economic development entities come in to explain and show the public how the relationship goes to the heart of what I think your question is about. How do we, in county government, contribute to creating the dynamic of economic development? That is the kind of compromise and relationship that we are looking forward to continue to craft between the Commissioners and Council. That is truly how we get to the heart of growing jobs and truly developing Allen County for the future. I would like to mention something about the Grand Wayne. Prior to the annexation of Aboite, which you know has caused us to lose millions of dollars in CREDIT money. Allen County government did fund the Grand Wayne expansion. I think everybody would agree that it was needed to get to the level to create the dynamic situation with the convention center. That \$2.5 million in forward thinking funding, in my opinion, has taken us to a point with the City of Fort Wayne being able to attract \$60 million of private investment through a public-private partnership to create what I think will define Fort Wayne. Harrison Square, the shops and housing that is going to go with that and complement the Grand Wayne. Hopefully we can get to the level of performance that the Coliseum has performed. Couple that to the new hotel and connecting some of our most historic properties of the Embassy, Indiana Hotel and the Grand Wayne. I am excited about the future and the half million dollars a year for the last five years has made that possible for our community. It is a very commendable move on our county government. I am looking forward to the relationship and how can we take these CREDIT dollars and create dynamic economic growth?

Paul Moss: I appreciate that. We keep going back and forth. Not everybody agrees that the Grand Wayne Center was the most prudent investment ever. It is an entity, from an operating perspective, requires substantial public subsidy that will probably never change. If that is the comparison, there is not much comparison between that and the zoo. Point well taken and I appreciate the comments. I agree that it has taken the opportunity for us to work together and prioritize a bit more.

Bill Brown: I am a zoo fan.

Paul Moss: I want to make sure that everyone is clear here that everyone here is and loves the City of Fort Wayne. It is not an issue, that if someone is not supportive of the initiative, then they aren't supportive of the zoo. There are a lot of things surrounding this. I appreciate everybody's consideration and to sum up, it appears to me that with the withdrawal of the motion, this issue is not dead. I will have some conversations with the three Commissioners and see what their thinking is on it and what we can do to work out some sort of compromise. If we can't, then it is what it is.

Bill Brown: One more thing. I have had some conversations with some of the members of City Council and a number of their CEDIT dollars are going to Harrison Square. There still is discretionary money amongst the Council members. Perhaps, since these CEDIT dollars are provided exclusively by residents of unincorporated Allen County, now is the time to look at a three-to-one match to be looked at as the bar when the zoo gets supported. At the end of the day, through your diligence, who knows?

Paul Moss: You may have more luck than I have because I have been trying that for a long time and everybody says the dollars are committed to Harrison Square.

Bill Brown: From my conversations, there are still discretionary dollars that can be carved out.

Paul Moss: That would be good. I regret to say we are still on the budget. I believe we are pretty much complete unless somebody has something else they want to bring up.

Cal Miller: I have one item before we move on. Back to the Sheriff, for a moment, this is the framework I want to pass by each of you. In the next level of analysis, I suggest that we get, for each rank, the high pay, the low pay and the average pay. The high number of years, the low number of years and the average number of years for each rank. Then we apply from the 4% to the 10% across each of those categories. Then we compare where that leaves us with the City of Fort Wayne for each corresponding rank. Once we look at that, we will have more information and be in the position to determine whether we ought to put the sworn officers on the regular health insurance program. Does that sound like an approach that is a little more fine-tuned?

Darren Vogt: Sure and I would like to see the supporting document behind that. There are not a lot of jobs, only 124, and I would like to see those plotted on a graph and see if there difference to those numbers or abnormalities outside of those.

Paul Moss: I don't think anyone should live in fear of an apples-to-apples comparison.

Cal Miller: If we use the sliding scale and apply the 4%, 5%, 6% and so forth, we can see where the threshold would exist and get us where we need to be to address the turnover issues.

Paula Hughes: Referencing again to the Sheriff's Department, the Sheriff, I don't believe has entered into a contract for 2008 as of yet. I don't know what rate we are passing his salary at yet. We are passing the rate for the contract but the contract has not been agreed upon.

Paul Moss: That is correct.

Tera Klutz: No, it is \$68,000.

Lisa Blosser: It is his annual salary, if a contract isn't signed.

Paula Hughes: Okay.

Darren Vogt: I will make the note that we need to get with him on the contract.

Cal Miller: To do that, I think we should look at the collections of the tax...

Lisa Blosser: We have them.

Roy Buskirk: What is that?

Lisa Blosser: For this year, it is \$113,489.

Darren Vogt: That is a positive of \$40,000.

Roy Buskirk: It is down from last year.

Paula Hughes: No. That is up significantly.

Cal Miller: What percentage would he have gotten?

Lisa Blosser: That is the amount he gets.

Paula Hughes: He would have received all of it in addition to his salary.

Paul Moss: My impression is that the Sheriff, and I applaud him for this, is advocating on behalf of his employees. You may find that he is not real interested in talking about a contract until this other issue is resolved.

Paula Hughes: I think we can tie those together.

Paul Moss: Pardon me.

Paula Hughes: I would like the assurance, for us, that they are tied together.

Paul Moss: I don't think you will have a problem with that.

Paula Hughes: Okay.

Paul Moss: Okay, moving right along. We are now at items 1, 2 and 3 for the Auditor. We should be able to rip through this quickly.

Paula Hughes: Items 1, 2 and 3 are a request for appropriation to run the operation of the County Tax Adjustment Board. We are obligated to pay a per diem to the non-elected members. The information is there. The rate is \$100 a day with a ten day session. Board members at \$4,000, FICA \$306 and supplies \$300.

Darren Vogt: We have been meeting and having discussions. We are diligently working at something.

Paul Moss: I am sure your work will bear much fruit.

Cal Miller: Move for approval of items one through three.

Roy Buskirk: Second.

Paul Moss: **We have a motion and a second, any further discussion? All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0.**

Paula Hughes: Items 4, 5 and 6 are funds necessary to process the property tax rebate checks that are mandated by the State Legislature to disburse. It will cost the County an additional \$48,141 to disburse those checks.

Cal Miller: Move for approval of items four through six.

Darren Vogt: Second.

Paul Moss: We have a motion and a second, any further discussion?

Darren Vogt: One question. Auditor Blosser, have you made sure that you have the correct font and type spelling on these?

Lisa Blosser: Believe me, we have twelve point.

Darren Vogt: I wanted to make sure that the State Legislature gets their due credit for causing the County of Allen to spend an additional \$48,141 in tax money.

Roy Buskirk: And this is primarily Pat Byers, State Representative from St. Joe County, South Bend, Indiana.

Paula Hughes: I think we should send him a bill.

Roy Buskirk: I think we should at least send him a thank-you note. They keep saying that the counties are not being responsible on how they spend money and all they had to do was make it a credit on the property taxes instead of a refund check. What we were joking about up here is the fact that in the orders that the Legislation has given our Auditor is that we have to put a thank-you note in there that this refund check is on behalf of the State Legislation and it has to be done in twelve point type. We don't even have an option on that. It is \$48,141 of your money that we are going to have to pay because of the State Legislation.

Paula Hughes: In addition to the refund checks themselves.

Roy Buskirk: I think it is very childish of spending taxpayer money on that. The discussion in two hours this morning and we are concerned with being able to pay people because of ridiculous expenditures like this. Thank you.

Cal Miller: Those are just the hard costs. The soft costs are the time consumed by the people in the Auditor's office who could be doing other things to service the residents in Allen County.

Lisa Blosser: Look at the taxpayers who have to come up with the money up front just so we can turn around and send them a rebate.

Roy Buskirk: Are we getting interest on our money?

Paula Hughes: They are not. Move for approval of items four, five and six.

Darren Vogt: Didn't I already do that?

Paul Moss: Yes, we already did that.

Paula Hughes: Call for the question.

Roy Buskirk: I am so doggone mad, I won't even support it.

Paul Moss: We have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 6-1 (Buskirk).

Paul Moss: The Sheriff has withdrawn his request but this will probably come up again. He withdrew it primarily because he wanted the focus to be on the salary issue. Sheriff's grants, is Lin here?

Patt Kite: She was.

Brian Knuth: Lieutenant Brian Knuth, Sheriff's Department.

Lin Wilson: Lin Wilson, Grant Administrator.

Paul Moss: I see you have three grants here, if you want to run through those.

Lin Wilson: The first two are second round grants from the Drug and Alcohol Consortium. They give away the grants in prevention, justice and intervention. This is in the justice category. When they do the first round, if there is money left over, people are invited to apply again. One of these is in the amount of \$10,100 for the Safety Bug Simulator and the other one is \$4,815 which will be used for in-car video cameras. Brian can explain how the Safety Bug works. I believe it simulates driving while intoxicated.

Brian Knuth: The Safety Bug simulates driving after consuming one alcohol beverage. It is a Volkswagon with a computer hooked to the steering system and as you go through the course, he activates that and you lose control of the vehicle. It simulates one alcohol beverage and not being drunk. We take that to the high schools and it gives the students the opportunity to have that learning experience. We also have the fail-vision goggles. It is a whole program. There are no matching funds or anything.

Paul Moss: What is the next one?

Lin Wilson: The third one is a Walmart grant. Those are community grants that are available in the amount of \$1,000 and are for the cadet program.

Paul Moss: Are there any questions from Council on these?

Roy Buskirk: Are any of them matching funds?

Lin Wilson: No.

Cal Miller: Move for approval of all three grants sought by the Sheriff's Department as outlined by Ms. Wilson today.

Paula Hughes: Second.

Paul Moss: **We have a motion and a second, any further discussion? All in favor please signify by saying aye. All opposed same sign. The motion carries 6-0-1 (Vogt).** Building Maintenance for vehicle and equipment. Councilwoman Kite, are you aware of this or have any thoughts?

Patt Kite: I am going to defer to them but basically they provided the information that Council had asked them for about repairs on this vehicle that is on its last wheels.

Sidonie Inman: Sidonie Inman, Allen County Maintenance.

Dan Freck: Dan Freck, Building Maintenance.

Sidonie Inman: If you recall, during the budget hearings, there was discussion that we hoped we could have 400 series money to purchase a truck, a lift and a plow. It was not approved and we have had some further discussions that there was possibly some money set aside this year for capital expenditures.

Cal Miller: It was not approved because we asked you to come back and visit us this year if you had a need that was present and we had funds that were available. With that background, I would move for approval of what has already been presented to us for \$37,563.

Patt Kite: Second.

Paul Moss: **We have a motion and a second, any further discussion?**

Roy Buskirk: Yes, I do. Whenever we do something for GM, they have told us to check with them and they would put a package letter together for the County that they would basically do it at the employee discount. Is this one of those?

Dan Freck: Yes, we followed the guidelines from the Purchasing Department, Bruce Little. We deal with a Mr. Case and this is the program that we do from them.

Roy Buskirk: So you don't know if it is actually with the GM discounts or not. This is just one that you went through the Purchasing Department or whatever Bruce is doing.

Dan Freck: Yes, whatever Mr. Little says.

Darren Vogt: As someone who qualifies for a GMS plan, I would tell you that probably on this vehicle that may be all GMS is. It may not be much different than that. When you look at the base price and forget the options, it is probably pretty close. You don't see \$8,000 and \$10,000 markups on GM, typically.

Paul Moss: **With that caveat, we have a motion and a second, any further discussion? All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0.** Thank you. Superior Court is next.

Rex McFarren: Rex McFarren, Director of Allen County CASA Program. I am here this morning on several things. The first one is the Miscellaneous Capital request. This is for four hand dryers for \$1,600. We are asking for that because our building is not only used by the staff. We do training twice a year and have two or three activities for our community volunteers. We use the downstairs all day Saturday and all day Sunday and four days during the week for supervised visitation. County Human Resources uses our building for health insurance meetings for County

employees in the north end of the county. The reason for asking for the hand dryers is that it has been brought to my attention this summer from maintenance that it is cheaper than buying paper towels all of the time. It is a cleaner environment and whenever there is a toilet clogged up, it is usually because of paper towels being flushed down the toilet. We are asking for Miscellaneous Capital because several years ago, Council requested that we eliminate our building repair line item because the building we are in is County owned and should be taken care of by Building Maintenance.

Paul Moss: Does anybody have any specific questions on toilet clogging or anything along that line?

Darren Vogt: The issue is should this be a CUM CAP expense or should it be a General Fund expense? It is only \$1,600 so do we move on?

Paula Hughes: I would move for approval of item ten for \$1,600.

Darren Vogt: Second.

Paul Moss: We have a motion and a second, any further discussion? All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0. If you could stay there, we are going to the CASA fund request.

Rex McFarren: Personnel has approved adding a Volunteer Coordinator position at a PAT 4. The money will be coming from the State CASA grant. We are also requesting \$295 for supplies. We have, in the past, purchased a video camera. We video tape all of the training for our volunteers in case they can't attend. We have a camera that tapes on the micro tapes and it takes two hours of staff time to translate that onto a standard DVD for people to take home and watch. We have a piece of equipment we can buy that will do both DVD and VHS. We are requesting \$879 for printing brochures. We have about twenty brochures left. They are pretty valuable to have when recruiting volunteers. We are requesting an additional \$6,000 for contractual for attorney fees. Right now, we are looking at six termination trials between now and the end of the year. We are in the middle of one now and we had to secure our own attorney due to the complexity of the case and special circumstances. We may need to have legal representation in a couple more because of legal representation for the child's benefit and advocacy. So that is our request in a very capsulated reason. We did receive a significant increase in our State monies. We have projected out to 2017 that we can maintain two employees full time as well as fifty percent of our operating budget through the State CASA money and still be okay.

Paul Moss: Any questions?

Roy Buskirk: I have a question on the printing. Is that going through the County Print Shop?

Rex McFarren: We checked with County Printing and they said they couldn't do it.

Roy Buskirk: Are they English brochures?

Rex McFarren: Yes.

Cal Miller: Move for approval of items twelve through nineteen.

Darren Vogt: Second.

Paul Moss: **We have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0.**

Paula Hughes: Consideration of a salary ordinance for a position in Superior Court 224-6201-412 Volunteer Coordinator with an annual salary of \$40,351.

Darren Vogt: Second.

Paul Moss: **We have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0.** Okay, we move back up to Parks and Recreation, vehicle purchase. I keep thinking you are not going to be here, Roger.

Roger Moll: I just came back to introduce the new guy. Jeff Baxter has been employed as the Parks Superintendent since I submitted the 2008 budget.

Roy Buskirk: You are still on the Park Board, right?

Roger Moll: I still serve as a volunteer member of the Park Board. I got to take the minutes of the board meeting yesterday.

Jeff Baxter: I believe Roger had asked, during the 2008 budget hearings and we were told to come back and ask for some of this from the capital money that you had. We have the need for an additional passenger vehicle. We have four employees and sometimes five using one county vehicle to go between the park facilities. A lot of times, we have to use our personal vehicles. We have two major parks and I have only been around for twenty-one days but by the time you load up a tractor and drive to Metea and unload it, you are just getting back to Fox Island about now. That is two to two and a half hours of unproductive time. I don't have that many employees and I need them to be productive. The third request is for a small all-terrain vehicle. We have three or four miles of pathway at Metea and with what we are planning for the future, we drive a truck as far as we can and then we have to carry a chainsaw or whatever we need to clear the pathways and keep them open. We have tried scheduling back and forth and to get a piece of equipment to Metea to do the work that we needed to do but then Fox Island doesn't have the equipment to do the work

that they need to do. The additional equipment would cover the park facilities that we have.

Maye Johnson: I move for the approval for the submitted request in the amount of \$50,000 for the three vehicles.

Paul Moss: There is a motion. Is there a second?

Patt Kite: I'll second.

Paul Moss: **We have a motion and a second, any further discussion?** Councilman Vogt?

Darren Vogt: I know you are new in twenty-one days but help me understand the concept of the passenger vehicle. You said that people use their own cars. I am still not comfortable with having a vehicle there just to transport folks to and from when if we need to pay mileage versus having a vehicle and all of the things that go along with that. If they are training out at Fox Island instead of Metea, why are they reporting to Metea first?

Jeff Baxter: As many times as we can but we have four workers at Fox Island but with many of the educational programs that we are running, we sometimes need to go between the two parks. We have payroll to bring back and forth from downtown. We have meetings downtown and in other places. They needed a vehicle to go to a conference in western Indiana and while that vehicle was gone, we had to use our private vehicles.

Darren Vogt: Are you aware that there are fleet vehicles for stuff like that? On those kinds of trips, we would recommend that.

Cal Miller: When we invited Roger to come back but I don't recall it being three vehicles. Which vehicle did we say that there would be an overall receptiveness to? I thought it was the tractor but I am trying to remember.

Roger Moll: There are three items in this request. There is only one vehicle.

Roy Buskirk: They are motor vehicles.

Roger Moll: One passenger vehicle is what we are speaking of here and a tractor and an all-terrain vehicle. Those two are going to be stationed to do work in a specific park.

Cal Miller: Here is my question and I guess I am really asking the Council. When we had asked Mr. Moll to come back, I can't remember which of these, was the topic of discussion at the appeal.

Darren Vogt: The tractor was the issue that I thought we were going to...

Cal Miller: Are these other two new requests as of today?

Roger Moll: I think at the appeal, you didn't really get to all of the items that were in the initial request that was submitted in May. That was in the early part of my tenure and I had put some estimated numbers together and had asked for \$60,000. When we came back, I said that I thought it could be done for \$50,000. There are two things. Is there an interest in supporting this and secondly, if there is one of these items that you don't understand, let's talk about that item. That would help us communicate more clearly to you why they would increase our efficiencies.

Cal Miller: While I am interested in talking about all of that, I am more interested in remembering which particular piece of equipment that Council appeared to be receptive toward. I just don't recall that it was all three.

Paula Hughes: It was the tractor and we pursued whether or not they should continue to share. There was general agreement that you had explored whether that was a viable option going into the future. I think it came back that it would be better if they had their own tractor.

Maye Johnson: That was my understanding.

Paula Hughes: I will add a third dimension to your list of things for consideration. One, will the Council entertain funding these vehicles? Two if not all of them which ones? Third would be how did you derive these expenses? If you have done your due diligence that is wonderful but generally when people submit requests to Council, they include copies of those estimates.

Roger Moll: That is an oversight on my part. Those were finally accumulated just before Jeff started. We have some much more accurate information.

Paula Hughes: Again, you have popped into this on an interim basis and just going forward, when you are requesting this amount of sums, we want to make sure that you are following County purchasing procedures or if not, why.

Cal Miller: The request for backup information is a standard request.

Darren Vogt: And we have a form to fill out.

Roger Moll: My oversight.

Cal Miller: That is no problem. You had just mentioned that we hadn't requested it. I just wanted to let you and Mr. Baxter know that it is a standing request and is part of a form that was developed a couple of years ago.

Patt Kite: With that in mind, I withdraw my second until we have some more information.

Maye Johnson: I withdraw the motion.

Cal Miller: What I would like to do is make a motion to approve the \$20,000 request for the utility tractor that we discussed and requested Mr. Moll to come back for. Then at the next meeting, have you provide us with the supporting documentation for the other two items.

Roy Buskirk: I think the motion should be \$20,000 for the tractor, subject to a bid. You have no bid or nothing on this.

Roger Moll: We have the information. We had asked the maintenance manager at the park to gather some of this information and we got some prices from the City bid sheet that Bruce said we should be able to use. We have some prices that are significantly different than the \$50,000 that is on the proposal.

Roy Buskirk: We have to approve to the dollar amount.

Roger Moll: Let me suggest this. I started this and failed to get all of the information. The numbers that I understand that we can purchase the tractor for is \$16,300. It is a proposal that may be stale but is close.

Paula Hughes: I move to table item eleven and ask the Parks Department to come back to us and resubmit this request and submit copies of that. If you have a copy of the agenda, you see the items such as Building Maintenance that was \$31,250 and \$6,313. We appropriate to that level.

Darren Vogt: Second that.

Cal Miller: I withdraw my motion so you can table this.

Paul Moss: **We have a motion on the table, to table and there has been a second.**

Roy Buskirk: I do have a question. How many miles do you estimate that you will put on that vehicle?

Roger Moll: I am estimating between 7,000 and 10,000 miles per year.

Darren Vogt: Councilman Buskirk, since we have tabled this, those are the discussions that we will have.

Roy Buskirk: But why not before he goes out and gets bids? Why don't we let him know if we are going to accept it or not accept it?

Darren Vogt: I think I have made it clear when we had this discussion earlier that I wasn't supportive of a vehicle.

Roy Buskirk: I am thinking that you won't find this Council in support of a vehicle.

Paul Moss: We will deal with that when the time comes. The cut-off for the mileage is in regards to the take-home vehicles. We will deal with the other issue when the time comes.

Roger Moll: I want to apologize for any confusion that I brought to the Council over these issues. I hope that doesn't carry over onto Jeff the next time he appears. I now understand that you need the details of the prices for the vehicles when we come back again.

Paul Moss: Work with your liaison on this because there is a sheet that needs to be completed.

Roger Moll: We have had a lot of communication and voice mails. Thank you.

Paul Moss: **We have not voted on the motion to table. All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0.**

Maye Johnson: Mr. Baxter, I still look forward to my tour of the parks.

Darren Vogt: What item are we on?

Paul Moss: Moving right along, we are on item 20.

Linda Bloom: I get to be the lucky one on this.

Darren Vogt: Council, while they are coming up here, let me take a second to tell you that I met with the two gentlemen and one of them is back there. I met with them for about forty-five minutes and really hammered through most of the discussion. This is a very technical in orientation decision making kind of thing. They had already analyzed whether taking down the towers and replacing and rebuilding made a lot of sense. The big question that I had was what was the cost of the tower back up as it was under that scenario? To do that, the rough shot guess was about \$250,000. Has that number changed any since the pencil sketch that we did? No? Okay. I will let Dan go from there.

Dan Freck: We have an issue with the cooling tower in the City County Building. Mainly, the structural steel that supports the cooling tower had an emergency repair last year and the tower itself was reaching the end of its life. It is approximately eighteen years old and the cooling towers usually last only about twenty years. With the Commissioners' permission, we brought on an engineering company to help us update the tower. This supplies heating and air also to the Courthouse. We brought

everything together and put it into perspective as far as the phases and what we would like to do. There are upgrades that would come with it. More economically support it for the City County Building and soft starts so that we could do some better programming at night. I came to Council last month and I was late in my letter to present that to you last year and I came to you and Council asked for more information. At that, I had a meeting with Councilman Vogt and the Commissioners and then this week I presented you with a letter to get you up to speed.

Paul Moss: Any questions for Mr. Freck?

Paula Hughes: My only question is that I am satisfied that the Building Maintenance Department has done their due diligence. If the Commissioners are in agreement that this is the best way to handle this situation, I am not going to further involve myself in the decision. From a more global picture, there are a lot of projects that are being slated for CUM CAP and this is one of the few funds that there is a little more discretion on and I want to make sure that the Commissioners are comfortable with the prioritization of this project out of that fund knowing that other funds may be sacrificed.

Linda Bloom: It is definitely a priority. We were thinking that the Council was picking up some of these capital expenditures and not having it come out of our CUM. When we were talking about fundraising, the way that the County and Commissioners fundraise is through the State and the Federal governments. Most of the projects that we do, especially the large projects, would never be achieved without State and Federal because we come up with the 20% match. They are supplying 80%. Right now we have roads, such as Coverdale and Flutter. We have right-of-way for Aboite Center which is even an 80/20 on the road part. The other one is Gump from SR3 to Coldwater. These have all been accepted in the State and Federal program and if we don't expend the money within a certain amount of time, we lose the money. A lot of it is a cash flow problem. We are coming up with exact figures, right now but hopefully some of these CUM projects can be taken out of the Council's CUM fund. \$520,000 is a lot of money to us and I know it is to you too. We do see this as a priority. It has to be done except that we have other expenditures that we feel is our responsibility and not your CUM fund.

Cal Miller: Commissioner, we don't have a CUM fund.

Linda Bloom: What is it you have?

Cal Miller: Capital.

Linda Bloom: Capital.

Paul Moss: You identified a specific fund for this. What are you asking for?

Linda Bloom: When I saw this on the agenda, this is the dollar amount but I didn't think it was coming out of the Commissioners' funds. I always thought it was coming out of the capital expenditures because it is building repairs. I didn't know it was coming out of our funds. We are so short in our funds now that to be adding another \$520,000... Like I said, now I have no other avenues to solicit funds.

Paul Moss: This is a significant new wrinkle.

Paula Hughes: Commissioner Bloom, there is one thing I would ask you to consider. In the spirit of cooperation that we evidenced in the discussion about CEDIT earlier, this Council likes to believe that the County funds are a shared responsibility of the Council and Commissioners. The Commissioners need to request the appropriation and sign off on it but the Council has to approve it.

Linda Bloom: I understand.

Paula Hughes: So when you say "our" CUM fund, I know it raises the hackles of at least one member on this Council.

Linda Bloom: I could say "our" meaning all of us.

Paula Hughes: That would be fine but it comes off as us versus them. We really would like to get past that.

Linda Bloom: I didn't mean it that way.

Paula Hughes: I appreciate that but maybe not everybody understood that.

Linda Bloom: Also, the Highway Department, because of these State and Federal dollars that we have accepted, needs the match money. The big one, of course, is the \$11 million from the Feds. If we don't start spending this by spring of 2009, we lose it. We are doing a report to show you, on a cash flow situation, of the money that we need for these economic development projects. The cooling tower is not part of what I thought we were paying.

Darren Vogt: Council, if we appropriate that, it is more than we have.

Paula Hughes: No, there is \$1.5 million left. On the agenda is CUM CAP. Can we appropriate it out of General Fund today if we wanted to?

Lisa Blosser: No, but you have it in your capital line budget.

Paula Hughes: We have less than that.

Lisa Blosser: The request was for unappropriated General Fund.

Paula Hughes: We appropriated some today.

Lisa Blosser: Not from the capital line budget.

Roy Buskirk: We did.

Paula Hughes: Yes we did.

Lisa Blosser: No.

Tera Klutz: You appropriated new money. You already have your Council capital reserve budget appropriated.

Paul Moss: Would it be wise and prudent to understand the CUM CAP fund that we are referring to here?

Cal Miller: This wrinkle that you have thrown at us, we were operating under the assumption that it was coming from CUM CAP and that you had made a decision based on the prioritizations of those funds. Now we are hearing that you never intended it to come out of CUM CAP because if it comes out of CUM CAP, the Commissioners are going to be looking to other funds that we haven't had a meeting of minds of the Council and Commissioners as to what that prioritization is. If this comes out of CUM CAP, what are you going to be looking at the Council for? This is a fairly significant miscommunication. To make the decision on this today, we have less than half of the equation. What else are you going to need if you use these CUM CAP funds and how does that square with what Council's plans are for the same fund?

Linda Bloom: To better explain this, the Commissioners will be needing monies to match the State and Federal funds and the money needs to be appropriated. It would be out of MVH, Local Roads and Streets, CEDIT and CUM. This is the 20% match.

Cal Miller: How much and over what period of time? For us to be in sync with the Commissioners, we have to understand the timing of the need and what it is for.

Linda Bloom: It is all economic development.

Cal Miller: How the utilization of this money is going to impact your cash flow situation or otherwise, we are blindly making a decision. If you are saying that the CUM CAP fund can't support this with your other funds, we need to be in better sync with respect to what those plans are.

Linda Bloom: There is not very much money left in it actually.

Paul Moss: But we all just need to have that information.

Linda Bloom: Yes you do.

Paul Moss: Can we just table this? Is it something that can't wait? Does it have to be done now?

Linda Bloom: When are we supposed to do this?

Darren Vogt: They are on a time crunch.

Roy Buskirk: They are going to start before winter, right?

Dan Freck: Right.

Roy Buskirk: In defense of Commissioner Bloom, on this road stuff, it varies so much. For instance in the right-of-way, if you have a property owner that you are going to take to eminent domain, it can delay the project three months or so. If you have a mortgage company that you are trying to get a partial mortgage released, that can be delayed a year.

Linda Bloom: It is a fair request.

Roy Buskirk: It is very hard to pinpoint when you are going to have that exact expenditure.

Cal Miller: But if it is being raised as an issue and impact a decision today, it begs to question that we need to consider what information they have as fluid or uncertain as it is. I make a motion that we approve what the Commissioners asked for in item twenty recognizing they need to get started on this program.

Linda Bloom: I would prefer that over not a decision at all. The monies that I will be needing, Commissioners will be needing, you will not be wanting to use County General money for the projects.

Paul Moss: We will have to deal with that after the fact. I don't know how else to do it.

Linda Bloom: Okay. My fear is that I don't want to lose the money that we have already...

Cal Miller: Then I will withdraw my motion and you can come back. The only option we have then is for you to come back and present what this cash flow scenario is and what the most appropriate source of the funds would be. What we have before us, today, is a CUM CAP development request that I understand now was an oversight. The other scenario is that is going to require consideration about what funds it is going to come out of. We can't do our service on County Council, to the people that we are representing without having the whole equation.

Linda Bloom: So can I do what Roger Moll said and I will come back?

Paul Moss: Hold on. Councilman Vogt has been waiting.

Darren Vogt: The question that I have is that the problem is timing of the work for this project. This is heating and air conditioning and has to be done in a manner that is done in the winter. They still have the bid process to go through and all the things along with it. My question to Council is can we agree that this is a priority and give them the okay to go forward with the project? We can work out the financing part with the Commissioners because some of this may need to come out of General Fund based on what Commissioner Bloom is saying. We may need to say that you have to make priorities here in CUM CAP to have some offset but my fear is that we delay and end up not getting the work done and creating an increased cost. Or to Councilman Miller's point, I am okay with approving it and doing it out of CUM CAP and working it backwards.

Cal Miller: Either way, we are left with making an uninformed decision. Either way, we are damned if we do and damned if we don't because there hasn't been a recognition of what the capital needs are and how that is going to impact the County funds.

Paul Moss: It leaves us all philosophically in support of heating the building. I would be supportive of approving what is on the agenda right now and dealing with the other issue after the fact. I don't see a whole lot of other ways to do it.

Roy Buskirk: If the Council could take out of our capital set aside funds that we have, maybe a couple hundred thousand dollars and cooperate with the Commissioners and have them pay some out of CUM CAP.

Paula Hughes: Move for approval of item twenty as presented.

Cal Miller: Second with a part of the discussion being that we didn't create the uncertainty. The best way to do it is to fund it out of CUM CAP so that the County Council isn't disadvantaged.

Linda Bloom: And then you could pay us back?

Cal Miller: I am not suggesting that, Commissioner.

Paula Hughes: That would be an us versus them thing. I thought we didn't do that anymore.

Paul Moss: **We have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0.**

Linda Bloom: We approved your appropriation out of the CUM CAP fund 321.

Cal Miller: Look forward to hearing from you in the future concerning the cash flow needs.

Roy Buskirk: Moving on to items 21 through 23. Darren?

Darren Vogt: Mr. Dunn is coming up. He and I talked about this but it has been a while.

Chris Dunn: Good morning, Chris Dunn, Youth Services Center. I am going about a year back and we came up with a list of items that we needed to replace. I am working off that list and trying to pay for those necessary items out of the Placement Fund. On today's agenda, I have two weed trimmers, folding tables, two dishwashers that were recalled, mattresses and folding chairs. I have each one broken down by price and can go over any particular one you want me to.

Roy Buskirk: I don't think that is necessary.

Paula Hughes: Move for approval of items twenty-one, twenty-two and twenty-three for a total of \$5,698.

Cal Miller: Second.

Roy Buskirk: **We have a motion and a second, any further discussion? All in favor please signify by saying aye. All opposed same sign. The motion carries 6-0-1 (Moss).** We are moving onto the transfer in Commissioners General Fund.

Cal Miller: Is the Institutional line item the Boys and Girls...

Paula Hughes: Yes.

Lisa Blosser: It is the local one.

Tera Klutz: That is steadily dropping each year.

Nelson Peters: Nelson Peters, Commissioner. What you have before you is a request for a transfer from the Institutional line to an Administrative Assistant line so we can make payment for some of the changes that were brought before you two months ago with respect to the reorganization of the office.

Cal Miller: Move for approval of items for transfer set forth in items 24 through 27.

Patt Kite: Second.

Roy Buskirk: We have a motion and a second, any further discussion? All in favor please signify by saying aye. All opposed same sign. The motion carries 6-0-1 (Moss). Thank you. Human Resources is next.

Brian Dumford: Brian Dumford, Director of Human Resources. I am asking for a transfer in the 100 series, Safety/HR Assistant, to the Contractual line items. We released an employee earlier this year and in the interim, we have been using the services of Office Team while we get through the legal challenges.

Darren Vogt: Move for approval of items 28 and 29, transfer from Safety/HR Assistant to Contractual, in the amount of \$4,500.

Paula Hughes: Second.

Paul Moss: We have a motion and a second, any further discussion? All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0. We have another grant.

Mindy Waldron: Mindy Waldron, Department Administrator for the Board of Health.

Lin Wilson: Lin Wilson, Grant Administrator.

Mindy Waldron: The Department of Health is asking for permission to apply for a grant that was due August 31st. I spoke to Councilman Moss about coming to you and apologizing for having already applied for that. Just a one minute history, I am sure you have read over the last couple of days about the influx of refugees that we will be receiving in Fort Wayne over the next couple of years. I have received a number of calls about how this was advertised. We are not applying for a grant for office space and supplies. We are applying for two part-time positions to coordinate these refugees, a part-time case manager and a part-time person to increase the doctor hours. When this grant was submitted, we thought our numbers would double and we have since been told that the numbers will quadruple. This will not do it even if they fund it but we will not hear until December. I will be glad to answer any questions.

Paul Moss: I would like to make a comment and I have no involvement with St. Joe Health Foundation but that foundation has done a tremendous job in this community. They should certainly be applauded and this is a substantial grant.

Mindy Waldron: They fund our Lead Case Manager currently. They fund a phlebotomist, a good portion of our lead program and some of the other refugee programs. They are also the fiscal agent for five grants that we have running at any given time. They are a tremendous asset and partner to our department when it comes to refugee health and childhood health.

Paul Moss: Councilman Vogt?

Darren Vogt: I just wanted to clarify, could you explain the fees?

Mindy Waldron: Sure. The article was very good but one thing I want to clarify is that several of the grants have been pulled that run several of our clinics. What that has done is probably going to change how we operate. It is unfortunate that we are grant-funded in several of our programs that have become poor-health clinics. We can no longer provide free services in totality especially for the medical services. The STD clinic, the TB clinic which is now the infectious disease clinic and the immunization clinic and what is being proposed is something that we have looked into for the last few years as far as billing Medicaid. As of last week, that will now be a mandate for us or we will lose a \$100,000 grant for the lead program. We have 90 days to come into compliance and as you know, you cannot just bill Medicaid, you have to bill all insurance. That is a huge project to undertake just so we can ensure to keep one of our large programs. In doing that, it was mentioned at our board meeting by Dr. McMahan, we would probably need to begin billing for some of our services. There has been a big discussion about the reasons for having to do that. It is not just the influx of refugees although that is a huge contributing factor. To function as we do, to provide the testing and the treatment and the medications that we do currently, we are going to need to begin billing, on a small scale. Obviously we would use a sliding scale. We are looking into that now and are applying to Medicaid to get out Medicaid information into place. I don't know what specific questions you have.

Darren Vogt: That was what I wanted, the big picture.

Paul Moss: Are there any other questions on this?

Darren Vogt: What happens if you don't get this grant? I am assuming that these refugees are coming, no matter what. If you don't get this \$74,000, how do you plan to provide those services?

Mindy Waldron: This will not preclude us from providing the services that we are required to provide. This will assist us in doing so in an efficient manner. Several years ago, we reorganized to buff up the TB clinic when we were in the midst of an outbreak. We are still in the midst of an outbreak and are in need of more staffing. Now, with the influx of refugees, we reported a lot of numbers on the diseases that they bring with them, it behooves the community for us to see them while they are still on the eight months of Medicaid when they come into the country. We will do our best to be able to see them. This grant really just helps the liaison service from Catholic Charities which is the organization that facilitates bringing them here. If we weren't to receive this grant, we will still have to change our services to ensure that we can see all of these refugees. We have a lot of interpreter issues, culture shock issues where they don't show up on time and that can significantly change a day when you have a doctor that you are paying hundreds pre hour to see these people. We need someone to ensure that happens and that is what this grant is.

Cal Miller: With that, why is Fort Wayne a location for the refugees? Is that something that we have sought out or is it something that has been imposed upon us? What say does this community have, whether it be in support or against it?

Mindy Waldron: Very good question. I think I have answered that over fifty times in the last three days. That is something that is not understood and I didn't fully understand what our role was and what say we might have in terms of is there a limit and at what point can we say that there can be no more accepted? The way I understand this is that this is between the United Nations and the State Department. There are relatively few resettlement sites, in the United States, for refugees. Currently they are resettling Burmese refugees. After that, they will make a shift for the Iraqi refugees. These resettlement sites are told by the United Nations and State Department decision... We may see 150 to 200 a year, which is normal. We are told that over the next year and a half, they are going to resettle over 18,000 in the five sites. There are no funds that accompany these folks coming in. The Health Department assumes their healthcare costs when their Medicaid ends. It is an enormous burden and to my knowledge, there is no control on our end or even locally. We have had multiple meetings with Catholic Charities and other organizations but there isn't a lot of control at the local or even the State end. This is a national thing. There are very few resettlement sites but no resources that accompany them.

Cal Miller: I know your time is valuable as well as everyone else's. Could you, over the next month or so, delve a little further into what interaction the State has to establish us as a site? Then we would have a better understanding as to the mechanisms by which we can have a say.

Mindy Waldron: I can definitely do that. We have engaged the Commissioners as well. They have asked the very same questions and I have told them of the many meetings that we have scheduled. We are meeting with the State Medicaid office because they do get funding for the refugees as they come in and we have asked for a portion of that. That is still in discussion. I will do what I can to figure out the decision making portion of that and include you in case you would want to participate in any of the meetings. The meetings begin tomorrow. We need to find out how to begin billing Medicaid and secondly, how can we seek some funding for the refugees coming in. It is not just the health issue. The schools have concerns and there are many agencies who are seeing the same influx and so we will be meeting with them over the next few months. We are all having the same issues as they come in and I will look into it as I can.

Cal Miller: If it occurs to you or the information is there, what has been Fort Wayne's historical designation as a refugee site and how does that compare to other locations? Are we being targeted more frequently than others? The selection criteria is something I obviously don't know anything about but would like to. I am not suggesting that I oppose the refugees but because of all of the costs associated with it,

we would all appreciate a better understanding of what our role has been in this process.

Mindy Waldron: I will tell you this one last thing. Even if these Burmese refugees settle where they are put, they then come to Fort Wayne because we are the largest Burmese resettlement site outside of Burma. It has been established and they can choose to move wherever they do. That adds to the burden because they are off Medicaid and are still within treatment or not even been seen at the initial site that they arrived in. I will look into that part as well. We were just beginning to think of how we could handle double and quadruple is not doable.

Paul Moss: It brings up the standard philosophical question of what is government's responsibility and what is our responsibility as taxpayers? You go out west and you deal with the illegal immigrants and the benefits that they receive and somebody has to pay for that. It is a tough question. If you could, refresh my memory on an issue. You are the Fort Wayne Allen County Board of Health. For your budget, how much of that is Fort Wayne dollars coming into your budget?

Mindy Waldron: None that I know of. None are direct funds coming in.

Cal Miller: All county residents, irrespective of the boundaries of the City of Fort Wayne, pay the same amount to fund that fund. Not the same amount but the same rate.

Mindy Waldron: Yes.

Paul Moss: Are there any other questions?

Darren Vogt: Move for approval of the St. Joe Community Health Foundation grant.

Maye Johnson: Second.

Paul Moss: **We have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 7-0.** It appears that we are nearing the end.

Paula Hughes: The addendum item. I will make introductions while Ms. Bowman and Mr. Steenman are coming forward. Mindy Waldron and Dave Fuller have also been a part of the process. Just to remind Council, in one of the meetings earlier this year, we discussed the amount of rollover money that we had and how we were going to earmark that. This project, the Consolidated Enforcement Platform, is a technology project that was prioritized and earmarked by the full Council. We earmarked a million dollars towards the project. There was a lot of discussion about how this project could continue us along a continuum of discussions for consolidating City and County GIS programs. There has been great progress on the

Consolidated Enforcement Platform. I am very the meetings that we have had and I have been to a couple of them. The big meeting at the beginning where we had all of the City and County departments that were impacted, I will let Kim and Ed now talk about how the meetings have progressed over the summer. They have developed a memorandum of understanding which I believe you are getting paper copies and I emailed a copy earlier this morning. The MOU is a work in progress and we will talk about why that is after they go through their discussion.

Kim Bowman: Thank you for the introduction. Hopefully we will end your meeting today with some great news. This really is a legacy project for Allen County. I think by the name, the Consolidated Enforcement Partnership, we are all working together on the land-based activities. This is a partnership with the City of Fort Wayne and you will see that with the memorandum of understanding. This project wouldn't be possible without not only these people but our City partners, City Planning, City Utilities and Neighborhood Code Enforcement. They have been at the table since our overall meeting. Also, Councilperson Hughes and Commissioner Peters have been involved in this. Not to read this word for word but I would like to highlight some of the functions of this memorandum of understanding. We are hoping to have this signed within the next couple of weeks. The reason we are here is to give you a brief update because we will be back in November asking for the appropriation for the money so that we can proceed with a vendor in this partnership. I don't know if you have experienced the multiple software programs in your businesses, but it is a huge frustration. Each of our land-based departments has our own databases, our own addresses and key numbers. We continually enter the same information over and over again. We found through our discussions that we are not only entering data, we are also visiting the same sites. Zoning violations, building issues and you could have three or four different departments going there. That is not an efficient use of staff time along with County dollars. We began discussions about this charter where we would internally share our information. We started discussing the needs for that and then it rolled into a partnership with the City. With the annexations and past projects, two of the departments are countywide departments and we felt the need to partner with the City. This charter, the end result, is a computerized system for permitting, inspections, licensing and complaint handling. I think some of you were previewed to some of our lack of technology frustrations. We counted 900 plus steps in the permitting process. Those are physical steps that my staff takes on a daily basis, walking papers from my office on the sixth floor to the building department. With this process, we will eliminate that need and will become a lot more efficient and staff time will be used in a lot more productive manner. At the end, we will all have the same software vendor. We will all be able to work off the same database. When I say all of us, all of us present as well as the City partners. The agreement expands further from that. Any of the initial leadership partners in this, when it goes beyond that, the City and County are committed to using the same vendor. After we get beyond this initial part, the next fold into the software, they will also be part of this and share in developing things from there. In these days of software vendors and salespeople, that is quite an accomplishment. We are going to do that through a steering committee which is mentioned in here. We are hoping to have

representatives from not only County Council but also the County Commissioners, the departments, City Administration and City Council in selecting the vendor. This is a huge project and will take a long time. It is a legacy project that, fifty years from now, people will look back and say thank goodness they did that in 2007. We have warehouses full of paper and documents. We are helping the future of Allen County through this project. In closing, on page three are the next steps. The first step is to have the memorandum of understanding put in place by the City and the County. From there, we will move forward with requests for proposal from software vendors. We will form the steering committee in the selection of the vendor. From there, we are hoping to have the money appropriated in November from County Council and start implementing if not this year, early next year. With that, the team is here to answer any questions.

Paul Moss: I have a question and I assume it is probably easy to answer too. One of the frustrations is that you have issues and I will use GIS system as an example. You have two different platforms and I understand that across departmentally, this makes perfect sense. Prospectively, it is important to think beyond the departments but to look where there are opportunities where similar systems are in place. As you refresh software systems, can we assume that it is occurring?

Ed Steenman: That is the premise of the memorandum of understanding so that we don't create another dual system GIS situation like we have today. We are laying this out in direct communication with the partners in the City so that as we develop requirements for the RFP and make a selection of the vendor, it is a collaborative effort. Another thing to point out is that the City does not have funding for implementation at this time, like the earmark that you have made for the County. This does not bind them to start on day one. What this does say is that we have collectively determined the vendor we are going to use for the future and now, when you are able to get funding, here is what you need to buy. You have been in on the ground floor in deciding what the platform for the future is going to be.

Paula Hughes: Some of the City departments do have that.

Ed Steenman: Neighborhood Code does have some dollars that they need to spend by the end of the year. They are more than 100% in agreement in moving this forward.

Darren Vogt: I was just looking at the timeline. It is aggressive. I have never seen government move this fast and I hope you do.

Ed Steenman: The RFP, as we speak, Phil is at the keyboard with the preliminary draft already released to department heads. The expectation is that it will be on the streets by the end of next week.

Cal Miller: When you come for the actual appropriation, could you do another presentation? I remember the presentation in the Commissioners' conference room

and was very impressed and saw the wisdom of it but as I sit here today, we have all slept since then, could you refresh us again about all of the great things other than what you outlined today?

Kim Bowman: Sure.

Cal Miller: I don't want to ask you to do unnecessary work but at the time that we make the appropriation, I would like to have in mind why we are spending this significant amount of money. That way, when we are asked by our constituents why we supported this, we will all be on the same page.

Kim Bowman: Be happy to.

Paula Hughes: I want to add one caveat to that. I discussed this with the internal team yesterday morning and my one hesitation in this is that the discussions to further the consolidation of the City's GIS system with the County's iMAP system has not moved along as quickly. This has been at almost lightening speed in the way that this has come together. It shows the need for the project and the willingness of everybody to cooperate. I do not want to drag down or put an anchor on this project. I think the consolidation of iMAP and GIS is a harder one to wrap our arms around. This software that is being evaluated and ultimately be selected, as I understand from my conversations, the only software that is out there has to be based on a parcel data layer which is the County's iMAP system. The City's system doesn't support or the software couldn't work as well with that. The City would have to have some sort of agreement and the County would have to have some sort of agreement with the City to allow them to use our iMAP system to buy their own software. The City's GIS was not built with a level of sophistication that is compatible with what software vendors are putting out. Ours is so it is going to be a more compelling reason for the City to move forward in this conversation. iMAP is going to be discussing this Monday afternoon. One of my concerns is that there is a key assumption in here that the iMAP board will be amenable to the provision of the necessary data upon the creation of a mutually acceptable agreement. I don't know that the iMAP board is without having some sort of other agreement in place. It has been very difficult to get anybody in decision-making capacity in the City government to come to the table. They are completely focused on the Harrison Square project. This is an important project as well and will be a legacy for a lot of other reasons. That is my one and only concern about this project.

Paul Moss: Any other comments? It sounds like a great thing.

Kim Bowman: Okay, we will see you in November.

Paul Moss: Does anybody else have any other business they want to discuss? If not, I am going to talk about some recent meetings to just remind everybody of. We had a meeting over the past week or two of the Income Tax Board and several of us were in attendance. City Council President Don Schmidt was there and two of the

Commissioners and a variety of people from the other incorporated areas of the County. It was a good discussion but was very difficult to come to a solid agreement on a position on that. It is a complex issue but it was a good meeting. Subsequent to that, there was a meeting of the Council and Commissioners regarding the legislative agenda and the property tax issue. The LOIT issue was the most dominant issue in that meeting. It is difficult to come to a unified position on that but it appears that the County's position is quite cautious and hesitant to go forward with any change. We will see how that plays out with the City. There was also a Personnel Committee meeting which we have already talked about. In terms of upcoming meetings, the only upcoming meeting I can think of is the meeting with the Sheriff's Department with regards to salaries that we discussed earlier. We will get that scheduled and anybody who wants to attend that is welcome to do so. Last thing I do want to mention is something that we talked about at the legislative meeting with the Commissioners and that is the letter, from the City, in regards to the Carroll Road annexation. Frankly this has never been a big issue for me but it does stick in my craw because of all of the discussions that are out there about property taxes going up. I remember, very well, when I lived on the northeast side of Fort Wayne and was in the first neighborhood that was annexed. I remember my taxes going up over fifty percent and being frustrated with that but understanding the need to try to grow the City. We need to also understand, and it should be a position that the County takes, even at the legislative agenda point, because that is something that could come up. Our position should be the recognition that County government does a better job of providing services on a more efficient basis. There is no question about it. If I was running a business, I would do exactly what the City has done by going out and capturing revenue through forcible annexation. The expenses that are associated with that are substantially less than the revenue that is being captured and explains why the City is very flush with money. People are very frustrated right now with property taxes and it needs to be stated that this is one of the reasons that people are frustrated. That is my soapbox today and I hope that as a County, we continue to try to be efficient and express the fact that we are efficient. That needs to be taken into the whole equation as we talk about the current price lists in property taxes. I don't know if anybody has any comments. Councilman Vogt?

Darren Vogt: One thing I want to ask is to see if this Council would have some sort of straw poll support for coming up with a resolution to eliminate the Department of Child Services from Allen County tax roles. Also, increase the statewide sales tax to offset that and give that function back to the State since it is a State function. This would have a direct impact on the property taxes. The ones that we are talking about are from one pocket to another and this is discretionary income when you look at sales tax. I don't want to go to the work of creating a resolution but creating some numbers to back it up. But if we have some strong support for at least looking at what that might be. If it means increasing the sales tax to 10%, I am not in favor of that but I know there has been some preliminary stuff talked about but nothing in concrete.

Cal Miller: It sounds like the support for that would be derived from the numbers. It would make more sense to start with, if that were done, what would the sales tax be? If you want to get people's support, we would need to know what the ultimate result would be.

Darren Vogt: Sure.

Roy Buskirk: Roughly speaking, across the state, a one percent increase in the sales tax would be one billion dollars.

Darren Vogt: Correct. There have been a lot of different ways that you can increase it. One other mention of upcoming meetings is that the Tax Adjustment Board will be meeting for their first official meeting next Wednesday, September 26th.

Paul Moss: Councilwoman Hughes?

Paula Hughes: A couple of other meetings that are on the docket. Councilman Buskirk and I are meeting with Commissioner Brown and the County Surveyor to talk about the storm water budget. We have earmarked an appropriation for storm water issues. We are going to meet in the Commissioners' office to flesh out that budget because the Council was in agreement that there was not enough detail in that budget that was submitted. On an economic development front, the Shovel Ready Sites committee is very aggressively moving forward and has established and approved an application for sites designation and a point system. The point system is similar to the tax abatement system for the decision making process. We are starting to draft a memorandum of understanding between City and County about who does what and formalize the committee. The Shovel Ready committee has been an ad hoc committee pulled together based on the entities that would be involved and we are going to institutionalize it and formalize it as a recommending body to the Mayor and the Commissioners.

Paul Moss: Sounds good. I did forget one meeting that I intend to have and that is the one with the Commissioners to talk about a compromise on the \$250,000 being the potential amount to provide to the zoo.

Roy Buskirk: I have a couple of things I would like to mention. Not too long after our shock of Child Services wanting to increase their budget, you probably got a brochure for their conference. I noticed that this conference is sponsored by the Indiana Department of Child Services and Allen County Superior Court. I wanted to know how much this conference is costing the County. I called them up and was pleasantly surprised that basically the Foellinger Foundation, which we are very fortunate to have it in Fort Wayne, sponsors this conference. This conference is recognized nationwide. The Children Services, Taylor University and Allen County Superior Court, sponsors this with some personnel providing services during the conference. There is very little cost and the reason Taylor University is on there is that they supply runners and students during the conference. This letter that we received, has the Auditor's office received anything more than this?

Cal Miller: Let's say what it is, first of all.

Roy Buskirk: It is the Child Services letter to Council and pleading their case again.

Cal Miller: They are asking us to reconsider our denial.

Darren Vogt: We already addressed that by passing our budget.

Roy Buskirk: I guess we did, didn't we? Have you heard anything more from them? They have asked you to file an appeal?

Lisa Blosser: It will have to go in front of the County Tax Adjustment Board first. And then by statute, it is not a may, I have to appeal but we haven't yet.

Cal Miller: Can you outline? It goes to the County Tax Adjustment Board and then what happens? If they decline it, then...

Lisa Blosser: It goes on to the Department of Local Government Finance.

Cal Miller: If the County Tax Adjustment Board would overrule the County Council decision, what would happen at that point?

Tera Klutz: The law says that the County Tax Adjustment Board shall approve the levy and budget recommended by the Department of Child Services. It is like they double cover the statute. In case you don't, the County Auditor, in absence of the County Tax Adjustment Board, shall approve the rate.

Cal Miller: If they approve what is being requested...

Darren Vogt: I can answer that. From the meetings that we have had, it is clear that there are enough members on that board that will not go against the recommendations of an elected official. If we made a recommendation to a set rate, they will adhere to that. They have said that they do not want to override other elected officials who have in depth knowledge of that area of expertise.

Cal Miller: That is comforting. If they were to elect to find that the Department of Child Services should be funded at the requested level, then what happens next?

Tera Klutz: Then that would become their budget. If they approved the budget, then it says that the County Tax Adjustment Board shall approve the budget submitted just like it says that you shall approve the budget that is submitted.

Darren Vogt: The budget that the County Council submits or will it be a new one?

Tera Klutz: I actually brought the statute.

Paul Moss: If they approve the budget that we approved, it is a distinct possibility that they would have to get a loan.

Cal Miller: What is the next step? Assuming that the County Tax Adjustment Board is thinking the way that County Council did, to not approve the increase, then the Auditor's office has to appeal it to the DLGF. Then the DLGF decides what they are going to do and if the DLGF decides in a similar fashion as the County did, what happens?

Lisa Blosser: If they agree with you?

Cal Miller: Are they the final arbiter of the decision?

Tera Klutz: They are.

Cal Miller: And if they don't agree and raise it up to the level that they wanted, what happens?

Tera Klutz: The State will make the determination that it is what the State needed and they can approve it. If they don't approve it, Family and Children can go out and get a loan and it must be repaid.

Roy Buskirk: It will end up costing the taxpayers more money because they...

Cal Miller: Depending how much they borrow. Assuming that they borrow everything that they didn't get, then it would be a net increase cost.

Roy Buskirk: Right, plus interest.

Lisa Blosser: Unless they decide to cut costs or look into other avenues of raising revenue.

Cal Miller: We have Judge Pratt who is an elected official and would be part of that. He will consider this very carefully and all of his remarks suggested that he would. It is a gamble.

Darren Vogt: That is where the resolution for looking at sales tax and putting them off onto that time and putting the State function back onto the State on a statewide tax that they can collect and keep.

Roy Buskirk: It is just all the more reason why this should be State funded.

Darren Vogt: Is there a hearing on that? We may want to be down there to testify and talk about a solution that we have to the DLGF. The DLGF is really the Governor's office.

Cal Miller: Will you let us know?

Lisa Blosser: Of course we will.

Roy Buskirk: One other tidbit on my letter to the editors of both papers about the inequities, my 1,500 word letter has been requested to be cut to 500. Yet the newspapers run other letters or guest writers with considerably more. I am threatening to run it as an ad.

Paul Moss: Then you are going to pay them for it.

Paula Hughes: I move to approve to waive the second reading on any matter approved today for which it may be deemed necessary for the County Council meeting of September 20, 2007.

Cal Miller: Second.

Paul Moss: We have a motion and a second. Is there any further discussion? All in favor signify by saying aye. All opposed same sign. The motion carries 7-0.

Cal Miller: Motion to adjourn.

Darren Vogt: Second.

Paul Moss: We have a motion and a second. All in favor signify by saying aye. All opposed same sign. The motion carries 7-0. The next meeting will be held on October 18, 2007 at 8:30 am.

There being no further business the meeting was adjourned at 12:10 pm.