

**ALLEN COUNTY COUNCIL
MEETING MINUTES
DECEMBER 18, 2008
8:30 AM**

The Allen County Council met on Thursday, December 18, 2008 at 8:30 am in the City Council Courtroom. The purpose of the meeting was for additional appropriations, transfer of funds in excess of the current budget, grants and any other business to come before Council.

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

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.

Paul Moss: I would like to recognize that this is Patt Kite's last County Council meeting and I would like to say that it has been a pleasure serving with you. You contributed greatly to the Council and you served Allen County very well. I am pretty sure that everyone agrees with me that we appreciate your service.

Patt Kite: Thank you. I need to thank all of the people that helped me get here as well as all of you and all of the other folks that supported me while I have been here. It has been a great privilege to serve in this capacity. It is a tough job and a lot tougher than anyone on the outside even realizes. You have a lot tougher job ahead of you and I wish you all Godspeed and good wishes.

APPROVAL OF MINUTES:

Darren Vogt: Move approval of the minutes of November 10, 2008.

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. We have a couple

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of special guests here. Irene Walters, if you would join us, we appreciate your coming up. I believe that you have a friend that you are going to introduce.

Benjamin Franklin: Good morning. Hear ye, hear ye, all noble patrons of the Fort known as Wayne. Come one, come all, ye subjects of this fair country. As emissaries from His Grace, Michael Wartell, Chancellor O'IPFW, we invite you to declare your intent to participate in a noble function on the 16th day of January, in the year of our Lord, 2009. Whereas, the remnant trust, at IPFW, a righteous and worthy collection of historic and controversial documents, writ both large and small, shall therefore be found in residence and good standing on the campus at IPFW. On that date, it will be made available to ye public. Whereas, United We Read will take place at noon in the Allen County Courthouse rotunda in full accord. Let it be known, by royal proclamation, ye are all invited to participate for a brief moment of unity befitting this auspicious occasion, as we collectively read, across the fair land, the Declaration of Independence, an American document of great worth and mark the beginning of the remnant trust at IPFW. Henceforth and therefore, ye fine gentlemen and ladies, in order for ye to fully enjoy this occasion of great magnitude, His Grace wishes thee to make known your intent. All of those in full agreement with the desire to participate respond by saying oh yeas, oh yeas, oh yeas and declare your intent by affixing ye signature to this declaration of attendance. While I bring this to you to affix your signatures, permit me to introduce to you, a lady that I met during my long sojourn in Paris, Miss Irene Walters.

Irene Walters: Just to reiterate what Mr. Franklin has invited you to, on January 16th, at the Courthouse in the rotunda. The community is being invited to read together the Declaration of Independence with John Adams, Thomas Jefferson and Ben Franklin. There will be school children there and all kinds of VIP's and we would love you to be part of it. If you would so desire, afterwards there will be a VIP preview tour of the remnant trust collection at IPFW. There will be trolleys there to take you to read, touch, feel and see the great controversial ideas of history that are still relevant today. Here is your individual invitation and if you would let us know if you can come, we would appreciate it.

Paul Moss: We certainly appreciate that. I always thought that Councilman Buskirk had the best grasp of the English language but now I realize that there is someone else out there. Thank you, Irene, we appreciate it. Okay, we have a pretty heavy agenda today. Next on the agenda is the Sheriff's contract.

Ken Fries: Good morning, Council members. Merry Christmas! Before you is the contract that is the same language as in the past and just increases by

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3%. The first question that we are going to be asked is how much money we were bringing in during 2008 and I dropped off to you what was done in 2006, 2007 and so far for 2008.

Paul Moss: Does everybody have the tax collections in front of them?

Darren Vogt: That is the projected amount through 2008?

Ken Fries: Yes.

Cal Miller: As I understand it, this would have been the amount of money that you are actually agreeing to forfeit for the amount in the contract, \$119,000. Thank you very much, I appreciate that.

Ken Fries: It has been difficult.

Darren Vogt: The current legislation changes the contract, the salary for the Sheriff, in 2011. Then it will be the same as the Prosecutor.

Ken Fries: As it stands now, I will take another pay cut in 2011.

Roy Buskirk: You don't have to run for re-election.

Ken Fries: I know. I have considered that.

Paul Moss: You are doing a good job. Are there any questions about the contract?

Cal Miller: No, there aren't but I just want to say again, Sheriff, in all seriousness, that is a lot of money and your willingness to do that is greatly appreciated by me, as a citizen of this County and as a taxpayer. I do think it is the right thing to do but at the same time, it has not always been done and your willingness to do that says a lot about you and your commitment to the job. Thank you very much.

Ken Fries: You're exactly right and that is why I decided it was the right thing to do. It is not easy but it is the right thing to do. I appreciate that.

Roy Buskirk: I make a motion that we approve the Sheriff's contract.

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. Thank you very much. Next on the agenda is the certification of tax levy referendum for

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Southwest Allen County Schools. Good morning, could you introduce yourselves for the record?

Brian Smith: Brian Smith, Superintendent of Southwest Schools.

Jim Coplen: Jim Coplen, Business Manager, Southwest Allen.

Paul Moss: Welcome, we appreciate you coming to answer any questions. If you would just start off, I think we have all seen a copy of the referendum, or resolution that was passed by your school board. If you would like to summarize what that is and your thinking on it.

Brian Smith: We are in the process of renewing our current referendum. We initially passed our referendum and a lot of people may have forgotten that we had lowered some other funds so that there is no tax impact. We are now at a point where we need to renew. The newspaper indicated that we are going out early for our vote but we have since found out that if we weren't following this timeline, then there was a good possibility that we were going to lose a half-year of funding because the schools are being changed from a calendar year budget to a fiscal year budget. That is being done over an eighteen month period. We hadn't thought about that when we were originally putting this together but I am certainly glad that we are following this timeline. We can't afford to lose that revenue. That money is used significantly in the elementary schools to primarily lower class sizes. The question comes up as to why Southwest Allen needs this extra money. The fact is that we are the fourth lowest funded school in the State of Indiana. Without these dollars and the growth that we are experiencing, we can't continue to maintain small class sizes. We desperately need this in order to maintain the excellence that we've got in our programs. I would also say, that I would hope in the future, that a funding formula for schools can more equitably distribute money so that we don't have to keep doing the referendum process to maintain what we think are good class sizes for the kids. What we are asking you to do this morning is to certify the question that will be on our ballot. That was delineated in a resolution that was passed by our school board and we have followed State statute in terms of how that was worded.

Paul Moss: Council, are there any questions?

Roy Buskirk: Yes, I have a couple. Currently, the referendum is raising \$6 million and the new one is going to be \$3.6 million or \$3.5 million. So you are increasing it by almost a million dollars. As far as the year, I don't understand that because the funds are going to be collected and it wouldn't

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make any difference because you are going to have the funds available. So what is the difference in changing the fiscal year is going to have?

Brian Smith: It is just the conversion from a calendar year to a fiscal year. Our current referendum goes through December 31, 2010. January 1, 2011 is going to be the middle of a budget year. We are going to have a calendar year budget in 2010 and we are going to adopt a twelve month budget. Then, six months later, we will adopt a budget that is going to run July 1, 2010 to June 30, 2011.

Roy Buskirk: I understand that. But what does that have to do with raising the money? As far as changing when your books close, you still have the money.

Brian Smith: It just depends on the ending of the first referendum which ends in 2010. If we don't get this question out there approved in time to get on the other budget, we will have six months that we won't be able to collect those funds. We would have a void January 1, 2011 until July 1, 2011 when we will be on a different budget cycle.

Roy Buskirk: These funds are collected through property taxes?

Brian Smith: That's correct.

Roy Buskirk: The property taxes are for an annual basis.

Brian Smith: They are for an annual basis but we wouldn't have the authority to collect the first half of 2011 because of the switch in the fiscal year.

Roy Buskirk: I don't live in Aboite or Lafayette Township but being on the County Council, I have a concern for people having to pay for a special election. I think it would be more economical and wiser to have it in the primary of 2010. The other thing that I think you need to mention is the fact that you just received an award for being one of the top school systems in the State and for spending your money wisely.

Brian Smith: That is correct. They looked at the students' scores and the efficiency of the district and in this area, we were one of the top school districts. We are being very frugal and again I reiterate, the only way to keep a great school system great is that you need to have great teachers, reasonable size classes and you have to have engaged parents. It is like a stool. You pull any one of those legs out and it starts to fall apart. We are focused on those issues and we are very frugal in what we are doing. Even

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though our funding has been reduced to the bottom of the State, I still try to maintain that excellence by keeping our class sizes small. It's like I tell people when they ask what difference does it make if you have twenty-seven kids in a class as compared to twenty-one or twenty-two. I tell you what, spend a day in a classroom and you will see the difference. In one situation you will see that the teacher can spend individual time with the kids and in the other situation, you are maintaining the operation of the classroom because you have more kids. We think it is a part of our ability to deliver the type of educational premium that we have. Plus, we use a small part of that money at the high school to maintain our AP classes. We have about 40 AP classes that we offer. Those are becoming more important as our students go out and have to compete globally for jobs. They are not competing with other people in Indiana or even the United States. They are competing globally and we have to have a world-class program for these kids.

Roy Buskirk: You have a good track record but the thing that disturbs me, on the presentation, is the one reason of getting it on the ballot earlier and that it is going to generate \$900,000 more for you than what you have in 2010.

Brian Smith: The reason for the increase is that almost all of that money...

Roy Buskirk: That's fine, sir. I am just pointing out that fact so that people are aware of that.

Brian Smith: I want to take the opportunity just to say that since all of that money is used for salaries, each year that we give a pay increase, and you multiply that by the \$2.6 million, it has taken us up to this point. It is a breakeven point for us and that is the reason for the increase.

Paul Moss: Councilman Miller?

Cal Miller: The other point is that it hasn't passed and that is the beauty of a referendum. You will be putting it to the people in Aboite and Lafayette Township that are served by the school district and I will certainly be voting in favor of it as my children are in that school system. But, it hasn't passed yet so it is not a foregone conclusion that there will be extra dollars. To Councilman Buskirk's question and I know that we talked about this just before the meeting, if it passes, there will be overlapping referendums, right? What will the school system do at that point in time so that there isn't a collection on both referendums, if the second referendum passes?

Jim Coplen: The first one hasn't gone away and this doesn't eliminate the first one. It is going to be my job to make sure that the DLGF knows that we want the second referendum, if it passes. With the first referendum, we

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promised our folks that we would neutralize the tax rate by lowering our CPF and we have done that. It is my job, as the fiscal officer of the district, to make sure that it happens. In this case, we will make sure that we will not be collecting more than the \$3.5 million.

Cal Miller: To Councilman Buskirk's point, it does for 2010. You would be in a better position, on an income stream, than you would be on the existing referendum. That is the point that you were making, Dr. Smith, with respect to the cost that you have that these are going to be dollars that you believe that you need to maintain the level of excellence that you are pursuing.

Brian Smith: Exactly.

Cal Miller: I, like Councilman Buskirk, read the article about the timing of the referendum and whether it is something that should be done with the General Election and the \$15,000 cost. Those are all very valid questions for all of us to have. For me personally, the fact, although not the initial reason for the timing, the new development of changing the definition of what the fiscal year is, that does put the school district at a disadvantage and supports the expenditure of the \$15,000 to have a special election or a referendum outside of our General Election, in my mind. I initially shared those concerns but with the fact that they have changed the definition of when the school year will end, I am in favor of moving forward with certifying the question. All we are doing and are required to do, by State statute, is to just certify the question. I don't know that we even have an option in all of that, quite frankly.

Paul Moss: My understanding is that we don't.

Brian Smith: I am glad that we had the opportunity to give you some information about it and hopefully can get it out to the public.

Paul Moss: I would agree with that. The one question that I do have is what is the specific process? Is it a reimbursement to the County for the election? Is that how it works?

Brian Smith: Yes.

Darren Vogt: Move for approval of a resolution 09-12-18-02.

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. Thank you for taking time out of your morning. Moving right along, we have discussion and

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approval of the Grand Wayne's budget. Please introduce yourselves, for the record.

Bob Lister: I am Bob Lister, Executive Director of the Grand Wayne Center and with me is Marvin Crell, the attorney for the authority.

Marvin Crell: We are here to ask for the approval of our operating budget for the year of 2009. We have supplied, to all of you, the proposed budget.

Paul Moss: I am sure that there are some highlights and probably some lowlights that you would like to point out to us. Then I suspect that there will be a few questions.

Bob Lister: Really, when you look through all of the pages, it breaks down to three different things. For next year, everything in our budget is pretty flat as far as expenses go. The lease payments for the bond issue went up \$100,000. If you look at the first page, they were at \$500,000 and are at \$800,000 for next year. That will level off for us over the next twenty years, at about \$825,000. Our biggest problem has come into the hotel/motel tax projections. We have talked about this a lot. We basically have two categories and one other minor revenue category is interest income. We have \$5 million in the bank and we are getting about \$220,000 in interest and we are looking at about \$100,000 less in interest next year.

Paul Moss: Does everyone have a copy? I am having trouble finding it.

Darren Vogt: It is right before Economic Development.

Bob Lister: As you can see, last year on room tax, we took in \$3 million. We have budgeted, to be a little more conservative, we took it down to \$2.9 million for this year. Right now the room tax is coming in at \$2.5 million and is \$500,000 less than a year ago. What we budgeted for next year, we felt we couldn't budget more than that for next year. To be conservative in our budgeting, we are actually budgeting a room tax number that is about the same as 2006. We are going back three years with the kind of number that we are looking at. Why is this happening and that is where our big question comes in? The numbers that you see in the room tax and why we are down \$500,000 really projects about the first three-quarters of the year. In the hotel industry, the first three-quarters of the year weren't that bad. The last quarter fell off and we will notice that in the first part of next year. We know that there is something wrong in the collection process and we are trying to work a way. Let me explain where we are at. There have been a lot of things happening, in the State, over the last five years. Most counties are now collecting their own room tax. They find out that when they collect their own

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room tax, room tax collections have gone up about twenty percent. Marion County, ourselves and a few of the bigger counties let the State collect the tax simply because there is work involved in collecting it. We have about forty hotels. We, as an authority of the capital improvement board, have never been allowed to look at a page where a hotel is not paying or is delinquent. We are not allowed to see that. Only the County Auditor's Office is allowed to see that. They have been very nice. Last year, in August, they looked at it. They look at it every month, don't get me wrong, but they looked at it last year. One month, where we normally got \$380,000 and the next month we got \$700,000. They are going to do that again, for us, at the end of this year. We suspect, in talking, that we will have a bigger check coming and these numbers will look a little better. We just didn't feel comfortable budgeting. Let me have Mr. Crell talk about where we are going.

Marvin Crell: The innkeepers' tax allows us, the authority, to make a selection to have either the Department of the Revenue of the State collect the tax for us and then remits it to us or we can select the County through the County Treasurer's Office, to collect the tax and then remit it to us. The County, if they were to represent us in this area would also have auditing authority which the Department of Revenue has but can not exercise it. The volume of work is enormous and they don't have the personnel or maybe the inclination to pursue smaller amounts of money. If Allen County finds it desirable to assume that duty, on our behalf, then we would have greater control and we would be able to collect all of the taxes that are payable under this provision of the law. The County would have auditing authority to audit the various hotels, on a periodic basis, to determine whether all of the tax is being remitted or not.

Bob Lister: One of the things, before you answer that question is that we realize that this would be a burden on the County to do this. With all of the legislation, I don't know if it is the Auditor's Office or the Treasurer's Office, we would have to make you whole. Whether it is putting another person on or whatever we would pay for it. We can not cost you any money but we were hoping that we could come to you. We are working with Mr. Fishing now on some type of proposal of if we could do this, it would be a great benefit to us. I think Dan would tell you that the counties that have taken this on have found about a twenty percent increase but we can't just dump it on you guys with no help or is going to cost you money.

Paula Hughes: So, if I understand correctly, given your last statement, you're not asking us to do anything. I would suggest, as you are working with Mr. Fishing, that you consider whether the County could outsource this responsibility to you. That way it is really just a pass-through. We have enough on our hands with all of the changes in the property tax legislation. I

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appreciate your willingness to make us whole but this seems like something that should be kept within your realm. You are certainly going to have the strongest interest to make sure that it is done well.

Bob Lister: There is some legislation going through now, at the State level, where we are allowed to look at those records as a capital improvement board. Right now we can't even look at them.

Roy Buskirk: You have something?

Tera Klutz: I was just going to say that the reason they can't look at them is because it's proprietary sales information and is something that the IRS and the Indiana Department of Revenue process now and that is why only the Auditor can look at it right now. We had to sign a serious agreement about the confidentiality of that information. I hope that the legislation does pass through and you would have to sign the same agreements.

Paula Hughes: Because they are privately held corporations.

Tera Klutz: Yes, because when you give sales information, which this is a percentage of sales, then it becomes a sticky note.

Cal Miller: Does this also contain rate information?

Tera Klutz: Occupancy rate? I don't know but you can figure that out because you know how many rooms a hotel has and if you can back into the sales, then yes.

Bob Lister: It is a competitive business. The newspaper had an article, about two months ago, about what the average daily rate was for Allen County and it showed Allen County as being up by five or six percent and we are thirty percent down on the room tax. I guess that this year it just hit with the economy and we are just worried about it more. Bookings for conventions, we had a good year and then in the fourth quarter, things just fell apart.

Paul Moss: Can you provide some detail? Look good is kind of a broad term. I have asked this question before and I don't know that I have ever received any detailed information.

Bob Lister: We will always provide you with a year-end report. In December, we look at what is coming up for the next year. Last year, when we looked at what was going to happen in 2008, as far as convention traffic, we had thirty-two conventions booked and four pending. There are four hundred other

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events. This December, we have forty-two conventions on the books and eleven pending. We are up almost twenty percent.

Paul Moss: In terms of the number of people coming?

Bob Lister: Number of conventions and number of people. We do a lot of philanthropic events, local events and a lot of business and corporate and it is pretty much a crap shoot for us.

Paul Moss: As far as bringing people into the community, for 2008 over 2007, what is the difference there?

Bob Lister: I don't have the number but I would say ten percent.

Paul Moss: What about the Hilton, do you know anything about the occupancy at the Hilton? Has that changed?

Bob Lister: I have no access to that information.

Paul Moss: Do you have any idea, just in general the hotel bookings throughout the community?

Bob Lister: Dan may have a little better idea on that.

Paul Moss: On the tax collection, for those of us that are philosophically concerned about taking money from private entities and giving it to a subsidized government funded entity, we need to remember what we are doing here. I have a little bit of a problem talking about squeezing people a little harder on the tax collection side, philosophically, and auditing their books and things of that nature. I am not so sure that I want to go down that road. I may be in the minority here. This is a significant amount of money that we are taking from private industry, a lot of it is locally owned proprietors here. My question is in terms of the hotel bookings. I am assuming that they are down but there never seems to be any numbers attached.

Paula Hughes: I want to clarify that the money that comes from the innkeepers' tax is paid by the people that stay at the hotels. It is not like a property tax in that it is paid based on the assets of the hotel. It is a percentage of sales in the hotel but it is based on how long they stay. The squeeze is that our local recipients of the innkeepers' tax do not believe that they are receiving the funds that they should be receiving because either the hotels are misrepresenting what they have collected or they are keeping money that they collected from their customers or the State is keeping the money. It is in one of the two places.

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Paul Moss: There is that potential. My point is that the money, while paid by those that are staying in the hotel, it has an affect on volume. That is my belief. The more that you increase that, the less your volume is. What is the answer to my question about the hotel bookings? Are they up or are they down?

Dan O'Connell: The number of bookings, at the Convention Center, is up about ten percent. We have mixed feelings and are optimistic about it. The actual hotel occupancy, in our City, is about sixty-four percent, the same as 2007. What we have going on, in my estimation, we are having an increase in sales traffic in the first three quarters. Fourth quarter went into the toilet. What we have is an increasing inventory. That is why the occupancy isn't going up. You are increasing the number of rooms for sale. We have five hotels under development in 2008. As you add more rooms, the occupancy will drop. Our business traffic is pretty healthy. Group business has been pretty strong. Basketball tournaments, soccer tournaments and group business, at the Convention Center, are pretty strong. What we see in forecast for 2009 is the fear that the business traffic will go the same route as the economy goes.

Paul Moss: Where are those five hotels that are under development?

Dan O'Connell: Most of them are along Interstate 69. There are two on Dupont Road that are going up. One opened this year in the southwest corner by Lutheran Hospital. The Courtyard of Marriot is being proposed for downtown Fort Wayne. The fifth one escapes my memory right now.

Paul Moss: There are no non-subsidized hotels going up around as a result of the Convention Center traffic, at this point. Councilman Vogt?

Darren Vogt: A couple of questions. When you refer to bookings, I want to make sure that I get it. When you say it is up ten percent, the numbers that I wrote down were thirty-four and forty-two. Do you quantify the people that are attending those to determine the increase of ten percent or do you look at the bookings as ten percent? Let me give the reason for the question so you make sure that you understand. If you book thirty-four big events and forty-two small events, then the overall net isn't good. That is what I am trying to get at.

Bob Lister: If you had twelve events a year and they took the whole month, then you wouldn't need four hundred events. We were looking at number of events and room nights. Room nights were up 20,000 for next year. Again, what we find this year though is that there is a convention coming in with

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eight hundred people and the economy catches up with you and that convention is now five hundred.

Darren Vogt: That gets me to my next question. Your projected year end for the room tax, let's call it 2.6 for lack of a better word, does that include the better collection process?

Bob Lister: Yes.

Darren Vogt: Okay, so if there is a better audit or look at the books, you will assume that it would possibly go up some.

Bob Lister: We really figure that this is the worst case scenario. I hope that when I come back next year that this wasn't the worst case, then we are in big trouble. We just didn't feel when we did our budget that we could start showing some increase in the room tax or anything else.

Darren Vogt: Here is my concern. I am not sure that you used the worst case scenario. If you said that the first three quarters were good and the fourth quarter has fallen off and we are at \$2.6, for 2009 you really haven't done a worst case scenario. You are projecting the same as 2008 and in reality we are saying that 2008 may be worst. What is Plan B? I think you are at what may be called normal. The better collections process may wash out to get to the \$2.6 but maybe it won't so what is the fallback position?

Bob Lister: The fallback position is like it was this year. Basically, as the year went on and we started seeing how far back we were falling, we were \$500,000 back from what we anticipated for this year and so we stopped spending. In areas where we had capital outlay, we had a boiler going in and then we didn't spend anything else after that. So what it looks like, instead of being down \$500,000 we will probably be down \$80,000 this year. We just manage our budget in that way. The unfortunate part is that the events don't stop coming. If the room tax isn't coming in, there are still all of the events that you still have to pay the utility bills on. We have enough money in cash investments.

Paul Moss: But how does that tie to your comment that the bookings are up and all of that? If you look from 2007 into 2008, your revenue is down. Bookings are up and revenue is down. How does that work?

Bob Lister: Last quarter, we probably lost \$200,000 in food sales.

Paul Moss: I am just looking at actual 2007 budget.

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Tera Klutz: I think I can answer the question for you.

Paul Moss: Your budget and your projection, for 2008, is the same.

Tera Klutz: There is a strong belief that the Grand Wayne Center and the Convention and Visitor's Bureau, through 2008, is wrong. There is money out there that is either the hotel people are hanging onto...

Paul Moss: Are you talking about the tax?

Tera Klutz: Yes.

Paula Hughes: He is talking about the revenue.

Paul Moss: The statement is that we expanded the Grand Wayne Center and spent a lot of money on that and we don't see solid numbers. We keep being told that bookings are up and you said things are looking good for 2009. It seems, intuitively to me, that your earned revenue would go up if bookings are going up. All I can look at right now is 2007 to 2008. Building revenue and food and beverage are both down. Help me understand that. Have you reduced pricing?

Bob Lister: Like I said, bookings for conventions are up but we are not going to say that everything is up. We know things are going to fall off this year because of the economy. We left our budget pretty well flat as far as revenues go. Even if we are up on conventions, the other events are going to fall out on us this year.

Paul Moss: So bookings really aren't up between 2007 and 2008. I really am just trying to understand it.

Bob Lister: Right now they are up. Conventions are up, other events are up and what falls out, we don't know.

Paul Moss: So, for 2009, you believe that bookings will go up.

Bob Lister: I'm sorry, I am talking about 2009.

Roy Buskirk: I have a couple of questions. One of them is on the new hotel, as far as bookings for convention, it is dependent upon the new hotel being completed. You are probably talking 2010 now. What is the drop-dead date as far as the new hotel being completed?

Bob Lister: A lot of people ask us that and I guess...

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Roy Buskirk: It shouldn't be too hard. When is the first convention that has been booked and is dependent on that hotel?

Bob Lister: September of 2010. That is the first major one that would have a problem.

Roy Buskirk: And if the hotel isn't finished, they are going to move.

Bob Lister: I wouldn't say that. It is Cities and Towns and they have been here before. I think they would be pretty upset if it wasn't here. We have other conventions before that. We were very careful not to sell that hotel in early 2010 because we weren't sure when it was going up. There is a couple at the end of May or the first of June, that are hoping that the hotel goes up, but if it doesn't, they will live. We have about six or seven contracts out for 2010, after the September issue. Our 2010 looks better than 2009.

Roy Buskirk: I realize, and like Dan was saying, the number of rooms can increase but the percentage of occupancy can decrease. It seems kind of hard to say that but because of the new rooms on market, the number of people renting rooms increases and the room tax revenue should increase even though the percentage of occupancy has decreased.

Bob Lister: Hotels raise their rates every year. You would think, just through natural progression...

Roy Buskirk: I agree with Councilman Vogt with the fact that you are showing that you are not decreasing for 2009 from what you are generating for 2008. Three quarters was good and one quarter is bad, and so you are saying that in 2009 we are going to have the same thing.

Bob Lister: Roy, this is just a loose guess.

Roy Buskirk: Well, you have about \$5 million in reserve.

Marvin Crell: Roy, the situation that we can not give a perfect balance, that increase in room inventory if the economy holds up. That is almost a certain increase in the tax that would be remitted to us. There are a couple of factors that are truly unknown. If we could predict or ascertain future economic situations, we would be the gurus of all time. So, you have to understand that we are truly doing our very best to give a conservative prediction. Plus, I think Bob explained that nothing gets spent automatically. If any expenditure is to take place, it still has to be approved by the board. Certain categories that are in the budget and projected out, may never be spent half

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of it or maybe none at all. That is the safety factors that we have. We do need to present a budget that makes sense and we present a budget that is conservative on all levels. We try to bring to you the good, the bad and the unknown. We are running a business that has variables and unknown factors. I don't believe that the Grand Wayne Center is presenting any losses or anything like that. We just won't allow that. The expenditure in each category will be reviewed and either stopped or reduced and that is how the Grand Wayne Center business will go forward and survive.

Paul Moss: Roy's question about the hotel that is apparently going to be built, if I recall correctly, when we talked about the \$250,000 a year that you are going to gift over to them, that was somewhat dependent on the revenue from that hotel.

Bob Lister: Absolutely.

Paul Moss: You had the little timeline, how does that shift back as a result of it?

Bob Lister: When the Redevelopment Commission came to us and asked for the money, they wanted \$2.5 million. My board of directors voted to have that \$2.5 million to be paid over a ten-year period. Our board and the attorneys tied it to the room tax. If that hotel doesn't get built, we don't have that extra revenue coming in. That \$2.5 million, while not just directed to the hotel, it is for the whole project, we don't pay that if the hotel doesn't get built.

Paul Moss: So, the starting date of the ten years moves back.

Bob Lister: It has to move back. It is supposed to start in 2010 if the hotel starts in 2010. We still have to have a few months of room tax going in before we even realize any additional monies. My assumption is that in 2010 we would have a partial payment.

Paul Moss: The other question that I have is that you made a comment about expenses. We always end up talking about the revenue side of things. On the expense side, if you look at your salaries and wages from 2006 and 2007, it went up. In 2008, it went up again. I am assuming that your FTE count hasn't changed a whole lot. If it has, let me know. If not, how do you, what controls are in place in terms of salaries and wages and adjustments to those raises, I would say that the County has done a pretty good job of dealing with wage issues. There have been times where folks have gone without raises. The City of Fort Wayne is proposing no raises for 2009. Step me through, starting back in 2006 and what sort of average raises have you seen, how

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does your salaries compare with City and County salaries, if they are comparable at all. I'm just curious about that.

Bob Lister: For me, as the top person, this year me and my assistant get zero raises. Last year was a two percent raise. The year before that was three percent. It has never been over two or three percent. I have been doing this for twenty-six years now and a lot of years I have taken zero and a lot of years I have taken two or three. This year, myself and my Operations Manager are taking zero. If you look at our salaries, it was \$1,445 million last year and we spent \$1,412 million. That pot, we are using for raises for the rest of our people. The full-time people, that pot is about \$20,000 and is a 1.5% pot. Our board has a personnel committee and they will look at that pot of money and listen to recommendations from us. We are looking at \$33,000 to take care of raises for all of the full-time people plus any minimum wage issues that come up.

Paul Moss: It sounds like you pretty much follow along the lines of the City and the County.

Bob Lister: We do and the board of directors really does want to base the salary on merit. If there is someone who deserves four percent and someone who deserves one percent, they will look into that and take it into account.

Paul Moss: Councilman Vogt?

Darren Vogt: Just for clarification, on your projected 2008, those are your year-end projections?

Bob Lister: Yes. You have to realize that we do these in September. The only category where there is really an increase is utilities. We had \$700,000 budgeted and we are going over and we were doing this when everything was \$4.00 a gallon for gas. Now, to replace a boiler and everything, we may have some savings. Everything else is a flat budget.

Darren Vogt: Can you help me with a couple of those items, just so I know? Professional services and service contracts, what do you actually put in those two items?

Marvin Crell: It is not lawyer's fees.

Bob Lister: We put some money in this year because we were looking at negotiations with the food service and knew that we would need some attorneys, if that occurred. It did not occur so we didn't use them. What normally happens with this is that our biggest expense is our audit. That was

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\$35,000 for BKB and they come in and audit our books every year. The attorney fees, for Marvin, are about \$15,000. Marvin has never made too much money off of us over the years. Security is any police that we have and is about \$25,000 to \$30,000. That gets charged back and eventually comes back to us.

Darren Vogt: On service contracts, what big service contracts do you have?

Bob Lister: The biggest ones on that are heating, ventilating and air conditioning which are about \$60,000 a year. Elevators and escalators is \$20,000. Window washing is about \$25,000. Carpet cleaning is about \$30,000. We were paying \$48,000 for the terrazzo floors, for the first couple of years and we took that in-house without adding any personnel.

Darren Vogt: Okay, thank you.

Patt Kite: You said that the security money comes back.

Bob Lister: Yes, if you have an event there, you are required to have a couple of police officers. We will charge you for those officers. They are off-duty police officers. It comes out as a professional service and then goes back into our budget.

Darren Vogt: One more statement that I will make is that I have concern that your projected revenue for your room tax is very high. The concern is that you would be digging into the cash reserves if that doesn't come into play.

Bob Lister: I hope you are not right.

Darren Vogt: I hope that I am not, as well. I understand it is a shot in the dark but I wanted to make it on record that there are some concerns, based on the 2008 projections.

Paul Moss: I have expressed my concerns because I still have trouble understanding in terms of the earned revenue and where it is coming from.

Bob Lister: We do that every year, at the end of the year. We send a report in February.

Paul Moss: Are there any other questions from Council?

Paula Hughes: Move for approval of the Fort Wayne-Allen County Convention and Tourism Authority.

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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 6-0-1 (Miller absent).

Vince Robinson: I am Vince Robinson, Chair of the Board of the Convention and Visitors Bureau. I am joined by Dan O'Connell, the President and CEO. Also, Tory Richardson, our Treasurer is here. The County's representative on our board is Commissioner Nelson Peters. I want to thank you for your support, in the past, and this morning we are asking you to approve the Convention and Visitors Bureau budget. We will be happy to answer any questions you have about the budget.

Dan O'Connell: I just want to say that a lot of people in the public may see the Convention and Visitors Bureau more as a civic booster, make people feel good about the City. As you know, our vision is more about bringing people to the community. It is about marketing the community for economic development benefit.

There are real jobs and real dollars. As you have had a chance to look at our budget, just like everybody else, it is tight. We have to tighten our belts like everybody else. There are a lot of things that we can't afford to do but would like to do. The CVB is in the situation, especially in 2009, where we can't afford not to do everything that we can do to get people here. There are more attractions that we are going to have to promote. That really steps up the challenge for us to do as much as we can with the resources that we have. We would be happy to answer any questions you have.

Maye Johnson: Could you elaborate on the special projects that you've planned?

Dan O'Connell: The special project is one that we started last year and is called the information kiosk system. It is a standing computer screen, touch screen, and there is one that is here in the lobby of this building. People can touch the screen and learn about things they can do, where there is something to eat and places they can go. That system has an advertising revenue stream to it. We anticipate garnering about \$40,000 in paid advertising from people who want to be on that screen and in that system. Currently, that system is getting about 80,000 users for the first year. We are very pleased with that.

Roy Buskirk: How many different sites do you have?

Dan O'Connell: They are in twelve different locations, the Convention Center, the Airport, Library, the offices here and seven hotels.

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Darren Vogt: I will ask you the same question on the room tax. You reduced that by approximately \$80,000. Where is your reduction? You have room tax and sponsors income together. I am assuming that is in room tax and your sponsors will be up. Walk me through that because I want to make sure this projection is a realistic projection.

Dan O'Connell: We had budgeted less money from the room tax. We hope for a foreseeable decrease in sales is offset by an increase in improved collections. That is why we are looking at a flat forecast. We hope it doesn't go down at all but we suspect that it will. A second source is sponsorship income, the Memorial Coliseum, withheld \$50,000 in funding for us. That is a significant decrease in money for our resources.

Paula Hughes: What was their rationalization for that?

Dan O'Connell: Randy Brown was facing additional cuts due to losses of revenue from the Memorial Stadium.

Paul Moss: You also were down \$100,000 from the Grand Wayne, too, right?

Dan O'Connell: The Grand Wayne Center changed its funding to working with us to increase the room tax to get \$400,000. They did retrieve the subsidy that they gave us every year but it enabled us to get a different stream.

Darren Vogt: It was a net \$300,000 plus.

Dan O'Connell: Correct.

Paul Moss: So of the roughly \$1 million, of room tax and sponsor income, how much of that is roughly room tax?

Dan O'Connell: All of it.

Paul Moss: Okay.

Dan O'Connell: We leave sponsors in there because it is a 2008 number.

Paul Moss: Okay, so the total room taxes collected is closer to \$4 million, countywide. Is that right?

Paula Hughes: No, it is \$3.75 million.

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Darren Vogt: So you really kept the room tax flat then.

Dan O'Connell: This is a hopeful budget and we have programming in here that we will not implement if the money isn't there. Advertising is a little easier to pull than putting a boiler in. We had planned it that way, as we did this year. We came in under budget this year under the fact that we saw the third quarter fall off. We cancelled a significant amount of revenue. That is the last thing that we want to do because we are a marketing agency. The other value of going to local collections is that we have seen this financial stream be like a roller coaster. It goes up and down and it is hard for us to forecast it. The receipts are three months behind. We don't know what came in in October. Henceforth, doing collecting not only expedites the value of the money coming in and you understand what you are doing and can react better. Secondly, the leveling out will help us make better projections.

Darren Vogt: I would agree and if there is anything that we can do, that would be something that I would support.

Dan O'Connell: There are forty counties, in the State, and it is all dedicated to Tourism and Development, to some point. There are only four that don't collect it by themselves.

Roy Buskirk: There are thirty-six that collect it themselves and how do they collect it?

Dan O'Connell: They pay to the County Treasurer, on a monthly basis. Oftentimes, there is a voucher book, it has the amount of gross sales, the amount of exemptions, remitted sales tax to the State and the County. There are two forms and one can be sent to the County. That goes to the Treasurer who puts it into a report and is verified by the Auditor's Office and then a check is cut later.

Roy Buskirk: I didn't know for sure because I think that sometimes the impression is given that the Sheriff is the one that is going to collect it.

Dan O'Connell: Councilman Buskirk that is a very good point. It is not collections that you are out there with arm twisting, it is a paper process. There is some responsibility of actions if someone doesn't pay. All rights and authorities at the Department of Revenue are completely transferred to the County Treasurer. Any actions that the State would take for collections are empowered to the County Treasurer and Auditor. The State is strongly encouraging this. It is the responsibility of a local tax and they want the locals to take care of it. Several of the leading hotel communities have encouraged more monitoring of the collection procedures for this process.

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They don't know what the neighbor is doing down the street. They would like to see a little more oversight. Right now there is zero oversight.

Roy Buskirk: The thing of what Councilwoman Hughes brought up, it is a team of the Convention Bureau and the hotels that are the users and the ones paying for the services that is being provided by the Convention Center to attract more people to use the hotels. It is a round-robin situation and is not actually a cost to the hotels. The only cost they have is in collecting it but it is a user fee.

Dan O'Connell: But if the user fee gets too high, it affects business and the bottom line. We are very sensitive of that and the hotel community is very supportive of the innkeepers' tax.

Roy Buskirk: The next question is about the Gym Rats and some local organizations that do attract a lot of people. Is there more that you can do to support them and get more information out? I don't think that a lot of people, in this community, realize how much revenue is generated by such organizations as the Gym Rats.

Dan O'Connell: We met yesterday with the president of the Gym Rats and I can assure the Council members that the Gym Rats and Spiece Fieldhouse are not moving out of the City. They have every intention of staying in this community because it has been good to them and because of the location. They run thirty events a year that brings in upwards of 300,000 people to our City. In July, they host two national tournaments. One brings in 5,000 people and the other brings in 9,000 people to play basketball. It is one of the largest sports tourism venues in the nation. We have to help them get the USSSA basketball tournament. The two cities that we are beating to get it are Las Vegas and Orlando. It takes money and we help them pay the national fees of upwards of \$9,000. It is getting harder to do that. It is getting competitive out there and you are seeing a lot of civic and city support for hockey and baseball and they don't want to be forgotten. I have always been a champion of them and they have always been very complementary of us but it is like the rest of the economy and is getting harder and harder.

Paula Hughes: Just if I could ask, and I don't know if you know off the top of your head, but what are the innkeepers' taxes in Orlando and Las Vegas?

Dan O'Connell: Vegas' is about 18%. Ours is 7%. On top of the 7% innkeepers' tax, you have to add the 7% sales tax. Surcharges, on top of a room in Allen County, are 14%.

Paul Moss: Council, are there any other questions?

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Darren Vogt: Move for approval of the Fort Wayne/Allen County Convention and Visitors Bureau budget for 2009.

Paula Hughes: 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 6-0-1 (Miller absent).

Dan O'Connell: The Convention and Tourism Authority will probably be back here in January or February with the ordinance. We are working with Mr. Fishing now to clarify the language, details and procedures.

Paul Moss: Are you going to do the Indiana Institute? We are going to move on to Economic Development and consideration of an ordinance authorizing and providing for the issuance of Economic Development Revenue Bonds.

Ashley Steenman: Good morning, Ashley Steenman, Department of Planning Services. With me is Rod Wilson of City Securities. Indiana Tech requested, of the Allen County Economic Development Commission, to issue economic development revenue bonds to construct a 13,000 square foot residence hall. It will house up to sixty-four students on their campus. This will create one full-time job and four part-time jobs. The amount of the bond that they are asking is \$3,475,000 and it should be noted that this does not have any affect on the taxpayers of Allen County. The Economic Development Commission had a public hearing on December 9th and this is the final process. It will allow the Commissioners to sign the final bond documents.

Paul Moss: Council, are there any questions?

Darren Vogt: We have done this once before. This is the second expansion that you have done, right?

Rod Wilson: It is the second dorm and it will be a copy of the dorm that was built over this past summer. The schedule is to issue the bonds in the next sixty to ninety days and then the construction will be a year behind so that the dorms will be ready in the fall of 2009.

Darren Vogt: Where will you put this one, on the campus?

Rod Wilson: Adjacent to the other one and out in left field of the ball diamond.

Paul Moss: It is a great campus.

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Darren Vogt: Move for approval of consideration of an ordinance authorizing and providing issuance of Economic Development Revenue Bonds for Indiana Institute of Technology.

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 6-0-1 (Miller absent).

Lisa Blosser: We have received paperwork that says that Council has to read the whole ordinance. Is that right?

Ashley Steenman: It says that? I will redraft it.

Tera Klutz: Okay, then we can keep track of who said yes.

Ashley Steenman: I will redraft it for you.

Paul Moss: Okay, moving right along to the financial report with Auditor Blosser.

FINANCIAL REPORT:

Lisa Blosser: Additional appropriation requests are not allowed at the December Council meeting because the DLGF does not have time to process the requests. We are ending the year with an estimated balance of \$1,984,451.

Paul Moss: Are there any questions for Auditor Blosser?

Roy Buskirk: Move for approval of the financial report.

Paula Hughes: 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 6-0-1 (Miller absent). Okay, transfers for the County Assessor. We will talk about the transfers and then have you discuss the office structure.

Stacey O'Day: That would be great because we have PTABOA hearings going on today. The first thing that we have on the agenda this morning is a transfer of funds. Normally health insurance and life insurance benefits on the County General Fund are figured in when we turn the budget in but that

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is not the case for the Sales Disclosure Fund and the Reassessment Fund. The money is there to transfer from one line to another.

Roy Buskirk: Are we just covering items one and two?

Paul Moss: Correct.

Stacey O'Day: The others are the same.

Tera Klutz: One and two are in the same fund and three to five are in another fund.

Paula Hughes: Move for approval of items one through five.

Roy Buskirk: Whoa, I have a question then.

Paul Moss: Let's get a motion and a second and then discuss it.

Patt Kite: Second.

Paul Moss: Any questions?

Roy Buskirk: I have a question. Last month we had the Purchasing Department come before us wanting funds for postage. I see that the Reassessment Fund has quite a bit of money left in postage. Have you been reimbursing the Purchasing Department for any postage?

Stacey O'Day: No, sir. What that money is for is Form 11's that are from the Reassessment Fund and we will not be spending money on Form 11's per the request from the DLGF.

Roy Buskirk: Okay.

Darren Vogt: If you would, please elaborate on that a little bit about the tax notice now being considered the same as the Form 11, is that correct?

Stacey O'Day: Under the advisement of the DLGF, that the Form 11 be sent out to reconstruction changes and not every single change that is out there right now. I think it is the thought of the DLGF that because most counties are behind in the process, something needs to go. It is a function that takes us several weeks to perform. It is costly as well. It costs about \$80,000 in postage to mail those out. The new bill that was designed by the Legislature, is supposed to cover and be more detailed in getting this information to the taxpayers. That is the vision of the DLGF.

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Roy Buskirk: But also, the Treasurer has more mailing because now they have to mail to the property owner and the mortgage company.

Stacey O'Day: I believe that is true but I don't know that one has to do with the other.

Roy Buskirk: The information is on the property tax bills.

Stacey O'Day: That is true.

Darren Vogt: When did this information come about? Was it before or after you did your budget.

Stacey O'Day: It came about in the last month or two.

Darren Vogt: So, your postage line item for 2009 will have money over what it should have?

Stacey O'Day: It should have.

Paul Moss: We have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 6-0-1 (Miller absent). Now we will talk about your reorganization.

Stacey O'Day: I can talk about the reorganization and answer any questions that you may have. I sent this to all of you, did you get it?

Roy Buskirk: No, look at your email. My name was not on there.

Stacey O'Day: I apologize. Briefly, this is an extension of the plan that was presented in June. The concept, if you have your charts...

Paula Hughes: There are copies of this in the folder we got this morning.

Stacey O'Day: The structure that you are looking at is an extension of what we did in June. Obviously we didn't know how many team players we would have until after the referendum vote. What we are looking at is changing the staff and not adding any staff. We are absorbing the work of the Township Trustees and we are now taking in the responsibilities of the six Township Assessors. We have 36 additional staff members. In doing so, what we have done is specialize in a team effort of residential teams. We have equally dispersed parcel count to employees to make sure that we are equally dispersing the workload. We had accomplished that last year with the

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commercial and industrial teams. We have people dealing with unique circumstances and are getting very good at doing just that one thing. I have been encouraged with the staff of the industrial and commercial team. I have made some additional changes with the funding in that I have created a mid-layer of a Senior Appraisal Deputy, Senior Personal Property Deputy and a Senior Sales Disclosure Analyst. In doing so, what I have tried to do here is create that middle level and create a more progressive working environment for the staff to have a goal to work towards. I think it creates a more productive work environment. Also, in the change, the job descriptions are there. Does anyone have any questions?

Paula Hughes: Council, I was able to speak to several of you but there are two of these positions, Senior Personal Property Deputy and the Senior Sales Disclosure Analyst, are positions that have not existed before. They are based on a very similar position within residential appraisal. The Senior Residential Appraisal Deputy is an existing position. What Stacey did with this more segmented approach was create similar positions in Personal Property and Sales Disclosure. That should have been on the agenda for the December Personnel Committee meeting and we didn't have a regular meeting then. Personnel Committee has not approved these positions so Council needs to evaluate and approve those positions. They have been scored and they come out as OSS5. I have worked, quite a bit, with Assessor O'Day on this and it is very similar to what was presented before but includes the absorption of the two townships that were not kept as independent assessing functions, in the election. There is still a savings, to the County, of six percent.

Stacey O'Day: Council asked us to come in with a three percent savings and we are coming in at a six percent savings. With the reorganization, we are saving about \$129,000.

Darren Vogt: That's great.

Paul Moss: Council, are there any additional questions on this? We have a couple of salary ordinances.

Roy Buskirk: On the commercial section, are you going to head that up yourself?

Stacey O'Day: Yes, we are trying to be fiscally responsible. Right now, the commercial team is functioning under my jurisdiction and I think that, for now, I am going to keep status quo with that.

Roy Buskirk: So you are keeping them at a PAT3?

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Stacey O'Day: They were a PAT3 last year because to recognize the difference of complexity of commercial over residential homes. That was done by Council last year.

Paula Hughes: I will say that when Stacey and I were going over this, I asked why she wasn't going to create a leadership position within the commercial appraisal area and she said that she is working much more hands on with that. I told her to share with the Council that she doesn't rule out, in the future, that she will want to create someone that oversees that. For now, she wants to keep tabs on it. There might potentially be one that is similar to the Senior Residential Appraisal Deputy.

Maye Johnson: Stacey, when I met with you earlier, you elaborated on some of the incentives that you built into this reorganization plan. Could you talk about that?

Stacey O'Day: Yes. Basically, it is the Senior Appraisal Deputy, Senior Personal Property Deputy and the Sales Disclosure Deputy. We are still saving money but what we are doing is creating a middle level so that the staff has a goal to work towards. It is still saving taxpayers, in the long run.

Darren Vogt: So, you could go from the easiest level of appraiser and move up.

Stacey O'Day: I think, in the past, we have had appraisal deputies and elected officials. There was no incentive for a staff member to move to the next level. I think, in doing this, the benefit is to us and to them.

Paul Moss: Council, are there any other questions?

Darren Vogt: Move for approval of an amended salary ordinance consideration of a salary ordinance amending the salaries within the attached budget of the County Assessor's Office. See the attached spreadsheet detailing the amended salaries for the County Assessor's Office, effective January 1, 2009.

Paula Hughes: 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 6-0-1 (Miller absent).

Paula Hughes: I also want to clarify that going forward from the 2008 to 2009 budget, the County Assessor and her Chief Deputy, their salaries are being

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considered as part of the Elected Official grid that County Council was looking at. That came through in budget time, inadvertently, and has been corrected, right?

Lisa Blosser: The salaries will be whatever you decide today.

Darren Vogt: I have a related question on that. Given the current value of residential properties, how do you see that trending? With property values down, I would like to see how that relates to collections from your end. How do you do that and when would we see that, because of the lag in collections?

Stacey O'Day: It is not going to be relevant right away. The code that I have to use for trending says that I have to use sales from two years prior to the assessment date and then payable in the next. You are going to see a definite lag in the trend of sales. Home sales are going down and you won't see that reflected immediately. That is a common misunderstanding with a lot of people, when they call in and say that their home has dropped since we had done this. The law says that we use the sales from two years prior. You have to have time to analyze the data. You will see the trend probably coming down. The other thing that you are going to see, when you are using two years of combined data, it is not going to happen as drastically either.

Darren Vogt: Okay, so in theory, if we had a bad 2009 and 2008, for arguments sake, they wouldn't hit until 2011 and 2012? It is a rolling average, basically.

Stacey O'Day: Yes.

Paula Hughes: So, what property owners are going to be seeing this year is the impact of what were growing property values in 2006 and 2007?

Stacey O'Day: Yes.

Paula Hughes: That is going to be fun.

Stacey O'Day: I think that there is talk that the DLGF is looking to go to one year of using the sales. I think that we could do that in Allen County because, being the size that we are, we would have enough sales. The smaller counties would suffer because they wouldn't have enough sales to adjust appropriately.

Darren Vogt: Do you think it could be optional based on sales volumes?

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Stacey O'Day: I think they are going to be sticking with IAA standards. There is a standard for one year.

Darren Vogt: It would eliminate some of the phone calls to your office and your office, of saying hey you say the property is worth that and I can go out and get an appraisal today that says it is worth less because of the way that the system operates.

Roy Buskirk: When they appeal the assessed value, the appraisal that they use should be based on values two years ago.

Stacey O'Day: Yes. We have tried to inform people. The last time we sent out Form 11's, we put in bold letters the data that we had to use. We try to inform them but it is not easy.

Maye Johnson: What is the value of conducting the reassessment every three years instead of ten?

Stacey O'Day: What I would like to do is take a proactive look at reassessment. Typically, reassessment is done every ten years but, historically, that doesn't always happen either. What we are looking to do is to do every assessment every three or so years. We are doing time studies, as we speak, in Scipio Township. What we think that we can do is accomplish looking at the parcels more often but with a cost savings. I think that there is so much revenue lost in things that are not picked up or removed when you are viewing a property once every ten years. Viewing them once every three years is beneficial.

Lisa Blosser: There is an ordinance that you have to pass, for the restructuring of the Assessor's Office.

Roy Buskirk: In backing that up some, it is amazing when I was doing appraisals on farm properties and which buildings had been removed or new buildings that were put up and not picked up.

Stacey O'Day: Typically, the only time we have notice that a property is changing is when a building permit is taken out for construction or removal.

Roy Buskirk: The other thing is that some people think, with the trending, they think that is a reassessment every year. The trending is based only on market value and not on construction.

Stacey O'Day: That is correct. Reassessment is based on physically viewing each property.

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Darren Vogt: We have an ordinance that we have to pass. It is a lengthy one and I am not going to read the entire thing. Move for approval of Allen County Ordinance number 09-19-18-01, an ordinance transferring the records of property obligations and funds for certain Township Assessors to the County Assessor.

Paula Hughes: 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: Wait, did we and I should have looked closer, look at the \$1,000?

Lisa Blosser: Not yet.

Paula Hughes: Okay, we will talk about it later.

Paul Moss: Moving along to the transfer within the Highway Department.

Roy Buskirk: Judy, I think that they are out in the hall.

Paul Moss: While we are waiting, is there anyone here from the Prosecutor's Office? They can talk about the grant that they are applying for. They are applying for renewal of the Domestic Violence Coordinator grant.

Susan Tate: I am Susan Tate, Chief Deputy of Operations for the Prosecutor. This is our fifth year that we would like to apply for the same Domestic Violence Coordinator grant. We are asking for the same amount of money that we have asked for before.

Paul Moss: Okay, Council, are there any questions? I would entertain a motion.

Paula Hughes: Move for approval of the Domestic Violence Coordinator 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. Now we will go to Highway and the transfer request, economic development incentive fund to road conversion.

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Nelson Peters: Good morning, Nelson Peters, Allen County Commissioner.

Bill Hartman: Bill Hartman, Allen County Highway Department.

Nelson Peters: Thank you, we are here today to request \$500,000 for conversion projects that we have on the books. In the meantime, we have some paperwork going around justifying conversion projects in Allen County. Again, I want to thank Ashley Steenman, Mark Royse and Bill Hartman's staff for helping to put this together. It has long been a debate over the utility of conversion projects, in Allen County, and the cost benefits. I think that if you look at the chart titled "Cost Comparison per Mile per Year", it begins to make the case for conversion projects in Allen County. What we did was run a sixteen year projection of costs. We carried inflation through the process and we looked at gravel road maintenance and dust control, which are typically the cost that comprised doing nothing to the gravel roads in Allen County versus doing the roads below that are titled "Conversion and Resealed Converted Roads". I think the key numbers, if you look at the top, in the sixteen year period, we will spend \$336,425.94 on one mile of gravel road. That is for labor, putting new stone down or the dust control. As Councilman Buskirk points out to me, very appropriately, the dust control is a cost that is borne by the citizens. Regardless, it is still a cost. It's a user fee, if you will. It is the cost of doing business. If you look below, the cost to convert these projects, over that same sixteen years, is only \$161,304. Clearly, when you weigh labor, equipment and material, for leaving roads gravel, as they are and with some dust control, versus the conversion and resealing project, it is cheaper to convert and reseal the projects. Having said that, we are trying to conceive of a way to do business differently because in the past there haven't been a lot of variables that have accounted for the prioritization of the chip and seal projects. With Ashley, Mark and Bill's department, we have gone back and looked at a different way that we could do it. If you would now move to the sheet titled "Point System for Evaluating Conversion Projects", you can see that it is a very incomplete project, at this point. We would invite you to provide the input that we see to allow for the appropriate weighting of some of these variables as we begin to have them provide priorities for us. We are looking at things like location of the project, the length of the project, dwelling count, cost of the project and dwellings per mile. NIRCC has come to us and said that they would be willing to help us determine the average daily travel. School bus route, connection to arterials and how close it is to more major roads, dead end roads have also been a concern. Dead end roads, when you are looking at two dwellings, are a lot different than dead end roads if you are looking at fifty dwellings, the potential for development and maintenance costs. It is an incomplete project, right now, but the next time that we come to you with a batch of chip and

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seal projects, they will have been ranked, hopefully, with the input that you helped to provide. That brings us to the request for today. You have a list that is titled "South Maintenance Conversion" and these are a number of projects that we brought to you in the November meeting but because they were not advertised in the way that they should have been, we were forced to withdraw that and only discuss it at that particular time. We are looking at Killian Road, Rupert Road, Scipio Road, S. County Line Road and Sampson Road that we are hoping to get converted. These are projects that are left over from the old way of doing business. These are projects that we have currently secured right-of-way for, we have done some utility work with and some of the ditch work has already occurred. These are the last of the projects that had been begun sometime earlier. We respectfully request \$500,000 to help to complete before we move into this new way of doing business. I would be happy to answer any questions that you might have.

Paul Moss: This is some helpful information. Are there any questions from Council?

Cal Miller: Commissioner Peters, so that I understand it, the proposed roads for the \$500,000 that you are asking to be appropriated, have not been put through the point system.

Nelson Peters: That is correct.

Cal Miller: Have you used the point system at all to get a look to see how they would fall out?

Nelson Peters: We used a former point system but that point system only included the number of dwellings and in conversations with other members of County Council, that wasn't enough to really make the case. We fully agree with that and that is why we have gone to this new system. We have not completed the point system, at this point, which is why they haven't been run through it.

Cal Miller: And you were making this distinction between gravel road maintenance and dust control. The dust control cost was about two-thirds of the overall cost over that sixteen year period of time. If we are comparing the cost to the County, utilizing taxpayer dollars, it is actually \$61,000 less to maintain the gravel roads than to do the conversion, if you back out the dust control.

Nelson Peters: That is correct. As you look at converting some of these roads, you look at quality of life issues. You have a nice road here and you don't

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have dust flying around. We take into account a number of drainage considerations that aren't always done with gravel road maintenance.

Cal Miller: Two other questions. I understand that you purchase right-of-way, so why not include these roads or portions of these roads in your proposed point system rather than putting them first and spending \$500,000 of CEDIT money without having them included in the point prioritization that you are developing?

Nelson Peters: I think the answer to that is that we are too far along at this point. Not only with the right-of-way but with utilities and Mr. Hartman could address some of the other things.

Cal Miller: I would certainly like to hear that.

Bill Hartman: Fences have been moved on some of these projects. Ditching has been done and utilities have been moved. The process generally takes two years. A lot of the labor and utilities is the first year, in preparation, and then the actual construction takes place the next year. These projects were in the system and a lot of the work has been completed on these.

Cal Miller: How much money, when you look at those factors, does the County have invested?

Bill Hartman: I couldn't really speak to that, at this point.

Cal Miller: The last thing, one of the things that we have talked about in the past, with the Commissioners and the Highway Department, with the utilization of CEDIT dollars, what is the argument for this being the best use of the County's CEDIT dollars? \$500,000 of CEDIT money is, we know, an economic tool, what is the argument or justification for using half a million dollars for these roads that have not been put through some point system and even if they were, still using CEDIT dollars for this project? Let me put a finer point on it before you respond. There aren't any better projects that we would get a better return on our investment for CEDIT dollars available for this \$500,000?

Nelson Peters: I would argue, with respect to these projects, right now, no. You need to look at the payback and there is a payback, as we have shown in the cost comparison. Again, the projects have already been started and we want to clean them off the books. There has been a point system applied to these particular projects, it is just not as extensive as the point system that we will be proposing to you the next time that we come through.

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Cal Miller: I hear you but it is hard for me to process the fact that they have already been started when we can't put in investment to it. If you have a thousand dollars in it, I would be willing to walk away from it if there was another economic development project that was more worthy or needy of half a million dollars. You answered the question and I appreciate it, Commissioner, but you said that there wasn't any other project, currently, that would be more worthy of the half a million dollars.

Nelson Peters: I don't believe so.

Cal Miller: What other economic development projects are out there, being considered by the Commissioners, so that we will have an opportunity to put your comment in context?

Nelson Peters: It can be a fairly large context because CEDIT dollars, as you probably know back in the 2005 legislation, were extended to be used for a number of things. We could be using them at the jail. We could be using them for some other operational type things. The sky is the limit, on this one. With respect to specific economic development type projects we don't have anything, on the books right now that can't be funded with what we have in one fund or another, that would take precedence over any of these projects.

Cal Miller: How many houses are situated on these roads, collectively?

Nelson Peters: It looks like close to sixty.

Cal Miller: I will turn over the floor because there seems to be other people who are chomping at the bit to ask other questions.

Darren Vogt: I have one question. I am not convinced on the maintenance because the County doesn't contribute to dust control, but are we continuing to add gravel roads to our inventory?

Bill Hartman: No, we are not.

Darren Vogt: I knew that was the answer but wanted to make sure that it was out there. These roads were projects that were promised a long time ago under a different type of system where people petitioned for their road to get done and these are just now getting around to getting done. Is that a fair statement?

Nelson Peters: Yes. We are trying to clean up what was on the books from that way of doing business.

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Darren Vogt: So, Councilman Miller, to answer your question, they would not fair well under the new system. They are projects that were promised based on the old way of doing business. What we have done, as a Council, is asked the Commissioners and the Highway Department to come up with a better way of doing business by putting priorities together and as a result, we are going to have a much more accountable way of doing business when it comes to converting roads from gravel. But under the current system, these projects would not fair well at all.

Nelson Peters: They might because there is only one criterion on this that they were graded by and that was the dwelling count. We have that on here and it will probably figure pretty prominently in the new system.

Maye Johnson: I want to be clear, Commissioner. Does this complete the list of projects that have been requested in the past?

Nelson Peters: Goodness no. There are numerous ones but this completes the ones that were promised based on a way that we previously did business.

Roy Buskirk: I'm sorry but I am chomping at the bit here on a couple of comments to add to what Commissioner Peters said. Bill, do you have the number of gravel roads we have?

Bill Hartman: 234 miles.

Roy Buskirk: It used to be that we were doing ten to fifteen a year.

Bill Hartman: We were doing as many as twenty, I believe.

Roy Buskirk: The one thing was the fact that many of these projects and the reason they are on here is because there are already fences that have been moved back, roadside ditches have been cut...

Bill Hartman: Trees have been cut down.

Roy Buskirk: Right and so they are in the middle of the conversion already. I don't know what cost the County has in it though. The other thing is that on most of these, the property owners have donated the right-of-way to the County.

Bill Hartman: That is one of the criteria and is part of the petition process.

Roy Buskirk: I think that should be included on the number system and I would be glad to work on a subcommittee or whatever. The one thing that I

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have a very strong opinion on is that this right-of-way that is being donated to the County, is currently being acquired by signing a petition only and they are not signing a deed to deed the property over? Is that right?

Bill Hartman: Yes.

Roy Buskirk: I think this is one policy that we need to change as soon as possible. As many of you know, my day job or night job is acquiring right-of-way for road construction throughout the whole State of Indiana. I have worked on many of these local projects, in different counties, and they have to pay market value for the ground even though they have an easement or right-of-way grant over the property. When you get into some commercial properties, it is quite expensive. I just had one in Elkhart and it was \$30,000 for the existing right-of-way and they were not acquiring any new right-of-way.

Darren Vogt: Can you elaborate a little more? I do not understand the difference between a granted right-of-way and they are not deeding the property to us, is that right?

Roy Buskirk: That's right. They still own the underlying interest. The legal description still goes to the center of the road. They are just giving permission to put a road on their property.

Darren Vogt: When would we want to buy the property?

Bill Hartman: If there was a major reconstruction project on one of these roads and then we would acquire more right-of-way. Generally this is a twenty-five foot on centerline on either side of fifty foot total. Generally our projects require eighty for a major reconstruction. We go into some sort of right-of-way process regardless.

Roy Buskirk: I realize that it might be twenty years from now or longer, if we want to do a major one. Currently, if there is any State or Federal funding involved with it, you have to buy the ground. That is one thing that we need to consider. Further comment is that in the Better Roads magazine, there are issues on cost of conversion and as far as gravel roads, maintenance cost versus chip and seal, the majority lead to the fact of chip and seal is better on a cost basis for maintaining over the years. The dust control number, the County changed their policy two years ago and the property owner pays for the material but the County is still picking up the labor cost for applying it. It is kind of hard to get the dust control figure because there is some County cost. It is quality of life issues and in some areas out by the airport, you have a subdivision that is next to a gravel road. None of the people live on the

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gravel road but the dust from the gravel road is affecting their lifestyle. I am supporting this mainly because of the fact that the County is being caught halfway through the system and we need to get these caught up. Then we need to go with the point system for any additional conversions. So, if you want a motion, I will make a motion.

Patt Kite: Second.

Darren Vogt: Is this the \$500,000 that is in our County Council line item?

Nelson Peters: Yes.

Darren Vogt: I wanted to make sure that Council was clear as to where this money was coming from.

Paul Moss: Is there any further discussion on this?

Paula Hughes: I just wanted to say, and I said this to Commissioner Peters, that I do not think this is a good use of economic development money. I think that there may not be projects right at the moment but economic development happens fast and I think we are putting ourselves in a position where we will not be ready if we continue to make decisions like this. I understand the commitment to citizens, I really do. One question that I have had during this is when would you start this construction if we approve it? Are you going to go out next week and start converting the road?

Bill Hartman: No. It will be in the spring as soon as the ground is workable. We can finish the ditching and get the stone down and get grades done. You have to have a temperature of sixty-five or above to put chip and seal down.

Paula Hughes: I suspected as much. There seems to be a fair number of unanswered questions in terms of how these would fair by going through the point system and how much we have invested in them. There is not a compelling sense of urgency to do this right now. This money, if not expended, will roll over into the 2009 availability, correct?

Lisa Blosser: Yes.

Paula Hughes: I wonder if we couldn't crunch through that and come back and do it next month. I have to say very strongly that I do not think converting residential roads is a good use of economic development money. I am sorry that I am saying this at this table but I did tell you before and I have to be consistent. I am happy being the exception.

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Patt Kite: I feel a little differently. I think that the new point system is going to be more comprehensive. These are projects that we already have investment in and to put them on the back burner again is going to put us further behind.

Darren Vogt: I think that Councilwoman Hughes' point is that they wouldn't be put on the back burner if we get the answers to the questions. To your point, Councilwoman Hughes, the CEDIT dollars have been broadened to where they can be used for anything and I think that we have to be very careful to say that they are economic development dollars only because they are not. They are used for a variety of things that are called fringe development more than economic development. Road work is one of those things that is a challenge to equate directly to economic development in some areas but in some areas it does. Some of these are a stretch but I get back to the fact that we have committed to these as a government, and I agree maybe wrongfully so, but we have to move forward to the next step.

Paul Moss: I tend to agree with Councilwoman Hughes that it is not the best expenditure of CEDIT funds but I lean towards supporting it because of the commitments that were made and the things that have already occurred.

Maye Johnson: I would agree that you have to honor commitments but I agree with Councilwoman Hughes that this is not the best use for economic development.

Paul Moss: If I recall correctly, we have a motion and a second. All in favor please signify by saying aye. All opposed same sign. The motion carries 5-2 (Hughes and Miller).

Nelson Peters: Thank you. Can I get a point of clarification please? With the discussion that has been had, am I to assume that we should not do conversion in Allen County? I am not trying to put any words in anybody's mouth but if it is not the best use of economic development dollars and these are typically dollars that we use, do we put the conversion process on hold?

Roy Buskirk: Use other funds for conversion money and the projects would have a better...

Paula Hughes: Local Roads and Streets seem appropriate.

Nelson Peters: You are not against conversion. You are just against using economic development income tax dollars for conversion.

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Cal Miller: I would like to see a little more development in your point system because some of these things get to arterial roads and those have a connection to economic development. The reason that I voted against this is that these don't. With sixty houses and \$500,000 and without articulation about what really has been invested and beyond the point of no return.

Nelson Peters: I follow, thank you.

Roy Buskirk: I would highly recommend that you get legal descriptions and deeds from these people.

Paul Moss: Okay, moving right along to the Board of Health.

Mindy Waldron: I'm Mindy Waldron, Department Administrator for the Department of Health.

Doug McComb: I am Doug McComb of Professional Engineers.

Mindy Waldron: Doug has some handouts for you to hopefully give you a little more site use for the email that I sent all of you and some background information. There were some requests to see an aerial view of the planned area. Doug has made a blowup of that. I will reiterate, briefly, what I sent to you. The two projects that are before you, for discussion, are separate projects, both with regard to storage and consolidation and safety of not only our vehicles but also our equipment and supplies. We have six to seven locations, with some of them paying rent for temperature control. We have been working for quite some time as to how we might be able to consolidate that. Commissioner Bloom is here to speak to the property end, if you have any questions on the location that we have chosen. I am glad to answer any questions based on what I sent you on the reasoning or need for this and/or any questions that you might have on the projects.

Cal Miller: Would you mind outlining the needs again? I digested your email but since part of what we are doing is having a meeting for other folks in the community to understand what the project is.

Mindy Waldron: Certainly. Currently we have a multitude of supplies, anywhere from emergency preparedness supplies to general equipment that we use for some of our clinical settings. We also have vehicles that we use for chemical spraying for Vector Control. Those vehicles that house the chemical sprayer must be stored inside, at night. We currently store them all over and then go get them each morning. The first project that I will address would be the addition to the Vector Control building which is at 2242 Carroll Road. That building is currently split between the County Sign Shop and Vector

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Control. You will see that it is the small orange square, on the picture, and is located right across from the Highway Department. We would add on a lean-to addition. It would house four vehicles that have the sprayers. It would also be used for maintenance which we currently do on the stone driveway behind that building. That is the smaller of the two projects. What Doug passed out to you is a site plan as well as floor plans for each of those.

Paula Hughes: Would this building be completely temperature controlled?

Mindy Waldron: It would not be maintained in an air-conditioned environment but would have radiant heat.

Doug McComb: It will have a radiant heat system but Dan Freck knows more about this than I do.

Roy Buskirk: It is ceiling radiant heat. It is what they use in pole barns and shops.

Mindy Waldron: We would not be cooling it in the summer. Dan?

Dan Freck: It is a thirty foot space tube heater that we used at the Highway Department. It will generally keep the temperature above freezing and maintain about forty degrees. It will come on a thermostat, much like a residential home. The building, being insulated the way it is, when the temperature comes down, it will come on. It is natural gas and is very low maintenance. In the summertime, conditions of hot weather, I will be installing an exhaust fan with a motorized damper control and will be set similar to an attic fan. All that does is dissipate the hot air out. Plain and simple, four vehicles come in and park, put the sprayers on and lock it up at night. The next day they take off and do their spraying.

Paula Hughes: How is that different from the temperature control system in the garage space that is adjacent to the City-County Building?

Dan Freck: There is no heat there.

Paula Hughes: So, it would be a matter of locking it and making it secure.

Dan Freck: Basically, what it is with the doors being closed, the temperature will probably be adequate for being stored there.

Mindy Waldron: That is a Homeland Security requirement for the chemicals that are on board.

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Patt Kite: Is that another facility that the maintenance folks will have to check on off hours, weekends and holidays?

Mindy Waldron: I wouldn't see that there would be a lot of need of that. As a result of the addition and the other building, there would be a slight bit more of snow plowing.

Dan Freck: But not much. Maintenance is right across the road from that.

Roy Buskirk: The reason for the heat is because of the chemicals?

Dan Freck: The radiant heat is just to keep it above freezing.

Roy Buskirk: But why do you need it above freezing when you are storing a vehicle?

Dan Freck: With everything else that is in there, there will be a small workbench. During the winter months, which are the slow months, they are going to maintain and do preventative maintenance on the spraying equipment. If there is no maintenance going on, there is a stat that stays down. If they go into work, there will be a corridor from the general office and they can go right in there and move the stat up until they get the work done and then move the stat back down.

Roy Buskirk: So it would only be on while they are working.

Dan Freck: Yes, only if and when they are working.

Mindy Waldron: That is project number one that we are proposing. Do you have any other questions about that one or do you want me to explain the second one?

Paul Moss: You are not asking for approval. You are just giving us an update on this.

Roy Buskirk: The one thing, if you could, point out on the board the different locations. I know there are some potential possibilities of selling off some of that site for other than County uses. That is the reason I called and asked for an aerial so that we could see the exact location. Could somebody go up there and point out where State Road 3 is and Carroll Road?

Paula Hughes: Explain what different buildings are on here.

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Mindy Waldron: This is Lima Road. This is Carroll Road. This is the Highway Department. This is the current Vector Control building. The small addition would be on the north end of that building. The other building that I am going to speak about, shortly, would be directly behind that. Back here is 4B which is the Sheriff's area.

Roy Buskirk: Off to the west are the 4H grounds?

Mindy Waldron: Yes. It will be directly behind the Vector Control building and next to the Power Plant.

Linda Bloom: What we are trying to do with any of the additional work that we are doing out there, including the Solid Waste pole barn is to go north and west.

Paul Moss: To keep that area open?

Linda Bloom: We still have the cemetery there and the K9 area. Everything would be north or west. The valuable property is to the east and the south.

Roy Buskirk: Where is the cemetery?

Mindy Waldron: Right here. You can see it from Carroll.

Linda Bloom: We have been told that all we would have to do to that is enclose it with an iron fence of some kind. The land going west, down to the fairgrounds, could remain County property because of the proximity and there would still be a lot of acreage there.

Paul Moss: Are there any other questions on this project?

Mindy Waldron: The second project, which is the larger building of the two, would be a free standing pole barn building. This would house all of our supplies and equipment that we store at these six other locations. One of them is a house which is not in a good area. When we are preparing our go kits, we do it in the kitchen and it is not a good storage area because it is not secured. The other five locations that we use are County owned storage areas that we have grown into and are in all areas of the County. One of those is a place that we pay rent to maintain it at a specific temperature. The building that we are proposing would do that and have a multiple use. This would be a backup office should we need to be out of here or one of our other two locations. It would house just five to six people, more like an emergency operations center. The other use that was mentioned, and is not anything concrete yet but could have multiple uses, the building is set to receive large

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shipments and will have two bays. We will be parking one of our trailer units, in there, that is ready to pull at any time. There is extra space, during non delivering times, that we could house the Sheriff's large vehicle there. I would be glad to answer any questions. Today I am really just asking for today is to show viability of use of the site and to be okay with the proposed area for that. We are getting close to having some final figures and we need to turn in some applications. I would come before you, after the first of the year, for the actual appropriation. That would all come from our health fund and would not ask for additional funds.

Paul Moss: You say that the Sheriff is buying some large vehicle?

Mindy Waldron: I don't believe he is buying it.

Ken Fries: Homeland Security purchased eleven command centers for the State of Indiana. We are the host agency for one of those command centers. We need a place to secure it and we thought that we had a volunteer fire department set up but their bays are not available. We were waiting for the airport to find out if we could park it out there and we can't. We need someplace to house this \$500,000 command vehicle. It should be heated, air-conditioned and secured. When I saw that Mindy was coming with this, I thought it would be perfect segue to get this stored. Right now, we are looking at a private place to store it and that concerns me. It needs to be secured.

Roy Buskirk: Whose vehicle is it?

Ken Fries: It belongs to Homeland Security and will be the region's area that they needed a host agency for.

Paula Hughes: Federal Homeland Security.

Ken Fries: Yes.

Darren Vogt: So it is a mobile command unit for emergency communications.

Ken Fries: Yes. It is thirty-seven feet long and fourteen feet high.

Paul Moss: Doesn't the City have one of those already?

Ken Fries: This is a little different than theirs.

Roy Buskirk: I guess this is a cheap comment but what gets me is that they say it's ours but we want you to store it and pay for the cost of storing it.

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Mindy Waldron: We do the same thing for District 3, being the lead agency for eleven counties, and that is how they regionalize things for Homeland Security and Emergency Preparedness. We are most likely to utilize those things as well. We already have it here and don't have to coordinate in the middle of the night to get things here.

Darren Vogt: A question on the storage areas. How many of those will you be completely vacating?

Mindy Waldron: All of them.

Darren Vogt: Are you the only person in all of those?

Mindy Waldron: With respect to the Elco Tool that we currently store items in, we have full bins. There are three or four other departments that occupy that also. We occupy a full house off Lima Road and that would be completely vacated. Some of the vehicle storage has taken place at buildings on the north end as you would come off Carroll and go north. It is kind of referred to as the chicken coop. We would not be utilizing those for the vehicle storage. We have a lot of items that we have been storing on the fifth floor, here, as well.

Darren Vogt: The reason that I ask is, from a space plan, what are we going to do with the rest of the stuff? I don't want to see us fill it up. I want to see us get it consolidated and get rid of what we don't need.

Mindy Waldron: One other point that I will add is that these projects are not related to the overall Department of Health clinical renovations that we are discussing for 2009. They are not related but we had ballparked some extra storage space in that idea but we would not need that now. This would take that as well. This would also include our medical records. We will have two locked areas. We have been housing them in areas that are probably not as secured as they could be. This would be much more secure and easy to access. In speaking with Bill Hartman, there is some potential for them assisting with the chip and seal that would take place around that property and we have an agreement to use their forklift when we receive certain large shipments. What we are looking for is approval of the concept of the project. We will then come back, if you agree, at the first of the year with the exact specifications and a request for appropriation from the Health Fund.

Darren Vogt: What are you referring to as the Health Fund?

Mindy Waldron: As in the unexpended balance.

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Darren Vogt: Your rollover, basically.

Mindy Waldron: Just to let you know where that has come from, over the last four years, we have set aside funds for various projects and we have had some rollover for projects that never came to fruition. Those will all be rolled into some of the clinical renovation, when that occurs. It seemed most appropriate to consolidate all of our issues as we could do that now.

Darren Vogt: You said that you had some money set aside for some clinical renovations, we earmarked some money aside, and I didn't know you had earmarked some money as well.

Mindy Waldron: We didn't. We had some money earmarked for renovations to the fifth floor. That was to the lab areas and clinical areas if we were going to stay there. It wasn't a lot but nothing was planned for the general clinical relocation.

Darren Vogt: Okay, I just wanted to make sure that I understood.

Paul Moss: I don't think you are seeking a motion or anything along that line. I am supportive of the concept however, there are a whole lot of balls in the air right now with regards to a lot of space issues. I don't think that this should be tied down as a result of these discussions but we need to be cognizant of the fact that but there have been some ongoing discussions about what will happen here, in the City-County Building. It appears that there is going to be some definitive answers as to where that goes and we need to keep that in mind.

Mindy Waldron: May I ask a clarifying question? Would you have a problem if we submitted the paperwork to the State for the building use? We are getting ready to submit those applications if we got approval here.

Roy Buskirk: You need to get architectural approval from the State?

Mindy Waldron: Yes. We would like to move forward, after the first of the year and I didn't want to get too far into it if you conceptually did not agree with the projects. We have done nothing but contract with Doug to see if we could use that land and how much it might cost.

Paul Moss: What is the expense in continuing to move forward to the first quarter of the year?

Mindy Waldron: It would be several hundred dollars in the permits.

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Paul Moss: Worse case scenario, we get into February and other space becomes available, how much money would have been spent on this project?

Mindy Waldron: All we have had currently is design fees and engineering work to get to this point.

Doug McComb: I have about \$6,000 in this, I think.

Cal Miller: Going forward and coming back with a more fleshed out plan, what is that cost going to be from today to when you come back seeking the appropriation?

Doug McComb: About an additional \$3,000.

Cal Miller: Conceptually, I would like to see it fleshed out but then I think you ought to proceed.

Mindy Waldron: Okay, thank you.

Paul Moss: You have a salary ordinance as well.

Mindy Waldron: Yes. I want to take a couple of minutes to clarify this because there were a couple of questions about this in Personnel Committee. This particular one, today, is the last of the three positions that we worked to reclassify when we eliminated our full time Lab Director. This position is our Lab Technician which is now our Lab Technician/Clinical Lab Director. We have to delineate who does certain duties with respect to the clinical lab. What we have done is split those into Environmental and Clinical. The Environmental was reclassified earlier this year. This one would take place in 2009 and would reclassify our Lab Technician to also take on the duties of Clinical Lab Director. That is supervision, training, ordering and all of those types of things that would have been given to the General Director. I think that the miscommunication that occurred was that this is somehow tied to our Vector Control position that we reclassified earlier this year. They are two separate issues. This is purely the lab positions that we separated and is the second of those lab positions. The reason that it is so late is because we are not intending to do it until January 1.

Tera Klutz: Can you confirm the line item number?

Mindy Waldron: It is correct and I did check on that this morning because it was listed as an Environmental Health Specialist. What we have done is brought it into the line item but the title didn't get changed.

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Tera Klutz: So we had changed the title but kept the line item the same.

Mindy Waldron: Yes. It was our error for not asking for the title to be changed.

Darren Vogt: Move for approval of amended salary ordinance for 2009 consideration of amending the pay in the budget of the Department of Health 285-7301-441 Clinical Lab Tech/Director COMOT5 to PAT3 in the amount of \$44,370.

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. Okay, we have an appointment to the Parks and Recreation Board and to the Redevelopment Commission. A couple of comments on the Parks and Recreation Board. I got two calls, from two current Park Board members, requesting that an individual that was not reappointed, Mitch Shepherd, and that appointment is a Circuit Court appointment. Those two calls were really advocating for us to replace Mitch for our appointment. I believe that Councilwoman Hughes has an individual that has expressed interest as well. I know him and he would lend a lot to the Parks Board. That is the dilemma that faces us.

Paula Hughes: I pulled the Parks and Rec Board information and Circuit Court has two appointments, the Commissioners have one appointment, County Council has two appointments and the County Extension office has an Ex Officio appointment. The language in the establishment of this Parks and Recreation Board is that not more than one appointment, from the Circuit Court and the Council, will be filled with the same political party and currently Mitch Shepherd was on as the Democrat appointment from Circuit Court. The Council appointment is Christine Vandervelde and she is an existing member and Roger Moll was the Republican appointment. I think that we would run into conflict with having two members of the same political party if we appointed Mitch Shepherd.

Paul Moss: From my conversation, that was not known at the time. I wasn't sure if we had to have a balance or not. That seems to make it a moot point. Has everyone had an opportunity to take a look at Mr. Hall's information?

Paula Hughes: I talked to Tim and forwarded a resume to all of the Council members. He is the General Manager of Hall's Guesthouse but he also owns Fort Wayne Outriggers which is the new bicycling and kayaking store on the River Greenway. He has an avid love for recreation and lives close to Metea Park. He is very interested in this appointment. I talked to Tim about

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Council's interest of being on this board as not only oversight of the functions of the parks but also fiscal responsibility. Also, reporting to the Council on a regular basis about how things are progressing on that Board. He was happy to align himself with County Council on that. I will take any questions.

Roy Buskirk: How long is the appointment?

Paula Hughes: Four years.

Cal Miller: I'm sorry that I had to leave. I have something going on that is equally as serious as what we are discussing here. On that point, I don't know what I missed but I talked to Sam Gregory, who is on the Park Board, and he was interested in having Mitch Shepherd reappointed.

Paul Moss: What you missed was that there has to be a balance between political parties and so it is a moot point.

Cal Miller: Okay. With that said, I also know Tim Hall. Mr. Gregory wanted someone who was going to be committed to it, attend the meetings regularly and take the role very seriously.

Paula Hughes: I believe he would.

Roy Buskirk: I could see a very slim possibility of a conflict of interest.

Cal Miller: With Mr. Hall?

Paula Hughes: In what way?

Roy Buskirk: With his business of cycling. That's all.

Cal Miller: If a conflict arose, we would expect that he would identify it as such and would ask to be removed.

Paula Hughes: I think that if there was a business conflict that would be great for Allen County because it would mean that there would be biking and kayaking opportunities out on the north side of town or the south side of town.

Paul Moss: Given all of that, is there a motion to appoint him?

Cal Miller: Move to appoint Tim Hall.

Darren Vogt: Second.

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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. We also have an appointment to the Redevelopment Commission. I have a resume that I have not provided to you for the individual that I had mentioned which is Kirk Ray. I don't believe anyone else has submitted a name at this point. He is currently the Chief Executive Officer at St. Joe Hospital. He is a member of the Downtown Improvement District Board. He is a graduate of Ball State, Carroll High School and a Fort Wayne native and is very involved in the community in a variety of ways. He is interested in the community and in downtown development and redevelopment. He is interested in participating on this commission and would be a good member.

Paula Hughes: I have worked with Mr. Ray on other committees and I have spoken with him and he is very interested in this appointment. Being newly appointed to this commission myself, it is very interesting that it is not a very time consuming appointment. The meetings tend to be brief and to the point but it is the front runner to a lot of issues. Things will hit the Redevelopment Commission at the same time of hitting the Planning Commission on what is going on in our community. I think that having an active businessman would be a really good appointment.

Darren Vogt: We have no other recommendations. I am comfortable that since we haven't had any other names, we can go forward.

Roy Buskirk: When does the Commission meet, as far as having a quorum and such?

Paula Hughes: It is the second Tuesday at 1:30 in the afternoon every month. Move for approval of Kirk Ray as the appointment to the Redevelopment Commission.

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. Now we are going to talk about Bridge Funding?

Lisa Blosser: I just needed some direction. At the November Council meeting, \$3 million was appropriated in the General Fund for bridge construction and repair. I gave you the code site, it is IC 8-18-8-5 which addresses the payment of expenses for maintenance of County highways. We had a ruling from State Board of Accounts that bridges fall under the statute even though bridges are not mentioned in the statute. We have some options that you can consider.

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We can set up a separate COIT fund and the Commissioners would have to adopt that. We could divert monthly COIT distributions until we eventually have \$3 million in a COIT fund to use for bridge expenses. We could reestablish the priorities in the CEDIT and Highway funds. I just wanted some guidance before we did establish a COIT fund, if that is what you wanted.

Paula Hughes: This was kind of a one-time thing.

Darren Vogt: What are the expenditures out of CEDIT?

Paula Hughes: Are there funds available in CEDIT to make this appropriation?

Lisa Blosser: The CEDIT financial is in the front of the book. We would have to reestablish priorities because they usually budget everything in there.

Darren Vogt: Are there things that we could pay out of the General Fund? That would be my preference rather than setting up an additional fund.

Cal Miller: Why don't we just do that? They can identify those items that can be paid out of the General Fund, that would otherwise been paid out of COIT, and then do a direct match.

Roy Buskirk: Which would it be CEDIT or COIT?

Lisa Blosser: It would be CEDIT.

Darren Vogt: Would we need to approve that at the January meeting?

Lisa Blosser: I don't think there is a real big hurry, this time of year, for bridge work.

Cal Miller: You will present a list of things that will equal \$3 million?

Lisa Blosser: We will work with the Commissioners.

Paula Hughes: Should we rescind our action last month?

Lisa Blosser: No. It never went to the State. It was caught before that.

Tera Klutz: I will say that about that CEDIT, I need to look at it thoroughly because I am not sure we can get up to \$3 million of non-highway expense.

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But we will look at it. There is currently a big portion that is called CEDIT Highway.

Cal Miller: What about the \$500,000?

Tera Klutz: That would be in the category to be switched. But now that it is switched to road conversions, we will no longer have access to pay that out of General Fund because it is a highway expense.

Paula Hughes: Perhaps the Commissioners can prioritize between paving roads and streets and repairing bridges. A more important economic development issue.

Cal Miller: Let me apologize again. I really wouldn't do this but I have a serious problem happening, not personal.

Roy Buskirk: I am not so sure that they need the \$3 million this year. Part of it is in engineering and things like that so some of the expenses will be over a couple of years.

Lisa Blosser: You had just earmarked it so, of course, they were going to ask for it all.

Darren Vogt: Earmarking and getting are a little different.

Paul Moss: Is there something that you were going to provide us on the schedule of the 2009 meetings?

Lisa Blosser: It is the next page in the notebook, after County bridges, in the Discussion section.

Darren Vogt: Council, I had a conflict in one of the meetings but that has been resolved.

Paula Hughes: I would like to say that this year we have changed our meeting schedule quite a bit from when it was approved. I, for one, make plans around these meetings. I understand that for some of us that is not possible but I would like to see us approve this and stick with it as an advertised schedule. It is inevitable that we will have Council members, that because of their job, miss a meeting or two through the year but I think it is important that we try to stick with this.

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Darren Vogt: I agree that it is important but if we can all accommodate where there is a situation. If we can't accommodate, then we move forward and leave it as is.

Paula Hughes: There are a number of meetings that are set up around the County Council schedule. Personnel Committee is established around the Council meeting.

Tera Klutz: All of the departments do their planning around your meetings. Even though you seven check your calendars, the departments planning for going for this, they try to time it all right. It does make a difference and if it is possible to stick with the same schedule, fine. We are here to get the business done.

Paul Moss: If we have issues and there are concerns that come up, such as getting a quorum, then we would have to adjust but it seems to me that it is a schedule, at this point.

Roy Buskirk: We are here to serve.

Lisa Blosser: The only change that we may have is in budget hearings. There is discussion, at the State, of permanently moving the budget adoption date to December 1st. We just had a discussion with our new DLGF Commissioner on Tuesday and they are looking at that very hard. That would be so helpful to all of us.

Paula Hughes: How is that going to impact County Council's ability to review all of the units?

Lisa Blosser: It will give you more time. Final adoption would be December 1st. Before that, it was in September. We will just have better revenue numbers.

Roy Buskirk: We might have better numbers but it is going to give us a shorter time frame for reviewing them.

Paula Hughes: Right. It will give us more time to work on our budget but less time to review the budgets, as a whole.

Tera Klutz: Currently, the statute is written that you are to have a non-binding review and it is the DLGF's guidance that you review it before they adopt it. This year was also December 1st. I know there is a push for more bite in your review which would then happen after December 1st. Then you could make a recommendation to the DLGF, at that point. Under the current

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legislation, you will have the same amount of time to review but we will request their proposed information a lot earlier. Then you will have plenty of time, before December 1st, to review. This first year, we took it as units wanted to get us the information, but we are going to request that a lot earlier so that you have more organization and uniformity in your review process. That is if the legislation does not change.

Roy Buskirk: If they change it to December 1st, what is their motivation to get it done quicker?

Tera Klutz: It is your request. They always work with us.

Paul Moss: Is everybody comfortable with the tentative 2009 schedule? Hearing no further objections, let's move on to tax abatements. Councilwoman Hughes, I believe that you led this discussion.

Paula Hughes: I did and you have, in the manila folder, the revised tax abatement policy. Four of us met in subcommittee, two weeks ago, and made some changes but I would say that I am hesitant to have this adopted at this time. It has not been evaluated and returned to us by the County Attorney. I would like to make sure that we have the appropriate reviews in place before we approve it. I would like the Council members to take the time between now and the meeting next month to take the time to review this policy and make sure that you are comfortable with it.

Roy Buskirk: So, your recommendation is to table this for the January meeting. Next on the agenda is the discussion and possible appointments of liaisons. I asked that this be put on the agenda because of the Airport, the Library, the Township Trustees and Cities and Towns. We have to review their budgets and we have no communication with them throughout the year.

Darren Vogt: Do we want to take this one step further and go to the entities that we review their budgets and have a liaison for each unit? We could group them together if it makes sense. That might be the way to keep that relationship open and get a little more information. Especially if our recommendation becomes something with some teeth in it, then we will have someone who has a better understanding and have that connection with them.

Roy Buskirk: So, what you are suggesting is that the City should also be included?

Darren Vogt: I think every taxing unit budget that we review.

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Roy Buskirk: Does anyone else have any suggestions?

Patt Kite: I would agree with Darren that any communication asset that you can grasp onto is a plus. Enhanced communication has to happen.

Roy Buskirk: Darren suggested that all agencies that we review the budgets for should be included on the liaison list. It could vary, from different ones, as how much time involvement the liaison would have.

Paul Moss: Any idea how many additional appointments that would be?

Paula Hughes: How many budgets did we review?

Tera Klutz: I think that Darren's idea of all twenty township trustees could be one.

Roy Buskirk: They meet monthly.

Tera Klutz: I think attending those quarterly, for one Council member, would be great. All of the townships usually have the same issues going on. You have Cities and Towns and a few more.

Roy Buskirk: So you have individual Cities and Towns.

Tera Klutz: You could group, if you wanted.

Roy Buskirk: But they don't meet together. So there would be quite a few.

Darren Vogt: There are thirty-nine taxing units and you could combine some of them. If this process is going to move forward, and if this is something that the State is going to want us to do, we need to take steps to prepare to do that. One of those steps is communications with those folks.

Paula Hughes: Do we need a formal motion?

Paul Moss: We could have the incoming President add that to their list of to-do items as they develop the liaison appointments.

Tera Klutz: We will get a list out.

Paul Moss: I don't think a motion is needed since we are all in agreement. Auditor's Office has an amended salary ordinance. How do you want to do that? Do you want to wrap that into the discussion on 2009 salaries? Do you have a preferred approach?

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Lisa Blosser: I don't. These were classified as Executives and it was decided that they should be moved to the PAT grid. They both factored out at PAT 8, both at the end of the grid because of their years of service.

Paul Moss: I think that we should tie that in to the overall discussion.

Darren Vogt: I think we have to. One question that I had are these the only two Executives that came onto a grid?

Paul Moss: Weren't there some from the Coliseum?

Roy Buskirk: Maybe we should have the Human Resources Director come forward.

Brian Dumford: There was a couple in the Highway Department that we are still reviewing. Then we pulled out the Coliseum people, earlier in the year. These two positions were pulled out. I would recommend that these two get passed for 2009. We are still reviewing the Highway Department and helping them rewrite the JAQ's.

Paul Moss: You aren't concerned with respect to the Auditor's positions? We are putting the cart before the horse, a little bit, for potential internal inequities given what we do on the overall salaries?

Brian Dumford: The recently expanded PAT grid took into consideration the positions that had supervisory functions but did not rise to the merit pilot study. I believe they would be appropriately placed in that classification. Does that answer your question?

Darren Vogt: The question is different. Let me ask the question this way. It puts people being supervised at a higher pay than the person supervising them. The Auditor makes approximately \$65,000. The person she is supervising now makes \$76,000, if we move forward with this recommendation. Now we have a boss making less than a worker.

Paul Moss: Because of longevity. Thanks for restating my question. Essentially we are creating internal inequities.

Brian Dumford: There are two types of compensation systems that we have. One is based on longevity and the other on merit pay. The Elected Officials pay is just a flat salary. That already exists, to some degree, in the Commissioners and Departments Heads, as well.

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Lisa Blosser: I don't think any other department would have that issue though.

Darren Vogt: Those department heads should have specific qualifications to be that department head, whether it is knowledge of roadwork or an engineering degree or a doctor. That is different than the department head being the elected official. That's the difference.

Paula Hughes: I think that we have landed in this situation because of the way that we have been doing this salary project piecemeal. If we had been able to, through the timely use of data, do this in the way it was intended, we wouldn't have run into this problem. Or at least it wouldn't be as exaggerated as it is. I continue to state, I am really very aware of the economic downturn. That does not negate the fact that we have been work on this for over three years. We have very nearly, if not completely, exhausted the data sources needed to accurately move forward in our equity studies and I'm frustrated by the political timing of this. I don't think that the external economic situation is pertinent to the actions that we should take, as a Council. It is the right thing to do to finish this equity study. We are penalizing individuals and departments, in County government, by being unwilling to take action on this.

Darren Vogt: Do we have additional information that we went over in the meeting, the additional information of the County study?

Brian Dumford: I provided the information on the elected officials, as was discussed. The merit employees, I indicated that it would be after the first of the year.

Darren Vogt: The elected officials?

Brian Dumford: It was emailed to you.

Darren Vogt: I have not seen it.

Paul Moss: Councilman Buskirk is the head of the Personnel Committee and I defer to him. Is it your preference that we give thumbs up or thumbs down for all of those positions that you provided us information on? I can't remember the number of positions that we are talking about.

Brian Dumford: The merit positions?

Paul Moss: Correct.

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Brian Dumford: About thirty.

Paul Moss: Is it your preference to do it that way or do you want to go through each one? What is your preference, Councilman Buskirk?

Roy Buskirk: I would suggest that we go through each elected position. What Darren referred to, I don't remember seeing anything either. I don't recall the breakdown between the six counties.

Paula Hughes: Are you talking about the spreadsheet?

Brian Dumford: Yes. It is all on there. There was a tab for each elected official.

Roy Buskirk: All I got was the one spreadsheet.

Brian Dumford: There were multiple spreadsheets.

Paul Moss: Why don't you summarize, the best you can, what that additional information is.

Darren Vogt: Can I suggest something else? Can we take five minutes to get the information in front of us and look at it? I got the email but there was no attachment to it.

Paul Moss: They are making copies but in the meantime, can you give us a summary?

Brian Dumford: Yes, what you asked us to do was to fill in some of the gaps on the information for the elected officials from various counties. With the assistance of Jackie Scheuman, we were able to gather more information on Surveyor, Election Board and Voter Registration. You also asked us to put forth several different scenarios for in terms of weighting the information.

Roy Buskirk: Before he goes any farther, this is not all of the information that you have sent to us, correct?

Brian Dumford: No, it is not.

Tera Klutz: Is that what we need to make copies of? I think that is what they want copies of.

Paul Moss: Keep going with your comments while we are waiting on that.

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Brian Dumford: We broke out the different scenarios with the weighting to see what the recommendations, for the elected officials, would be based on the different types of weightings. Those were listed on the tabbed worksheets for each of those. We did not adjust any recommendations except for the Surveyor. We looked at the Surveyors calculations on how those would be impacted if we took the salaries of the non-registered Surveyors and did the 1.5 times calculation to those. I believe that the Surveyor's recommended salary is somewhere around \$71,000. Other than that, we did not change any of the recommendations on the summary page. My understanding was that you wanted to have the options in front of you.

Paula Hughes: I know that there has been some conversation about the fact that a few of these elected officials receive their compensation from more than one area. They receive it from the General Fund, like the Surveyor and the Clerk of Courts, but the Clerk of Courts also receives a salary from the Election Board and the Surveyor...

Tera Klutz: It is all part of the General Fund.

Paula Hughes: It is not part of the salary consideration here.

Brian Dumford: I'm sorry, I wasn't aware that she had additional salary.

Paula Hughes: The Surveyor receives funds from the Cornerstone.

Brian Dumford: None of the other Surveyors, that we surveyed, take any additional compensation.

Paul Moss: Councilman Vogt?

Darren Vogt: So, on the Surveyor's number, we would need to add that in to make an accurate comparison, correct? If he is taking Cornerstone money and the rest are not, we need to add his \$3,000...

Paula Hughes: His base salary is actually...

Roy Buskirk: \$9,600.

Paul Moss: So his base salary is \$61,996 and the budgeted proposed change is \$8,100, correct?

Paula Hughes: But that current base salary does or does not take into affect his Cornerstone?

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Lisa Blosser: It does not.

Darren Vogt: There is a piece of paper coming around that will show that.

Paul Moss: So that seems fairly simple, if that is the case, then.

Roy Buskirk: I have a question concerning the Cornerstone money that he receives. Is that the same amount every year or is it based on the number of cornerstones that were located that year?

Lisa Blosser: For the past three years, it has been the same amount.

Roy Buskirk: So he is not receiving any because there is also the possibility for the legal drain mileage in a county that a Surveyor can receive funds for.

Jackie Scheuman: He does not receive that.

Brian Dumford: Statute says that the executive has to approve that.

Roy Buskirk: I think that if you are comparing apples to apples, you would have to add the \$9,600 and the same with the Clerk of the Courts, from the Election Board, which is \$6,755. That would increase the 2008 salary to \$72,048.

Paul Moss: In order to keep things moving along, the Clerk of the Courts has indicated that she is not interested in having her salary adjusted. The Recorder has indicated the same thing.

Roy Buskirk: She is currently making more than what the Clerk's salary is recommended at.

Paul Moss: That is a moot point. Why spend time on something that is totally irrelevant?

Roy Buskirk: If we are going to go down position by position, the first seven positions, the Council members, are not interested in a proposed increase in salary. The Board of Commissioners said that they did not want an increase due to the economic conditions. Next is the Auditor. That needs to be opened for discussion.

Paula Hughes: I think that pointing out elected officials, one by one, is just unfair. If we piecemeal through this, we are exaggerating the inequities in positions.

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Paul Moss: The option is to make a motion to accept all of this in total.

Cal Miller: Could you elaborate on that?

Paula Hughes: Sure. Supposedly we did an analysis on the elected officials' pay in conjunction with the equity analysis that was done with merit employees and that was done with all employees of County government. We were trying to get to the level where we were paying people commiserate with how other people performing functions, in County government, were being compensated. If we go through this and remove individuals from the list for consideration, then we are continuing to move forward with a faulty system. We are exaggerating the inequities if we pluck out this position and that position. I think that is political manipulation and I don't think it is appropriate.

Darren Vogt: Then would your recommendation be looking at positions that have changed significantly because of duties and responsibilities based on legislative changes? That is something that I would be willing to consider because the majority of the positions have not changed statutorily. There are several, the Auditor and Assessor being two, are primary examples of things that have had additional duties and responsibilities thrust upon them by State statute. I would be more apt to talk about those kinds of opportunities for us to do adjustments than to do the individual line items and pointing those things out. I will say, for the record, Council has had a number of additional things but I am still not in favor of Council getting more money.

Paula Hughes: I can follow your line of rationale on that. I think it is still a piecemeal approach because presumably the positions were evaluated with their current responsibilities. It has been thirteen years since we evaluated these salaries. How about a hybrid solution? I am trying to get to a point where we can do what is right. What if we followed Councilman Vogt's suggestion that we amend the salaries, right now that have been impacted by legislation but if you go back over the last thirteen years you might find that is every position. We could do that and make changes effective with the next turnover of the position. Then you are not affecting the current office holder. You are changing it for future office holders.

Roy Buskirk: I would suggest then, if you want to make a motion and we will see if the motion carries. Then we can determine how we move forward on it, a motion to approve the recommendation or however you want to make the motion.

Paul Moss: I want to make sure that I understand Councilwoman Hughes. What you are suggesting is that we have specific salary ordinances that will

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not affect current elected officials until the next cycle, essentially. Is that something that is even feasible?

Cal Miller: We set salary ordinances once a year and I think it would be tough to make that binding but I understand the thought process.

Paula Hughes: I am not necessarily an advocate of that. I am just trying to find a solution that will help us make some progress on this. I don't believe that we are ever going to be 100% comfortable with the data that has been collected. I think there will always be things because this is an imperfect process. Clearly the fact that we have been struggling with this as long as we have, we are forced into an imperfect process.

Cal Miller: The imperfections strike me, the best example of that is the Auditor's Office. We have three very talented people sitting right over there, the Auditor, the Deputy Auditor and Jackie, what is your position called?

Jackie Scheuman: Finance and Budget Director.

Cal Miller: Do you know who makes the most money, of those three people? Jackie.

Roy Buskirk: No.

Lisa Blosser: She will.

Cal Miller: She will when?

Lisa Blosser: If you pass this salary ordinance.

Darren Vogt: If we pass the salary ordinance and not anything for the elected officials.

Cal Miller: Which is where?

Darren Vogt: We jumped over it to get to the big picture. Your point is still there.

Cal Miller: That concerns me a great deal because they are all highly competent people. We can't create that situation. We just can't. They have duties that have changed and I am sure that there are other offices that could say the same thing and they have gotten recognition for what they are doing and yet we are going to be creating a situation that potentially has the third

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in command getting paid the most. It doesn't make a lot of sense to me. I would like to address that.

Paula Hughes: I also think that we need to talk about, and it is not reflected in this presentation from the Human Resources Department, creating a range for Chief Deputies which are politically appointed positions. Creating a range that started at 75%, allowing for high functioning Chief Deputies to have a 75% to 90% range and the elected official would have to petition County Council for the exact salary. It would give some flexibility in hiring. Some of these political appointments are just that, political appointments without qualifications. Some of them are political appointments that are done in a very broad minded perspective of what is best for the operation of that department in County government. We have been talking about allowing the flexibility in places where our hands have been tied before because of the grid system. I think that if we create some flexibility with the Chief Deputies, we would see some rewards in the terms of the quality of people that are receiving the political appointments. You two are sitting there and I hate to keep pointing you out but we know that the high function level of the Auditor's Office is due in large part to Lisa's foresight in hiring a CPA and Tera's brilliance in performing the functions of that office.

Lisa Blosser: Absolutely, Tera's analytical skills are exceptional.

Paula Hughes: That has made our jobs so much easier and it has allowed us to make good decisions repeatedly. I would hate to think that we are going to postpone this for another year and, in my mind, penalize one of the highest functioning offices in the County.

Brian Dumford: Council, if I may, one of the tabs that was included on the email that went out was a proposed Chief Deputy percentage increase based on the factors that we talked about. Each of the Chief Deputy tabs list the various amounts...

Paula Hughes: But we haven't had it as part of the discussion. I wanted to make sure that we included that. The only positions that are time sensitive, if you will, are the elected officials. We can only change those salaries once a year. That is unfortunately now. Chief Deputies can be changed at any point in the future.

Roy Buskirk: I don't quite understand the second sheet. You have salaries for the City versus the County and the percentage difference.

Brian Dumford: That was an analysis that we did to see the general trend of differences between comparable positions within the City and the County.

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These were the numbers that we used for recommendations for County Council. We took an average of the differences between comparable positions and found that if we used the proposed County salaries, from the merit compensation system, the percentages were around an 80% difference. We pulled out those recommended salaries and now you have the actual 2008 salaries of the people in those positions.

Roy Buskirk: You're saying that the County salaries are that percentage of the City's. Not the difference.

Brian Dumford: It is 20% different.

Darren Vogt: With one caveat. You have one salary for the Commissioners and I would argue that it needs to be times three and go the other direction. That would be my suggestion.

Brian Dumford: This was strictly an exercise to where we were.

Paul Moss: Refresh my memory, there are other positions that you have some recommended salary adjustments to based on the market information. How many other positions are there?

Brian Dumford: This is a thirty merit positions.

Paul Moss: There are thirty positions that are not on this list.

Brian Dumford: Yes, that was the payband system that was voted down in December. You asked for individual pay ranges for each of those positions as well as doing the weighting of the various factors with comparable counties and pay scale data. I indicated that it would be a much more involved process in tracking down that information and we would not have it for this meeting.

Paul Moss: A couple of comments that I would like to make. I have to disagree, as much as I hate to, with Councilwoman Hughes. I believe that we are living in times that most of us have not seen before and I'm pretty confident in saying that 2009 is going to be an incredibly difficult year. I would also state, as an elected official, we have really talented people in a lot of these positions and they do a lot of great work. I separate the elected officials out from the Chief Deputies. I think elected officials, if you ran for the office, it is what it is. Even if your duties change somewhat, I am sympathetic to that and I am willing to discuss it and I think there should be some adjustments to the salaries. At this point, it is outweighed by the state of the economy and the variety of factors that we are facing right now and the probability that we will face more difficult times in 2009. As I look at this,

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with those additional comments, I would like to talk a little bit about the Commissioners. In the past, we had a least one Commissioner that has talked about the possibility of having the Commissioners go part-time. This is a bit of a radical thought but I want to put it out there for discussion. If you look at the bottom line and just look at elected officials and Chief Deputies, the total amount of increase is \$113,000. If you take the \$3,200 for the Clerk of Courts out and you take the \$8,100 out for the Surveyor, it drops that down to \$102,000. Check my math but I think it is fairly accurate. So, you have \$102,000 of expense there. Obviously that would be compounded over time. From my own personal perspective, I think we should have a discussion about possibly trying to save some money via an adjustment to the Commissioners and possibly consider putting them on a part-time basis. Make them true citizen legislators. There are going to be some changes coming down from the State and I believe that there will be additional responsibilities for Council which would mean less responsibility possibly for the Commissioners. I don't want to base it completely on that because things can change very quickly down there but I think it is something that we should consider. We know that the Kernan-Shepherd report has come out fairly forcefully in favor of a single Commissioner. Most of us here probably agree that it is not such a bad idea. I believe that we have three very good County Commissioners, on an individual basis, but collectively that office has proven to be fairly dysfunctional and the time has come that we give some serious consideration to a Chief of Staff, County Administrator or whatever term you want to use but someone who has some delegated authority to oversee and have some control over the day-to-day operations. The interaction with department heads, I believe most of them would say that they are pretty frustrated with them. Having said that, I would like to have some discussion at this table and I apologize for tossing this out there so quickly. In looking at the data here and looking at the bottom line number, I just want to throw it out there. I think if you were to look at putting them on a part-time basis, dropping the salary to \$25,000 apiece, you have \$126,000 to play with right there. That more than covers these other salaries. So, in the interest of discussion, we don't have an opportunity to do this very often. One option that I would offer, as well, is that I don't want this to be viewed as punitive. That is not the intent. I believe the Commissioner that has talked about this as a part of his campaign, is Commissioner Brown. The intent is to increase the effectiveness of that office. If it doesn't increase the effectiveness of the office, I am not interested in doing it. The more I think about it, if we can get them to buy into it and have somebody they could delegate authority to, I think it would tremendously increase the effectiveness of the office and be more efficient. What I would also toss out there, for food for thought, is to create a salary ordinance which retains the Commissioners on a full-time basis until June 1st and then the salary ordinance would indicate a reduction in salary and they would become part-

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time. It would give six months to work internally to deal with that fact. There is already someone in that position that appears to be capable but may or may not be groomed for that. You all know Chris Cloud but I don't know if he would be the individual or not. I think there is some opportunity there. I open it up for general discussion.

Brian Dumford: I did a quick average of the other four counties that we looked at that has part-time Commissioners. The average of those part-time salaries is \$37,855.

Paul Moss: Duly noted.

Darren Vogt: I understand the functioning of a business, as I run my own business, and I would struggle if I had three equal partners to make decisions with and I understand their frustration. Not as an individual with their inabilities or abilities but to have an idea and put it forward and move forward with any idea is a challenge when you have to have someone else agree with that idea. As most of you know, all along I have supported consolidation of government and I think it is a good thing and this would be a step forward. Some would say it is radical but I would say not radical enough. I think we could get away with one Commissioner full-time. The concern I have is one, can we do it from a timing standpoint and can we set a salary ordinance that way for an elected official. I am assuming that we could do that.

Tera Klutz: To the best of my knowledge.

Darren Vogt: That said, this would be no different than having this discussion at budget time from a six month standpoint of an elected official standpoint if we did it in that direction. I'm open for discussion and I like the concept of a true citizen branch that really handles those as a part-time operation. That is what they do, discuss openly with the decisions that they are going to make. An executive would come before them with those issues and I like that concept.

Paul Moss: I do want to clarify that my intent is not to move towards consolidation of City and County government. My intent is to create an office that is more effective and to have some savings. We are all struggling with how to pay for these and you can net it out and still gain. We could give everybody what he is proposing here, under what I am suggesting.

Darren Vogt: That assumes that you don't hire a County Executive.

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Paul Moss: They already have somebody that is kind of serving in that role. There may be a need, at some point, to go back and see if they want somebody else in that position or we need to increase that salary or something along that line. That is always out there.

Roy Buskirk: I think what the proposal, from the State, has been that the three Commissioners would be eliminated and there would be a County Executive. I would feel sorry for a County Executive that had three bosses.

Paul Moss: Then you should feel sorry for every department head in this building. Councilman Miller?

Cal Miller: I appreciate you bringing the topic up. In the six years that I have been sitting up here, engaging our Commissioners, there has been various changing of the guard, I have been wondering the exact same thing. Why does County government have three Commissioners? We are not alone in that thought. We have seen it articulated in editorials and discussions with other businesses and employees of the County. It doesn't strike me as a radical suggestion at all. My concern is that I would want to know a little more about what a County Executive is and what that would do. I would like to hear from the Commissioners. If we were to adopt a salary ordinance that reduces the position to part-time on June 1, to give the County Commissioners and the County, in general, the ability to rethink how it is going to operate, I don't believe, right off the bat, that I would be in favor of without further analysis, of creating another position that we may not need. Maybe three part-time Commissioners, until the Legislature changes our structure and sensibly puts one person in the position or eliminates the three positions, we may not need that position. I would like more time to evaluate that the extra employee is really needed and determine if the County could function in the services provided with three part-time Commissioners. My gut feeling is absolutely. I haven't held the office of Commissioner and have only observed from this seat whether it could be done. My overwhelming gut is that it certainly could be done. Without the administrator that you are talking about, I don't know whether it could be done any more effectively than having three full-time Commissioners. I would throw out a third option. The first two options is that we pass a salary ordinance that on June 1 makes us have three part-time Commissioners or the third option is to spend this year, in earnest, exploring whether either one of those proposals have the merit that we all believe it may have. At the same time, identifying what sort of structure, with cooperation of the Commissioners, that they might need to operate in three part-time positions, while continuing to impress upon our legislators, if this Council is of the majority opinion, strongly encourage continued pursuit of a single administrator for the County and get rid of the antiquated situation

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that the Commissioners have to be frustrated with. Those are three options that I think are worth exploring.

Paul Moss: The only thing I would say is that I would use the 911 Communications as an example. There have been so many people who said they are earnestly interested in this and that we are going to pursue it. I am not sure how many years it has been going on but what this would do, six months is a pretty long time, is put a really hard timeline on it, that's all.

Cal Miller: I appreciate that. That is a good point but this project and this thought process, as articulated, is really the first time it has formally been mentioned in the six years that I have been sitting up here. We don't have that history of the project. Six of the seven of us will be sitting here next year, and I fully intend at that time, there will be some radical changes as to whether it turns to part-time. I just throw that as another option. I don't want to rush into anything but at the same time I am smack in the face with the appropriateness of what you are saying. I don't have the fortitude to make it happen on January 1, 2009. I am teetering on option two and option three.

Paul Moss: I don't want to rush into anything as well. I'm not sure but I do believe it has been discussed. I have given it a lot of consideration especially recently with budget considerations and given the totality of the situation that we are faced with and the fact that we are talking about salaries and things of that nature. I want to make sure that everyone in this room is well aware that I have not had discussions with the Commissioners about this. I am well aware that one Commissioner, Bill Brown, campaigned on this and I believe that they kind of moved in this direction. I know that Bill is not speaking for all of the Commissioners but it might be helpful to have Commissioner Brown at least talk about some of the things that have occurred, particularly in relation to Chris and the direction that you may or may not be going. I think they might be parallel paths.

Darren Vogt: President Moss, Councilwoman Johnson had something to say.

Paul Moss: Oh, I'm sorry.

Maye Johnson: I am not a proponent for consolidating government but the idea of having a single executive does have merit. I made the comment that it was radical but timing is everything. Now is the time to really pursue it. I think that we need to take a proper amount of time to look at it but at the same time we can come up with a timeline for moving forward. I have also had the opportunity to talk to Commissioner Brown.

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Bill Brown: Bill Brown, Allen County Commissioner. Today is the first that I've heard of it. When I ran and made my announcement that there was legislation, a State statute, that allowed for the counties to go to a County Administrator and that we could have part-time Commissioners. That point was brought up at the very beginning but whether I continued to press that model, as I went along, I don't think that was the case. We have talked about a single County Executive. I know the Council and Commissioners and some other elected officials in County government, have collaborated on a joint legislative platform. I think that shows a high level of cooperation with County Council and the County Commissioners. I have to admit that I do bristle a bit with the word dysfunctional. Dysfunctional applies, to me that something doesn't work. I look at that as being the antonym to functional. I would like to make one point about business models. I come from business and am an entrepreneur, developing and growing a business over thirty years. Being able to hand off that business to a group and having the business still run at a very good rate, looking at business models of friends that I have known, I think that we all know very successful partnerships. What it comes down to is people aligning their workload with their interests and aptitudes and then moving forward with a strong business model. I believe that is something that the Allen County Commissioners have done. You are also aware that from the moment I laid eyes on an increase for County Commissioners, I adamantly opposed it. I feel that the job was a certain pay when I ran for that position and I didn't feel a raise was warranted. When we really look at what we are doing here, in the Commissioners Office, we have worked towards professionalizing the office. This doesn't take anything away from the folks that worked for us before. We currently have a long term newsroom newscaster, Mike Green, is our one PIO. We have participated unofficially, in the graduate retention program bringing Chris Cloud in as a free intern to finish off his graduate studies. We put Chris to work on a contract basis and then hired him as an Executive Assistant. From the day that I got into office, my intent has been to understand the work of the County Commissioners, organize our work and you have three individuals, that fact is true. I think we have an extraordinary balance in our work styles and aptitudes. I think we do a wonderful job of melding that together. When we want to look at models, at business models, partnerships, I think it has been crafted and developed as we go. Now having said that, we are also on record in our joint legislative platform, we support what the legislators did last year with the single county executive. That is creating the local option for the single county executive. I speak for myself when I say that I don't think anybody here is trying to stave off the will of the citizens of Allen County. I also have learned that many, many people believe in model that has three folks. What that requires is for people to work in conjunction with each other. As I look through the things that we have done, since I have been on the Board of Commissioners, one of

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those is Maplecrest Road. That process, I realize, needed to come before County Council and we got that done before hiring bond council. Frankly, I think our economic development team, largely led by Commissioner Peters, did an extraordinary job in creating the most compelling scenario as to why that was a good project. It was the creativity of working with other communities, the TIF district set up between Fort Wayne and New Haven along with Allen County. That was a wonderful example of cooperation and collaboration amongst County government. Sometimes they want to talk about the models of City and County government and between the legislative and executive branches of City and County government, we have ten folks. Three Commissioners and seven Council people and the City have one executive and nine Council people. The cost to run those operations is less on the County side. The County has proven itself to be the value adder and have done a much better job of managing their labor costs, over the years. To the whole point as we talk about going part-time, and just so we are clear June 1st is five months, my full intent is to drive the business model in County government. Government can not run like a business but government can be more business-like. Businesses need to do more things faster to make more money. Government needs to shorten up the information and the decision making. That is where moving towards a Chief of Staff scenario, Chris Cloud is very capable but not real experienced. I think we are all confident that Chris Cloud is a very high quality person. To continue to develop that model and take our work and delegate and expedite within that model and that means within our unit and with other department heads. That is a model that I am going to drive hard into 2009. Now to talk about going part-time, that implies that you can work full-time. If you have a part-time job, it implies that you can work a full-time job. As far as whether or not that could happen, I guess you could find a select group of individuals that can run for County Commissioner and live on a part-time salary if they are wealthy and retired. That would probably be the two scenarios, I would think. Many folks out there, their 401K's are now 201K's and it is a changing landscape. It doesn't take away the fact that that we can diligently work together. The editorial page is such that they can say whatever they want. They use the term Commissioners' quagmire. I have been in situations that have been dysfunctional and I have experienced quagmires. I certainly don't see us as that.

Paul Moss: Well, with all due respect, sometimes it takes somebody from the outside to see that.

Bill Brown: What would be an example of dysfunctional?

Paul Moss: I don't think we have enough time. I am not going to lose sleep over this. It was just a thought that I wanted to have some discussion on.

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Cal Miller: I don't think the real question is whether the three Commissioner setup that we have is dysfunctional or not. I think the question, for me, is can we do the job and provide the services with three part-time Commissioners? To put it another way, is it absolute overkill to have three people doing this job? Whether it is dysfunctional or not is secondary. I have always been struck with the impression that it is overkill. That is not your fault, Commissioner Brown. You weren't the person that created the legislation that created the three Commissioners. I am not faulting anybody for that. The question is still a valid question. I think that one person could probably do your job. I think that one person would more effective because there wouldn't be the internal struggles that do arise on occasion. The question and concern that I have is, are we losing any degree of the services or functionality of the office by reducing the Commissioners to part-time? Also, would we be diluting the type of talent pool that would be interested in running for Commissioner, if it were part-time? Those are the things that we need to wrestle with to make a decision like this.

Bill Brown: If I could, one point about what we are doing. We are in the process of creating a model that is truly a centrally located Chief of Staff model that will allow us to identify our work and I would advocate that we are right in the middle of the State Legislature. We know what they passed last year. They passed the local option to go to a County Administrator or not. It got stopped in committee. We fully expect that it will be on the radar again this year. That is why the County Commissioners are moving towards a Chief of Staff model with the Legislature more than likely to pass it. I am pretty confident that it will happen. To sum up, let's continue to work together and keep what we have intact. The onus will be on the County Commissioners to create a highly effective model within the Commissioners Office. With two years in office, I believe there has been a lot that happened. It hasn't been totally at my doing, by any means. The talent that is there speaks very well to the trio that is involved with this Commissioner scenario. I believe that next year we will see great improvement. I am a big believer in group dynamics and interpersonal relationships and rather than create something, at this point, that puts a stick in the spokes of those relationships, I advise that we not do this now.

Paul Moss: Councilman Vogt?

Darren Vogt: I would say that Maplecrest is a prime example of dysfunction in the fact that the Commissioners had spent millions of dollars without getting approval from County Council to even do the project. That is an example of dysfunction. To your point that the Legislature is looking at consolidating to one Commissioner and we are in the beginning stages of this

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conversation, I would agree with you. This is on the radar and now that we have made it known that we are serious about this intention let's, before the budget cycle in August, hunker down as to whether or not it makes sense and by that time we will know if the legislation has passed to go to one Commissioner. If that does, it changes my whole landscape as to where we stand on moving forward without going to that step first and skipping the step of going to part-time and go right to the end result.

Roy Buskirk: Before we go too far, on the information that was passed out, did you look at page seven? There is a social security number on there which never should have been run.

Brian Dumford: I am sorry.

Cal Miller: Why don't we just hand those back right now.

Brian Dumford: Someone in HR is looking for this piece of paper.

Paul Moss: Okay, I am not obviously in a position to make a motion. I just wanted to bring the concept out. There are good arguments for and against. I guess, at this point, given the world that we are living in...

Bill Brown: Could I have one more minute? I just wanted to talk in general because Kernan-Shepherd is coming on the radar screen. I believe that having this whole four-year cycle of a single executive and the makeup of County government with elected officials, I believe that something has been overlooked in this whole analysis. The business models are entrepreneurship, partnership and single executive. I think the single executive is a feature that adds strength to County government. The fact that you have the culture of people that are willing to get out there and run for office and basically say look at me and I will be back in four years and vote for me again. I think it is a key feature when you look at the people in these elected offices as we have an extraordinary example of high quality individuals working at a lower pay than what they could get in the private sector. Thank you for letting me get that comment out.

Paul Moss: As I was starting to say, I am not in the position to make a motion. Times have changed and we need to think outside of the box and if it is Council's desire, to wait and see what happens, we have done that before. Who knows what will happen. You campaigned on the part-time thing and it sounds like that is not of interest to you, at this point. You indicated that you are moving in the direction of a Chief of Staff and that is what I am talking about. The whole intent of my thinking is to make the Commissioners Office more effective. The only way to do that is having somebody professional, I am

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not talking about Chris Cloud whoever, a delegated authority to manage the day-to-day operation. You have a tough time convincing me that the three Commissioners won't have a difficult time managing the day-to-day operations of this County government. I am convinced of that. I believe this would force the issue and give you a timeframe. It would force the issue in terms of discussion. If nobody wants to make a motion, we need to move on.

Cal Miller: I don't know that's the case. For me, it boils down to the fact that I firmly believe that three part-time Commissioners could do this job. It has nothing to do with dysfunction and I could base my decision solely on the answer to that question. I believe that six months is sufficient time to do it. I make a motion that the Commissioners salary for 2009 turns into a part-time salary as of July 1, 2009 and is in the amount \$35,000.

Paul Moss: There is a motion and I am not hearing a whole lot of seconds.

Paula Hughes: Second.

Paul Moss: There is a motion and a second now. Would you like some further discussion?

Roy Buskirk: Yes, what the State legislation is looking at is that the executive be voted on and the elimination of the three Commissioners...

Paul Moss: I think they are talking about one Commissioner.

Darren Vogt: Correct.

Roy Buskirk: That would be the County Executive. You would elect the County Executive and that it would be put out as a County referendum to vote to set up this style of Commissioners. What I understand, in talking with the State legislators, it would be an option to put on the ballot in 2010.

Paul Moss: As I said initially, it is a pretty radical thought. I have given it considerable thought. I think it is an appropriate thing to occur. Worst case scenario, next year you change it. You don't want to be going back and forth but if it works out that it is not increasing the effectiveness of the office, then...

Cal Miller: Or if it doesn't decrease the effectiveness of the office. Either way, it's justified.

Paul Moss: Any further discussion? All in favor please signify by saying aye. All opposed same sign. The motion carries 5-0-2 (Kite and Buskirk).

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Bill Brown: Is this the defacto Personnel Committee that just set the salary for the part-time Commissioners?

Paula Hughes: Yes.

Bill Brown: I will have to say that I hope we get a different liaison. You made it to what, three meetings last year?

Paul Moss: Not many, I know that.

Bill Brown: We have standing meetings and you could have been there...

Darren Vogt: Let's not take this to a personal attack.

Bill Brown: I am not taking it personal. I would like Council to get somebody that would show up and help us craft what we are trying to do.

Paul Moss: You will get a different liaison next year. I am not sure we were talking about the process but most of those meetings that I attended evolved into arguments.

Bill Brown: There may have been one or two of those and you will have those when you have three people trying to make decisions.

Paul Moss: Absolutely. It was a concept that needed to be discussed.

Bill Brown: Merry Christmas.

Tera Klutz: Is that correct that it passed 5-2?

Cal Miller: 5-0-2.

Paul Moss: We now have additional...

Paula Hughes: I would propose that we remove the Clerk of Courts and the Surveyor from consideration of the elected officials and Chief Deputy grid. I would like to address just the elected officials because I think the Chief Deputies should be considered separately. I would include Election Board and Voter Registration in that.

Cal Miller: Exclusion or inclusion?

Paula Hughes: In the inclusion because they are not Chief Deputies.

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Cal Miller: They were also supposed to be moved to the grid based on a vote of the County Council. The Election Board was to be taken off this and put on the Executive grid.

Paula Hughes: No, they were taken off the Executive and put on Elected Official.

Cal Miller: Oh, you're right. I'm sorry.

Paula Hughes: I want to discuss the positions on this grid that was presented by Human Resources, Auditor, Assessor, Recorder, Treasurer, Coroner and Sheriff. Sheriff doesn't need consideration because it is a separate contract.

Cal Miller: Not Recorder because he opted out.

Darren Vogt: The Coroner, is that a full-time position or can the Coroner have a private medical practice?

Cal Miller: It is and he does.

Darren Vogt: I am not a fan of looking at the Coroner, who has a private medical practice and increasing the salary 25%. They can still have a full-time job. It shows that you can have a full-time job and do the position at a part-time basis.

Patt Kite: There is a State statute that says it shall or may be one and a half times.

Cal Miller: For a physician it says that it will be one and a half times of a non-physician. Our salary ordinance will indicate that this position is for a physician which would mean a non-physician would get two-thirds if that person were to run.

Roy Buskirk: I think some of that is being changed as far as the requirements of the Coroner.

Patt Kite: Some of the requirements of the new coroners coming in are changing. They have to be medically certified. That was not the case before and it doesn't mean that you have to be a physician.

Darren Vogt: I would prefer that it be removed.

Cal Miller: I am not taking a position on that due to a conflict of interest.

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Paul Moss: What is the will of the remaining members?

Patt Kite: Due to the place that I work, I will have to abstain.

Paula Hughes: Well, let's consider that separately and move forward. Let's consider the Auditor, Assessor, Treasurer, Election Board and two Voter Registration positions. I will tell you my rationale in considering just those. I think Chief Deputies should follow a range of 75% to 90% of the elected officials' salary and those elected officials should appeal to us after the first of the year, to set the salary within that range. They need to justify why they think the person should make closer to 75% or closer to 90% or whatever they think it appropriate based on their skills and qualifications. Council should not set those right now.

Cal Miller: I agree completely.

Paula Hughes: Those can be adjusted mid-year.

Roy Buskirk: And they can be adjusted as the personnel changes.

Paula Hughes: Yes.

Roy Buskirk: And I think that as far as the Personnel Committee and the discussions there, a lot of it would be dependent on the qualifications that the individual has that would benefit that position.

Paula Hughes: That is why each one would come in front of Council on a case-by-case basis. I will say that I think we should allow those petitions to be made in January and made retroactive to the first of the year.

Cal Miller: Is that a motion?

Paula Hughes: It is.

Cal Miller: Okay, second that.

Paul Moss: Why don't you restate that?

Paula Hughes: I move that we approve the proposed 2009 salary as it appears on this grid that shows the Council members, Commissioners and Recorder as opting out. The positions are the Auditor, Assessor, and Treasurer...

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Roy Buskirk: What is the amount?

Paula Hughes: Okay. Auditor is \$77,896. Assessor is \$77,896. Treasurer is \$68,524. Election Board is \$51,549. Voter Registration is \$46,000 and Voter Registration is \$46,000. That is the proposed 2009 salary not including additional FICA and PERF.

Cal Miller: Oh, that was your motion? I thought your motion was that Chief Deputies would be 75% to 90% of the elected official salary and that we would be retroactive to the beginning of the year.

Paula Hughes: My motion was to consider those positions first because, I was going to follow up with a motion about the Chief Deputies because I don't know if theirs should change if the elected officials don't.

Cal Miller: Let me withdraw my second because I misunderstood. I thought your motion was just dealing with the Chief Deputies 75% to 90% of elected officials' salary and retroactive to January 1, 2009.

Paula Hughes: I guess we could but it didn't make a lot of sense to me to do it that way.

Cal Miller: So your motion was to approve those salaries that you just mentioned for the 2009 salaries?

Paula Hughes: Yes.

Cal Miller: The problem that I have is that we have one of the Voter Registration people here, Deb Marrone, and I don't know enough about that office to make that. I am stuck with the exact same analysis that we have two people doing the same job and there are many counties that have those jobs part-time. Until I feel a little more comfortable, Deb Marrone has certainly been liberal in her emailing us to justify increases and asking for additional. That is certainly her prerogative. I get slapped in the face thinking about that and whether those two positions really have to be full-time positions. I don't know enough about that office and why we need two people.

Paula Hughes: Statute.

Cal Miller: I know we need two people because the State statute requires one be a Republican appointment and the other be a Democrat appointment. But is there anyone here that is overwhelmed with the thought that those need to be full-time positions and particularly in a year when there is no election?

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Darren Vogt: I was just informed by the Auditor that those two positions are not positions that need to be addressed during the calendar year before. They can be adjusted at any time.

Paula Hughes: Let's say that my motion dies for lack of a second. So, let's consider the three in the full-time elected officials, Auditor, Assessor and Treasurer, with the amounts that I read off before.

Darren Vogt: What about the Election Board, is that the same scenario?

Lisa Blosser: That is right.

Paula Hughes: Okay.

Patt Kite: Is that a motion?

Paula Hughes: Yes.

Patt Kite: I will second that.

Cal Miller: Can we have a little discussion first? Before we vote on this, what is it so that we can put a fine point on this, what is it about these particular jobs that justify this change? I want to know what the thought process is before we vote.

Paula Hughes: My intention is that all full-time elected officials of County government should be addressed in this meeting and before the end of 2008 and so their salaries are addressed for 2009.

Cal Miller: That is the first part of the answer. I want to have a discussion about why we think it is justified.

Paula Hughes: The Council members have withdrawn and they are part-time already. The Commissioners, we just addressed. I am going down the list. These particular positions, we addressed the Clerk of Courts and the fact that the salary recommendation for the Clerk of Courts did not take into consideration the compensation from the Election Board. We discussed Surveyor. I've done a process of elimination. I would include Auditor, Assessor, Clerk of Courts, Recorder, Treasurer, Surveyor, Coroner and Sheriff. That is eight positions. It has been narrowed down to three because the Clerk of Courts did not have full information and she did not want to be considered.

Cal Miller: I understand all of this.

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Paula Hughes: I know but you asked for an explanation and justification and I would like to give it.

Cal Miller: I wanted to make sure you understood my question and I really do appreciate it. I think we ought to have a summary of what the justification is for these increases. In terms of new responsibilities, I can certainly appreciate that.

Paula Hughes: I am answering this question in phases.

Cal Miller: All right, I will quit interrupting you. I just wanted to make sure that you were going to get to that.

Paula Hughes: You are the king of confrontation today.

Cal Miller: I am not trying to be confrontational. I just wanted to make sure you understood my question.

Paula Hughes: You asked why those three. Does full Council understand why those three?

Therese Brown: Since it keeps coming up and the Clerk has so graciously and respectfully not wanting to take the raise this year, I am assuming that the 3% cost-of-living for my Chief Deputy as well as the other positions would still be there. Is that a correct assumption?

Cal Miller: Yes.

Therese Brown: Two, the stipend that I receive from the Election Board is three out of the four years to operate as an Election Board member. Calculation or not was not my intention. Accepting myself out, I don't believe it is the appropriate time. I somewhat mirror Paul Moss' concept that it is not the appropriate time. Calculation-wise, nothing beyond that and again, I just wanted to be on record that those were my reasons for opting out.

Paula Hughes: I think that someone else should take over this motion.

Cal Miller: Paula, I am sorry to derail you. I understand how we got through the process of elimination but I wanted to have a discussion so that we had a record for the viewing public as to what the justification is for considering substantial increases. I know those justifications are there. I just wanted to have a discussion about what they are. That's all.

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Paula Hughes: Okay. Those three positions have been gotten at by process of elimination because of one reason or another we have removed other positions from consideration. Keep in mind that this is a broader context of a four-year struggle to effectively evaluate the equity of elected officials within the County government system. Those positions have all experienced changes in their job duties, particularly in the last year or so. A couple of them have been greatly impacted in the last year. Both the Auditor and the Assessor have had major changes in the structure of their offices, based on State legislative changes this past session. The Treasurer, going back further than that, back in 2006 there were changes, again from State legislative changes. I believe that we need to move forward in our evaluation of Elected Officials' salaries in the broad context of a four-year struggle to regain equity among County employees. Elected Officials are County employees. It has been narrowed down to those three for the aforementioned reasons and I think it is the right thing to do. I understand that the timing is not optimum. I also believe that given the example that the City didn't give any raises this year, the full context of that statement is that the City gave raises of 3% every year for at least the last ten years. That is a 30% increase in pay over their fellow County counterparts. We have gross inequities in these positions. The average over those ten years is less than 17%. There is gross inequity in the way that we are compensating people. Elected Officials, we have to decide now or it gets tabled for a year. I just have to state that case and I think the increases are warranted because the salaries have not been considered in thirteen years. We have been working on it for four years but nothing has been done with it for thirteen years.

Darren Vogt: My concern, with everybody mentioning the timing, and these are tough economic times but the financial status of this County is strong. We have done an outstanding job, as a Council, of continuing to do that. Including setting money aside for the last two years when we thought this study would have been completed a long time ago. To now say that the economic times don't warrant us finishing the job is unjust to not only the Elected Officials but to the County taxpayers as a whole. With the lengthy process that started in 2004, we need to move forward. Unfortunately it is an unpopular decision but we have been prudent with our tax dollars. To those folks that I have talked to may agree to disagree but they all understand that we have set aside the money and have been forward in our thinking. We do need to adjust and evaluate salaries on a regular basis and we hadn't done it in thirteen or fourteen years. That is the justification that I use for spending these funds now. They have been set aside and continue to be set aside annually and to now put the breaks on it because of the economic forecast. I tend to be optimistic and hope that the economic forecast is better. From Mr. Morton Marcus and those that attended the economic outlook panel, their

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turnaround was fourth quarter of next year. We have to continue to think positively and I will continue to support to move forward with this project.

Paula Hughes: Thank you.

Roy Buskirk: I think the Auditor and the Assessor have definitely had a lot change in their job requirements. The one thing that the HR Department shows is that in the Auditor's position, when you compare it to the City, their chief accountant made over \$100,000. They are advertising the City Controller at \$95,000. You have the different school systems, here in the County, and East Allen is \$106,000, Southwest is \$99,900, Northwest Schools is \$94,000, the Library is \$83,000 and the Airport is \$94,500. They are all considerably more than what the Auditor is currently receiving. The same way with the Assessor, her office is going from thirteen personnel to thirty-eight because she took over the assessing of six of the seven Township Assessors. The Treasurer, I'm sorry, knew what the salary was when she ran for the office. She hasn't even been sworn in yet. I know that it is four years that we have had to work in trying to get this study done and the timing is terrible. We have a lot of people out there trying to find work to put food on the table. I can see on the Auditor and the Assessor but they are the only two offices that need to have some support as far as an increase.

Cal Miller: Peeling it back a little further, I understand how the Assessor's job has changed dramatically with the responsibility of that office. To the Auditor's office to a lesser extent but that is just my own ignorance. What is it about the Treasurer's duties that have changed and would justify an increase?

Paula Hughes: I am trying to go back and remember.

Tera Klutz: I can say a little bit. Often, when the tax calculations change, it affects the Auditor, primarily. When the method used to value the property changes, it affects the Assessor but every time that the property tax calculation changes, the Treasurer is affected but to a lesser degree. They are always redoing their processes and get our new information so that they can print the tax bills. It seems that since things are changing so rapidly every single year, we haven't had a year that we haven't had a change. We have to make at least twenty process and policy changes just to make sure that it is going to work right and we can get the tax bills out as soon as possible. That is the majority of the extra time that the Treasurer has been putting in during the last three years. It is basically setting policy and determining how to implement the new statutes that are passed down in Indianapolis to Allen County. The tax bill last year was significantly different than it was in the past.

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Paula Hughes: A great improvement in terms of content provided. It was a very clear outline. I was pleased to see that. The Treasurer's responsibilities are reflected in the pay equity. There is not a recommended pay level that is equivalent to the Auditor and Assessor, nor is the change equivalent.

Cal Miller: The other thing that I would like to look at is when we look at the Auditor's worksheet and the Assessor's worksheet that Human Resources provided, I would like to have an understanding of where this proposal came from and what the components of the proposal are. Brian, could you walk us through that?

Brian Dumford: Certainly. As we had with all of the other positions, we looked for a comparable position in our pay scale salaries and the position that we selected was Senior Manager Auditor and it had an average salary of \$82,455. You will see that the 2008 salaries for the various counties that we used as our comparisons and notes to each of those as to the duties of whether they did finance and tax or just property tax.

Cal Miller: Then you took 80% of that average?

Brian Dumford: No, that stood as the 2008 average.

Cal Miller: Okay, I see what you are saying.

Paula Hughes: The methodology for this method 1,2, 3, 4 and then the Auditor's, 5, outlined is on the Assessor's spreadsheet but I don't see the methodology on the Auditor's spreadsheet.

Brian Dumford: It is on page two. These are the weighting calculations that you asked us to do.

Cal Miller: Okay, I see.

Brian Dumford: I also looked at the CFO averages and that was \$98,600. Where we came up with the \$77,896 is from 80% of the local CFO averages and is consistent with the calculations that we did with the difference between the City and the County. Then we put the 3% on and came up with the \$77,896.

Cal Miller: That number most closely resembles method number four. That would be 50% of the weight of the average going to the similar counties 25% going to pay scale and the other 25% going to other local. Do you see that? I

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think that is probably the fairest. It is the method that would be the most palatable.

Roy Buskirk: You have down here, number of budgets, and you have four. What is that?

Brian Dumford: We asked each of the departments about how many budgets do you oversee.

Paula Hughes: That was part of the equity among positions.

Tera Klutz: Our own and not the county-wide.

Cal Miller: Can we move to the Assessor? I just wanted to look at the work papers since we have identified these three.

Brian Dumford: It is much smaller.

Paula Hughes: It is right behind the Auditor.

Brian Dumford: What we did with the Assessor is that after the referendum, we took into account parcel counts that the County Assessor would be doing. If you look at parcel amount, the salaries of the Township Assessors as well and go to the fourth column. We did an Assessor parcel per dollar, based on their salary and came up with an average cost of parcel per dollar at .752. I took that times the new amount of parcels that the Assessor would be working with and came up with \$78,210. Through discussions with Ms. O'Day, she had already petitioned the budget to have the salary equal to the Auditor's salary. That is where we make the jump up to, or down to, the \$77,896.

Cal Miller: So the numbers were suggesting a higher amount?

Brian Dumford: By \$400.

Cal Miller: Okay.

Paula Hughes: Treasurer?

Brian Dumford: You will see a similar calculation to the County Auditor. That average came out at \$70,663. Looking at the different county treasurers as well, that average was \$62,394. If you look at the bottom right-hand corner, you will see the various methods of calculations. We listed method one as technically method two with a 3% added on.

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Cal Miller: So, we have a motion to accept those three salary recommendations. Was there a second?

Patt Kite: I seconded it.

Paula Hughes: Before we end this bit of discussion, I would like to address Councilman Buskirk's concerns about the Treasurer and go back to the fact that I tried to state clearly that part of my motivation for completing this part of our task is equity, county-wide equity, in pay. From that perspective, my justification includes the Treasurer.

Paul Moss: Are there any further questions or discussion?

Paula Hughes: I have a new total. The fiscal impact of these changes would be, with FICA and PERF, \$28,573.

Roy Buskirk: I would like to make a comment on that. The fact of us setting the money aside, that money will cover for one year.

Paula Hughes: No, it's in the budget.

Roy Buskirk: Each year, you would have the additional cost of what the wages would increase.

Paula Hughes: That is true that every year, those increased salaries would have to be considered in the totals as we consider county-wide cost of living increases. This is a one-year adjustment and it would be adjusted as we move forward, however, the money has been set aside for multiple years and would not have to be the base increase would not have to be addressed every year.

Cal Miller: From a budget standpoint, haven't we already passed our budget?

Paula Hughes: Yes.

Cal Miller: So how do we deal with this?

Paula Hughes: We have funds set aside, in the County Council budget, that would be transferred into these individual line items.

Cal Miller: Okay.

Tera Klutz: \$800,000 was set aside.

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Roy Buskirk: But the expenses would increase each year for wages and salaries. It is not like the money has been set aside for henceforth.

Darren Vogt: We have budgeted the money, every year, for this.

Tera Klutz: But, to his point, we haven't spent any and now when we start spending, it is going to start packing up. That is what he is trying to say.

Darren Vogt: I see what you are saying.

Paul Moss: We do have a motion and a second. Does it need to be restated for anybody?

Maye Johnson: Yes, please restate it.

Paula Hughes: My motion was that we approve the proposed 2009 salaries for the Auditor at \$77,896 plus \$1,772 in FICA and PERF, the Assessor at \$77,896 plus \$1,772 in FICA and PERF and the Treasurer at \$68,524 with \$555 in FICA and PERF. This would be a total fiscal impact of \$28,573. That money should be taken from the Council line item that has been allocated, for multiple years, to pay equity.

Cal Miller: In 2009 and until we can get into the budget for 2010?

Paula Hughes: Yes.

Paul Moss: Everybody understand the motion? All in favor please signify by saying aye. All opposed same sign. The motion carries 6-1 (Buskirk).

Paula Hughes: I would also move that we amend the process for calculating Chief Deputy salaries and that the salary is set at a range of 75% to 90% of the corresponding elected official's salary. Each elected official will be charged with approaching County Council, after the first of the year, to recommend an appropriate salary for their Chief Deputy.

Paul Moss: The salaries don't change automatically though.

Darren Vogt: Correct.

Paula Hughes: Correct.

Cal Miller: By virtue of the adjustment to the elected officials' salary, for instance the Auditor, Assessor and the Treasurer, there is no automatic adjustment up to the 75% unless the salary comes before Council?

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Paula Hughes: Correct. I think I would include that they stay until the elected official approaches Council. We will make those new salaries retroactive whenever they are approved and retroactive back to the first of January.

Roy Buskirk: I don't think we want to do that.

Paula Hughes: I think we should.

Roy Buskirk: I can see it if it is a month or so but what if they come in June?

Darren Vogt: I think that we have to state that they come before us in January. We don't want it to drag on forever. We want them to come to us in January so that we can evaluate the scenario.

Paula Hughes: Yes.

Roy Buskirk: I could even see that they could change personnel in June and say that they want it retroactive.

Paula Hughes: If they want to change the position, they can approach the Council at any time. These salaries can change at any point in the year.

Roy Buskirk: But they can't retroactive back to January.

Tera Klutz: It is important that you don't pass a salary ordinance with that range because the salary ordinance is like a range that we have done in the past. If someone can move freely within that salary ordinance range, that is how the salary ordinance works. If you don't want that, I would make it a strong recommendation. If you set somebody at 90%, you are going to rely on that elected official to run that office correctly, like you are now, because there will be nothing during that budget cycle that will make them come...

Cal Miller: That wasn't the intent, to make it automatic in that range with the flexibility of the elected official to put the Chief Deputy in the range that they saw fit.

Darren Vogt: Can we make just a regular ordinance that says that the Chief Deputy can be within that...

Tera Klutz: You can do a resolution.

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Darren Vogt: A resolution that says that the Chief Deputies are within this range and to petition Council to set the salary ordinance and know they are going to be within that. Would that make more sense?

Tera Klutz: No, you can just petition that this is the recommended range. But as far as putting a salary ordinance, it doesn't work that way.

Paula Hughes: Wait! What you are saying is that if we make that range, they can put the salary anywhere in there and if it is approved as part of the budget process or if they move money around within the 100 series.

Tera Klutz: That's it.

Paula Hughes: Okay. That is a little too much flexibility.

Cal Miller: Is there a motion that needs to be withdrawn?

Darren Vogt: It wasn't seconded.

Cal Miller: I make a motion that for Chief Deputies' salary ordinances, the County Council will place the Chief Deputies salary that is being requested in a range of 75% to 90% but it will not be done unless there is a salary ordinance that comes before Council.

Paula Hughes: Is that going to work?

Tera Klutz: No, because it is like you are setting the salary ordinance for an elected official in 2010.

Cal Miller: I think we should just let it go because we all know what is going to happen when someone comes for the Chief Deputy's salary that we are going to be looking to place that in the 75% to 90% to award outstanding performance.

Darren Vogt: We know what we want to do but we just can't do it without causing problems.

Paula Hughes: Did I comment on the brilliance of our Deputy Auditor? Thank you.

Tera Klutz: You are welcome. I want to make sure that you get your recommendation in and then you can rely on us to tell you how budgets are turned in and if anything is outside of the range for you. You don't want to

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micromanage. You put these elected officials up there and if you do make the range, it is not necessarily a bad thing.

Roy Buskirk: Currently, are there any Chief Deputies that are receiving less than 75%?

Paula Hughes: Yes.

Lisa Blosser: The Sheriff's Chief Deputy.

Cal Miller: That is another thing I want to talk about. We need to look at that when the Sheriff comes before us. My concern is that the Sheriff has entered into a contract that takes into account a portion of the salary, although significantly less than what it would have been if he didn't do it, and based on that, I don't think it is necessarily fair for the Chief Deputy to have benefit of the higher salary because of the tax warrant collections. Let's take that up when the Sheriff comes before us and makes a pitch for his Chief Deputy.

Roy Buskirk: Other than the Sheriff, is there anyone else, Brian?

Brian Dumford: Yes there are. The percentages are hidden on this printout. I just don't have it in front of me.

Roy Buskirk: What page number is that on?

Brian Dumford: It is the different tabs for the Chief Deputies.

Paula Hughes: Let's address Chief Deputies after the first of the year, when we have more information.

Roy Buskirk: Would that be the same recommendation for the two other positions in the Auditor's Office that started this whole discussion?

Paula Hughes: As I understand it, those two positions are from a handful of positions that are kind of in a no man's land. They were removed from the former executive status but have not been formally placed on a grid, or they have been?

Lisa Blosser: They were factored and placed on the PAT grid.

Paula Hughes: Effective for January 1, 2009.

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Tera Klutz: Effective with your passage of the salary ordinance. They were execs in 2008 and were probably supposed to be non-executives. They are gridded at a PAT8 and need to go somewhere for 2009.

Cal Miller: When are we going to look at the exec grid then? In terms of the ranges, you were going to do some more work on that. When are we going to have the new data on the exec range?

Brian Dumford: I don't have a date for that right not. What we are doing is going position by position and identifying the factors that we need to get the information from for each county.

Cal Miller: What do we need to do then to follow up on the Voter Registration issue that we brought up today?

Brian Dumford: I would request that a County Council person look into that. There have been numerous analyses and several disagreements with Ms. Marrone on the types of analyses. Maybe there should be a mediator.

Cal Miller: I am not talking about mediating on salary. I am just saying is it a job that needs to be full-time to effectively serve the citizens of Allen County?

Tera Klutz: You have two Clerks here, a former Clerk and a Clerk, maybe they would be able to talk about the workload.

Lisa Blosser: I would say that they need to be full-time positions.

Cal Miller: What is the basis of that and what do they do in the off years when there is not an election?

Lisa Blosser: As you remember, our last Presidential election, had unprecedented turnout and they will be doing clean up for the whole year. We have never had an election, in the past when I was Clerk, like that. I will let Therese speak to that issue.

Deb Marrone: Currently there are no off-election years anymore.

Therese Brown: Realizing that there is a referendum that is going to be on the ballot for what you just passed for this year, but ultimately the dynamic of Voter Registration and elections has changed dramatically since 2002 and the infamous hanging chad. Election reform is constantly on the forefront. Voter Registration is constantly purging information and constantly updating. This Presidential election was unprecedented and we may never

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see that type of election again. The same thing with the Election Board in that it is highly technical and you have State mandates that are coming through and have come through, especially from the Federal government. It is not as easy to just answer the question that yes they need to be full-time or yes they need to be part-time. It is almost a hybrid in and of itself.

Cal Miller: There are counties that have part-time positions.

Therese Brown: Statutorily that is true. That most of the function falls under and my function is still responsible to some level for those duties, though they are separate liability-wise, but the size of the County that Allen is, there is no way that my current staff could operate a court system and an election of the magnitude that we just had.

Roy Buskirk: When you have some counties that have a total population of 25,000 people, it makes a little difference.

Cal Miller: I know that we can't do this statutorily but the question that I have is could the job be done by one person? If so, could it be done by two part-time people?

Therese Brown: Ultimately the statute dictates that there is to be one from each party.

Cal Miller: If the job can be done by one person, even though statutorily we can't do it that way, can it be done by two part-time people consistent with the statute? Shouldn't we be asking ourselves that question?

Roy Buskirk: Excuse me, Cal, but there are more than two people that work in that department.

Cal Miller: I am not talking about that. I am talking about the two people that do the same function. The Democrat appointed person and the Republican appointed person.

Therese Brown: Ultimately they have a checks and balance function that has to occur by virtue of what the statute dictates.

Cal Miller: The question that I am having trouble articulating is, can it be done effectively with two part-time people occupying the Democrat position and the Republic position. That is the only question that I have.

Therese Brown: I suppose that it is open for debate.

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Cal Miller: I wouldn't know the answer to that question and that is why I wanted to talk to some people that had some experience with that. We have taken a big step with what we perceive to be some inefficiencies in the Commissioners and they have been reduced to part-time as of July 1, 2009. It seems perfectly appropriate to be asking a question on the same vein, of two positions that have been created by statute and may not require, based on the work needs, to have two full-time people. It is only fair to be exploring that and any other incidences within the County.

Therese Brown: I would throw to the table, based on your comments, whether or not you can statutorily change them in mid-stream from a full-time to a part-time is necessarily possible. Currently we've elected three County Commissioners that are full-time by virtue of their function. That is what they were elected as. Changing them to part-time, does that in fact do what an eventual referendum would do in 2010, if legislation passes? I suspect that it will pass this year to put it on the ballot. Does that preempt that? In the same vein, with the Voter Registration Department, what is the true intent of that statute and how they crafted that?

Cal Miller: Those are interesting legal questions that we may see the Commissioners bringing forward. We do have part-time Commissioners in the State of Indiana. We have part-time Voter Registration people in Indiana. I feel pretty comfortable that those things can be done.

Therese Brown: They already exist that way versus going a different direction.

Cal Miller: I understand that and I see your point.

Paul Moss: Thank you. Are there any other items?

Roy Buskirk: We have a transfer for Brian, right?

Cal Miller: Ms. Marrone had her hand up.

Paul Moss: Do you want to come up?

Deb Marrone: I guess, if you want to ask those questions, first of all in regards to the emails, I figured it was not my prerogative to send those out but my responsibility to send those. At no point was I suggesting a salary to you. I was pointing out what I thought were inequities in the methodology that was used with just this position. We were compared to the only county that was singled out, in the election, as not being like Allen County. He applied that to no other county on the grid. That is what I was pointing out to

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you. As to whether we can be part-time or full-time, I would say that any department could be split into two part-time people. The two current office holders divide the duties and based on the hours, I have over 300 hours of comp time in the last fourteen months and I think my counterpart has the same. I don't know what you want to base your decision on but we divide the duties but there is no repeating of the things in the office.

Cal Miller: What does that mean, you have accumulated 300 hours of comp time because you are working more than full-time? Is that what you are saying?

Deb Marrone: Yes. I wasn't prepared to do this so I haven't accessed his hours. I think that any department head could be divided into two part-time people. Why couldn't that happen?

Cal Miller: That is my point. There aren't two Auditors but there is one that you could divide into two part-time positions. You start out with two full-time people which are really four part-time people. We are just asking if the job of Voter Registration can be done effectively by two part-time people.

Deb Marrone: We do have different duties, my counterpart and me. While there are part-time Voter Registration people within the State of Indiana, nobody with a population of over 120,000 has a part-time person and we have 300,000.

Maye Johnson: I think that is an important point to make, the size of Allen County.

Deb Marrone: The counties that have 8,000 registered voters have part-time, but we have 253,000 registered voters.

Roy Buskirk: Part of the question that Councilman Miller is saying is all of your 40 hours a week and 300 hours of comp all management or is part of that clerical? When you are doing your work, are you constantly working with your staff or has some of your work been clerical work?

Deb Marrone: Very little of what we do is data entry except for duties within the statewide Voter Registration system, authorities rather, that are only granted to the two of us. It is privileged information and those are the data entries that we would do. Now that we are on a statewide system, since 2006, what we do has to be double checked and triple checked because it affects the whole State.

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Cal Miller: I appreciate the explanation. As I said, I really don't know what it is that you do.

Deb Marrone: As our liaison, I invite you to come to our office.

Cal Miller: I hear you and that is why I wasn't eager to jump into it but it struck me as a situation that needed to be explored more. If you want to chastise me as Commissioner Brown was chastising Paul Moss, I deserve it. Thank you for the explanation.

Roy Buskirk: I have a quick question for you, Deb. You mentioned purging. I think that a lot of us are involved in the election process and there are several people that are deceased. How does that process work, a little bit, that we can get the deceased people off the Voter Registration list?

Deb Marrone: People that have been deceased for some time and have been missed in the process, there is one way and I will talk to you about doing that. The second way, now that we are on a statewide system, we should be keeping up with those and we get them from the State Board of Health and we purge those when we get the death certificates in. Prior to that, it wasn't always as efficient as it is now. In an off-election year, we will do a statewide mailing to all registered voters to determine if they still live there and if they are still alive. When the mailing is returned to us, as not being deliverable, it puts them in an inactive status for a couple of elections and they eventually fall off. I know it is a source of frustration and if you know that your neighbor is deceased, you can't get that person off the voter rolls.

Paul Moss: Are there any other questions?

Deb Marrone: So what happens now?

Cal Miller: With respect to the salaries of Voter Registration? There was no action taken on them.

Roy Buskirk: What I would suggest is that after the first of the year, you come here, just like for the Chief Deputy positions or at least bring it to the Personnel Committee.

Paul Moss: On the addendum for Human Resources.

Brian Dumford: I am requesting a transfer of \$439 from Maintenance Agreement to Recruitment/Compensation Specialist. This position was reclassified in mid-year and we had messed up on our calculation.

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Darren Vogt: Move for approval of the addendum item in the amount of \$439.

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. Is there any other business to come before Council?

Paula Hughes: We need to address the salaries of the two positions in the Auditor's Office. The Budget Director and the Property Tax Administrator, these are two positions that were formerly considered executive positions and when we clarified what we meant about executive positions, these are two of a handful of positions, county-wide, that were determined not to qualify for the executive or merit pay system. These positions are subject to the handbook and so I think they should be gridded.

Darren Vogt: Did we do the same thing with other positions that came out or were these the only two that came out?

Brian Dumford: There are some in Highway but we are still finishing the JAQ's on those. The Coliseum folks were pulled out all together. On December 2nd, you mentioned putting them back on and I have been in discussion with Randy Brown and we are planning on early January having a discussion about that.

Darren Vogt: When will we see the ones from the Highway Department?

Brian Dumford: Probably January.

Darren Vogt: We need to be consistent. They need to be evaluated, put in the grid and then presented to Council. Motion to approve the salary ordinance for consideration of amended salary ordinances for the positions within the budget of the Auditor's Office Property Tax Administrator and Finance and Budget Director for \$76,340.

Paula Hughes: 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 6-1 (Buskirk).

Darren Vogt: Move for approval to waive the second reading on any matter approved today for which it may be deemed necessary for the County Council meeting of December 18, 2008.

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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

Darren Vogt: Move to adjourn.

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. The next meeting will be held on January 15, 2009 at 8:30 am.

There being no further business the meeting was adjourned at 1:39 p.m.