

**ALLEN COUNTY COUNCIL
MEETING MINUTES
DECEMBER 31, 2008
8:30 AM**

The Allen County Council met on Wednesday, December 31, 2008 at 8:30 a.m. in the County Council/Commissioners Courtroom. The purpose of the meeting was for discussion of the Commissioner's salary compensation proposal.

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

Also Attending: Tera Klutz, Chief Deputy; Bill Brown, Commissioner; Linda Bloom, Commissioner; Nelson Peters, 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 welcome everyone to this meeting. We have a fairly limited time frame as I believe that the Commissioners have a meeting here at 10:00. The intent of this meeting is to discuss the action that was taken by this Council at the last meeting specifically with regards to the Commissioners' salary ordinance that was passed at that time. There was a request, by the Commissioners, to have this meeting to have some additional discussion about that issue. I think it is absolutely appropriate to do that. There are those that believe that we did not have as much of a discussion as we probably should have. The last meeting, although it certainly seemed to last a long time, I think it is always appropriate to leave the door open for additional discussion and analysis. I appreciate the Commissioners providing some additional information and I am looking forward to their presentation. It is my understanding that Commissioner Peters, you are going to lead the discussion and if you would like to join us, we will do that.

Nelson Peters: Good morning, thank you for this opportunity. I know that you walk out the door on the 18th and you think you are done for the year and can go home for the holidays and wait for the New Year but we thought this was important enough to get back and have a conversation with you. We appreciate the opportunity and you taking the time out of your schedules to come in here and work with us this morning. Some have asked what is going to be proposed to you today. I don't know that it is so much a proposal as it is an opportunity to better educate the members of Council regarding the Commissioners' duties and responsibilities. As you are all aware, I spent ten

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years on the Allen County Council and I was sure, when I walked out the door, that I knew everything there was that the Commissioners did. Lo and behold, having been a Commissioner now for one day short of four years, I have learned a lot. I learned a lot that I didn't know when I was a member of County Council. It appears to me that there are really two issues that the Council has raised. Bear with me and let me know if I am way off track. The first is how to eliminate perceived inefficiencies in the Commissioners operations. The second is whether or not three part-time Commissioners can do the work that is required both by statute, from an operational day-to-day basis and everything that the Commissioners need to do to keep the County running. I think that the first question is, will three part-time Commissioners actually reach agreement any easier and more quickly than three full-time Commissioners? I have heard discussions about an administrator model and adding someone with real decision making authority and perhaps minimizing that which the Commissioners already do. I am here to tell you that it is probably easier as one Commissioner, believe it or not, to get consensus with two other Commissioners than it is to have an outside person come in and try and gain consensus among three Commissioners. I am not sure that three part-time Commissioners will reach agreement any more quickly than three full-time Commissioners. The other question is, will more actually be accomplished with three part-time Commissioners? What I provided for you was a copy of a job description that I helped put together in conjunction with the Human Resources Department, a couple of years ago. We have highlighted some of the things that you may or may not be aware of that the Commissioners have responsibility for. There are a myriad of things there. Not to belabor the point, I also provided for you, a copy of my calendar. I don't typically access either of the other Commissioners' calendars. What I did was highlight those things where either a decision maker or a Commissioner is necessary. Necessary for statutory reasons or necessary for reasons to make decisions and they include things like the Multiple Agency Communications Board, the Geographic Information Systems Board, the Solid Waste Board, the Commissioners Legislative Session, the Plaza Condo meetings, the Plan Commission, the Fort Wayne-Allen County Alliance, the Regional Partnership, the Convention and Visitors Bureau and so on and so forth. There are a number of things for which we have the responsibility and oversight. Very briefly, after the vote was taken on the 18th, I looked at the operational side of things and I found that there were five drop-ins that came just to talk to me. There were 87 emails that I received, on a daily basis, for which some response was required and thirty-seven telephone calls that came in, unsolicited. I say this, in part, because of the things that we're doing but the other portion that I share is not to say "Look at how busy we are." It is to show the statutory things that we have oversight and responsibility for. If we get to the point where the salaries are actually going to remain as to what you voted on the 18th, we are

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going to need to know from the citizens and from this board, which things, which projects, which items need to go by the wayside. If not, there needs to be a better alignment of goals and objectives by Council members and Commissioners. One way to get there is to look at what we've put together and I have termed the 2009 Project Scorecard. You should have had that emailed to you and is part of your packet today. I believe that it is a starting point for discussions on how we can more collaboratively move forward. I played the Human Resources game for twenty plus years and in that, what we did when we talked with supervisors and employees, when we saw a need for change, we sat down and talked collaboratively. We asked what we could do to move things forward so that we can better serve the people that we need to serve. I would challenge you to challenge us to come up with those things where we can move the County forward. I think that rather than just arbitrarily taking a whack at the salaries, and maybe arbitrarily is a bit strong, but as President Moss alluded to there was not a lot of discussion on the 18th, I'd like to see if we can't develop a mutual understanding of some of the issues and see if there isn't a better way to serve the citizens of Allen County. Please ask yourselves, will a reduction of salary for the Commissioners, leave citizens with better service or worse off? Services will, in fact, have to be cut. I think that I have demonstrated that folks will be worse off. Consequently, I am asking you today to please reconsider the vote that was taken on December 18th of this year. With that, I would be happy to answer any questions that you might have.

Paul Moss: Before we get to that point, this really isn't a question but a restating of what my thinking was. First of all, I will remind folks that it took five votes to pass this but it seems that I have been the point person on this and that is because I brought the concept up. I think it is a concept that has merit but in my mind, the intent of discussing that concept was in moving us towards a more efficient model. I believe that you have endorsed it as well, that a single Commissioner is a more efficient model. In lieu of that, and we don't have the ability to create that change, I felt that by making a salary adjustment, we would force the issue of creating some additional efficiencies. I know that I used the term dysfunctional and I am going to try and not use that at this time and convert that over to a more efficient model. I think that is the crux of this. My intent with that was to hopefully get the Commissioner to buy into a delegated Chief of Staff type of model similar to what the City has and other corporate entities. You would have true delegated authority to one individual and in this case, they would have authority over department heads, et cetera, et cetera and be able to move things forward a little more quickly. Key in that is buy-in by the three of you and if that is not something that you are interested in pursuing, at this time, then obviously it is not going to work. You made a good point in that the key question is whether the salary has any affect on that or not. As I have thought through this, since

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that vote, I have questioned whether the salary will have that type of impact or whether it will have the reverse and move you in a different direction. That is a concern for me as well. I do want to point out that it is my personal opinion that the relationship between the Commissioners and the Council has improved dramatically. There are a lot of reasons for that and a lot of that has come from the three of you. There has been more collaboration, no question about it. But this wasn't intended in that regard. It was intended to try to create a situation where that office operates more effectively. I continue to believe that there are systemic problems with the structure of the Commissioners Office. Each one of you brings a significant set of skills and energy to the positions but it is a systemic problem. That is the intent of what I tried to do. I certainly don't apologize for bringing that up for discussion and I thought it was appropriate. I was a little surprised that it moved forward as quickly as it did but in my mind, at this point, we have had some success because we are sitting here discussing it. What I would like to see, and then I will open it up for questions, is what can we do that is at least concrete, to try to move this forward in a positive fashion, regardless of what the salary ends up being. Obviously someone would have to make a motion on a new salary ordinance if there is a desire to make a change.

Nelson Peters: Can I address a couple of those points? I appreciate what you've got to say but a delegated Chief of Staff, unless they are given the outright opportunity to make the decisions for the Commissioners that is not going to work. That is why the State is working, as they are, towards that single point of accountability for the one Commissioner. I fully support that. I can't speak for the other Commissioners and I won't speak for the other Commissioners. I believe that it is a model where things are apt to get done more quickly but will they get done more effectively or efficiently? I think the jury is still out. There are a number of things on my plate, right now, that would get wiped off because the decision is made and you can move onto the next thing. The delegated Chief of Staff, right now, is given total responsibility towards decision making, simply won't work. You still have to get two votes from the Commissioners. It is a systemic issue, there is no question. I don't know anything short of a legislative change which I am happy to support, happy to push and happy to push after it comes through. I don't know that it will get us to the promise land. The other issue, and I appreciate your willingness to stay away from the dysfunction notation, is until we have agreement between these two bodies, the Commissioners and the Council, on what that perceived dysfunction may be we are not going to know what things need to be fixed, in your eyes. We are not going to know how to go about fixing some of the things that we may otherwise think are running well. That is why I suggest for purposes of getting into discussion, and not necessarily today, of the 2009 Scorecard. One of the things at the top of the list is to complete the scorecard by the end of January. I've listed

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eleven or twelve things here that I think might be issues that have come to your mind. Areas that I think we, as Commissioners, could probably improve on, but I don't know until we can sit down and hash out some of the details. I don't know how to move this forward in concert with some of your thinking.

Paul Moss: Are there any initial questions, at this point? I don't want to dominate the conversation.

Cal Miller: I have a couple of thoughts and then some questions. Before the meeting started, you handed me Indiana Code 36-2-5-13 and there was a query about whether a salary ordinance would require a vote of a majority or two-thirds, meaning five or four. Even though I had a pow-wow on the fly with President Moss and Councilwoman Hughes, on further reflection, I think it clearly requires five votes. It says, "The compensation of an elected County officer may not be changed in the year for which it is fixed. The compensation of other County officers, deputies and employees may be changed at any time on application of the fiscal body and on a majority vote of the fiscal body." I think that they have clearly excluded Elected Officials as being able to be salary ordinance with a majority vote.

Nelson Peters: We don't have the attorney here but the reason it was brought to my attention is that in paragraph two, it says the majority of vote of the fiscal body, apparently used to be two-thirds. My understanding is that this specific paragraph was changed from two-thirds to a majority.

Cal Miller: It says, "The compensation of an elected County officer may not be changed in the year for which it is fixed. The compensation of other County officers", would you agree that the Commissioners don't fall into the category of other County officers?

Nelson Peters: I agree.

Cal Miller: Commissioners don't fall into the category of deputies or employees...

Nelson Peters: Correct.

Cal Miller: ...may be changed anytime on application of the fiscal body and on a majority vote of the fiscal body." So by the sentence that an elected County Officer might not be changed in the year in which it was fixed, and then going on to identify three other categories of folks that are not elected County officers, I don't believe the majority vote is four people.

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Nelson Peters: I think that the distinction is that the Elected Officials can not be changed in the year in which the salary has been fixed. So, that can't happen next year and that is part of the reason that we are meeting today. My understanding is, that by meeting today and securing a vote of the majority of the Council, today, that salary ordinance can be changed.

Cal Miller: Do you have any authority for a salary ordinance for Elected Officials that could be changed by a majority vote?

Nelson Peters: I would say statute 36-2-5-13.

Cal Miller: In the year for which it is fixed. We have always taken a position that it took five to pass a salary ordinance.

Nelson Peters: I would agree that was the case. What I am being told, at this point by our legal counsel, is that it has changed from two-thirds to a majority.

Paula Hughes: I don't think that this code addresses the issue. I think this code addresses merely the difference between elected office holders and un-elected positions within the County.

Nelson Peters: I would agree with that but I think that the qualifier is that it takes a majority vote of County Council to do either. I am not an attorney and am just conveying what I was told this morning.

Cal Miller: I am not at all convinced that it does that. I think it is unclear, at best. With that said, I will move on to the other comments that I have. I do appreciate your comments this morning. I've had an opportunity, since December 18th, to meet with you and Commissioner Brown and there are three observations that I am struck by. One, I think you are correct, with respect to me, I didn't have a full appreciation of the full scope of the Commissioners' duties and responsibilities. Two, and competing with that, my meetings with you and Commissioner Brown have underscored the fact that it is terribly inefficient and ineffective, or at least stifling effectiveness, to have three executives. As I stated on December 18th, that is not the fault of you, Commissioner Brown or Commissioner Bloom. That is the way that the legislators set it up and the way it continues to operate until, hopefully, it gets changed. The comments that each of you made, when trying to present the most unified front, still left me scratching my head as to how ineffective it really is and how difficult it is to get something done when you have three people, of equal say so on the direction of the County and direction of the projects, that you have identified. The third observation and thought that I have had since the 18th is that I believe that the vote that the County Council

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made has resulted in an imbalance in our County government with respect to the respective positions, roles of County Council and the executive and legislative branch of the Commissioners. At no time in the six years that I have been sitting on Council did I ever think that we would be in a situation where I was left with an unsettling and unwelcomed, because I didn't want to be in the position, feeling that the Commissioners were groveling to justify their jobs. That is not what should be happening in County government. I feel that the shift in the balance that we have, the checks and balance that we have in local government, is unacceptable to me. Just by virtue of having had the meetings with you and how uncomfortable it was to sit, as an equal part of County government, and realize that we shouldn't have the executive and legislative branch having to describe in the detail that you did with justification for the job. Those are the three observations that I had but I will add another though. I am still not at all convinced that this job couldn't be done effectively by three people who were working part-time and had other career aspirations at the same time. I think, perhaps as an argument that it could be done more effectively if you had people on the outside rather than years and years of institutional obligations that have accrued over the years to other folks in government. I think it could be done more effectively if you had three people running for Commissioner from the outside and that it wasn't their full-time position. But again, that is not the current situation that we have. The last question that I have is would you expect, if the salary ordinance was reinstated, that this is a full-time position that requires full-time attention from all three Commissioners including working a full day, year round with the understanding that people take vacations? That is my question.

Nelson Peters: Let me start with the last first and the answer is yes. I believe that the full-time salary necessitates full-time Commissioner. I believe that the people voted for me on a full-time basis to be their full-time Commissioner, at the salary that was established at the time that I chose to run. I think without question, yes.

Cal Miller: Is that the same with the other Commissioners?

Linda Bloom: Yes.

Cal Miller: Would you expect that the salary is something that would be a full-time commitment to the County and working a full day, fifty-two weeks out of the year minus vacation?

Bill Brown: Sure.

Linda Bloom: Absolutely.

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Nelson Peters: Council, if I might, I would like to address a couple of the other points. The inefficiencies that you felt had come to bear when you met with Commissioner Brown. I wasn't there with the meeting that you had with him and he wasn't at the meeting that I had with you. Part of what I was after, in conveying my thoughts to you, was to explain the massive nature, the massive undertaking of this particular job. I think Commissioner Brown was trying to explain how this massive undertaking could occur more efficiently with his thoughts on an Executive Assistant, kind of along the lines of what Councilman Moss was talking about. Where some of the dysfunction may occur is whether or not we can get to the point to allow that individual complete autonomous authority in the decisions that are being made.

Cal Miller: I don't even get to where President Moss is terms of the Chief of Staff. It all starts with having a better sense of direction and a better agreement among the three Commissioners before you can do any delegating. If one is delegating to a Chief of Staff and doesn't have the buy-in on the project and the direction of the project by the other two, you get nowhere. I think it all starts with the three Commissioners trying to address internally, amongst themselves, what their common goals are and who is going to be taking the lead and other people stepping out of the way, once they have all agreed on the direction that you are going to go. You can't effectively have a Chief of Staff unless you have had buy-in with respect to the project. The meetings that I had with both of you were very enlightening and no one was bashing anyone else. Inherent in the comments that you were making about progress on things was perfectly clear that because there wasn't buy-in on the projects that you were working on or a plan on how it was going forward, it seemed that it was falling apart before it got going on some of the projects that we discussed. It is not a criticism of you, individually, it really is not. It would be a very, very difficult thing if I were sitting there with Maye and Paul and I in that position. We would be faced with the same problems. I think it can be more effective if the three of you had a system in place. Commissioner Brown had one specifically that he was talking about in terms of the use of a joint calendar with projects identified with who is doing what and what progress is made. It seems like a very sensible way to approach the day-to-day communication and forward movement of the Commissioners on certain projects. But again, I say this as a member of the fiscal body who wasn't elected to be an executive, wasn't elected to be a legislator and feel uncomfortable now telling the Commissioners what is the best way to operate their office is. Since we are having the meeting and trying to get the most out of it, I thought I would share with you those thoughts.

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Nelson Peters: I appreciate that. Let me talk for just a second about your mention of the imbalance of County government. As far as groveling, there is a financial loss to the people who are affected. More than that, we as well as you are looking for a better way to serve the public. That is what we were all elected to do. That's what I swore to do when I took the oath of office and that kind of dovetails into the next point that you weren't convinced that the job could be done on a part-time basis. I truly don't believe that it could be done on a part-time basis. As I said from the outset, I don't waste a whole lot of time yet I don't have any problem filling my week between fifty and sixty hours. Not because I like to amuse myself doing it but because statute requires my presence at certain things. Decisions that need to be made requires my presence at certain things and if you believe that it could be cut down to part-time basis, then frankly we are going to have to work together to figure out which of those things can be cut out and how we can minimize the negative impact to the citizens that we all serve.

Paul Moss: How do you reconcile that with your support of the single County Executive? Let's assume that you are all putting fifty to sixty hour weeks in, which may or may not be the case, and that is times three and then we go down to one. Is the expectation that the one person will put in 180 hours a week?

Nelson Peters: No, as I tried to explain earlier, just a couple of the current issues that are on my plate include the IT merger, the HR merger, the phone contract, the master annexation agreement, contract for a jail medical provider, Maplecrest Road, Bass Road, health insurance program, the employee clinic, childcare consortium and on and on. There are like eighteen things there. What happens and how you reconcile it with a single County Executive, is you don't spend the time debating issue after issue after issue and because you don't spend all that time, those things get done a lot more quickly and you can move on to our boards and commissions and the daily operations of government that you need to take care of.

Roy Buskirk: Why would a single Executive debate less than the Commissioners?

Nelson Peters: Because with the Commissioners, you have to have two or three people to agree to something.

Roy Buskirk: Right but I mean it should be discussed and voted on. If two out of three agree to do it, then it should move forward. If less than two agree, then it would be changed or dropped. I know what you are saying about all of the different boards and everything that must be attended. I am sure that not

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all three of you attend all of the different mandatory boards so how is the single Executive going to attend the mandatory boards?

Nelson Peters: Again, my response to that is by lessening the current day-to-day issues that are on his or her plate.

Roy Buskirk: By having department heads...

Nelson Peters: No, by just getting them done. What happens, sometimes, is that you will have an opinion, Councilman Moss will have an opinion and Councilwoman Johnson will have yet a separate opinion. You have three different opinions.

Roy Buskirk: We would discuss it and if we couldn't come to agreement, you move on to the next issue.

Cal Miller: We typically resolve those things once a month.

Nelson Peters: Frankly, it is not a perfect system and perhaps that is one of the downfalls, not getting things on the table to vote for them.

Roy Buskirk: I know in the past there have been some issues in which two of the three Commissioners agreed to it but you didn't move forward on it because you felt that all three of you had to agree.

Nelson Peters: I keep hearing that but I don't agree that that has been the case.

Paul Moss: That kind of takes me full circle back to Councilman Miller's comments in that one of the things that has been most uncomfortable about this is that it has kind of put us in a number one, I said this when I brought up the discussion that it was not in any way to be punitive. We are not in a position to be overseeing the Commissioners office or dictating how you manage your day-to-day operations. I think that is just totally inappropriate. That was never the intent. The intent was to at least force the discussion, which we have clearly done, on a variety of ways of trying to create a more efficient and operationally effective Commissioners office. I go back to what I believe is a good model and a good interim step towards what may or may not happen at the State Legislature as far as a single County Executive and that was to have some delegated authority. It appears to me that there is some general agreement that you are going to move in that type of direction. Am I correct in saying that? Is that something that you have already kind of moved towards?

Nelson Peters: We are strengthening the Chief of Staff model.

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Paul Moss: So then in my mind, it gets to the point of given the fact that we don't know what the legislature is going to do, does the reduction in salary have an impact on it one way or another, in a positive or negative fashion, and where do we go from there? I personally don't think that it has much of an impact, at this point.

Nelson Peters: As I suggested to you before, if you are looking for some modicum of accountability, the best thing to do is sit down and help us flush out the details in the scorecard. As I said, I challenge you to challenge us to complete those things. Isn't that what we are after? Not how we get there but what we get as the end result.

Paul Moss: Right.

Maye Johnson: Commissioner Peters, are you recommending that we address these concerns and differences and try to come up with a way to move ahead? Are you recommending that it be done during the strategic planning process?

Nelson Peters: That is currently happening. There are some who thought the Commissioners drew this up out of thin air but that is just absolutely not the case. We have been working, over the last year, on a County-wide strategic planning process so that we can all hold each other accountable for ways in which we can improve government for the citizens of Allen County. The way to hold people accountable is through the strategic planning process which you will find, as an objective, is one of the things that we are scheduled to complete in the first half of this year.

Paul Moss: So, if that is the case, are you indicating, let's assume that we were able to establish some objectives and I have stated that I have an uncomfortable feeling about us appearing to be in some sort of supervisory role and having to gauge your performance but that is what you have on the table at this point. Is it your suggestion that if we go in that direction, and it is the feeling of this body that we are not meeting that criteria, that we then address the salary issue?

Nelson Peters: Council, I have this on the table only as the response to some of the inefficiencies that you have mentioned that you see. In a way, it puts me in an uncomfortable position too because I am kind of bidding against myself with this document. You guys have mentioned inefficiencies and in order to help those inefficiencies, we need to hear from Council members what they think the inefficiencies are. But if you are asking me if I am willing to pit my salary against some objectives that we have mutually agreed upon, the answer is yes.

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Paul Moss: I have identified the most glaring inefficiency is systemic and we don't have any control. That is what I am struggling with. We can cut your salary but that doesn't address the core issue and I am starting to understand that a little bit better. I go back that my hope was that there was going to be some buy-in and you would say that you should be true citizen legislators on a part-time basis and delegate some authority and go down that path and see what the Legislature does. That is clearly not the case from what all of you have said that's not what you want to do.

Nelson Peters: I don't think it is what we can do.

Paul Moss: I will disagree with that because I do believe that it could be done. You would all have to agree to do that. Given that fact, I think our hands are tied to a certain extent other than to just cut your salary and have it feel punitive.

Paula Hughes: For me I harken back, as I have been thinking about this over the last couple of weeks, I believe that Council's vote on the 18th expressed our frustration with the system as it is now. Irregardless of the amount of work that each of you does, irregardless of project scorecards and projects in the works, the facts are that our hands are tied. The State has mandated that we have a three Commissioner County executive system in Indiana. We can't impact that. I do not think that this course of action of fairly abruptly reducing our Commissioners from full-time to part-time is going to make that better. I think that the scrambling that we have seen in the past two weeks may indicate that it would get worse and not better. Each Council meeting, during our moment of silence, my prayer is that I should be fair, wise and kind during these sessions. I want that to be what guides me and I think I failed on the 18th. I don't think it was fair to act abruptly when we have spent four years talking about every other salary in County government and spend an hour talking about the Commissioners salaries. I do think that there is wisdom in the need for change to the positions. We are all frustrated with how it works. We are frustrated with specific projects and with how the process works in general. It was most certainly not kind to, two weeks before the end of the year, cut the salaries of three people who, whether or not we agree with how they do their jobs, have been elected to positions by the County. We wouldn't do that to any other employee in County government. We have taken great pains not to be punitive in that way. This came across as a punitive action when that is not any of our intent. I echo Councilman Miller and Councilman Moss' comments that it is incredibly uncomfortable and a subversion of what County government should be about when you have Council and Commissioners attempting to supervise each other. That is not how we are meant to function. I do not want your calendar. I think that if there are changes to be made in how the Commissioners operate, the

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Commissioners should decide, amongst themselves, how those changes are going to happen. Not some outside entity and not the Council telling the Commissioners which things to take off their plates. That is not up to us. We haven't run any part of our operation that way. When we do the budget process, we have taken great pains to not micromanage in that way. We say here is what you've got, you figure out the best way to do it but be wise in the way that you implement it. I am open to some kind of discussion, by Council members, on how to move this forward and maintaining the integrity of our intent. We need to see changes in the way that the Commissioners communicate with us and with each other but without being punitive. I have some ideas on that but would like to hear from other Council members.

Maye Johnson: Well, Councilwoman Hughes, I am glad to hear that you and I pray for the same thing as we begin our Council sessions. I experienced some feelings over the last two weeks about the decision that we made on the 18th and going into the Christmas week, and the phrase that kept echoing in my mind was "Bah Humbug." The action that we took might have been considered a Scrooge-like action and that was not the intent. I never believed that it was. I also feel some of the frustration. I am still the new kid on the block here. We all want to see the process become more efficient. The question that I have is where we address this work between Council and the Commissioners. Part of it could take place during the strategic planning session. I, myself, only attended one meeting and I haven't seen any other County Council person there. I think the vote that we took on the 18th, and I am speaking for myself, was premature because I didn't have all of the facts. I am not sure that we have all of them today. I think we have enough to start this discussion again in terms of how we want to move forward.

Paul Moss: Council, are there any other comments or thoughts?

Cal Miller: Councilwoman Hughes' thoughts of where do we go from here, I don't think we do in the next half hour. I think that we take Commissioner Peters, speaking for the other two, up on the offer to get together with them in January to identify what the real issues are that the County Council has and to identify some projects that we would all like to see completed or nearing completion in 2009. With that, at this time, I make a motion to amend the salary ordinance that was created on December 18, 2008 to fully reinstate the salaries for 2009 with the three percent increase at \$67,253 with the understanding that all three Commissioners agree that it is a full-time salary and would commit their full-time efforts to the Commissioners Office, in exchange for that salary.

Roy Buskirk: I'll second that.

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Paul Moss: Further discussion?

Paula Hughes: I would be supportive of that with the understanding that it is, in essence, a one-year stay. That all ten of us agree, the three Commissioners and the seven Council members, as the two bodies that make up the Executive Legislative and Fiscal authority, to work towards a better system. It will be reconsidered in the 2010 budget hearings. That removes the punitive nature of this and makes it a more thoughtful action. It gives the individuals impacted by the decision a chance to consider whether or not they wish to continue in their positions.

Paul Moss: The only comments I would make, and Councilwoman Johnson stated it very appropriately, is that sometimes you feel like a Scrooge and I think that I have probably been accused of that a few times and felt like that a few times as we have talked through the various salary issues for the County. As a general rule, I am probably the primary person that questions the raises the hardest every year. You do feel bad about that. Frankly, I think one of the greatest impediments to progress in government is the fact that, by our human nature, we want to please people. We don't want to have department heads angry at us and we don't want to have Commissioners angry at us. We all want to have good relations with folks, I certainly do. I don't enjoy the fact that I kind of had to have a body guard when walking through here for the last couple of weeks. I am not going to apologize for bringing up a concept that I think could make some sense and is appropriate for discussion even though it is painful. I acknowledge that things moved probably too quickly. I am in support of moving forward and taking a look at the salary. What I am concerned about is, if I recall Councilman Miller's motion correctly, he is proposing the current salary plus three percent. Given the fact that the Governor has indicated a desire for all public employees not to have raises, and I am not suggesting that we take anything back from the County employees, but we do have an opportunity and you have an opportunity to say that we'll forego that three percent. That, I could support but I can't support the motion in its current form.

Cal Miller: If that is the case, the motion fails and I will withdraw the motion and you withdraw your second.

Roy Buskirk: Yes.

Cal Miller: I make a motion to reinstate the Commissioners, or amend the Commissioners 2009 salary ordinance with the same salary that they had for 2008 with the understanding that all three Commissioners who indicated that it was a full-time salary and all would be working full-time to earn those dollars for the taxpayers.

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Maye Johnson: Second.

Paul Moss: That was a question too. Is that something that you are comfortable with?

Nelson Peters: I can't speak for my colleagues but I don't have a problem.

Paul Moss: **Any further discussion? Seeing none, all those in favor please signify by saying aye.**

Cal Miller: I would also like to make a motion that County Council do likewise and not accept the three percent increase.

Paul Moss: Didn't we already do that?

Paula Hughes: We've already done that.

Roy Buskirk: No.

Lisa Blosser: No.

Nelson Peters: Can I also ask, please, that you waive the second reading.

Cal Miller: Move to waive the second reading.

Paula Hughes: Second.

Paul Moss: **Motion and a second, all those in favor?**

Roy Buskirk: We did not, we accepted the three percent.

Cal Miller: I make a motion that County Council not receive the three percent raise for the same reason that President Moss stated to the Commissioners and that the salary for 2009 be the same as it was for 2008.

Paula Hughes: Second.

Paul Moss: **Motion and a second, all those in favor please signify by saying aye. Those opposed same sign. The motion carries 5-0.** Unless you have something else to chat about, we will just simply say that it has been an enjoyable couple of years and I am going to be delighted to turn this position over to somebody else.

Nelson Peters: Thank you for your willingness to hear us out today.

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Cal Miller: Before we adjourn, I am officially tendering my resignation, today, from County Council. This decision is something that predates December 18th. I am not in a position, time-wise, given growing commitments at my practice of law and at home to commit to County Council and the citizens, to what I need to commit to earn the dollars that I would be paid. With that, I will say that I had the most immense pleasure in serving Allen County for six years and doing what I think were some very good things. I wish you all the best in moving forward and in years to come and wish the Commissioners the best in their introspective look in how they are going to make this more effective for all of us.

Paul Moss: With that, and this is something that I was not aware of, I would certainly want to say that your input on Council and your participation has been tremendously helpful for me and everybody else. You bring an awful lot to the table and that it is a real loss. I would also applaud the fact that you recognized the fact that you are not able to have the time to put into this and that is unfortunately it is an occasional issue. I applaud you for recognizing that.

Cal Miller: I don't want to be a part-time, really, at anything that I do. I can not pursue excellence at home and at the practice of law with the way it has evolved with the current obligations and do the County Council. I wish that they can get someone in here that can roll up their sleeves and give 100% of their effort in the position. With that, it is truly with regret but out of necessity for what I believe that the people that elected me to this office deserve and this next two years that I will not be able to provide. Thank you very much for your comments. That resignation is effective 12:01 a.m. tomorrow for reasons that I need to make adjustments to an insurance plan to my firm.

Roy Buskirk: I just want to let you know how much I appreciate working with you and I think that is one thing that people don't realize is the time commitment of the County Council. We have ten other commitments to be liaisons to different departments and the towns and cities throughout this County that also has attendance requirements.

Darren Vogt: Move to adjourn.

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 5-0.

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There being no further business the meeting was adjourned at 9:27 a.m.