

ALLEN COUNTY COUNCIL MEETING MINUTES
MARCH 21, 2013
8:30 AM

The Allen County Council met on Thursday, March 21, 2013 at 8:30 am in the Discussion Room at Citizens Square. The purpose of the meeting was for additional appropriations, transfer of funds in excess of the current budget, grants and any other business to come before Council.

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

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

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

Darren Vogt: Before we start, please silence your phones and electronic devices. Also, before we get started, I am going to institute a fine today. This will be moving forward and will be one dollar per time. We changed some pretty critical things that we did last month and those are the words “tax abatement”. Those words are no longer in our vernacular and it is now “tax phase-in”. Those of you that choose to call it “tax abatement”, you can do so however it will be a dollar fine. You might as well get your wallet out now, Bob. We will collect that money and donate it to a charity of some sort. That is said with some levity.

Tera Klutz: That would be the Tax Abatement Fund Charity.

Darren Vogt: With that, we have on the agenda the approval of the February 26th meeting minutes.

Larry Brown: Move to approve.

Bob Armstrong: Second.

Darren Vogt: **Is there any discussion on those minutes? All in favor signify by saying aye, opposed, same sign. The motion passes 7-0.** Auditor Klutz, please.

Tera Klutz: Good morning, Council. I wanted to share with you that we are through the month of February and our revenue collections are on target and our expenses are running a little high right now and that is primarily due to the bonus that we paid out in February. Later on in the agenda, I have a resolution to borrow money from the Rainy Day Fund for cash flow purposes to get us through until we can collect our property taxes.

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Darren Vogt: Are there any questions for the Auditor on the financial report? Not hearing any, is there a motion to approve?

Roy Buskirk: So moved.

Larry Brown: Second.

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

Nick Jordan: Good morning, Council. On your agenda you see November and December. The January rates were not released until this past Monday. I sent them to you through an email and will go through them right now. For Allen County, the December rate was 8.2% and January was 9.1%. Indiana for December was 8.5% and January was 9.6%. The National for December was 7.6 and January was 8.5%.

Darren Vogt: Thank you, Nick. Are there any questions on the unemployment rates? We will move right along to Economic Development. On our agenda, we have a tax phase-in.

Nikki Liter: Good morning, Council. Nikki Liter with the Department of Planning and with me today is Jeff Britton with BMD Agency. We have a request for a tax phase-in on real improvements and some manufacturing and IT equipment for Great Dane Realty and BMD Agency. They are looking to invest \$3.2 million in a new 20,000 square foot design firm out by the Vera Bradley Design Center on Zubrick Road. They are also looking to invest \$215,000 in some equipment for manufacturing and IT. With the project, they are looking to retain all 29 employees who have annual salaries of almost \$2 million. They are looking to hire an additional 27 employees that will account for almost another \$1.5 million. According to the new point worksheets that we established last month, BMD and Great Dane have qualified for a ten year real tax phase-in. That would save them around \$315,000 over the life of the phase-in. There is also a five-year equipment phase-in which will save them around \$5,500. I am going to let Mr. Britton speak now about the project and then if you have questions, we will be glad to answer those.

Jeff Britton: Good morning and thank you for having us. Britton Marketing started in 2006. My wife and partner, times two, was the creative director at Vera Bradley. She is the one who really kind of branded them visually. In 2006, we had a chance to start a business and we did so. Four of us sat there with no business at all. Soon, we grew pretty quickly. Currently, we are close to thirty people and we just entered our eighth year. Fortunately, Vera Bradley did become a client of ours and since then, we have been adding clients that are similar to Vera. They are fashion-forward, home décor, decorative coatings like paints and most of our clients are of the Fort Wayne area. Some of that was by plan. Some of that was because of the depth of experience that we have with our team lead us there. While Vera is certainly important to us, almost all of our new prospects are outside of Allen County. We like it here and we have been fortunate to work with you on the tax phase-in. I am going to dodge that dollar. I am trying to save money for the building fund. The opportunity for us is largely on the East Coast and larger metro areas.

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We can work with clients remotely using technology. The problem that we have, for the most part, is recruitment. We have senior design staff and senior marketing staff but when we need to grow, we have to cast our net kind of wide. While we know how nice Fort Wayne is now, not everyone else does. There is a little bit of a sales job there for us. Really, what we try to do is recruit recent graduates and train them and grow them up here. So far, we have been really fortunate and our future seems to be rooted in those recent grads. It is a bit of a long process of two to three years to find out if they will be able to continue to grow. It is tempting to go elsewhere and expand in other communities where there is already a big pool of talent. Fort Wayne has got it. We have been very successful. Most of the thirty people that we have are from this area. The next phase of hires is primarily from this area. Our challenges are really in the recruitment area as much as anything. The project, at this point, we had been looking at alternatives and eventually, we have a nice relationship with Barb Baekgaard and she offered to help us investigate building on the property right next to the Vera campus. That is what we have been exploring up to this time. We have a few drawings and if you would like, I can pass them around and capture your imagination a little bit. We have been working with as many local vendors as we can. We have custom furniture planned that would go to shops in this area. We have a lot of cabinet companies and furniture companies. We are using a local architecture firm and we like Fort Wayne. It is nice to have some help to build here and expand here. Are there any questions? I have been doing all of the talking.

Darren Vogt: Councilman Howell.

Kevin Howell: First of all, congratulations for your success so far as well as your desire to stay here in town or in the area. It may be early to ask but I am a teacher and deal with kids a lot. Do you have any internship programs?

Jeff Britton: Yes and that has been really successful. St. Francis, IPFW and Notre Dame, we almost always have interns. We have had high school interns as well. Typically they are juniors or seniors in college but not always.

Kevin Howell: What areas are they?

Jeff Britton: Graphic Design, Copy, Marketing and Business Administration. We don't do a lot of traditional advertising. Really, we are a creative and branding agency and so it is intellectual property that we are working with. It is a bit intangible and it is difficult to find people that can get their head around that. The intern program is wonderful for us. We are very specific about what we do. There have been a few positions that have been very tough to fill. We look for Writers who will match our requirements for two or three years before we find one. It's not that there aren't Writers out there but the kind of work that we do is more specific and it is great to get an intern and higher recent graduates and kind of grown them up in the way that we wish they were.

Kevin Howell: Thank you.

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Jeff Britton: We invite interns. I will talk in an interview with interns and recent grads just so they have the experience of interviewing. Sometimes that is hard.

Kevin Howell: I will be in touch.

Jeff Britton: Thank you.

Darren Vogt: Council, are there any additional questions? Can you talk through your hiring process? You mentioned a couple of schools; can you go a little more into that piece? It is important for us to know the universities that are turning out the creative mind type product that you are looking for.

Jeff Britton: We have had the best success with St. Francis and Notre Dame. I am not sure exactly what the difference is there. Alan Nauts at St. Francis seems to identify the right students and send them in the direction that is the most meaningful to us. We have had marketing and business administration interns and applicants from IPFW as well. St. Francis for the graphic design and Notre Dame have been the two that has helped us the most. We try to interact with the intern programs as deeply as we can. We are still small, really, in terms of our outreach, in terms of initiating programs and it is still a little early for us to do that. We kind of depend on their programs.

Darren Vogt: Can you give us a timeframe of the project and how you see it going and when you plan on hiring all of those?

Jeff Britton: Right now we are in the development stage and exploration. We do have some drawings, as you have seen. There is no date, right now, to break ground. We still have an awful lot of legal things to sign between Great Dane and ourselves. There are a lot of handshakes going on right now to explore. We do want to be in that building by the end of this year. It is a fast-track project. Currently we are hiring seven or eight and so by the time we get into the new building there will be seven or eight more people. The plan that we have right now goes to 2016 and that shows us probably doubling our headcount. The building is designed to accommodate 70 people. There is room for expansion and we are trying to think a little bit ahead. Since we do planning, I thought we would plan for ourselves and add another 5,000 feet and another 25 people. We really feel that we have a bright future. We don't feel that we are tapped out in what we can do and so I think those projections are reasonable. The prospects that we have are really wonderful. We have just gone through the process of redesigning all of the Ace Paint Departments around the country. The kind of prospects that we have are great and will bring new business and new money into our community. I think everybody likes that.

Darren Vogt: Councilman Harris.

Tom Harris: Is this an expansion of your current facility or is it new?

Jeff Britton: No, right now we are on Coliseum. The building was kind of small and we just kept growing and taking over square footage. It is not the right location. We bring

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clients in from out-of-town and so we need a little more pizzazz. The building that we have has some kooky creative stuff in it and I think will be a fun place to work. It is important to retain and inspire the staff that we have.

Darren Vogt: It is a good looking building. Councilman Buskirk.

Roy Buskirk: I am not sure I understand what product you turn out and I mean it is like designing logo, I guess? You mentioned designing a floor plan.

Jeff Britton: It gets redefined every time we have a new client and so you are in good company. When it comes to Vera, we do the photo shoots and we produce most of the imagery, the copy and the voice of Vera Bradley. Any of the literature that you see, we usually had something to do with that. When it comes to Ace Paints, for instance, we will sometimes name the paint. If you want to know who names those crazy colors, it is our copywriters, sometimes. It has to do with the fixture system that shows all of the color cards and then it will go to a fixture company to eventuate the designs. It is really about how it looks. The consumer groups that we work with are females, really the feminine side of gender-neutral. We don't do heavy industry, machines or medical products. It really has to do with shoes, fashion, home décor and things that are family oriented and are kind of in the sweet spot of the economy. Household incomes are a bit advanced with most of the consumers that we work with. We understand the female demographic and the female consumer. I don't but I am told that is the first step of twelve steps to admit it. The team that we have is really good at it. They have been instrumental in creating the community around Vera Bradley. I brag about them because it isn't me that knows so much about that.

Darren Vogt: Councilman Howell, you have another question?

Kevin Howell: A high school kid that is taking graphic design, would this be over their heads, at this point?

Jeff Britton: No. We have had people shadowing us. We have had a few interns that have come in. There is some pro bono work that we do and there will be times that we will have them work with that and they will report to a creative director who will guide them. It usually takes longer but in the end, everybody gets what they need there. We pay our interns. We don't have them come in and just empty trash. We benefit from them being there and so we pay them. Their portfolio looks better when they leave. We have had interns come in and do primary work with Vera Bradley and Peg Perego. With the right direction, we can give those kids a big head start. I have more faith in kids than I do in some adults. Anything I can do to invest in kids, I am all for that.

Kevin Howell: They are so deep into technology because they have grown up with it.

Jeff Britton: I struggle to keep up sometimes. My daughter beeps when she is happy.

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Darren Vogt: On that note, are there any further questions? Is there a motion to approve the consideration of a resolution approving a Statement of Benefits for BMD Agency, LLC on Zubrick Road?

Tom Harris: I will make that motion.

Bob Armstrong: Second.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. Good luck to you. With that, we have the Clerk of Courts with a salary ordinance.

Tracy Mitchener: Good morning, Tracy Mitchener, Assistant Human Resources Director.

Lisa Borgmann: Lisa Borgmann, Clerk of the Courts.

Tracy Mitchener: We are just talking about one specific position. We have numerous Court Records Deputies and Finance Deputies. Lisa has been reorganizing the department and we are talking about one specific position going from a Records Deputy III to a Finance Deputy IV. They have several different satellite offices that the Finance Deputies work at and she thinks it would work better if she had this position there.

Lisa Borgmann: This is just part of my office's overall reorganization. We have needed more staff in my Finance Division as we have been converting to our new Statewide Odyssey Court Management System. As Tracy said, we have division offices in three different locations. We are always trying to minimize the related work coverage issues that we have. Twenty-five percent of the funding for this position can be used from the Federal IV-D Funds. They do handle child support.

Darren Vogt: Council, are there any questions?

Tom Harris: So basically, this is just a difference of \$3,000.

Lisa Borgmann: Correct.

Tom Harris: So that 25% is for the overall job and not just the increase.

Lisa Borgmann: Yes.

Darren Vogt: Do you want to talk a little bit about what you have going on with the rest of that process?

Lisa Borgmann: Yes. We are getting ready for our final phase of our conversion to the Odyssey system. What we have found out is that they cannot convert any of our financial data. That is huge. It is going to be all manual entry. We have over 400,000 judgments

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and we have been working hard on a plan as to how to handle this. I can go into that later because we are here for an appropriation. I am going to need some more overtime and I am going to need more staff. It is going to be a challenge. Our State Project Manager said that our lives are going to be hectic for the next year, year-and-a-half and she is fearless. She said that she wakes up in the night and has nightmares. It is going to be really, really difficult. We have had a very customized system and have been automated for decades. A lot of the smaller Counties weren't even automated. They went from a manual system and right into the State-wide system and so they don't have these issues. South Bend is experiencing some of the same issues that we are. I talked to their Clerk last week and they couldn't convert their Criminal Financial data. It is a challenge.

Darren Vogt: Councilman Buskirk.

Roy Buskirk: So in the future, as far as accepting the new data, it will be able to just go right into the Odyssey system? You won't have to have this input problem that you have with the old records?

Lisa Borgmann: We will be entering those plus catching up when we get garnishment checks in from like Fort Wayne Community Schools. We get a long list and those are ready. There may be fifty people on a check that we get weekly. We will work to enter those. You have to put all of the back data, the payment information and the interest information and do a lot of recalculations. The new ones will go directly into the system. We have a huge volume of work especially in Small Claims Division. It is pretty hard to keep up now.

Roy Buskirk: The reason for my question is the fact that in the future, when you have all of the backlog input, the work will become easier to stay up with it or is it always going to be a problem?

Lisa Borgmann: It will get easier. The system just isn't as customized as what we have now. We have asked for some enhancements but right now that is not their priority. They are just trying to bring other Counties online. That is their priority and I understand that. That is their full focus. As they meet their goals and can start looking at these enhancements that we want, it could eventually make our jobs easier.

Darren Vogt: They bought a cookie-cutter type of system and we had a long-term plan that we had worked in. This is how we liked it and now we have gone backwards a few steps. It will just take some time to get us going forward again.

Roy Buskirk: That is the reason for my line of questioning. The system and software that they currently have is not really improving the system that we currently have.

Lisa Borgmann: Not in the Finance area. In Case Management, we have really good reporting now. It does better with statistics. Calendars look better. You can get online and look at things that are happening in other Counties. The financial end needs some work.

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Tom Harris: Just a quick question on that process. Are they still taking input throughout the State? I am sure that there is a committee or a process for gaining information around the State on how Odyssey can get along with local Counties and governments. Is that still an ongoing process or have they said that this is it and everyone needs to conform to our process?

Lisa Borgmann: There is a lot of ongoing discussion. There are a lot of Counties that don't want to go onto the Odyssey system. They want to keep what they have. They want their vendor to be able to work so that it will speak to the State-wide system. It is kind of the hot issue right now.

Larry Brown: I will make a motion to approve the salary ordinance for Records Deputy III, OSS 3/2, \$27,791 to Finance Deputy IV, OSS 4/2 and \$30,773.

Bill Brown: Second.

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

Tracy Mitchener: Can we talk about the salary ordinance for the Sheriff first?

Darren Vogt: Yes. Within the Sheriff's Department, we have the vehicle and the salary but let's talk about the salary first.

Dave Gladieux: Good morning, Council. Dave Gladieux, Chief Deputy of the Sheriff's Department.

Tracy Mitchener: We have a Finance Director position and this is a new position. This was recommended by Council during the budget time last year. We are asking for it to be a CPA with a SPEC OCC and with a pay range depending on experience. The pay will be determined between Tera, Dave and I.

Darren Vogt: Are there any questions, Council?

Larry Brown: I don't have a question but I think it is important for the entire Council to hear Tera's perspective on this arrangement.

Tera Klutz: I would be more than happy to discuss it. I met with Chief Gladieux and Tracy to discuss our vision for this person who will be able to come in and grasp the operations of the Sheriff's Department. It is hard to sit here and say that they run a \$24 million operation and exactly grasp how big that is and how many finance related activities happen in that department. With the Jail, Work Release and Income Tax Collections for delinquent warrants, they have several processes that involve finance related things. Also, there are so many different operations, which all cost money through Human Resources, and it is a very big job. I wasn't crazy about this position at first but now I am really excited about it. I do think that it can be an asset to not only the Sheriff's

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Department but also the entire County. With a CPA background being able to diagram and map out their current processes and then make changes that are required just when you are dealing with public money and implement internal controls that will help safeguard all of our assets. This person will report directly to the Sheriff and I think they will have a very good working relationship with the Auditor's Office and Council. They are going to be the spokesman for the Sheriff when they are coming before this table because it is always finance related. I also think it is important to not put pressure on this person to save \$60,000 in one year. In order to do their job well, they need to understand what the department is doing before they can go in and start making changes. It will save money over time. I do think that we will find savings.

Darren Vogt: Councilman Howell and then Harris.

Kevin Howell: Are there other comparable Sheriff agencies in Indiana, Ohio or the Midwest that have this type of arrangement?

Dave Gladieux: I cannot comment to that. I do not know if Marion County, St. Joe or anybody our size does this. I can look into that and get back to you.

Kevin Howell: I would appreciate that.

Dave Gladieux: While I have the microphone, I will reiterate what Tera said. Nobody likes someone coming in and looking over their shoulder and that might be how it was taken when it was first suggested. I am pretty excited about it too. There might be ways. We have dealt with this budget and we are the largest budget that you guys see. After you do it for so long, and even before I was on the department, I am sure that there are things that are being done because they have always been done. Maybe we get a fresh set of eyes coming in and have an education background with the newer things that they are teaching. Maybe they can make suggestions that may or may not save some money down the road. We are all for it.

Darren Vogt: Councilman Harris.

Tom Harris: I am glad to hear that. I think one of the challenges is that you have the responsibility to keep our community safe and you guys do that extremely well. The challenge, as you mentioned, is that someone can come in and look at current existing processes and that additional set of eyes can also look to the future and look at trends and things that are coming at you. One simple example that I think I have shared is under the legislation on National Health Care or Obama Care, is that every citizen will have their own insurance. Everyone will have some kind of insurance throughout the United States. In looking forward to that, if one of the largest trends is that healthcare cost to the Jail, can we begin to think about modifying a law that states that we don't pick up all of the cost for the inmates if everybody has their own insurance anyway. That is the futuristic look that this individual, whoever that might be, can help start to trend down a little bit.

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Dave Gladieux: I can answer that by simply saying that we can begin to hope. There are plenty of laws down there that actually tie our hands. You guys know that.

Tom Harris: That would be a simple example but there are probably lots of those things.

Dave Gladieux: If Obama would pay for their entire healthcare, wouldn't that be a great day.

Tom Harris: If everybody has their own insurance...

Dave Gladieux: We can only hope.

Tom Harris: But it is that kind of thing and there are probably lots of examples like that. That is just healthcare.

Larry Brown: Dave, I don't want to assume anything so I will ask. I assume that you and Kenny are in alignment on these comments? Would you care to comment on that? Is the Sheriff in line with your comments?

Dave Gladieux: He wouldn't have sent me here without being in agreement. How is that for an answer?

Darren Vogt: Just wanted it on the record.

Dave Gladieux: Honestly, I wouldn't be here if didn't. He is the one that sent me here and let's just leave it at that.

Darren Vogt: Councilman Buskirk.

Roy Buskirk: That is one thing with this position in that it is a two-way street. The Sheriff and the department are going to have to be open to suggestions and recommendations. The Council is going to have to be open to the recommendations also. There might be some expense involved with the program. Sometimes you have to spend money to increase efficiencies, in the long run. Both parties really need to be open to this. The other thing is, Dave, it won't be long until it is budget time again. I was just wondering if the department is looking at possible ways even now of saving money. I know that you have been having monthly meetings with the Auditor and your liaison but I haven't heard any progress reports.

Dave Gladieux: The last couple of meetings have all been about this position and how to build this job description and things like that. We are always looking at ways to cut. I know that is what you guys want when that time of year comes around. I understand it. Back to the two-way street thing, I hope you understand that as long as I have been on this department, we have had 124 Officers. That is pushing thirty years. Our calls for service have increased and we have not increased manpower. Technology has changed and made some things easier and I get all of that. I just hope you guys understand that we

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have gone thirty years with the same amount of people doing the work and it was in the paper the other day that we are up to 360,000 people in Allen County. I hope you understand that we are cutting as much as we can but there is going to come a time that there are areas that we just can't do it anymore. That is with regards to manpower and things like that. I am not saying that there isn't somewhere else to cut and this person may come in and suggest it. We are always open for discussion.

Darren Vogt: I look at it more as not necessarily cutting but more at efficiencies.

Dave Gladieux: I think this person here will do that. They may come in here and say that we are pretty antiquated when it comes to how we do things and it goes back to we have done it that way because we have always done it that way. That may not necessarily fly anymore.

Roy Buskirk: What you are saying is a good point. From what I understand, there are some positions like Bailiffs and Sworn Officers are currently holding them and they are really necessary to be filled by Sworn Officers.

Dave Gladieux: We can get into a discussion later but I am going to disagree with you on that and I will tell you why. If you are thinking about going to the civilian side, you are not going to find young people that want to start that. If you do, you will lose them very quickly because they are going to use that as a stepping stone to go someplace else. Maybe I hear about it more than what you guys hear. The courtroom shootings, the disturbances and things like that, there are major things going on in courtrooms every day. You may not hear about them but we do on the Law Enforcement network. Without sitting down and going over them specifically with you then you might understand it a little bit better. Personally, I think the Judges would much rather have a Sworn Policeman in there armed and trained.

Roy Buskirk: I wouldn't recommend it being replaced by a civilian. I would recommend that the replacement be a retired Sworn Officer.

Dave Gladieux: Okay.

Darren Vogt: Councilman Harris and then Councilman Howell.

Tom Harris: Councilman Buskirk, as you mentioned, there is the expense side and the cutting side but there is also the revenue side. While the budget doesn't necessarily lend itself and your arena doesn't lend itself to revenues, there are ways to figure out additional revenues. We have explored some of those in dealing with the General Assembly. There is a whole other piece of that equation just than cutting.

Dave Gladieux: With regards to that, Tom, we have increased our fees. State law has allowed us a certain parameter. We have gone to the max on the Sheriff sales. It may be time to go back down State and say that the law hasn't been changed in X-amount of years and maybe we could increase this just a little bit.

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Tom Harris: That wasn't a critique. It was just a thought that this position could help you with that.

Roy Buskirk: That was about eight or nine years ago. That was one of the first things I pushed when I came on Council, to raise the Sheriff's sale fees.

Darren Vogt: Councilman Howell.

Kevin Howell: This is primarily aimed at the folks that I represent in the southeast. You mentioned that you needed more Officers. If you had all of the money in terms of increasing the manpower, what would be your projections of how many officers you would need?

Dave Gladieux: Currently we average five to six Officers on the streets at a time, per shift. In a County this size, I will go on record and say that it is absolutely ridiculous. People come up to us every day. I always throw out the question of how many Officers do you think you have protecting you right now? They think ten or fifteen. They are awestruck when I tell them that it is only six. Granted, there are Warrants Officers downtown serving warrants but as far as responding to emergency calls in the rural parts of the County, there are four or five or six.

Kevin Howell: Based upon that statement there, how many would you project that you would need if you had the money that you needed?

Dave Gladieux: If I had unlimited funds...

Kevin Howell: Not unlimited but reasonable.

Dave Gladieux: I would be happy with on-duty Officers of ten to twelve per shift.

Kevin Howell: Out, riding around in Allen County.

Dave Gladieux: Yes.

Kevin Howell: Secondly, you average five or six right now, is that right?

Dave Gladieux: Yes.

Kevin Howell: That is outside Fort Wayne.

Dave Gladieux: Yes, that is outside Fort Wayne, patrolling the streets of Allen County.

Kevin Howell: What is the response time for the crimes that happen outside of Fort Wayne?

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Dave Gladieux: You are throwing me a curve ball here. I didn't come prepared to answer those questions. Obviously an emergency call, it depends on their location. You will get one Officer there relatively quickly in five minutes but the backup may take another five to ten minutes. That is what concerns me. You have guys out there going by themselves and their backup is ten minutes away. You might pick up a Trooper on the road that is close.

Kevin Howell: Third and final part of that is are there any National funds available?

Dave Gladieux: That has all gone towards healthcare. Seriously, the funds are drying up.

Darren Vogt: Councilman Brown.

Bill Brown: I didn't know how far we were going to get with this.

Darren Vogt: We aren't going to get any further.

Bill Brown: Okay. In my mind, this is a great example of innovation and flexibility in the Sheriff's Department. I know they are an innovative bunch and are willing to do what works best. Great job on all of the work that has put this together and I would like to go ahead and make a motion for adding the Finance Director as a SPEC OCC with a pay range of \$48,859 to \$63,623.

Tom Harris: Second.

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

Dave Gladieux: We have a wheelchair van at the Jail that I think we have had since 2001. It has over 510,000 miles on it. The Service Center has notified us that it has more leaks than they can repair and it is also not ADA compliant. We did some research and found a used vehicle. It was a leased returned vehicle and has 11,000 miles on it. It already has the wheelchair ramp in it and can be set up for two wheelchairs to be transported at the same time. This is a replacement vehicle and not an additional one. It was on our strategic plan in 2011. We said that a new vehicle would be needed within a couple of years. We anticipated this vehicle lasting a little longer than what it did. The Service Center has notified us that it is just not worth trying to find all of the leaks.

Bill Brown: Did you say 510,000 miles?

Dave Gladieux: Yes, sir. It is a diesel. It has been a good vehicle and we have been babying it for the last year or so.

Tom Harris: What will we get for the trade? Will we get anything for the trade?

Dave Gladieux: Nope. We may get a scrap fee for it.

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Roy Buskirk: What kind of mileage, in a typical year, did you get? It is hard miles, probably, back and forth between the Jail and Court.

Dave Gladieux: No, this is mostly doctor appointments but also it can be used to transport to prison. The majority of it is to hospitals and doctor appointments. Some mechanics will tell you that a diesel is probably not good for those situations but we got 510,000 out of this one. This replacement is a gasoline and so we will see how that works. There is a lot of stopping and going and starting and stopping.

Darren Vogt: Councilman Harris.

Tom Harris: I will make a motion for \$38,496 for a new vehicle for 100-0501-421.43-08.

Bob Armstrong: Second.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. Next is Information Technology. We kind of started this conversation a little bit earlier.

Larry Brown: As you folks are being seated, since I came on Council in January of 2009, I have been hearing about Odyssey. Those that are new to Council or those that have maybe lost track of it, I think it would be important if we started out by someone who is a lot more knowledgeable about it than I am. Odyssey was chosen not by us.

Lisa Borgmann: By us, the County.

Larry Brown: I thought the State chose it.

Lisa Borgmann: Actually at the time, our Clerk was on the committee. They went all over the Country and looked at different software. I don't think it was necessarily the one that the Clerks wanted. There was an agreement to move ahead with Tyler Technologies which is Odyssey now. In 2008, there was a memorandum of understanding that was signed between the Indiana Supreme Court and our County. It is saving us a lot of money. We needed new software. The old Courts' Legacy system isn't supported any longer. We knew we were going to need to buy new software and if we went with the Odyssey system, the State was going to handle all of the cost. We don't have to pay any maintenance fees. We didn't have to buy the software and we don't have to pay for upgrades, enhancements and licensing. What the County is responsible for is all of the conversion costs and any implementation costs. We have been phasing in every year different parts of the system from Domestic Relations to Criminal to Felony and our final one is this year and is the Civil and Small Claims cases. This is the phase where they can't convert any of my financial information.

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Larry Brown: How is the track record, to date, on the performance of the Odyssey system? In other words, is it doing what you expected? Are you getting the reports out of it that you need and that type of thing?

Jerry Noble: Jerry Noble of Superior Court. I would say that the track record is good. As the Clerk mentioned earlier, the system that we had in place had been there since 1991 or so. It was custom designed to the way that the Courts in Allen County operate. There were a lot of advantages and benefits to that even though to look at it, the screen looked like a DOS-based system. Today, it still looks like it. As Lisa mentioned, it is no longer supported. The platform that it sits on is not supported. If the hardware failed, we have the potential for some really serious problems. In terms of your question about the performance, because it is not customized to Allen County, there are things that work slower for us and are some ways less efficient. We are getting better with it, as time goes by. We enter cases faster now than what we used to. I am acquainted with the performance of it in Misdemeanor Traffic Division especially because that is where we have to be quick in getting cases entered and ready to go for morning Court every day. There are hundreds of cases, oftentimes. The performance there, we are getting better with it but in terms of efficiencies for the kinds of things that were always customized for us before, and for the Clerk's sake, I don't know when financials will get up to speed. That is going to take some time. It does provide a State-wide case management system. As Lisa said earlier, we are able to manage statistical reports considerably better than what we used to be able to do. They are more accurate and readily available.

Larry Brown: Earlier today, Lisa mentioned discussions at the State level for enhancements and improvements and you know that the squeakier wheel gets the attention. I guess before we get into specifics, generally speaking, don't be afraid to involve the Commissioners and Council as we run across our Legislators, in other words, to assist you in making sure you have the attention or the ear of those people at the State level.

Jerry Noble: It is a great offer.

Larry Brown: It is a huge financial impact and they need to understand that. If there are improvements that will help you, which helps the taxpayers, we need to get our oars going in the same direction.

Darren Vogt: Can you talk a little bit about the fact that this is a State-wide system. I think this is a huge benefit and can get overlooked on how that helps.

Jerry Noble: I will tell you that if an Officer has someone appearing in front of them or an employee of the Court is interacting with somebody and we find out that they have a warrant in another County that is a tremendous advantage that we wouldn't have had under the old system. I am sure in Probation, as Eric will attest, there are things like that which do come up for them as well. This is a State-wide system and there are Quarterly Case Summary Reports that we have to produce. They are about all of the new cases being filed, old cases that were disposed of, what was the manner that they were disposed

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of and cases that are transferred. All of that is much more automated that it was previously. Not only are we connected with other JTAC Counties but if all of these other Counties choose not to go with the Odyssey system, they have to have a system in place that will interface with JTAC. We are going straight to the backbone. JTAC is trying to add as many Counties and Courts as they can. The comment that was made earlier that this is their emphasis and the enhancements, they have a listening ear but it is not necessarily something that we can insist on. We can request things and some of those have been produced but not everything.

Eric Zimmerman: Eric Zimmerman from Circuit Court. I will add that there is a public access component to Odyssey. It is an internet-based system and if they need to look up their Court date, they have the capability and access to do that. If someone wants to look at the Court case history, they can do that and it saves us time because they are not coming to our window to get that information. That is one of the other benefits of moving with a State-wide system. There are cost-savings that could be articulated with that. No annual maintenance and all other fees are paid for and we didn't have to pay for the conversion. Lisa probably has the numbers and we anticipated what this would cost and we are well under that figure.

Darren Vogt: Councilman Harris.

Tom Harris: Is there a fee for the public to look up this?

Lisa Borgmann: No.

Tera Klutz: There is a fee when they file the case. There is a fee to help pay for the State-wide system.

Jerry Noble: There is a filing fee for cases and the technology fee is a part of that.

Tom Harris: Okay. Just as the Sheriff has medical costs that are not directly in line with what he hopes in the efficiency and running of and managing those costs of his overall operation, in your world, even though there is all of the paperwork and the tens of thousands of documents that you have to deal with is part of that process. The ability to manage that effectively and efficiently can reduce overall cost for the function. We have agreed to this and we are putting the final stamp, I guess, to get this thing finalized. With that, I would like to make a motion for the overtime amount of \$90,000 and the JTAC Project amount of \$60,000.

Roy Buskirk: Second.

Darren Vogt: Councilman Buskirk has a question.

Roy Buskirk: I was a little surprised because I thought it was State-wide. I thought every County was onboard with it but you are saying that there are some Counties that are not?

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Jerry Noble: It is not mandatory that every County go onto the system. When they are giving it to you, it is pretty darned attractive.

Roy Buskirk: What you said earlier was that one of the great things about the system was that you knew if there was a warrant in any County in the State and communications between Counties, which we haven't had previously, would now be at your fingertips. But now that is not true.

Jerry Noble: It is true to the extent of the other JTAC or Odyssey Court systems in the State. There is something upwards of 48 JTAC or Odyssey Counties and counting. There are 300 and some Courts. There are City Courts, Town Courts, Superior Courts and Circuit Courts. As time goes by and all County governments are facing the crunches that you all and we all are facing, I think you will see greater and greater numbers. I don't think that JTAC is having trouble finding Counties and Courts that want to come on. That is why we are competing for their attention for the resources to go through the conversion process.

Roy Buskirk: Forty-eight isn't much more than half. It depends on which Counties it is.

Jerry Noble: Marion County is in the process right now. They are becoming a JTAC Odyssey County.

Darren Vogt: Councilman Brown.

Bill Brown: You mentioned that in 2008 when Judge Mathias rolled this out with the State, one of the incentives was that the State was going to do a lot of the work to get it all set up. It sounds like that happened. As you mentioned, there was a big cost savings in the beginning to get into the system that was going to be robust but you are finding that there are some things that come up. Embracing this early was looked upon as a value-add for Allen County back in 2008. You should be commended for that.

Roy Buskirk: I will call for the question.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. Thank you. Department 55, ACJC has some salary ordinances and we have a Judge coming before us.

Judge Sims: Judge Sims, Allen Superior Court.

Darren Vogt: How many days and counting?

Judge Sims: I have had the privilege of appearing before County Council from January 1, 1983 and to the best of my knowledge, this will be the last one. I remember Senator Wyss was on the Council and Bud Meeks was the Sheriff. I appreciate the opportunity to appear today. April 26th is my last day and Judge Heath has elected to transfer. He is a former County Council member. I want to thank our liaison, Mr. Buskirk. We spent a

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couple of hours together a week or so ago going over matters. The Auditor's Office has always been wonderful with advice and sometimes a slap on the hand. We have worked with Human Resources and there is a net reduction of about \$6,000 so this is not something that will negatively impact County General. My thought would be to let Human Resources start so that you get a competent review and then we will answer questions.

Tracy Mitchener: Thank you, Judge. Tracy Mitchener, Allen County Assistant Human Resources Director. First off, we have an Assistant Director of Education. We are putting this on the UPROB grid and are asking that this be a Probation Officer and they will follow all of the rules of the Probation grid. Another one is an Executive Secretary from OSS 5 to an Administrative Assistant, OSS 3. A Kitchen Manager, LTC 3 to LTC 5. I do not believe that this position was accurately scored in the past. When we reviewed it, an increase was required. Last is a System Administrator from a PAT 6 to PAT 5.

Judge Sims: When you take different organizations and you put them together, ACJC was kind of a separate organization and had the Court system that sat downstairs. You really brought two different organizations together and you thought you knew how everyone was going to function. For the most part, many did function that way. As you metamorphose, you look up and what they say they are doing is really not what they are doing. I didn't want to hand my successor some gobbledy-gook and so we worked with Human Resources, the Council members and the committee. Roy knows, in particular, that I chaffed a little bit at the UPROB, as you have. It is a loss of control for the local County Council and for the local Judge. I have always believed in local control, if possible. On the other hand, if it quacks like a duck, I think there's a duty to call it a duck. In the UPROB grid, we have fundamentally had Probation Officers being supervised and performing what Probation Officers do and that position has been there and I thought we need to acknowledge what is really happening. The Executive Secretary served the Superintendent and is at a higher pay grade than any of the other positions throughout the County and it wasn't justifiable. The Kitchen Manager, Mr. Buskirk and I have talked. One of the things that we are looking at and have, over a period of time, is having that contracted out. One of the things that is in progress is we have looked at Marion County and there may be an ability, if it can be implemented, to save some money. Before pulling the trigger on it, there are several questions that remain open. Currently there are 302 detention standards. There is a committee in place which was set up by the Executive Branch and I happen to be a member of the committee. Ms. Thompson from our organization is as well as Mike McAlexander from the Prosecutor's Office. We have good local people on it, thank goodness. I expect the detention standards to increase from 302 to 369. Some of those, between new Federal guidelines are going to change and at this point, it is a moving target. The kitchen is an area that is also going to be covered as to diet, etc. We also have the Prison Rate Elimination Act which is rolling out. We are going to have our first inspection probably sometime this summer. This will set new standards including requirements for criminal records checks for anybody that interacts with a child at a detention center. Our Legislature, through Indiana Code 35-38-8-7 allows people who are not hired by the government, hired by a separate contractor, to lie. If you have a prior OWI, you can lie about it under what they proposed. If you have a

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prior in dealing in marijuana, you can lie about it. If you have prior thefts, 20 or 30 of them, you can lie about it. Our Legislature has made it so that if you ask, as an employer, you are punished. The Rate Elimination Act will require us to do background checks but if we contract it out, the employer can't ask those questions. We are working on it but right now we have a moving target with regards to the standards. It bothers me and I understand that they want people who have reformed to get jobs but I think they should reconsider punishing the employer for asking questions about marijuana sale, theft, OWI's etc.

Tom Harris: By the way, Judge, is that being proposed now?

Judge Sims: No, that is the law. The Federal law has passed and as the rollout, we will have our inspection. What Mr. Buskirk has asked and I think there is a moving target with it and I will work with Dan Heath and that type of thing. Also, as was pointed out, there are duties that I just think were missed and it wasn't properly classified. The System Administrator was our Computer Technician and we get about 100 orders out a day to change things when statutes change. The position has been with us a long time but we want it downgraded as far as the salary. The net overall is \$6,000 and I think it will reflect what is really happening.

Tracy Mitchener: These decreases, there are currently no one in those positions and so we don't have to worry about the red-circle policy.

Darren Vogt: Council, are there any questions? Not hearing any, we will need several motions if we are going to move forward with these salary ordinances. Councilman Harris has them in front of him and it looks like he is ready to roll.

Tom Harris: I would be happy to. Do we do these individually or collectively?

Darren Vogt: If you read them all at once, we can do them together.

Tom Harris: I will make a motion for consideration of a salary ordinance reclassifying the Assistant Director of Education from \$48,330 to UPROB Supervisor at \$37,571. Also for consideration of a salary ordinance reclassifying the Executive Secretary, OSS 5/2, \$36,019 to Administrative Assistant, OSS 3/2, \$29,644. Consideration of a salary ordinance reclassifying the pay for the Kitchen Manager from LTC 3/2, \$30,885 to LTC 5/2, \$37,383. Finally, consideration of a salary ordinance reclassifying the pay of the System Administrator from PAT 6/2, \$54,201 to PAT 5/2, \$47,758.

Roy Buskirk: Second.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. Judge, I want to wish you well in your retirement. Hopefully you will have many enjoyments whether it is fishing or golfing or whatever.

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Judge Sims: The grandchildren are in Washington, DC and San Antonio, Texas and they are all four and under. It is bittersweet appearing in front of you. I appreciate the professionalism over the years and Ms. Klutz, thank you. You all have a very good day and as a citizen, on April 27th, I appreciate your service.

Roy Buskirk: Before we go on, when we do a salary ordinance, we don't have to refer to the line item?

Tera Klutz: You're okay as long as you read what position is being reclassified and the salary that it is going to. The line item is on here. When you guys approve appropriations, you will sometimes refer to just the number and you don't read the line item and that is okay as well.

Roy Buskirk: Okay.

Tera Klutz: We can find it and trace it back.

Darren Vogt: The key thing is to be able to get it for the record so that we know which item on the agenda and the department that we are looking at. Up next is a Superior Court grant. I am going to take that one. It is an Interpreter grant and this is the same grant that we have done for many, many years. I don't think they know how much they are going to get until they get it. It is one of those that they apply for and however much money they give us, they give us. If you have any other questions, feel free to ask me but it is one that we have gladly used. Obviously we have heard that we have a lot of different dialects and languages that we speak here and they need this quite a bit.

Tom Harris: Do we need a motion on this?

Darren Vogt: Yes we do.

Tom Harris: I will make the motion for permission to apply for the Indiana Supreme Court Interpreter Grant.

Larry Brown: Second.

Darren Vogt: **We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0.** Discussion to come before Council, the Auditor has a resolution to come before us for the Rainy Day Fund.

Tera Klutz: I have a request for you to approve a resolution to temporarily borrow \$8 million from the Rainy Day Fund to fund operations in the General Fund for 2013. We normally do this every year in March to allow the General Fund to have cash flow while we are waiting for collection of the property taxes.

Roy Buskirk: I have a question on that.

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Darren Vogt: Go ahead, Councilman Buskirk.

Roy Buskirk: If we did not have the Rainy Day Fund, what would be the other alternatives?

Tera Klutz: We would use other funds like Major Bridge Fund or other funds that...

Roy Buskirk: ...carry a balance.

Tera Klutz: Yes.

Larry Brown: Other Counties have had to borrow privately.

Tera Klutz: Right, Tax Anticipation Warrants are another common tool used by Units of Government. They are called Tax Anticipation Warrants because they get them in January anticipating the property tax collections later in the year.

Roy Buskirk: I think that is a program set up through the State.

Tera Klutz: Yes, the Indiana Bond Bank has that program as well and you can do those through local banks.

Roy Buskirk: The reason I bring it up is that some people think we should spend all of the Rainy Day Fund. This is a case in which it is nice to have the funds available.

Tera Klutz: Right and you know what? I think it is important to know that there are \$12 million in the Rainy Day Fund and we are borrowing \$8 million and if we didn't have funding sitting in a fund somewhere, we are left with \$4 million in the Rainy Day Fund. It is important to know that the money isn't just sitting there for cash flow for the County. It is sitting there in case we have an emergency and have to have cash on hand to deal with problems instead of react with no cash. Twelve million dollars represents about ten percent of our operating budget and is not too much to have set aside responsibly. That is what I would tell those people that think we should spend down our Rainy Day Fund to zero.

Roy Buskirk: The other thing is too that it was a little over \$17 million a year ago in January and we paid cash for the 911 upgrade so that we don't have a bond issue on that. That is another reason the Rainy Day Fund is nice to have available for. We bought the trucks for the Highway Department and they are paying that back.

Tom Harris: I just wanted to ask, has it always been \$8 million?

Tera Klutz: The last few years, it has been \$7 million but we are moving it to \$8 million because we paid the bonus and that required us to have a little more cash for operations.

Darren Vogt: Council, we need a motion for the resolution.

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Roy Buskirk: I make a motion to approve Allen County Council Resolution 2013-03-21-01.

Larry Brown: Second.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. Council, I have two other things that are discussion items. One of them is the rollover balance. As we continue to have departments come before us, we have talked about the concept of merit pay. That is going to have a cost associated with it. We don't know the cost yet. There are a couple of things that are going to happen and different mechanisms. One of those is looking at where people are within the steps and potentially buying those out. The discussion is still out and there are dollars associated with that. The other part of that would be a software program that needs to be purchased. We thought we had a less expensive version and they did some research and found that the services that were being provided weren't very good from the references. It is always good to do a reference check. We are going to upgrade that software to include the Auditor's Office. Do you want to talk a little bit about that?

Tera Klutz: We had a live demo to see if the current financial software that we use would work with it. They have a different platform that they offer and it is more Windows based and so HR was going to look at that one. Whenever we were ready to switch our systems would be integrated. We really were not very impressed, from my point of view, on the finance side. From watching HR, I wasn't sure how they were or felt about it either.

Darren Vogt: Okay. The question is that we are still moving along.

Tera Klutz: Yes, we are still working towards finding a system. The funny thing is that this system didn't have anything for tracking performance evaluations. You would have to add your own criteria to track performance based. There were no reminders about the annual reports.

Darren Vogt: Councilman Harris.

Tom Harris: Mr. President, I thought I would just throw out my name if I can be of assistance, I would be happy to help. I have evaluated a number of these software systems and so I would be happy to help.

Tera Klutz: Do you feel it is very vital that the finance system be the same as the HR system?

Tom Harris: It is very conducive to do that. It makes a lot of sense to do that.

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Tera Klutz: Have you ever worked in an environment where there are two different software systems but they talked to each other?

Tom Harris: Yes.

Tera Klutz: Was that fine? Did it work well?

Tom Harris: It wasn't fine. Sometimes it really depends on your IT staff. If they can connect the two systems or work around it, then it worked.

Tera Klutz: That is kind of where I see this going. We don't feel that we are in a position to buy a whole new software system just so we can implement merit-based pay, if that makes sense.

Darren Vogt: Right and if we can get the bridge, it would make sense.

Tera Klutz: We have a great IT staff. We are going to continue to look.

Darren Vogt: What I think we need to do is consider how much money we can set aside so that we can get the program implemented. Nick, I am going to put you on the spot, a little bit, but I think the number was \$1.1 million.

Nick Jordan: It was around \$1 million as a conservative estimate, to essentially bring everybody up to the next level within their step.

Darren Vogt: There are many ways to do that.

Nick Jordan: That was as of December 31, 2013. As you fluctuate that date, potentially you have a different figure.

Darren Vogt: Okay, so the issue would be taking that much and we would need the dollars set aside for the software. That part is the bogey that we don't know. I would rather set that money aside on the heavy end knowing that it is going to cost what it is going to cost if we can get a bridge versus bringing on a whole new financial software, it will cost less. Tera, would you say half a million for that? More or less, what is your thought on that? Do you have any idea?

Tera Klutz: I have no idea. We could start with a half million.

Darren Vogt: That was my thought too from the original conversations. That may be a little strong or it might be right on the money. It all depends on what we get. I haven't talked to Tracy on what her thoughts were on the live demo piece. We want to make sure we are getting what we want, what we need and what will work. The longer we delay and the more money we keep dwindling out of there and don't put it aside, the less we will have to do it. Does that make sense? Tera, do we need that in the form of a motion to set aside \$1.5 million?

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Tera Klutz: That would be great and what we will do is earmark it on the financial statement so that it reduces the amount you have available to appropriate.

Darren Vogt: Do you understand where that is coming from? Right now we have \$2.59 million left for appropriation minus the \$188,496 today. We basically have \$2.4 million and we take that down to \$900,000 left for appropriation.

Roy Buskirk: I don't think we can make an appropriation.

Darren Vogt: It is an earmark. What it will do is pull it out of the financial report so that you will see the amount left for appropriation will say \$900,000, using round numbers.

Tera Klutz: Roy, he asked me if there should be a resolution to set aside the money. He didn't say appropriate.

Darren Vogt: We are not appropriating anything, at this point in time.

Roy Buskirk: Okay.

Darren Vogt: It will change our financial report, similar to when we had four or five earmarks three years ago.

Roy Buskirk: Right. What was it, a few years ago, when we redid the software for finance? Am I thinking of something else? Maybe I am. I'll give you an out.

Tera Klutz: I will take an out. I have no idea what you are talking about.

Roy Buskirk: I thought a few years ago we upgraded software for property tax or something.

Tera Klutz: In 2007, we got a new property tax system but it doesn't talk to our finance system.

Roy Buskirk: Okay.

Darren Vogt: Is anyone willing to make a motion to earmark that?

Larry Brown: So moved.

Bob Armstrong: Second.

Darren Vogt: We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 6-0-1 (Buskirk abstained).

Tera Klutz: That is exactly why I wanted a vote.

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Darren Vogt: One other quick item that I have for discussion is our budget process. I met with Tera, Nick and Jackie trying to just clarify our budget process. We have the timeline down but I would like us to talk about a couple of things. This is not for today. It is just my thought process. We used to set priorities for the County and we haven't restated those in a while. It would be restating our priorities for funding. Then we would be looking at getting together in a small group with department heads, whether it is three Council members, to talk through it. It is almost the strategic plan piece of that. We would know where they are going and what is happening in their department. I know our liaisons do it but this would be a little more in depth and getting more Council members involved with it. Then we would be meeting with the Commissioners to make sure that we are all on the same page. The Commissioners control a lot of stuff and we want to make sure that we are talking together with them and setting those priorities as well. Tera, did I miss anything on that?

Tera Klutz: No.

Darren Vogt: Does that sound like a reasonable idea? Any feedback, give it to me. I am trying to make sure that we get this set. Our timeframes are coming up pretty quickly and I will probably ask for some support from a couple of Council members to meet or if you would like to do that, let me know.

Larry Brown: I think what you said about the strategic plan and reviewing that in front of us, if you will, is very important and very beneficial. Some of the departments did a knockout job of preparing and updating their strategic plan and forecasting things that are down the pike. Shame on me, as a participant of the strategic plan, for not keeping that in front of all of us at budget time the information is there. It is not there for the entire County but many departments did a knockout plan.

Tom Harris: I agree with everything that has been said. We did talk about the idea of prioritization of services but we never got pushed into the corner to the point that we really had to look at this strategically. It might be good although maybe more of a challenge to do that when we are not in a crisis situation. I would like to see us somehow go down that path so that we are ready if we do get challenged on some kind of budget crisis and tightening of the budget. The other thing that prioritization can help with is strategy. While we sometimes look at our role of maintaining that budget and cut it to make sure that we balance at the end of the year, maybe we need to think about strategically where do some of those funds go two years from now? We really want to prioritize our strategy for growth in County services or where do we think we could pull back in a couple of years in County services?

Darren Vogt: I think that is the key thing because if revenues change and all of a sudden we've got an increase in funds. Where are we going to put that? I think that is exactly it. Councilman Brown and then Buskirk.

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Larry Brown: On the identification or prioritization of services, I don't think I have discussed it with Chris Cloud since about the first of the year but prior to that, it was a work in progress. I think if you remember, a year or better ago, Council started talking about that and the Commissioners have been working on it. I think once they sat down and tried to get their hands around it, it became bigger than they anticipated. As their liaison, maybe you would want to keep that on their radar. I know they are working on it.

Darren Vogt: That is only their department. There are others outside that aren't in their purview.

Larry Brown: We have to pull that together.

Roy Buskirk: Following up a little bit on that with the Commissioners, it is not only their department but also the departments in the County that they appoint the Directors for and oversee a little bit more. The only thing, when Tom was talking, on the long-range plan that we do a lot of that is listed in capital improvements or replacement of equipment, copy machines and systems and everything else. It gives us a good idea of what is coming up in future years. Obviously, some of them get changed due to breakdowns or something of that type. I think it is important that departments do as good as possible in making adjustments. Like Larry was saying, some of them do an excellent job and some don't.

Tom Harris: There is a balance in our role in terms of being reactionary versus being proactive. A lot of times we are reactionary to issues that come before us and maybe we can push that a little bit and become a little more proactive. An example of that would be that we spend nearly 60% of County finances on Judicial and the Jail and the Sheriff's arena. In five years, do we want to make sure it is not 70%? Maybe I am off on the numbers. Do we cut that back and say strategically that in five years we ought to be thinking about 59% because of other departments and other services that we provide to the citizens need those dollars to do the same kind of services? Anyway, just some thoughts there.

Darren Vogt: Okay. Is there anything else on that? Are there any other liaison reports at this point in time? Does anyone have anything else they need to add?

Larry Brown: Yes. You are all aware, I am sure, that the City is discussing increasing income tax and looking at all different possibilities. The discussion I would like to have is in regards to the moving of the General Anthony Wayne statue from Freimann Square to the Courthouse green that the Mayor is dead set on doing and spending anywhere from an unconfirmed estimate as low as \$100,000 to a more accurate written estimate of \$500,000 to \$600,000. That is an example of poor fiscal responsibility. I guess I will stop there and open it up for discussion. I think Council needs to make its opinion heard. We as a Council, long before me, started setting aside the Rainy Day Fund in anticipation of poor economy like we have been experiencing since 2009. We have made cuts along the way. When the County has not granted salary increases to County employees, the City has. That has happened at least twice. Enough said to start off the discussion.

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Roy Buskirk: I think one thing that should be added is that Larry is on the Courthouse Preservation Trust in regards to the estimates on moving Anthony Wayne. That is where some of your information has come from.

Larry Brown: Correct.

Darren Vogt: It is a little bit more than that. We took steps in 2011 and 2012 where we asked Department Heads and Elected Officials to cut over seven percent in one year and over two percent the following year. Our cuts in percentages of revenue are similar to the City. They lost revenue as well and so did we. We took steps to do things like cut. The City did not choose to do that. They actually chose to go below their max levy in collecting revenues and continued to spend at the same level. They had the same forecasted information that we did. I don't necessarily blame City Council or the Administration but either one of them fell asleep at the switch. Now, they are looking to do things like spend money on Anthony Wayne and increase income tax. I think it is poor planning on their part when there are things that they could do like looking at the wage scale that they use for projects. I have heard estimates as high as \$5 million a year on projects that they do. There are things that the City could do without looking at the current things and prioritizing things. I think it is unfortunate that they are looking at increasing revenue right off the bat without looking into it. They will tell you that they have done that. I think the Commissioners have a very good list and I met with the City two days ago and went through that. I can't see us supporting an increase in income tax revenue, at this point in time without them making steps that they could take.

Roy Buskirk: You met with the City?

Darren Vogt: Yes.

Roy Buskirk: One thing, when we are all working so hard on economic development, it is kind of a slap in the face to have the Option Income Tax increase from one percent to one-and-a-half percent when you are trying to attract new jobs.

Darren Vogt: Auditor, did you have a comment?

Tera Klutz: If you don't mind, I would like to throw a couple of cents in here.

Roy Buskirk: Go ahead.

Tera Klutz: If they are truly considering that increase, one thing that governments really need to look at is the retirement benefits that are a percent of their budget. That continues to grow and grow and grow. Strategically, they need to determine if government is okay with that and are the people okay with that. I have seen jobs that don't offer benefits at all let alone offer pensions. I think that is where a lot of the cost, a bigger percent of all governments' budgets, and there have been a lot of changes to that. In Indiana, there have not been any changes to retirement benefits. I think that if we want to be serious about the

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future and the cost and the benefits that we offer, we should probably realign those with the private sector, a little closer. Pretty soon, 50% of our budget is going to go to retirement benefits and we are going to be left with 50% to operate and pay our current Police Officers and current Fire Fighters and our current employees with a lower amount of money and they are the ones doing the jobs.

Tom Harris: You're speaking about the City government, at that point?

Tera Klutz: I am speaking about government, all of us. We all are part of PERF. We have Police pensions and Fire Fighter pensions. I think that is one of the growing components of governmental budgets. I am not just talking about the City. I think the problem is going to get worse and we are going to continue to look at tax for private employees and companies and taxpayers and expect them to pay more and more and more of it without doing any significant change with the structure.

Roy Buskirk: The Sheriff's Sworn Officers retirement fund, when do we find out what the percentage will be for the following year?

Tera Klutz: We found out for Allen County alone, we are going to be paying 30% of the Sworn Officers salaries toward their pension next year. For Allen County government, ours went up to 10.5% for all of the other employees in the County. That is a big increase. It was a one-and-a-half percent increase from this year. That is a big portion of our budget. Our employees aren't getting any more money when they retire. That is just to fund their current retirement package.

Roy Buskirk: Is there an additional, like on PERF 10.5%, three percent on top of that?

Tera Klutz: That does not include the three percent mandatory employee contribution.

Roy Buskirk: On the Sworn Officers, on the 30% is there three percent on top of that?

Tera Klutz: The Sworn Officers contribute three percent and that is included.

Roy Buskirk: That's included? Then it is down because it was 31%.

Nick Jordan: That is on top of the 30%.

Tera Klutz: I think it is 33% is what we are paying next year for the Sworn Officers.

Darren Vogt: Councilman Harris.

Tom Harris: While we are talking about some of those different costs, has there been a number generated with the national healthcare legislation? Have we determined what that new fee, all of the employers across the country are going to have to pay new fees and those are substantial amounts of dollars? Have we figured that dollar amount out for the County yet?

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Tera Klutz: I have not seen a number.

Darren Vogt: I think governments are different.

Tom Harris: We will need to find that out. It is pretty significant either way.

Roy Buskirk: Government would be different than what school corporations would be?

Tom Harris: That is what we need to find out.

Tera Klutz: We need to talk to the Commissioners.

Tom Harris: Hopefully it is on their radar.

Tera Klutz: I am pretty sure that it is.

Roy Buskirk: I have a question on the Option Income Tax. There have been so many different things reported in the newspapers and people's statements. I think there are still a lot of facts that are not being reported. I don't want to put you on the spot so if you need to do some research, just say you need to do some research. What I don't understand is you increase it by half a percent that is what they have proposed, which a quarter of a percent of that half would be for property tax reduction? You can be specific that it would be for homestead and would almost be like a credit? At first, I thought it meant that the property tax rate is \$2.50 and it would lower it to \$2.45. It doesn't actually lower the rate but is given as a credit. When you hit with the tax cap you hit the one percent on a residential home, all of the credits of mortgage exemption, old age or whatever is forgotten about. You lose that because it is based on one percent of the assessed value.

Tera Klutz: I guess you could say that you would have paid the same. The deductions that are in place, the homestead, the veterans' deduction and your mortgage deduction are still on your property. With the caps that were passed with the referendum, they have kind of a stop-gap measure that you are not going to pay one percent of your home's assessed value regardless of what the tax rate may be. That also means that if you have other deductions, they may or may not help you get to that one percent. No matter what, if you don't get to the one percent, we are going to put another credit on your bill to get you to that one percent. I don't say that the deductions are worthless because they are not. It is just a new calculation.

Roy Buskirk: But when you hit the one percent of your assessed value, the deductions have no impact on the property taxes that you are paying.

Tera Klutz: You are not going to pay more than one percent.

Roy Buskirk: Correct.

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Darren Vogt: Eventually there would have to be enough deductions to get you back under the one percent. I think that is your point that the .25% may not get you any relief whatsoever because you are above the one percent by so much that the credit...

Tera Klutz: Yes. I think Roy's point is that you won't see necessarily your property tax decrease.

Roy Buskirk: Your credit.

Tera Klutz: Because the property tax relief that is passed with this Option Income Tax is going to be reducing the credits already on your tax bill so that your net liability stays the same.

Darren Vogt: One of the things that the City is considering and there are lots of different things, but one of the things that they are talking about is recapturing that levy that they banked. If they do recapture some of that levy that they banked, it could impact us as far as revenue that we receive going forward. It is very complex as you, Roy, understand and some of us understand. Another thing that they want us to look at is the Wheel Tax/Surtax. They need road funding and that is one of their shortfalls in revenue. That is something that we will have to look at and see if that will make sense. They are trying to get us involved in the discussion although I think their minds are already made up. They have to look at something versus cutting and they are going to look at increasing revenue. We have to be prepared for whatever that outcome takes us to. I will tell you that I will take a stand that it is taxation without representation. I live in the County of Allen and I have no one who can have a vote that is impacted on this. This County Council is the fiscal body that has votes on that but we do not represent enough of the population to where that vote will matter whatsoever. We can stand here and say that we do not support an income tax increase yet that vote doesn't matter. That is a problem within this piece of legislation. Most of the time it is the County Council that has the vote but in this situation the population is reversed and so the City Council has the control. Right now it is a huge problem, in my opinion. We have 70,000 people or more that have no say in what happens whatsoever. If you look at some of their survey results, the results from the City say they do not want more taxes but they are going to plow right through that and say that they are not going to listen to the taxpayer and we are going to do what we want to do. That is the most frustrating part of what I see. Councilman Brown.

Bill Brown: In regards to who controls the Income Tax, CAGIT is the County Adjusted Gross Income Tax as compared to us as the COIT, County Option Income Tax, they have this committee. The CAGIT Counties, I think there are four or six in the State and I believe they are controlled by the County Council. That is something that we tried to lobby for several years to get us that designation but it is the type of thing, with 92 Counties, that is not high on the radar screen. That would have been real helpful to have that in place. Now, regarding the fiscal policy committee that the City has, who on County Council sits on that?

Darren Vogt: That is only City and there is no representation from County.

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Bill Brown: I didn't think there was but I thought I would at least ask the question. Along with the County Capital Improvement Board, which is going into another area I know we had County Council representation on that one. What we see here is three examples of County Council being underrepresented in the decision making for tax increases or tax expenditures.

Roy Buskirk: It is not County Council but the County is not represented.

Bill Brown: Yes, if you want to slice it that way.

Roy Buskirk: I think we are saying the same thing.

Bill Brown: Yes, we are saying the same thing. The fiscal body, there are three examples of not being able to represent the unincorporated folks.

Darren Vogt: Is there any further discussion on this, Council? We have some interesting times ahead when it comes to what the City is going to do and the effect that it will have on us one way or another. I will keep us all in tune as much as I can with as much information as I get. I am not in those discussions or negotiations at this point in time. I have asked to be but I am not sure that is going to happen.

Tera Klutz: I don't think you will be invited now.

Darren Vogt: I am sure I won't.

Roy Buskirk: The one interesting thing, you mentioned excise tax, when we increased that a couple of years ago there is a sunset on that. I think it is 2017.

Darren Vogt: You are correct. That is the sunset of the entire tax. Not just the increase but the entire tax.

Tera Klutz: I have been asked to prepare an analysis on what kind of additional revenue that could be received if you guys adopted rates up to the maximum on the Wheel Tax/Surtax. Currently, a lot of the rates are at the maximum but there are a few that are not. We are going to get an estimate of how much additional revenue could be raised if you guys would decide to increase it to the maximum.

Darren Vogt: Is there any further discussion?

Larry Brown: I have a question on the Wheel Tax. Is it all designated for bridges?

Tera Klutz: No.

Larry Brown: Just the portion that we increased two years ago?

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Tera Klutz: Yes, it has been a few years. Just the increased portion has been designated for bridges.

Darren Vogt: Legislation has changed since then. When Major Bridge Fund was started, it couldn't be used for anything other than major bridges but now it can be but all of our Major Bridge is tied up with Maplecrest backed by CEDIT.

Roy Buskirk: Some of the agreement on that was the fact of the increase. In order for the City and other Towns in the County to sign on, they had to agree to give the increase back to us.

Tera Klutz: Right. It wasn't all of the increase. It was a majority of the increase but there was also a little bit of additional revenue for the County, Cities and Towns to use for their current roads.

Darren Vogt: Upcoming meetings, I know that the Northwest Area Partnership is meeting tonight at 6:30 at the church on Wallen Road. That is a meeting that I typically try to attend. Does anyone else have any upcoming meetings?

Roy Buskirk: Yes, this evening is also the Soil and Water District's annual meeting. I believe that all of you received an invitation.

Tera Klutz: Are you going, Roy?

Roy Buskirk: Yes.

Tera Klutz: Thank you.

Larry Brown: Roy, do you want to say anything about the Permitting Board and the discovery that there will be a need for additional funding, ongoing? We are approaching the end of the eighteen months. We had approved \$700,000 from the City and \$700,000 from the County but just to keep it on our radar. We don't have any idea of what kind of dollar figure that we are talking about. There are discussions that the effort is going to be an ongoing effort. What department that ends up in or what the relationship will be between the Alliance and DPS is all being talked about and sorted out. Just so you know that there will be a need to keep this ongoing.

Darren Vogt: I think what would be helpful with that would be a full blown report on what is going on and what the thought processes are. Doing it in a present-type setting would be helpful.

Roy Buskirk: We are meeting tomorrow morning to settle this. Part of it is starting to lay out a budget. Of the \$1.4 million that the City and the County committed to this project, we still have a little bit of funds left. Some of the upgrades and some of the departments' software programs, we did not anticipate that cost. Some of the upgrades would have been necessary whether the Permitting Board came along or not. It is amazing how

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\$100,000 can go here or there. We are starting to work on the budget for the budget cycle that will be coming up. In June, there will be reports on the ordinances for the City and the County. There will start being public meetings on that in which the Commissioners and the City Council will have to vote on the ordinances and approve them. They will be more in line with each other. There is quite a bit of activity going on. We had an expert from Texas come in a couple of weeks ago and go through interviews with Department Heads on improving interactions between departments and to be able to put in a program, Six Sigma from IPFW. With the software program that we have now, the owner of a property can see who is holding up the permitting process. A lot of times in the past, the owner of a project didn't really know who or what was delaying it. That is mainly it. I would encourage you, at 5:30 this evening, to attend the Soil and Water District meeting out at the Woodburn Missionary Church.

Darren Vogt: Councilman Brown.

Bill Brown: Just to briefly back up, I wanted to mention that as the liaison to the Parks, the Park Board meeting had 100% participation. It was a very good meeting. Regarding Soil and Water, Greg Lake has made an outreach to all of us and I think it is important to know that their department, under County Council, will basically connect with small groups of Council members and the Commissioners to get people out and show them what they actually do.

Darren Vogt: Are there any other comments? Are there any public comments?

Tom Harris: Approval to waive the reading on any matter approved today for which it may be deemed necessary for the County Council meeting of March 21, 2013.

Larry Brown: Second.

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

Bill Brown: Move to adjourn.

Larry Brown: Second.

Darren Vogt: All in favor please signify by saying aye. Opposed like sign. The motion carries 7-0. There being no further business the meeting was adjourned at 10:30.