

**ALLEN COUNTY COUNCIL MEETING MINUTES**  
**SEPTEMBER 19, 2013**  
**8:30 AM**

The Allen County Council met on Thursday, September 19, 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 and Budget Hearings.

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

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

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

**Darren Vogt:** Good morning everyone. Before we get started, I want to run through our schedule. Our day is going to go a little like this, with some flexibility. We will have our regular meeting this morning and following that will be the Binding Review with Solid Waste, Southwest Allen County Fire and the Airport Authority. We will follow that with lunch and then starting at 1:00, we will start our budget meeting and appeals. That will be our agenda for the day and we will take breaks throughout the day. We will probably take a break between this meeting and the Binding Review to make sure that we are all set up with our iPads and ready to go. With that, we will move onto our regular agenda and I will tell you that there is an addendum and where we are going to insert the addendum. We are going to take the Statement of Benefits for General Motors first on Economic Development. We will take the Clerk of Courts right after all of the Economic Development items. With that, we have the approval of the August 5<sup>th</sup> and 15<sup>th</sup> meeting minutes.

**Roy Buskirk:** Move to approve the minutes.

**Tom Harris:** Second.

**Darren Vogt:** All in favor signify by saying aye, opposed, same sign. The motion passes 6-0-1(B Brown absent). I should mention that Councilman Bill Brown had a meeting with his full-time job this morning and he will be here this afternoon. It was scheduled abruptly and there was nothing that he could do. With that, our financial report.

**Tera Klutz:** Good morning, Council. You have before you, the financials through August. Our revenues are tracking perfectly and our expenses are a little under for the year. I want to report that we received our audited 2012 financial report from the State Board of Accounts. It was unqualified opinion which means perfect. We did not get

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dinged for anything. It doesn't mean that everything is perfect in our operations. It just means that our financial statements are materially correct.

**Darren Vogt:** Are there any questions for the Auditor?

**Tom Harris:** I have a general question. Unfortunately the winner of the lottery last night was not from Fort Wayne but was from North Carolina. We had a winner recently and do we receive some of those funds into the budget as miscellaneous revenue? How does that work?

**Tera Klutz:** If income taxes are due on that money, the County would collect their one percent portion. Effective next month, it will be 1.35%. This year is going to be a blended rate when you fill out your 2013 tax return. Starting this year, the money does not go into the General Fund for County Option Income Tax. It has to go into a separate fund per a State Board of Accounts ruling. We use it for general operations and so basically yes and technically no.

**Darren Vogt:** The only thing that will change for us from the State Board ruling on County Option Income is the way that we will see it?

**Tera Klutz:** That's right. A lot of forms will be General/COIT 2014 budget. For 2014 you will see General/COIT/Public Safety COIT and that is only for Public Safety.

**Darren Vogt:** Council, any further questions?

**Larry Brown:** Tera, do you see anything to be concerned about in the category of Miscellaneous Revenue?

**Tera Klutz:** No, not for 2013.

**Darren Vogt:** Any further questions? Is there a motion to accept the financial report?

**Larry Brown:** So moved.

**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 6-0-1 (B Brown absent). Nick, can you highlight the unemployment numbers for us, please?

**Nick Jordan:** Good morning, Council. You will see the June and July unemployment numbers and they are non-seasonally adjusted. Allen County went from 8.3% to 8.6%. Indiana went from 8.7% to 8.3%. The National went from 7.8% to 7.7%.

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**Darren Vogt:** Thank you. With that, we have total appropriation requests in the General Fund in the amount of \$355,338 and in other funds, \$153,024. With that, we will move to Economic Development and start with General Motors.

**Mark Royse:** Good morning, Mark Royse, Department of Planning.

**Mike Glinski:** Good morning, Mike Glinski, the Plant Manager at General Motors Fort Wayne Assembly facility.

**Mark Royse:** A lot has changed over the last thirty years but back in 1984, when GM first announced its location and going through the process of the incentives. One of the different things that was done then was to provide them with an unlimited designation as it applies to their economic revitalization designation. The intent, at that time, was that any future investment would not have to come before Council but just be submitted to the Auditor's Office and they would be eligible for the maximum available at the time. As you know, things have changed over the years with the State Tax Abatement law and it opens it up to the maximum is ten years at 100%. We met with representatives from the plant last Friday and that was the request that was made. That is what is being presented to you today. Over the ten-year period, it represents a savings of approximately \$6.5 million.

**Mike Glinski:** May I make a comment, please?

**Darren Vogt:** Yes.

**Mike Glinski:** I first want to say good morning to the distinguished members of the Allen County Council and the attendees of the meeting here today. I am pleased to be here to ask for your support of a tax abatement for a proposed upgrade for a General Motors Fort Wayne Assembly plant Paint Shop. This investment is crucial to keeping our quality equal with our GM peers and ahead of our competitors. This will allow us to continue to build award winning pickup trucks as illustrated by recently being named Best in Segment for light-duty and heavy-duty full-size pickup trucks by J.D. Power and Associates. Throughout the plant's history in northeast Indiana, we have enjoyed a mutually beneficial relationship with State and local government. By working together, Fort Wayne Assembly has provided steady employment to the region for more than 27 years. Recently, through attrition and the launch of our new full-size pickup trucks, the plant has transitioned more than 600 temporary employees to permanent positions. The majority of these employees are local Allen County residents. We look forward to continuing to work with you well into the future. I thank you for your consideration.

**Darren Vogt:** Council, are there any questions? Mike, I will ask you this, can you tell me currently how many employees do you have out there right now?

**Mike Glinski:** Right now, we have approximately 4,200 employees. At permanent, steady state we will be a little over 3,800. The additional employees are there to help us with the launch of our next generation truck.

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**Darren Vogt:** So they are from out of town?

**Mike Glinski:** They are from all over. The way that the process works is that permanent employees periodically have an opportunity to submit a referral. That referral goes through a process, through an independent hirer and when we need X quantity temporary employees, we will give them a call. They will put those people through an assessment at which time we will then get them. Many of them are from local families but some are from out of town also.

**Darren Vogt:** Either way, they are here eating and shopping and living here at the moment. Councilman Harris, you have a question?

**Tom Harris:** Yes. Tell us a little about what is being proposed and what you are planning to do at the Paint Shop.

**Mike Glinski:** What's being proposed is some replacement and renovation of our Paint Shop robots as well as transitioning us from a solvent-borne to a water-borne paint technology. We have ten mods in our Paint Shop and we would transition each one of those ten with the new equipment. When you take a look at the longevity of equipment robots, roughly it is ten years. The rest of the equipment is 25 to 30 years. There is equipment that is getting to the end of its lifecycle. Some of it is original from when the plant was built and some of it as recently as ten to twelve years old.

**Tom Harris:** There are obviously plants throughout the Country. Where do you rate amongst the other plants?

**Mike Glinski:** I guess it depends on what metric is used to rate them. Here is what I will say, I mentioned the light-duty and heavy-duty pickup trucks were surveyed by customers as being Best in Segment. What I didn't say is that there are over 200 entries that are evaluated through customers. Of those 200 entries, every product that we make at Fort Wayne Assembly finished in the top twelve. In fact, our highest ranking vehicle was the GMC light-duty Sierra which finished third. It was only beat by the Porsche 911 and the Lexus LS.

**Darren Vogt:** Are there any further questions for Mike or Mark?

**Tom Harris:** Just the other piece that we like to look at for economic development is the growth in the number of jobs. This proposal doesn't have a number in the growth of jobs but it keeps your competitiveness up at the plant. It provides you an opportunity to grow and keep your plant as one of the best plants in the Country.

**Mike Glinski:** Yes, sir.

**Tom Harris:** I guess that was a statement more than a question.

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**Darren Vogt:** Any further questions? We need a motion to approve the Statement of Benefits for General Motors.

**Tom Harris:** I will make that motion for the consideration of a resolution 2013-09-19-03, approving the Statement of Benefits for General Motors.

**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 (B Brown absent). Thank you very much.

**Mike Glinski:** Thank you, Council.

**Darren Vogt:** With that, we will move to the resolution for Canalway Properties.

**Nikki Liter:** Good morning, Council, Nikki Liter with the Department of Planning.

**Paul Tucker:** Paul Tucker with Midwest Tile and Concrete.

**Nikki Liter:** Midwest Tile and Concrete is located just outside of Woodburn but still in the County. They are here requesting approval of a Statement of Benefits for some real improvements and also for some equipment. What we are looking at here is a 20,000 square foot production facility investing around \$1.5 million. They do some reinforced cast concrete drainage structures and they are looking to add around \$800,000 in equipment to include concrete batching equipment and some bridge cranes. According to our point system, they qualify for a five-year phase-in for the real property and a three-year phase-in for the equipment. We are looking at savings just under \$100,000. Currently, they have 39 at their facility with payroll of almost \$1.5 million. They are looking to add ten additional employees. Before you ask questions, I will let Paul talk a little bit about the project.

**Paul Tucker:** This has been a family run business since 1962 and pretty much in the same location. Many of our products go right here in the Allen County area. We cover roughly a 90-mile radius from Woodburn. This is going to help to keep us competitive and also broaden our product line. We are looking to expand our product line into some other products.

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

**Kevin Howell:** How many employees do you have?

**Paul Tucker:** Currently we have 39 at our Woodburn location.

**Kevin Howell:** Do you have another location?

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**Paul Tucker:** We have one in Fort Wayne with two employees.

**Darren Vogt:** Is that a sales location?

**Paul Tucker:** Yes, it is just a pickup yard off Ardmore.

**Tom Harris:** And say again what your market is?

**Paul Tucker:** A 90-mile radius.

**Tom Harris:** And you are seeking this abatement for ten additional employees.

**Paul Tucker:** Correct.

**Darren Vogt:** Are there any further questions, Council?

**Tom Harris:** With that, I will make a motion for the consideration of a resolution 2013-09-19-02, approving a Statement of Benefits for Canalway Properties LLC/Midwest Tile and Concrete Products located at 4309 Webster Road.

**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 6-0-1 (B Brown absent). Thank you. Good luck to you. Next on the agenda is a resolution waiving non-compliance for Crown Enterprises/Android Industries.

**Nikki Liter:** What we have here is a resolution to waive the non-filing for Crown Enterprises and Android Industries. What happens is that every year, once a company is provided approval for a tax phase-in, it is up to the company to make sure that they file the correct forms within March and May of the following year to receive that tax phase-in. However, Crown and Android missed the deadline but State law allows that they can come back and file at a later date and we can waive the missed date. I am going to let you announce your name.

**Chris Beluschak:** Chris Beluschak.

**Nikki Liter:** He is with Android. Crown is the real property owner and will pass the savings down to Android and Android is the owner of the equipment. We are here just to get the waiver. The forms have been filed. Once we have the waiver approved by Council, the Auditor's Office will go ahead with the deductions. If you have any questions, we can answer those.

**Darren Vogt:** Council, are there any questions? We have done this a couple of times. This was a staff change and you came onboard.

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**Chris Beluschak:** Yes, that is right. I am the new Plant Controller.

**Darren Vogt:** There was a Plant change and it was overlooked.

**Roy Buskirk:** What is the benefit of this year?

**Nikki Liter:** Crown was offered a five-year tax phase-in on the property. Android was offered a seven-year tax phase-in plus a one-year special tooling. As far as compliance goes, they have gone above and beyond their compliance numbers. They hired more than what they had estimated on their SB-1 and they are paying more than what they estimated. As far as the investment goes, they are just under 100% of the real property investment and they are over on the manufacturing equipment. They have done what they promised.

**Roy Buskirk:** What is the tax benefit that they receive?

**Nikki Liter:** Oh, the estimated savings?

**Roy Buskirk:** Yes.

**Nikki Liter:** When we were here last April, we estimated the savings total for all three of the phase-ins at \$235,600.

Roy Buskirk: Okay, thank you.

**Darren Vogt:** Any further questions? Not hearing any, Councilman Harris, do you want to make a motion?

**Tom Harris:** I will make a motion for consideration of a resolution, 2013-09-19-01, waiving non-compliance for Crown Enterprises, Inc /Android Industries, LLC.

**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 6-0-1 (B Brown absent). With that, we have presentation of the 2014-2016 CEDIT Capital Improvement Plan. They come before us every couple of years.

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

**Scott Harrold:** Scott Harrold, Department of Planning Services.

**Nelson Peters:** You told part of the story already. What you have in front of you is a \$7 million a year spending plan for each of the next three years, as required by the State. As Councilman Vogt suggested, we do come before you once every three years to seek your input and approval. Recently, I had a discussion with John Stafford and told him what we

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were up to and he said “Wow, that’s kind of cool but do you know that Allen County is the standard bearer for CEDIT planning?” I asked what he meant and he said that a lot of times Counties throughout the rest of the State are contacting him to find out what Allen County is doing. Recently we had a request from Lake County to look at what we were doing in terms of our CEDIT planning. I suggest that we do a pretty good job but we can always do a better job. What this plan really purports to do over the next three years are create a little bit more specificity in our economic development planning. As we sat down, we looked at past plans and past plans all kind of looked like each other. We suggested that there is more to the Allen County economic development story than what you see historically. While it is not a completed product at this particular point and we continue to seek input and will continue to do so over the next three years. That input includes yours and it does put us in a better place than what we have been over the recent past. When I talk about specificity, we are looking at things in the program like better defining our economic development incentive pool. Looking at infrastructure engineering and looking at potential intermodal facility funding, shell building programs, Shovel Ready sites and land write-down programs. These are things that you have never really seen in past plans. It is our contention that with your input and as we move this process along, we will be able to refine this program so that we can better tell Allen County’s economic development story.

**Darren Vogt:** Scott.

**Scott Harrold:** I am not sure I can add a whole lot more to that. We spend a lot of time sitting down with the Commissioners to try to make sure the plan reflects their priorities and also to add specificity. If you look at Exhibit A on the last page of the plan, it is sort of broken down to a number of different categories. Some of this will look familiar to you from other plans and some of it is just stuff that we brought out into more detail. You have your standard support of economic development organizations such as the Alliance and the Partnership. That is almost a half million a year. Economic development project is something that has a lot more specificity. In the past, we just had the incentive pool and it was sort of a grab bag for different projects. Some of these other things were funded out of that line item. The Commissioners wanted to get more involved in assisting with the land program and infrastructure engineering needed for some of the Redevelopment-owned land. Other projects have been talked about, the intermodal and shell buildings. They wanted to sort of get an idea of what funding they may be able to provide for that. That takes us a large chunk of it. The LEDGE agreements used to just come out of the incentive pool but we thought it would be nice to break it out to see what the cost of that program is. Currently, it is a fairly small amount but it can grow over time. There is a new category called Community Development and that could be anything from supporting a Town like Woodburn with a downtown improvement plan or even helping a community demolish a building that is dangerous such as the one that collapsed in Warren. You see the Irene Byron Remediation line there. The County needs to do some brownfield work there and clean it up to make sure it is ready so that we can sell the property and have the private sector make use of it. There is also a DPS Redevelopment line and I and my two co-workers are paid from that line and now we are going to be paid out of CEDIT again. That has been on and off over the years. A big chunk of it is the GM

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TIF Bond backup. That may interest you from this morning. Basically, you did a CEDIT backup as far as the 2005 Bond. We don't expect you to tap that but the State Board of Accounts wants us to reflect that in the budget as well as the planning. We don't anticipate that to be needed. There is plenty of money being generated without the taxes from the extra investment that GM is doing. Finally, there is the typical \$2.6 million for Highway. That is sort of a rundown of what we have here and with that, I will open it up for questions.

**Darren Vogt:** Councilman Buskirk.

**Roy Buskirk:** The GM backup, is that for one-year bond payment?

**Scott Harrold:** Right.

**Roy Buskirk:** Okay. Could you explain, a little bit, where the funds come from that are used for this program?

**Scott Harrold:** The funds for the TIF backup?

**Roy Buskirk:** No, not for the backup. I mean for the whole program.

**Scott Harrold:** CEDIT is part of the local income tax. The County receives a share of that and it is anticipated to be about \$6.8 million and ramping up to around \$7 million. It is just .4% of income taxes from the community and is appropriated.

**Roy Buskirk:** So the one percent that is the current rate for income tax, two-thirds of that goes to the CEDIT program.

**Scott Harrold:** Forty percent.

**Roy Buskirk:** Right, two-fifths.

**Darren Vogt:** Councilman Harris.

**Tom Harris:** One of the things that we've watched for the last three or four years now is the unemployment rate for Allen County ultimately driving some of the income tax. We have planted seeds all over and have a number of good initiatives going on in the community but we are not seeing the unemployment rate drop yet. Are there any thoughts on when we are going to see a bump in unemployment in the community? It is fascinating to watch the Country stats go up and the State stats go up and Allen County dropping. We are going to see fluctuations like that from quarter to quarter and I understand that but we should be seeing a trend up.

**Scott Harrold:** I would just note a couple things. The unemployment rate is based on the households surveyed and I don't know how accurate it is. When you get down to small sample sizes, it can be volatile from month to month. Looking at a longer term trend, I

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think things have been improving overall. The other thing I would note is unemployment rate can go up for two reasons. It could be more unemployed people or it could be that people think things are improving and they are going to start looking for a job. All of a sudden they are counted as unemployed even though they decided to start looking for another job. I haven't seen the background information behind that. Maybe that is a better question for someone like John Stafford.

**Nelson Peters:** I think the table has and is being set when you look at some of the activity that is occurring around here from SDI to Greatbatch to General Mills and to General Motors. I agree with Scott that the unemployment terms are nebulous, at best, but we are putting people to work. As you look at where we are relative to the national wage rate, although in the last month or two the indicators haven't been particularly good, we have been moving that in the right direction. If that is any indication of things to come, we are doing what we need to do.

**Tom Harris:** Am I correct in that there should be a correlation to this fund and additional taxes or funds coming into this program based on additional employment in the community? Is that a fair statement?

**Scott Harrold:** Yes, that is correct.

**Roy Buskirk:** Our unemployment rate has gone up in the County. The other thing that I want to mention is Midwest Tile and Concrete is talking of ten new employees. That is one thing with Allen County is that we have a diversified employment and it is in a lot of the small businesses that are adding five and ten employees that are really the backbone of our community.

**Darren Vogt:** I have a couple of questions. I can't see the old plan compared to the new plan but I want to make sure that I am on the same page. When we are looking at the economic development projects, you have a million in the incentive pool. We have been doing that, right? That is an ongoing thing that we did in the last plan?

**Scott Harrold:** Yes, that is correct.

**Darren Vogt:** I thought so. What is new within that? Obviously the shell building is new.

**Scott Harrold:** Intermodal, land right down, Shovel Ready sites.

**Darren Vogt:** I thought we had Shovel Ready Sites in there before.

**Nelson Peters:** We did years back.

**Darren Vogt:** Okay, in the past but not in the last three year report. What did we take out of the old plan to move that money into the new plan or did we use increased revenue?

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**Nelson Peters:** We used increased revenue but we also got a little more creative with the project that we saw and created that specificity. Outside of the increased income, we squeezed out from some of the other projects in more detail the things that you are seeing here today.

**Darren Vogt:** Okay and then I want to talk a little bit more about the Community Development program. I recall a couple of years ago there was a grant program and Council didn't really care too much for the grant program. How do you see this program working? From what it sounded like when Scott was talking about it, there would be more of a beautification type of thing. If someone needs help with a dilapidated house or something along those lines, how do you see this program working and it playing out?

**Nelson Peters:** You look at some of the needs that Woodburn has had related to their economic development gaps, at this particular point. They send in a request to the Capital Improvement Board. The Capital Improvement Board, perhaps, isn't able to act upon that as quickly as Allen County might be able to. We can help them with one of their sites more quickly.

**Darren Vogt:** I guess it is not necessarily tied to any community project but is more of an incentive pool for economic development for like Huntertown or outside areas.

**Nelson Peters:** To help fill a gap that may exist in that community.

**Darren Vogt:** Okay, great. I think that was all that I had. Councilman Buskirk.

**Roy Buskirk:** Because of increased revenue for next year, the Local Option Income Tax, CEDIT is also increased, correct?

**Scott Harrold:** No, it is not. It is just the COIT part. We are expecting some increase in revenue but just from growth in the economy. The larger part was in breaking things down into more detail rather than adding new money.

**Roy Buskirk:** Last year's dollar amount was \$7.8 million or close to that?

**Scott Harrold:** I believe the current year is \$6.3 million.

**Darren Vogt:** That includes the rollover from the bond.

**Scott Harrold:** One thing to remember is that three years ago, when we did the last plan, CEDIT was down and we were in the middle of the great recession. At that time, we thought we only had \$5 million to \$5.5 million. We have had big gains since then and that allows a little more flexibility.

**Larry Brown:** Can you, and maybe this is not the right setting, the Irene Byron remediation can you give me more detail on that? If it is pretty complex, we can do it at another time.

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**Nelson Peters:** In a nutshell, the land of 110 acres or so at the corner of Carroll and Lima Roads is property that ultimately the County wants to unload. We have no business being in the real estate business. What we are trying to do is prepare that land for sale. We have been through some phase one and phase two environmental stuff. Obviously the big dog is going to be that huge complex and what we ultimately do with it. We are having discussions with the folks out there as to what their future may look like. Should those patients be moved? Should we find an answer for the Work Release program that is housed in that building too? In all likelihood, the next thing that occurs is the demolition of that building along with some other buildings that exist out there. Part and parcel, over the next three years, is a pool of dollars that allows us to ready that land and that facility for sale.

**Larry Brown:** Money spent and money gained?

**Nelson Peters:** We are in the process of doing that analysis right now. Obviously we don't want to put more into it than we are going to get out of it. Obviously, before we get to that point, we will stop and seek a buyer on an as is basis.

**Darren Vogt:** On the economic development incentive pool, if for some reason that the money is not spent, is the intent to move it within the CEDIT budget or roll it and grow that pot?

**Nelson Peters:** Roll it over. As we have suggested, at any one time, we think we need about \$2.5 million in a fund so we can pull the trigger on projects such as the infrastructure build out south of General Motors.

**Darren Vogt:** We want to make sure that we are on the same page. Does Council understand this? That would go for all of the incentive programs.

**Nelson Peters:** Right.

**Darren Vogt:** At some point, we will discuss if the money is not used on a shell program or something that we wouldn't want to continue to grow that pot just like the Rainy Day Fund.

**Nelson Peters:** Part of what we would encourage you to do is to help us tell that economic development story. What we have here is just a start and we recognize there is a whole lot more out there that we haven't thought of or haven't put down on paper that some of those dollars will ultimately be diverted to. That is where we need your input, public input and that of interested individuals.

**Darren Vogt:** That long-range vision is still in the short microcosm of getting to the long range. Councilman Harris.

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**Tom Harris:** I don't know if it is a question or a comment but I guess there is a bit of a reverse correlation of this. If the income tax is based on the number of people that are healthy and employed and contributing to this fund, funds are coming in when times are good and when times are bad, the funds drop.

**Nelson Peters:** Right.

**Tom Harris:** So, there is a thought that you need that balance and that balance needs to grow for the CEDIT fund. Despite all of the seeds that are being planted and all of the things that are being done, we are still going up in terms of what is in that fund.

**Nelson Peters:** Income is increasing.

**Tom Harris:** Right. I guess that is what I am saying. Those funds are banked and saved until something bad happens that you can contribute those funds back to economic development.

**Nelson Peters:** Absolutely.

**Darren Vogt:** Are there any further questions? Do we need to approve this today or is this part of the budget process?

**Scott Harrold:** This doesn't require your approval. This is just for informational purposes. Obviously when it comes time to look at the Commissioners' budget, this is the background document of how they got to where they are.

**Darren Vogt:** Is Council comfortable with what we are doing here? Thank you, gentlemen. With that, we are going to move to the Clerk's Office which is on the addendum. Is anybody here from the Clerk's Office?

**Tera Klutz:** She was probably expecting it to be later. I can handle it.

**Darren Vogt:** Go ahead.

**Tera Klutz:** The Clerk is requesting an amended part-time salary ordinance range for 2013. Historically she set the range between \$9 and \$20 but it had been set back inadvertently from \$9 to \$15. Normally it is something that comes up at budget time. This one just slipped through the crack. She is requesting an amended salary ordinance from \$9 to \$16.50. This is in the General Fund and the Perpetuation Fund 297.

**Tom Harris:** I will make a motion for consideration of a salary ordinance amending the pay for Extra Deputy Hire for the Clerk of Courts Perpetuation Fund 297 and General Fund 100 with a range of \$9 to \$16.50. This would be retroactive to August 5, 2013.

**Roy Buskirk:** Second.

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**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 (B Brown absent). With that, we will move to the Personnel Committee recap.

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

**Mary Rian:** Mary Rian, Compensation Specialist.

**Tracy Mitchener:** The Recorder is asking for the Chief Deputy to be 80% of the Elected Official's salary from \$48,877 to \$52,107. They will be paying for this increase through user fees.

**John McGauley:** Our rationale for this largely comes from the amount of increased complexity and intensity that the job has taken on since the last time it was evaluated several years ago. It has taken on a lot of new duties pertaining to information technology as we have dramatically increased the level of service that we provide over the web. Primarily, electronic recording and the electronic delivery of document search and delivery services, those have added a lot of requirements to the Chief Deputy's job description including customer billing and customer service, account creation and maintenance and a lot of problem solving. The customer service requirements of that position have gotten fairly complex as we have stepped outside of our traditional model of the last few years and have actively tried to seek these online services in an effort to generate some of the income that we are now using to self-fund. For example, as a result of our marketing efforts, we are now e-recording or paperless recording over 40% of what comes in the door. That is allowing for a lot of efficiencies, lower head count and helping us toward a sustainable self-funding model. The Chief Deputy is required to share a lot of responsibility for monitoring our very substantial IT infrastructure including that which is on the local network as well as what is maintained by our vendors. As a result of these new realities, I am asking you to take a look and increase that position to reflect its increased complexity and value to the overall enterprise.

**Darren Vogt:** Council, any questions?

**Larry Brown:** What is the salary of the Recorder?

**John McGauley:** The Recorder's salary, I believe, is \$67,000 this year.

**Larry Brown:** \$67,000 something?

**John McGauley:** Yes. The current Chief Deputy to Elected Official percentage is 75.

**Darren Vogt:** And this is taking it to 80%, correct?

**John McGauley:** Correct.

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**Tom Harris:** First of all, hats off to you and your team and the staff. Obviously not every department can be self-funded and do what you have done. I think the ability to continue to look for innovation and ways to provide government services more efficient and more effective is tremendous. You have done a great job there.

**John McGauley:** Thank you, that is very kind.

**Tom Harris:** With that, I will make a motion for consideration of a salary ordinance amending the pay for an employee within the budget of the Allen County Recorder's Office, 245-0401-415, Chief Deputy, 13-67, Executive classification, from \$48,877 to \$52,107.

**Kevin Howell:** Second.

**Darren Vogt:** We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 5-1(Armstrong)-1(B Brown absent).

**John McGauley:** Thank you very much.

**Tracy Mitchener:** Thank you.

**Darren Vogt:** Next on our agenda is the Coroner with a Transfer within the General Fund from Travel to Administrative Assistant II.

**Mike Burris:** Mike Burris with the Allen County Coroner's Office. Back in August or September of last year, we took a look at reclassification of the Administrative Assistant's position. It went through the Personnel Committee and was approved after the budget was approved there was going to be a shortfall of approximately \$4,200. Watching the Travel budget, I was able to maintain that amount and request a transfer from the Travel budget to the pay budget for the Administrative Assistant.

**Darren Vogt:** Council, are there any questions?

**Kevin Howell:** No questions but we have been in communication as I am the liaison and I have no problem with this.

**Roy Buskirk:** Make a motion then.

**Kevin Howell:** I would like to make a motion to transfer \$4,200 from Travel to Administrative Assistant II.

**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 6-0-1(B Brown absent).

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**Mike Burris:** Thank you.

**Darren Vogt:** We are now at the Assessor's Department.

**Stacey O'Day:** Good morning, I am Stacy O'Day and I am the Allen County Assessor. I am here before you today with two separate issues. Is there a preference as to where you want me to start, Level Three or Chief Deputy?

**Roy Buskirk:** Level Three.

**Stacey O'Day:** Can we pass this out? It is just some additional information. As you may be aware, the Assessor's Office has some certification requirements that we must have. The Level Two Certification is currently in the Indiana Code and the copy of the Code is attached to the document that is coming around. It allows us to give a bonus of \$500 to the employees that achieve the Level Two Certification. Over the last several years, the certification requirements have grown tremendously. We now have IAAO standards which have five weeklong courses that are 30 hours apiece with a test at the end that you must pass to get the certification. The courses are not easy. They are very difficult. They have not exactly been recognized yet in the Indiana Code but what I would like to propose is currently Elected Officials receive a \$1,000 bonus for the Level Two. I and Bev Zuber, the Wayne Township Assessor received this. What we would like to do is give an incentive to the employees that have Level Two to reach their Level Three by offering them an additional \$500 to what they already receive. They would actually be getting \$1,000 total in a year bonus for the certification. Right now there is no incentive for them to do that. We certainly want our staff to be as qualified and educated as possible. This is a way to recognize that and promote the education in the office.

**Roy Buskirk:** Aren't they required to have the Level Two but not the Level Three?

**Stacey O'Day:** That is correct. The Level Three is required for Elected Officials. The Level Three is also growing throughout the State of Indiana. I think it is going to be a requirement shortly that if you are touching assessments you are going to have to have this education.

**Roy Buskirk:** And you are asking for this to be, you make reference to it as a bonus, a one-time bonus?

**Stacey O'Day:** No, it's annual. This would be taken out of the Reassessment budget and is for the County Assessor's Office as well as the Wayne Township Assessor's Office covering all of the employees that reach that certification.

**Tom Harris:** I guess my thought on that would be there is an incentive for anyone to continue to learn and gain. There might not be a monetary incentive but there is always an incentive to continue to learn more and do your job better. Tell us once they get that certification and they do the additional education, what do you get back? Can you give us

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an understanding of what the County or the community gain from them learning a little bit more and receiving this certification?

**Stacey O'Day:** Well it is really an understanding of the market area. We came from a cost approach for many years and that is how we dealt with it. We are now into the market and market modeling and making sure that the assessments are as accurate as possible with mass appraisal techniques. Anytime there is an appeal coming up, we try to make sure that the people that are handling these situations have the certification.

**Darren Vogt:** Council, are there any further questions? Councilman Brown.

**Larry Brown:** Stacey, on page two of what you handed out says that Level Three certification pay and below that says requirements; it says Level One and Level Two and some IAAO requirements. Is that a definition of what makes up the courses required to complete Level Three?

**Stacey O'Day:** Yes. The five courses listed under IAAO are required to achieve the Level Three certification. You have to pass all five courses. Currently, the bonus is equal if you have the Level Three or you have the Level Two. They are currently getting the same incentive.

**Tom Harris:** From a broader context, does this set precedence for us throughout the County in other area that might also want additional certification that we are not required to do but we are choosing to do? I will throw that to HR maybe. Are there other positions that will also say we are not required to do this but we would like to do this?

**Tracy Mitchener:** It's possible. I don't know of any right now and no one has contacted me. I can't speculate.

**Roy Buskirk:** We discussed with the Highway Department, at the Personnel Committee, because the Highway Department is having problems with trained mechanics leaving. They are having quite a bit of turnover and we discussed this same situation with them.

**Darren Vogt:** In their specific example, they have turned over six or seven employees in the last year or year-and-a-half.

**Tom Harris:** I will ask when they receive the Third Level certification and they want to move on out of County government what does that do for them?

**Stacey O'Day:** The only other side of that is to work for a Tax Rep. We don't see that often. There are some vendors out there that we have lost one or two employees to but none of them had the certification, as I recall.

**Roy Buskirk:** Some of these classes, I am not sure if the IAAO courses are recognized, are very similar to classes that I had to take for my appraising license.

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**Stacey O'Day:** They are actually the same classes. The 151 Uniform Standards is from the Appraisal Institute. The test, the material and everything is from the Appraisal Institute and a lot of these courses do come from there as well.

**Roy Buskirk:** That would be a very high potential of them moving into the appraisal field in the private sector or working for an appraiser.

**Tom Harris:** It is probably a sign of the times. We want them to grow and develop and gain more experience to be able to do more for the County. If you don't do that, sometimes employees move on so I think it is a healthy thing to do. That little piece also says, from an HR perspective, you promote them, train them and develop them in order for them to get hired or move onto somewhere else.

**Larry Brown:** I will share with you, most of you know where I came from as a former Councilman from another County, they did the same thing and the value was double what we are seeing here. It is a much smaller County.

**Darren Vogt:** Any further questions?

**Roy Buskirk:** The one advantage they have is they don't hit the tax cap.

**Larry Brown:** That is another issue.

**Tom Harris:** With that, I will make a motion for the proposal for additional \$500 annual bonus for employees, excluding Elected Officials who achieve and maintain Level Three Assessor Certification and are not statutorily required to do as a condition of their job.

**Roy Buskirk:** Second.

**Darren Vogt:** I will add that if it is statutorily required as a part of their job, they should not get a bonus for doing the job that they are supposed to do. **We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 6-0-1(B Brown absent).**

**Stacey O'Day:** Thank you, Council members. On to my other issue that we have here is a change in the salary for my Chief Deputy. We are asking for a \$9,000 increase. Just as a friendly reminder and to let Council know we have continuously, since 2009, decreased our staff by nine positions. We have been doing more with less and I think we are doing a pretty good job with the staff that we have. We are looking at consolidation and streamlining everything. We just lost our Market Analyst to a software vendor. They were at a salary of \$46,000 and did all of our IT work, reporting, balancing and rolling our values to the Auditor. They submitted compliance files to the State of Indiana. That job has been consumed and absorbed by my Chief Deputy which is why I am asking for him to be compensated for taking on those extra IT roles. This person is also self-supportive of our CAMA system. It is our software system and takes care of Wayne Township and the County office at the same time. All of those duties take care of both

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offices. We are not looking to replace that position but we think we can do it in-house. I would like to see the compensation be given to the person that is actually doing the role now.

**Darren Vogt:** Council, questions?

**Tom Harris:** Maybe a question for the Personnel Committee. It looks like there was some discussion.

**Darren Vogt:** The discussion was to bring it here before full Council.

**Roy Buskirk:** The one thing that we were concerned about is that this is the first that I have known about the IT person and wondered if that could be put into the Chief Deputy's job description. The one concern that the Personnel Committee had was the large jump in one year and possibly it should be taken over a two to three year period. Since hearing the fact that this individual is replacing an IT person, it puts a little different light on it and if they are going to be able to handle both jobs, in essence.

**Larry Brown:** I agree.

**Roy Buskirk:** Can that be done, Tracy, as far as putting that in?

**Tracy Mitchener:** Yes.

**Roy Buskirk:** Because the one fear that I would have is if the individual leaves and another individual comes in and they are not IT savvy, you would have to go back and hire two people. That would be one of my concerns.

**Darren Vogt:** Does the Chief Deputy actually have a job description?

**Tracy Mitchener:** Yes.

**Darren Vogt:** Councilman Brown, what would that put the percentage to?

**Larry Brown:** For 2014, the Assessor's salary would be \$81,043 and this request takes that to 90% of the Assessor's wage.

**Darren Vogt:** Ninety percent.

**Roy Buskirk:** But again, it is also the fact that they are covering another position.

**Larry Brown:** I understand that.

**Roy Buskirk:** And I wanted to make sure that they add that.

**Tracy Mitchener:** We will make sure.

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**Darren Vogt:** Is there any further discussion, Council?

**Larry Brown:** Clarification. The reason I brought that up is if you remember two years ago or three years ago, when we went through the process of creating the elected positions and most of the Chief Deputies, the 90% figure was bounced around a lot. That is why I brought that up.

**Roy Buskirk:** Right. We also discussed about 80% and there have been some Chief Deputies that have gone over the 80%.

**Darren Vogt:** Some are at 100%. I think we have a range from 75% to 100%. The tricky part about it is each department is different and unique in what they do. Some require more education and some require less. It is a political appointment. We just have to make sure that each one is analyzed on its merits individually and not so much as a carte blanche of the maximum percentage. You may have a different situation with each elected official on who they decide to put in there and the different responsibilities that they choose.

**Roy Buskirk:** Amen.

**Stacey O'Day:** As a footnote, Ryan has a Bachelor's Degree in Business Finance as well.

**Tom Harris:** From the standpoint that you mentioned that over nine positions have been cut and are cutting two positions next year, I will make a motion for consideration of a salary ordinance amending the pay for the Chief Deputy from \$63,563 to \$72,939 for the 2014 budget.

**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 5-1(Armstrong)-1(B Brown absent).

**Stacey O'Day:** Thank you, Council.

**Darren Vogt:** With that, we will move to the Commissioners' Department.

**Chris Cloud:** Good morning, Council, Chris Cloud, Executive Assistant to the Board of Commissioners. Before I start, keep in mind that CEDIT has a lag between CEDIT income earned by the employee and when you guys get it. It created a problem when things were really bad and we were still getting a lot of CEDIT money and things got better but then CEDIT tanked. I think there is about a two-year lag.

**Nick Jordan:** The State's error really exacerbated the recession, so to speak. It is hard to determine what the actual recession would have been on the CEDIT money because of

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the error at the State level. In comparison to the unemployment numbers, you are looking at income taxes from a year-and-a-half.

**Chris Cloud:** It is an interesting thing, the lag between the income tax earned and when we get it. When you are reading Nick's figures, you are talking eighteen months.

**Roy Buskirk:** It takes the State a little while to do the calculations.

**Nick Jordan:** The State is anticipating an eight percent increase from 2013 to 2014. If you try to correlate that with the unemployment rates, you may not see any correlation there.

**Chris Cloud:** That was just a side note but I think it was interesting. We have two relatively easy requests. They are similar in nature but from different funds. Fund 249, we are asking for an appropriation of \$100,000. This is the fund that we use to pay for lawsuits. As you can imagine, because of the size of our operation, we get sued rather regularly. While we settle a lot of stuff, some stuff does make its way to trial and it isn't cheap.

**Darren Vogt:** Is this fund just for the litigation piece or is it also for the settlement dollars that are actually paid out?

**Chris Cloud:** It is for both, but settlement to date this year is \$205,000 in litigation cost and \$34,000 in settlement. We have seen settlement go down the last couple of years. I think that is a good thing. I think it means we are not making mistakes and getting sued for them. This is unappropriated cash going in there that should cover us through the rest of the year. We don't have any pending lawsuits that are real big issues coming up.

**Roy Buskirk:** Are these lawsuits and I see that the next item is Automotive Repair, maybe that answers my question. We used to have quite a few lawsuits from the Jail before we installed additional cameras for security. I was just going around the barn twice here but are the additional cameras in the Jail helping to reduce lawsuits coming from the Jail? Where is most of this coming from?

**Chris Cloud:** Typically, most of our lawsuits originate from the Sheriff's Department and typically the Jail. I couldn't tell you if there is a high correlation between the new cameras and the number of lawsuits filed but I have noticed that our settlement numbers are going down. If we have proof that the Confinement Officer didn't do it and they say he did, it is a lot easier to get that thrown out. I am certainly happy to go back and track. We know what we are funding and what the cases are. I can go back and have our Controller track and see if there has been a drop specifically in Jail ones. I doubt that there are fewer filed but there may be more that are settled or thrown out because of that.

**Roy Buskirk:** You are still going to have nuisance lawsuits.

**Chris Cloud:** We get a lot of nuisance lawsuits.

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**Roy Buskirk:** I would appreciate that.

**Chris Cloud:** Absolutely.

**Darren Vogt:** Is there any further discussion on item number one for them? Let's move to item number two.

**Chris Cloud:** Departments pay back a certain amount for accidents and this is just appropriating that cash into the line.

**Darren Vogt:** Go ahead with three and four.

**Nick Jordan:** I will go ahead with three and four. Three and four are just a transfer from Unemployment to Soldier Burials. The Soldier Burials are trending higher this year along with a lower estimate for 2013. Unemployment has sufficient funds available and is actually trending a little bit lower than prior years and so it has funds that can be transferred to Soldier Burials.

**Darren Vogt:** Council, are there any questions on that or Automotive Repair?

**Larry Brown:** Can we do them in a group?

**Darren Vogt:** We can read those one, two, three and four and dollar amounts.

**Roy Buskirk:** I will make a motion for the approval in the Commissioners' Department for items one, two, three and four consisting of Litigation for \$100,000, Automotive Repair for \$50,000 and the Transfer from Unemployment to Soldier Burials in the amount of \$20,000.

**Kevin Howell:** Second.

**Darren Vogt:** Note that the \$100,000 is from Fund 249 and the \$50,000 is from Fund 267. **We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 6-0-1(B Brown absent).**

**Chris Cloud:** Thank you.

**Darren Vogt:** Department 43, Appropriation in the General Fund.

**Janette Jacquay:** Janette Jacquay, Human Resources Director.

**Tracy Mitchener:** Tracy Mitchener, Assistant Human Resources Director.

**Ed Steenman:** Ed Steenman, IT Director.

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**Darren Vogt:** Great, go ahead.

**Janette Jacquay:** Thank you. We are here today to request funding for the purchase of a Human Resources Information System. It is commonly referred to as an HRIS and so as I talk through today, I will be using HRIS. Currently the department maintains all of our employee records through numerous Excel spreadsheets as well as paper files. An HRIS system is a tool that employers use that assists them in having one single database for all employee records. As we continue to grow and evolve, as you know we have around 1,800 employees, it is becoming even more important for us to minimize errors in regards to keeping these multiple spreadsheets as well as the fact that with the healthcare reform looming, we want to stay in compliance with the Federal government and make sure that we supply them accurate information in regards to what they request. I know you have a packet about this product but HR has spent about eight months along with the IT Department in thoroughly reviewing vendors to find the best source to use as an HRIS vendor. We have kept in mind cost and what we have come down to is a vendor named Kronos. We would be going with their Workforce HR portion of the product.

**Darren Vogt:** Can you give us a long-term benefit of how you see this helping your department and overall the operation?

**Janette Jacquay:** I would be very happy to. There are numerous ways that this is going to help us. As I mentioned with healthcare reform coming up, but also as technology continues to grow it is important especially for entities as big as we are to be able to house this type of information in one database. This system is one that will do this; employees can access their own information and update information which definitely helps in error reduction. Our managers are going to have access to the system too. That will definitely help us in the long run. We are hoping to streamline quite a few processes with it. Currently, because we do not have a system like this, one Excel spreadsheet just contains employees' name changes. For benefits, our Insurance Manager needs to know if an employee was married and their name changed. That information comes through as they update their benefit information. We have no way to go six months down the road and Janette Jacquay got married and now she has a different last name but I don't remember what it is. Where do I find that? That is important for many different areas of HR to access that information. We have an Excel spreadsheet that we go to and we have way too many Excel spreadsheets that we have to open and close in Access rather than having one complete database with information about an employee. For training records, other than by pulling my file, there is no way to put a record of my trainings together. Our department is small and so we don't have time to create Excel spreadsheets for this many employees to show the training that they attended. This database is going to help us keep that information. If we do go into merit compensation, which we have talked about, this database is something that we definitely need to track and monitor merit compensation. If we didn't have this, it would be very time consuming and add another employee just to monitor merit compensation.

**Darren Vogt:** Councilman Harris.

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**Tom Harris:** I have a few thoughts. We have talked before about improvements to software and such and that they can ultimately lead to staff reductions. Thoughts on that, down the road if you are becoming more efficient and moving data more efficiently, do you see a possibility of a reduction in staff?

**Janette Jacquay:** It has been something that I have thought about quite a bit and I certainly don't want to say no but as most of you know, we have seven full-time employees. Other than one, six are subject matter experts. I have a Risk Manager who also wears an attorney hat. I have an Insurance Manager. My Risk Manager takes care of Work Comp and Liability. My Insurance Manager takes care of the comprehensive insurance package, which is very large. I have a Compensation Specialist and you have seen her up here and understand her function. My second in command takes care of all employee disciplinary issues in the County, unemployment insurance and is currently also doing compensation to assist our new Compensation Specialist in training. I just hired a new HR Generalist, his name is John Gonzales. He will be responsible for supporting the CCP, Consolidated Communication Partnership, because they need HR support. He also takes care of recruiting, assisting departments and posting jobs. With that, I eliminate my Risk Manager because we have an HRIS system that will help her house Work Comp and Liability issues more efficiently. For her, it will give her more time to do her attorney job and right now she is writing our Affirmative Action Plan. To eliminate my Insurance Manager, obviously that isn't going to happen but she probably won't have to work 50 hours a week.

**Tom Harris:** Right and I understand that. In a particularly smaller department, you are going to have a hard time trying to capitalize or make the savings based on this investment. If not that, where do you find savings through the implementation of this? You mentioned some examples of being more effective and being able to do the jobs more effectively but where is that efficiency?

**Janette Jacquay:** I am hoping that we will see, and I don't see how we won't, savings when it comes to using the system to assist our Insurance Manager, Deb Hudson, with streamlining the entire benefit package as well as the healthcare reform. As you may read in the paper, with healthcare reform everything is changing every week. We are told that the employer is going to consume this much in penalties if you don't supply us with this type of information on your employees quarterly. Then we were told two days ago that we were not going to get fined for that yet. The fines for that, per employee, are incredible. There is a risk there. I do hope that it will reduce some costs within the department.

**Tom Harris:** Continue to think about that.

**Tracy Mitchener:** Can I add something?

**Tom Harris:** Sure.

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**Tracy Mitchener:** I would actually like to work smarter than harder. I also think I would like to be proactive instead of reactive. Just as we saw the Commissioners have extra money in unemployment and litigation is higher, but it is all my error if I forget to have someone sign-off on a handbook. We decide to terminate that employee and we say that we have a handbook. Maybe I made that error and we can't say that he signed-off for that handbook and there goes our litigation fees possibly being higher. There are just little things like that which can add up. Unemployment, the managers will be able to show us more of their documentation and their disciplines will be attached to the system so that when we fight unemployment claims, we will have all of that information at our fingertips. Little things like that will help us.

**Tom Harris:** I am in Human Resources and have been doing it for a little while and I am fully in support of this. Challenge yourself to continue to look. I would answer that question with information analysis. You are going to be able to make better decisions and the County can make better decisions with that analysis of data that comes in based on policies and procedures and all kinds of things. You may not have reporting and the ability to do that analysis now but the HRIS system will provide that. One piece of the process, is there a cap on the implementation cost as far as the contract? As we know, a lot of times they will come in with X and they will find out that "oh my gosh", this is a little more complex than we thought. Then the price climbs before the budget is finalized.

**Ed Steenman:** There is that potential but we have done a lot of discussion with Kronos to try to help them understand what our environment is so that the planning that they have put in place, to this point, covers the implementation that we need.

**Tom Harris:** You might check that contract and watch that because the name of the game is to come in at X and all of a sudden that number has a couple more zeroes.

**Ed Steenman:** We have tried to paint the worst case scenario picture for them but they are not expecting to do this within two weeks when it is probably going to take four. To that end, their estimation is that the implementation will take 20 weeks. They have a team of people who will be assigned to us. Kronos has a Public Sector Division and they have people who have been around the block with public sector implementations such as ours before. With that, there is some level of expertise that we believe we gain from them as our vendor, as well.

**Darren Vogt:** One quick question on that. This is more of a budget question for 2014. In here, you have temporary staff of \$28,000 and Support Hosting of \$33,000. Did you build that into your budget at all for 2014?

**Ed Steenman:** No because this came along after budgets were prepared.

**Darren Vogt:** I assumed so but I was just making Council aware of that. Do we need to address that in the meeting that is coming up after this?

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**Ed Steenman:** I am not sure what the right answer is to that question. I am kind of leaving that to your expertise.

**Darren Vogt:** You are telling me that you don't have it in your budget and was all derived...

**Ed Steenman:** This all came about after budgets were submitted. There wasn't an opportunity to put it in either mine or HR's.

**Darren Vogt:** Where do you think we should put it, in yours or in theirs?

**Ed Steenman:** The temporary staff has to be HR.

**Darren Vogt:** I was thinking more of the recurring. Is that something that you will handle and maintain?

**Ed Steenman:** That is typically what happens and kind of why I am here today.

**Darren Vogt:** Okay. I will need to make a note of that. We have to account for it somewhere.

**Ed Steenman:** If it makes more sense for us to come back and ask for that appropriation in January, we can do that.

**Darren Vogt:** Council, are there any further questions on the HRIS system? This is one that we have been working on for a while. It has been a long process and I think we have finally come to the end of it. Councilman Buskirk.

**Roy Buskirk:** A lot of this will be working with the Auditor's Office and I would like to hear some comments from the Auditor about the compatibility between the two systems and to make sure that we are moving in the right direction. Do you support this system that they have selected?

**Tera Klutz:** Yes.

**Roy Buskirk:** Okay. That kind of shocks me because I am not used to that kind of answer. The employees can enter the system and I suppose there are just certain fields that they can update? To me, that is a little scary.

**Janette Jacquay:** There will be safeguards and only certain information that they will be able to see and change. That will take some time for us to get up to what they call Employee Self-Service. It is very beneficial because you are not having the paper trail of I moved and my address changed, what do I do and where do I go? It is very helpful to have employees be able to see their benefits. It even saves a phone call.

**Darren Vogt:** Councilman Brown.

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**Larry Brown:** You may have said but the figures that we see before us include training of your current staff?

**Janette Jacquay:** Yes.

**Darren Vogt:** Councilman Armstrong.

**Bob Armstrong:** It says you are going to need an additional appropriation of \$62,000 to hire a temporary part-time person to help on new data entry. Is that just one person for \$62,000?

**Ed Steenman:** No, that is actually...

**Darren Vogt:** Go to page 68 of our overall notebook. \$33,000 was the recurring hosting and temporary part-time staff at \$28,876.

**Ed Steenman:** And that is actually two staff.

**Darren Vogt:** Two people for seven months.

**Janette Jacquay:** That is what is estimated, but we are planning for worst case. If you have ever been through an implementation as big as this, it can cause a lot of manpower. Sometimes not, sometimes yes. It just depends on the conversion. We hope not but are planning for it.

**Bob Armstrong:** Also in here you have, I guess this would be for Ed, \$33,000 for annual maintenance in 2014 and \$75,000 beginning in 2015.

**Ed Steenman:** Right.

**Bob Armstrong:** Where does 2016 go?

**Ed Steenman:** 2016 is \$75,000. The maintenance and support, we negotiated six months free. Maintenance will start in October or November when we start implementing the system. Because we will have 18 months before the next bill for maintenance that won't occur until 2015 and it will be a budgeted item in 2015.

**Roy Buskirk:** So in essence, Ed, it is \$75,000 a year for maintenance.

**Ed Steenman:** Yes. There are three or four components to the maintenance bill and one of those components is six months free. That drops the \$75,000 down to \$33,000 for 2014.

**Roy Buskirk:** I understand and I apologize for interrupting you but here we are paying \$242,582 for the system and then we are paying \$75,000 every year for maintenance. They could give us the system. They are making the money on the maintenance.

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**Darren Vogt:** That is the nature of the business.

**Roy Buskirk:** I know, I know.

**Darren Vogt:** You could go without it and go on the hourly basis.

**Ed Steenman:** Yeah but that is real risky on a system that you are betting the business on.

**Darren Vogt:** That was more of a rhetorical question and yes you could.

**Tom Harris:** And you are moving from AS400 over? Where is it moving from?

**Ed Steenman:** There is no system.

**Darren Vogt:** Paper and pencil and Excel.

**Tom Harris:** Where is the data? What system is the data in?

**Tracy Mitchener:** Excel.

**Ed Steenman:** We will pull the demographic data and the current pay data from the payroll system which is AS400. That is from the Auditor's Office.

**Tom Harris:** With that, I will make a motion for \$315,702 appropriation in the General Fund. Extra Deputy Hire is \$7,080. FICA is \$542. HRIS Project is \$242,582. Travel is \$8,000 and HRIS Project Software is \$57,498.

**Kevin Howell:** Second.

**Darren Vogt:** We have a motion and a second. Is there any discussion?

**Roy Buskirk:** Where is the money coming from?

**Darren Vogt:** Tera, where are we on dollars?

**Tera Klutz:** That is actually part of the funds that you set aside at the beginning of this year. You set aside half a million for the software project. We just reduced that amount above. If you look at the General Fund financial statement, we reduced it by the \$315,702.

**Darren Vogt:** I don't suggest that we move that money over until the project is done in case there are unforeseen expenses. You didn't build any contingencies in, right?

**Ed Steenman:** Right.

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**Darren Vogt:** Any further discussion on this? All in favor signify by saying aye, opposed, same sign. The motion passes 5-1(Armstrong)-1(B Brown absent).

**Tracy Mitchener:** Thank you very much.

**Janette Jacquay:** Yes, thank you.

**Darren Vogt:** ACJC is requesting permission to apply for a grant and item number one has been withdrawn. We are looking at two through six.

**Tracy Mitchener:** Tracy Mitchener, Assistant Human Resources Director.

**Jamie Mann:** Jamie Mann, Chief Probation Officer and Superintendent.

**Judge Heath:** Judge Heath with the ACJC.

**Tracy Mitchener:** Items two through five are if they get grant approval these positions will be requested. The last one is the Superintendent. Currently that was just for a Superintendent and they have decided to combine the Superintendent and Chief Probation Officer positions together. It would be going from \$75,558 to \$78,000. That is requested for the 2014 budget.

**Darren Vogt:** Judge, can you just give us, before you get into the nitty-gritty of all of this, the big overall picture of what you are trying to do and then we can take it from there.

**Judge Heath:** Yes, thank you, President Vogt. We are using a multifaceted approach to deal with some budget difficulties. I have shared this with a number of Council members that we are raising fees to raise revenues. We are cutting costs and reorganizing. We are also aggressively seeking grant funding. All of this is in an attempt to deal with what we think are good, prudent, reasonable and necessary problematic changes at the ACJC to deliver better services for our community and juveniles. This grant request that we are making is ambitious and also very important and prudent. A number of months ago, we met with the Department of Corrections and with personnel from Community Corrections. In fact, Sheila Hudson is here today if you have any questions. There had not been a relationship for some time with the Department of Corrections to seek grant funding. I felt that if we went to the Department of Corrections and made a grant request and did so not in a way to just seek money for the sake of seeking money but to ask ourselves what we need at the ACJC. How could we use grant funding to deliver our services better? After we met with DOC and they told us they were actually anxious and desirous of having a grant funding relationship with ACJC. They seemed very tuned into the idea that the second largest County in the State, with one of the best facilities, should have a relationship with them. I agree and think we should. It is good for our taxpayers if we can seek grant funding and obtain grant funding for our community. Otherwise, some other community is going to get it. I tasked our people with the question, "How can we

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use grant funding to our best and highest use?” Jamie Mann, our Chief Probation Officer and Superintendent along with other personnel from our Probation Department spent I can’t tell you how many hours, putting together a comprehensive and well-thought grant proposal. We have been to the HR Committee and it was passed there. We are here today seeking your approval for it as well. I would prefer to let the details be explained to you by Jamie but again it’s all a part of an overall program to deal more effectively with our budget needs at the Juvenile Center. With that, may I turn it over to Jamie?

**Jamie Mann:** Thank you, Judge. As the Judge mentioned, we met with DOC on a couple of occasions and we have met with Community Corrections. They have not given us any specifics about how much to ask for but we are going forward with what we feel is a legitimate proposal for what we need to enhance our current detention alternative program and to provide much needed services to the youth of Allen County. It is an eighteen-month grant funding and should be up for renewal June 30, 2015. If approved, it would be a standalone juvenile Community Corrections program. The Probation Department in the Allen County Juvenile Center would be independently responsible for maintaining the grant. We do need approval from the Community Corrections Advisory Board and we are set to present to them next Thursday to get that approval. As the Judge mentioned, we have been to Personnel Committee because this does include funding for personnel. Our vision is that with DOC, we can better serve the community by providing evidence based services to the children and families of Allen County who are under community supervision. These services would be effective in reducing criminal and delinquent behavior and they would balance the needs of the family and child and enhance the needs of the community. Our primary goals would be to improve Court efficiency, the quality, safety and supervision options of our current detention alternative program, to reduce the population at ACJC and to improve quality of services and reduce the number of commitments to the Department of Corrections with an overall impact on recidivism.

**Judge Heath:** I should hasten to add real quickly but one of the feedbacks we got from the DOC was that our County is sending more individuals to the DOC than what is proportionately appropriate. Community-based programs aimed at lowering their cost was desired as well. It is a two-edged sword. We would like to lower our cost as well as the cost to the taxpayer.

**Jamie Mann:** There are two primary areas of focus in this grant. One is equipment and the other is programming. The equipment would be used to enhance our current detention alternative program. We would be asking for \$340,000 for electronic monitoring equipment that includes some GPS units, drug and alcohol testing supplies, computer tablets, laptops, vehicles, officer equipment and training. We would also be creating or designating an area within our juvenile center as a dispatch center. For this we would need approximately \$56,000 for computer equipment, an MIP5000 VOIP Radio Console and office furniture and supplies. The equipment would also be used to establish an evening reporting program. Right now we have a day reporting program that takes place Monday through Friday during the traditional business and school day. We would like to expand this program into the evening hours to offer more opportunities to community

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supervision to give the kids something to do after school. We could get them involved in tutoring, life skills, mentoring and vocational training. Then, of course, with the new equipment and the computers and all of that, we would need to train our staff on motivational interviewing, firearms qualification, range membership and street survival for the Officers that are on the street. The programming focus of the grant, we are looking at establishing or furthering our relationship with Phoenix Associates. They are a local service provider. We have a long-standing relationship with them and they do our sex offender program right now. They also handle our intensive outpatient substance abuse treatment. They have a lot of experience working with the violent offenders. They have developed a program unique to this area that will offer high risk offenders services including independent living, vocational, educational, character building, life skills and recreational programs. We will look to serve up to 25 juveniles per day, Monday through Thursday from 4:00 to 7:00 p.m. We would focus on reducing arrest rates and increasing probation compliance. Treatment goals will include an improved understanding of positive decision making, goal setting, career exploration, coping skills and independent living skills. We will measure outcomes using a variety of tools pre and post-testing and we will monitor re-arrest rates. There will be evening programming including parent support and educational services. The programming portion of this grant is \$585,000. Do you want me to talk about the personnel, at this point?

**Darren Vogt:** Hang tight. Does anyone have any questions on the program? Councilman Howell.

**Kevin Howell:** Not so much a question as a comment. This is the first kind of any that you have ever done before, right?

**Jamie Mann:** We had a grant from the DOC several years ago. I believe it was in the early 2000's. I was minimally involved in that. The funding ended and the program dissolved. It was a re-entry program. I do believe that this current relationship will cause us to rethink re-entry and we may be going down that road again in the future.

**Kevin Howell:** Are there other Counties around the State that already have this in place or is this something brand new?

**Jamie Mann:** There are other Counties that have juvenile correction programs. They are different in each County. The programming aspect that we are proposing, I do not believe that this is being offered anywhere in this region. There is a variety of Community Correction Home Detention programs throughout the State.

**Judge Heath:** I should hasten to add this fits in, we also think, with the JDAI Initiative that we have sent a letter of interest to. In the sense that we are trying to cut our numbers down that is the aim of JDAI to do that safely. I should also add that when we put in programs like this, I have noticed when I have my detention review hearings that the number of times when you can monitor a child properly, show him that discipline is consistent, it's there and pervasive, that he or she is going to be held responsible for violations and misbehavior, a lot of these kids have not encountered that. This is more

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programming. Our Probation Officers are stretched rather thinly. This brings them to the facility where we can deal with them. It is not really part of a discipline process that is not what we are after. We are after rehabilitation. The more times, if you talk to Judge Pratt, that a kid encounters a mentor or an older individual that appears and acts responsibly, that treats them patiently with respect and kindness but also demands certain behaviors, that is an attachment that the child makes and will give that child a strength that they did not have early on. Some of these kids have none of that in their life and this is our chance to make that happen.

**Kevin Howell:** Along the same lines, you mention that there is parental influence. Are the parents involved in any way?

**Judge Heath:** We hope so. We have programs that try to strengthen the parental relationship with the child and to teach better parenting skills. That is ongoing all the time. Certainly we want to encourage parents to be a part of anything that is going on with their child and would be welcome at the center and to be a part of this. If they come along, we would love that.

**Jamie Mann:** I should mention that we have consulted with Tippecanoe County, Johnson County and Whitley County as they do have juvenile corrections programs.

**Judge Heath:** We spent a day in Tippecanoe County and they have some innovative programs. What is neat about them is they are smaller so it is kind of a microcosm of what might happen to us. We can take some of their data and evidence that they have established and map it onto our system. We have to make some adjustments for our County but we can take these smaller programs and apply them in our circumstances. We already know what has worked and what hasn't, at least in some Counties. Tippecanoe County has a sizeable city in Lafayette. It is not as big as ours but again, we know that some things there have worked and so we are taking things that would work in our County.

**Kevin Howell:** I want to advise the Council as well as the folks watching at home that this is a pay me now or pay me later type of program. I am a school teacher and I teach every week. If we are able to get these kids at this point, it would absolutely pay over the long haul than having some kids become adults sitting at the Indiana State Penitentiary for 40 or 50 years. That is why I am asking these kinds of questions.

**Judge Heath:** We are not always going to be successful. We may reach only a percentage of these kids but every time that you do, it is a good investment. It is extremely expensive to house people in DOC for decades on end. If we can catch them now that is a good point.

**Darren Vogt:** The salary ordinances that are before us, two through five, are subject to this grant request. Since we have had the discussion and the presentation on the grant that we talk about those and then we will move to six. Are there any questions on these positions as far as...?

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**Tom Harris:** If I could ask maybe just one more question. Judge we have talked a little bit about this but philosophically it is the right thing to do on the merit of the grant. The idea that the State wants those costs to stay local and so they provide you a grant to get started on that, the grant lasts how long?

**Jamie Mann:** It is about eighteen months.

**Tom Harris:** So at the end of eighteen months, what happens? The State says you have got and go with it and they are no longer paying for that fee, do we pick that up? What happens?

**Judge Heath:** No, we know you don't.

**Darren Vogt:** This is similar to Sheila Hudson's operation with the same fiscal cycle.

**Judge Heath:** There is certainly a history there of the relationship between DOC and so forth. They do want us to raise some revenues and so we are working on that as well. Admittedly, with our clientele, we will not be able to raise the kind of revenue that replaces this. They want that in place like you folks do as well. We are working on that end of it as well. We think we can establish a long-term relationship with them. This can get a little unpredictable and maybe one year they won't give us this amount of money. It's quite possible, who knows? We can adapt this and we can work with this. We can scale certain portions of it back. Let's say they give us the whole amount this year but scale it back in a year and a half from now. We will make adjustments and do the best we can with the money we have. We are not here to suggest that we will come back to you asking you to replace hundreds of thousands of dollars of grant money. We know that is not going to happen. We are with you on that and we agree with it. The idea here is to get grant funding and not seek other funding from you. We have other holes to plug. We understand that this is just grant money.

**Darren Vogt:** Council, are there any further questions?

**Tom Harris:** I will start with a motion for permission to apply for the DOC Community Corrections grant.

**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(B Brown absent).

**Larry Brown:** Do we need to read the PAT numbers on the salary ordinances?

**Darren Vogt:** We will need to read what is written on numbers two through five.

**Larry Brown:** Can we bunch them together?

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**Darren Vogt:** Yes. We can roll with one motion on all of them if someone is willing to read that.

**Tom Harris:** All right, I will move for consideration of a salary ordinance for a new employee, Grant Coordinator, PAT 3/2, \$39,386 for the 2014 budget. Also for a Home Detention Officer, POLE 4/2, \$41,731 for the 2014 budget. Consideration of a salary ordinance for a Security Officer/Bailiff, POLE 2/2, \$31,693 for the 2014 budget and for an Electronic Monitoring Dispatcher, CM5/2, \$37,205 for the 2014 budget.

**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 6-0-1(B Brown absent). Let's move to number six on the agenda.

**Judge Heath:** The idea there is that it is a part of the reorganization. We are not done with that by any means. We will be working more and more through the months. I have only been there four months but we are going to keep working. We faced a budget shortfall on something on the order of over \$200,000. What I am trying to do here is use our talent and make some reorganizational changes that would use dollars more prudently. I am thankful to have conversations with many of you privately. Jamie Mann represents a rare opportunity to utilize her skills as a decades long Probation Officer. She has been a good and innovative employee. She has good management skills and has been our Chief Probation Officer. I recognize a couple of things in that. The second thing here is that when I came onboard, we have a number of functions at that facility. We have Court going on and school going on. We have a 24/7 detention facility. We also have a Probation Department. All of our employees are important, our Magistrates and everything do a yeoman's work. A Probation Department, as it relates to kids, there is probably no higher function for a detention facility than what Probation Officers can do for you. I am trying to reinvigorate that through the JDAI process, through the grant proposal process and through utilizing employees with the Probation staff that show high administrative skills. We will be looking to create a Budget Analyst position and an HR position and this position which will save you about \$50,000 plus in doing it. We will also bring to the table someone who has a CPA or public finance that will be able to do better and quicker and more agile budget forecasting so we can make changes and hiring decisions on a more informed basis than we have been able to. We will also use skills that one of our employees has in the HR area. Chandra will do a great job. We are making some adjustments to use people where they have skills and bring someone onboard that might be able to add skills and at the same time, saving about \$51,000. We have given Jamie more duties here and it is certainly more hours and more work but I think it is a higher use of her skills.

**Darren Vogt:** So, long-term, you changed the Superintendent and they didn't have the Probation skills, then that salary should change back?

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**Judge Heath:** I think that is fair. If some future Judge separates it out again, you would want to re-examine the situation. I would agree with that.

**Darren Vogt:** Is there any further discussion, Council?

**Tom Harris:** One piece might be that while we are affecting the 2014 budget, we did not include the increase that would happen naturally with all increases. If everybody's increase goes up two percent...

**Roy Buskirk:** Is the two percent included in this?

**Tom Harris:** It is not. The amount would be \$79,560. Based on that, I will make a motion for approval of a salary ordinance reclassifying Superintendent, EXEC, \$75,558 to Superintendent/Chief Probation Officer, EXEC at \$79,560 for the 2014 budget.

**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(B Brown absent).

**Judge Heath:** Thank you all very much. If I may make one quick comment on your camera question about the cases, anecdotally I will tell you that I had a case when I was a Civil Court Judge and I will tell you the value of your camera. The case was that a prisoner was being taken to get hospital care. Here was the Sheriff's Officer taking this prisoner to the hospital for his own good. If you look at the film in regular motion, it looks like he is being pushed through a doorway and falls to the floor. You slowed the camera down and what really was happening is that when he was walking through the door and he reached back to grab the doorjamb to prevent him from being taken through the door. The Officer applied just a little bit of pressure and he fell but he fell because he was resisting. The camera slowed down caught that but without slowing the camera down, you wouldn't have caught that. The jury saw that and it was a zero defense verdict. The cameras can do some good there. I just thought I would mention that.

**Roy Buskirk:** Thank you.

**Darren Vogt:** Thank you, Judge. Circuit Court has an appropriation request in the Jury Fee Fund 779.

**Eric Zimmerman:** Good morning, Council. Eric Zimmerman, Director of Court Services for Circuit Court. I am here today to create a disbursement line for the Jury Fee Fund. Just a little background, very quickly, I know you have a full agenda. This is a Jury Fee that is collected for any offender or convicted person and is part of the court costs. It is a two dollar fee that the Auditor collects. We have been collecting it for a couple of years and we found out that we didn't have a disbursement line item to pay the jury in Circuit Court on the civil side. I am here to create that and if you have any questions, I will be happy to answer them.

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**Darren Vogt:** Any question, Council?

**Tom Harris:** I will make a motion for the appropriation in the Jury Fee Fund 779 for the amount of \$3,024.

**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 6-0-1(B Brown absent). Superior Court has some salary ordinances.

**Nick Jordan:** Just a quick note, on your agenda for numbers two and three, the amounts are incorrect. They were updated prior to this meeting and we didn't get the agenda changed. Number two is going to go from \$39,910 which is at 37.5 hours to \$47,906 which is forty hours. Number three is staying at the \$59,216 but changing the PAT 6/5 to PAT 6/6 at \$65,254. That is due to a step that happened in August.

**Tracy Mitchener:** For number two, they are requesting that to go from 37.5 hours to forty hours. That would have to be approved as well.

**Nick Jordan:** The signature forms are revised to reflect the changes.

**Judge Gull:** Good morning, Judge Fran Gull, Allen Superior Court. I have Kim Churchward, Executive Director of Criminal Division Services with me as well.

**Tracy Mitchener:** Tracy Mitchener, Assistant Human Resources Director.

**Mary Rian:** Mary Rian, Compensation Specialist.

**Tracy Mitchener:** Today, they are requesting a new position for a Chief Security Officer/Field Coordinator, POLE 3/2 at \$35,192 for the 2014 budget. They have some part-time security staff and they are looking to have someone oversee those positions. Also, the Operations Manager from PAT 3/4 to PAT 4/4. The responsibilities of this position have increased. Also they are taking the Assistant Director taking from EXEC to PAT 6/6. We are trying to move in that direction and get some of the executive positions off PAT and it is more in line with some of the other positions that we have within the County.

**Judge Gull:** We presented to the Personnel Committee two weeks ago and received favorable recommendation to appear before Council. As it relates to the Chief Security Officer/Field Coordinator position, in the past we have done this several times. We have taken duties from individuals and consolidated them into one employee to better utilize the people that we have and to do it better. In this instance, we are primarily attempting to direct duties from our Drug Court Case Managers who are doing the field work and our program is at an all-time high since this has gone up considerably. I am delighted to be

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able to report that to you. We want to take some of those field duties off of the Case Managers and put them into the security department. We have needed a full-time individual spot for some time. As Tracy said, we have part-time people in there and it is obvious that we need a full-time individual in that position. As it relates to the second position, it was originally an Office Manager when it was created back in 2007.

**Kim Churchward:** I believe it was created in 2002 and was reviewed in 2007.

**Judge Gull:** We have directed much more organizational responsibility to this person. When the Director and Assistant Director are absent, she takes over. She steps into a supervisory and leadership position. She has been pressed into duty in the hiring process and the systems access and the daily collection and deposit of the user fee funds within the building. She has really grown in this position and it is not an Office Manager position anymore. That position was last reviewed in 2007. The Assistant Director, this position was not reviewed in 2009 when all of the EXEC positions were reviewed. I don't know what happened in that process. Candidly, it kind of fell off my radar and was brought back to my attention last year that we needed to reexamine this position. We have done so with the help of HR. HR has been very good at getting us motivated and moving us forward in trying to look at positions and redo job descriptions. I didn't even know that this had a job description back in the day. I know we talked about this at the Personnel Committee. It is more appropriately on the PAT grid from the EXEC grid. I am here to answer any additional questions. Kim has much more of the institutional knowledge about the day-to-day.

**Darren Vogt:** Council, are there any questions?

**Judge Gull:** I would like to point out that this is not County General Fund money. This is user fee money out of our ACP User account that would fund all of these positions.

**Tom Harris:** I think this was a 2-1 vote at the Personnel Committee?

**Judge Gull:** No, it was 2-0.

**Roy Buskirk:** No, it was 2-0. One person was absent.

**Larry Brown:** I was absent.

**Tom Harris:** I will make a motion for the consideration of a salary ordinance for a new employee within Superior Court, Chief Security Officer/Field Coordinator, POLE 3/2, \$35,192 for the 2014 budget. Also, move for consideration of a salary ordinance amending the pay for the Operations Manager from PAT 3/4, \$39,910 to PAT 4/4, \$47,906 and consideration of a salary ordinance amending the pay for the Assistant Director from EXEC, \$59,216 to PAT 6/6 and \$65,254.

**Darren Vogt:** And for the record, the Operations Manager at 4/4 is for 40 hours a week.

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**Tom Harris:** And that is for the 2014 budget.

**Tera Klutz:** No, wait, it is not.

**Tom Harris:** It is not?

**Tera Klutz:** No, it will be effective today.

**Tom Harris:** Okay.

**Tera Klutz:** Only the first one is for 2014.

**Tom Harris:** So that I don't have to read that all over, it is not for 2014.

**Darren Vogt:** Two and three are not for 2014?

**Tera Klutz:** They are going forward.

**Darren Vogt:** The only one effective for 2014 is item number one.

**Judge Gull:** Correct.

**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(B Brown absent). The Coliseum has been patiently waiting and is up next.

**Randy Brown:** Randy Brown, Executive Vice President and General Manager of the Memorial Coliseum. To my left is C J Steigmeyer, Vice President of Finance and Chief Financial Officer. Behind me is Michelle Remenschneider, Ticket Office Manager. I have brought the team to answer all and every question you may have today. As Tracy started to say, we had a retirement from a long-time staff member, Garnet Miller, who was our Vice President of Sales and COO. Her retirement has given us the opportunity to examine our organizational structure and make some changes. We are recognized as one of the more recognized successful public venues in the country but we want to make sure that we are positioned to maintain that success. Looking at our staff and looking at the needs of our guests moving forward, that is the reason for this. I specifically want to thank Mary and Tracy for their hard work. The scope of this reorganization has gone far beyond where I expected when we started it. They encouraged us to look at far more positions than what we had started with and ultimately eight positions are touched by this reorganization. Six of them have been brought to you today. Just to remind you back in 2008 when we were closing down Memorial Stadium, we eliminated or have not filled a total of thirteen positions. With our actions today, we are requesting the addition of two new positions. Having said I will turn it over to Tracy.

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**Tracy Mitchener:** The Vice President of Finance, they are requesting it to go to the Vice President of Sales because that position is going to be combined with the Vice President of Finance and the Chief Operating Officer.

**Randy Brown:** Which is CJ and he would become the second in command. That is one of the positions that was not brought before you.

**Tracy Mitchener:** Because the pay would be the same and so therefore that wouldn't change. They are asking for a new position of Vice President of Event Services.

**Randy Brown:** The Vice President of Event Services is a new position and it's really a position that is all elements that touch the guests from Guest Services, Guest Medical, Security and Parking Lot. We practice Disney's Best Practices in terms of how we provide our level of Guest Service. There would be one individual that would specifically be responsible for those elements. We have been very proactive with our strategic plan and also with our emergency response plan. The next position is the Ticket Office Manager which is a Special Occupation with a change from the current salary of \$63,640 to \$57,500. This is due to actually removing responsibilities. The Ticket Office Manager currently functions as a Senior Staff member as one of our Managers-on-Duty. When she is functioning as the Manager-on-Duty, for all practical purposes, she is in command of the operation and responsible for anything that may occur in responding to guests needs. The Ticket Office Assistant Manager is a change from an OSS 5/7 at a current salary of \$45,099 to Special Occupation at a salary of \$45,000 which is a minor decrease as well. This has to do with some changes in technology. It used to be with Ticket Master, our ticketing service is Ticket Master and it in past times they would do the set-up and everything. Typical of most companies, they have pushed those responsibilities down the line and ultimately to us. The Assistant Manager has far more responsibilities now in terms of event set-ups. Next is a new position, the Systems and Technology Manager, and the recommendation is at Special Occupation at a salary of \$68,000. As we have added so much new technology and I am talking about everything from IP-based amplifiers for the sound system to POS. In the old days we had cash registers and now we have computer terminals that are connected and interacting with our digital menu boards and part of our overall network to creating LAN networks. It really gets into just about everything. Our biggest challenge is it is great to have technology but what do you do when it fails? It is not a matter where we can just say we got into the event a little bit early tonight but we have lost a major system. We want to make sure that we have the skill sets in place so that as we add technology, as we are evaluating technology and as we are adjusting to challenges, we really have our own TV station. The amount of technology that will be in the hands of this individual is significant. It is a major investment on our part and I am sure it will be an even bigger investment as we move forward. The last position is consideration of a salary ordinance for our Administrative Secretary going from an OSS 2/7 at \$34,151 to OSS 4/7 at \$41,099. This has to do with over the last five or six years, as we have reduced positions this individual has assumed more responsibilities. This is a position that wasn't on our radar but as the HR Department came in and evaluated the work flow and who was doing what and were they adequately positioned on the grid, it was determined that this was our most deficient

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position. I will say one last thing and that is you have heard me say before that the Coliseum is self-supporting. We are our own fund. I like to say that we don't spend it until we earn it. You have heard me say it again today and I would be happy to answer any questions.

**Darren Vogt:** Council, are there any questions?

**Tom Harris:** I could probably mention a comment that I had the opportunity, as liaison, to sit in with the Board and some of the presentation of this at the Coliseum. One of the things that I asked, at that time, is that ultimately the Coliseum and the operations and the entire team out there you are on a global market. You are bringing in individuals from all over the world. As that organization grows, jobs are becoming more specialized. You can't have generalists because it is vital that these folks know what they are doing when they are talking to the top people in this industry. These jobs become more specialized and some of that is going on in these changes.

**Randy Brown:** Well said and part of that has to do with the nature of our industry anymore. I mean, you look in the ticket office and the skill set that you need for the Ticket Office Manager and the Assistant, to Systems and Technology, there is such a small margin for error. If the ticket office makes a mistake, we could be liable for hundreds of thousands of dollars if we set up an event wrong. We are blessed and have a very talented staff. We put money into our staff sending them to seminars. I mentioned Safety and Security earlier and frankly, if we do our jobs right to our guests, it seems seamless and relatively simple. That is if we are doing our jobs right. If we are not, that is when we have failures and could be embarrassed, not just locally but to an extent where an artist may decide to not attend. There are a lot of choices and we need to be on the positive and have good experience. Our culinary team, when we have an artist coming in, does everything they can to research and find out what can set Fort Wayne apart. How do we get that artist to agree to come to Fort Wayne this year but also how to get them back the next time? Thank you.

**Darren Vogt:** One quick question that I have is Tracy, are we following our current red-circle process with these? I know that three of these are red-circled.

**Tracy Mitchener:** Yes. We are going to be posting these positions and there might be some internal candidates going into different positions and there might be the ripple effect. Some of these might not end up being red-circled.

**Darren Vogt:** Okay, are there any further questions?

**Tom Harris:** With that, I am impressed with the entire operation and everything that is going on out there. We need to break these up into two different motions. I will make a motion for consideration of a salary ordinance amending the pay an employee within the budget of the Memorial Coliseum, 240-7901-451, the Vice President of Finance to go to the Vice President of Sales, from \$83,907 to \$78,208. Also, for the Ticket Office Manager, Special Occupation and the salary is from \$63,640 to \$57,500. Included with

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that is the Assistant Ticket Office Manager from OSS 5/7 to Special Occupation, \$45,099 to \$45,000. The Administrative Secretary, OSS 2/7 to OSS 4/7, \$34,151 to \$41,099.

**Tera Klutz:** We split them up between amended and new.

**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 6-0-1(B Brown absent).

**Tom Harris:** I would also like to make a motion for the consideration of a salary ordinance establishing the pay for a new employee within the budget of the Memorial Coliseum 240-7901-451, Systems and Technology Manager, Special Occupation \$68,000 as well as the position of Vice President of Event Services, EXEC classification at \$78,208.

**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(B Brown absent).

**Randy Brown:** Thank you, folks. Just to say one more thing, we are going to be having a grand opening of the food courts and the first phase of our renovated restrooms coming in early October. I will make sure that you all get invitations to that. It looks like it is going to be Friday, October 11<sup>th</sup> at 2:00. We hope you are able to join us. I think you will be pleasantly surprised by the new look. Tom had a chance to come out and see it the other day. It is a dramatic change for us.

**Darren Vogt:** Next is the Highway Department. They also have a salary ordinance and this is one we wanted to talk about.

**Kim Yagodinski:** Good morning, Council. Kim Yagodinski, Controller for the Highway Department.

**Ed Neal:** Ed Neal, Fleet Manager for the Highway Department.

**Tracy Mitchener:** They are asking, as it has been mentioned earlier today, they are having issues with keeping mechanics on staff. This is kind of a band-aid and we will be coming back to try to get some people on staff. Right now we are in the process of reviewing the whole department so that we can kind of really dig in to see what will keep the people here in the mechanic position. They spend all this money training them and then they leave. We are looking to see if they can be paid more with certifications or if the pay range needs to be higher. We need to act now and we can't spend the time to delve into it too much. Right now we are asking for the Mechanics to go from LTC 4/2 to LTC 5/2. Currently all of them have been hired and are in Step Two which means that

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none of them have been here longer than three years. Obviously this proves that we have some issues.

**Darren Vogt:** Councilman Brown and then Harris.

**Larry Brown:** Philosophically, I am extremely disappointed. What I mean by that is that one of the tasks in the HR Department is to keep salaries within positions within the County current and comparable to the private sector. To me, this is written all over that we haven't done that. I am hoping that the additional time that will be available after we have approved a couple of hours ago to spend a quarter of a million dollars on the HR Department that time will be available for proactive research to keep positions competitive with the private sector. Now I will get off my box.

**Tom Harris:** A couple of thoughts to that, from a compensation strategy are we trying to compete to match market or are we trying to exceed market? That is one thought. Secondly, do we know for sure that it is a comp issue or are there other issues? I guess that is part of this analysis. In departments, we typically jump to compensation and salary as to why people leave. That is not always the reason. A lot of times, as we know, people will say it is money but it could be other things. I guess I just challenge the HR Department to have you assess that and you mentioned you needed to do this quickly. Did you do a thorough analysis that there may be other issues?

**Tracy Mitchener:** That is why we are saying that we may or may not come back because we are going to really look into it. We need to do something first and maybe the pay will increase more or maybe it won't and we are going to look at all of those other factors.

**Darren Vogt:** Ed, can you talk a little bit about where your folks are going and what happens?

**Ed Neal:** We have a lot of outside training plus a lot of on-the-job training. Technology is so far advanced that old school mechanics just can't do. There is no more just going in and changing spark plugs. It is all computer-based now. It is not just for cars and trucks. We do everything from weed eaters to motor graders and it is all in-house. We don't send anything out. It is a lot of intense training and the new Tier 4 is coming into effect for the exhaust and we have to get training on that. When trained on Tier 3, we sent mechanics for the training. We did Advanced Troubleshooting and sent all of the mechanics for that and have already lost two of them.

**Darren Vogt:** And you lost them to people who did the training, right?

**Ed Neal:** One went to McCallister which now has to get into the Tier 4. They are already in Tier 3. Tier 4 is going to be a lot more complicated. I don't know if you know what Tier 3 and Tier 4 are but it is emissions law. It is going to make it easier if we can pay them more and let them move up faster. Right now, on grid 4, I think it is going to take 20 years to get to twenty dollars an hour.

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**Kim Yagodinski:** The grid system seems to have kind of blocked us, a little bit. We can't recognize those years of service that they bring to the job. We are asking for qualified mechanics to come and work for us. For a lot of them, it means a pay cut to come and work for us. We would welcome Council allowing us to look at either a bonus for people who get additional certification or something that changes in the grid system.

**Darren Vogt:** Councilman Harris.

**Tom Harris:** We may have to get a better understanding in terms of strategies. As the economy starts to take off, we are going to be chasing that. We have talked about it in the past and had several years where the economy hasn't taken off and so we haven't had to deal with it that much. If the economy takes off, strategically have we lagged market, have we matched market or are we leading market? I think we are probably lagging. Getting back to your comment earlier, do we change that strategy? At this point, we are lagging market and I think your comment would be that we should match market. Philosophically, I think that is a little different from where we have been.

**Tracy Mitchener:** Yes and what do you do with the departments that don't pay for those increases and then those positions are always lagging behind. I think we all have to sit down and look at the strategy that we want and how we are going to go about that and if you are willing to fund those changes. Maybe look at the departments that don't have grant money or user fee money coming in to handle some of this.

**Tom Harris:** And also looking at the learning curve of some of those jobs. If the learning curve is relatively short, you might lag and let the people move on. If the learning curve is longer and strategically we need to train and get people up to speed faster, we may want to at least match or exceed the market.

**Tracy Mitchener:** Yes. I would like to have further discussion with you along with some commitment for funding and some of those changes as well.

**Tom Harris:** That is not in the form of a motion.

**Darren Vogt:** Councilman Howell.

**Kevin Howell:** I am not usually surprised with anything on County Council but here again, I am a teacher of high school kids who are going into those areas and coming out of high school they are making almost twenty bucks an hour. What are we paying right now?

**Ed Neal:** Sixteen something.

**Darren Vogt:** Thirty-four grand a year.

**Kim Yagodinski:** Starting out is \$16.03 an hour.

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**Kevin Howell:** When would they get to the twenty dollars?

**Kim Yagodinski:** Not until twenty years. For an LTC 5, which is what we are proposing, that starts at \$17.28. After twenty years, they would be at \$22.50.

**Kevin Howell:** You have your answer right there. What are other communities or Counties doing? Do they have different rates that are flexible? Is it flexible based on certain skill sets so that you are automatically placed at this level as opposed to starting at the bottom?

**Ed Neal:** That is the problem with the mechanic that there is no bottom. You can't come in and start working on diesels or anything with no knowledge at all.

**Kevin Howell:** Right, right, I get that.

**Ed Neal:** I haven't checked with other Counties about pay. I have checked with the outside sector and Kim has some of that. It is totally different from what the County is and the City of Fort Wayne.

**Tera Klutz:** We are lower.

**Tracy Mitchener:** A lot of the outside ones are based upon the job.

**Mary Rian:** They are paid a flat rate and off of a manual.

**Darren Vogt:** Yes, if it is eight hours to do the work and they get it done in six, they get paid for eight.

**Roy Buskirk:** Are you familiar with the flat rate book at all?

**Kevin Howell:** No, I am not familiar with it.

**Tracy Mitchener:** That would be a whole different thing and that is why we need to look into it further because we are not comparing apples to apples. I am not sure how we would fit that into our system.

**Darren Vogt:** The flat rate book doesn't make sense because we are not a profit organization. We are trying to do something now to stop the turnover and keep qualified folks there and then put something in place that says here is what we are going to do long-term. It may be tiers of mechanics or levels or hiring within a range of experience and here is the dollar amount that you can spend within your department. It is a good thing that we are looking at it and we have been talking about it. We now just have to get the action in place.

**Kevin Howell:** I am surprised, very surprised.

**Ed Neal:** I started a lot lower than these guys did eleven years ago.

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**Darren Vogt:** Council, are there any further questions on this?

**Bob Armstrong:** I would like to make a motion for consideration of a salary ordinance amending the pay for Mechanic I, LTC 4/2, \$34,682 to Mechanic I, LTC 5/2, \$37,383.

**Kevin Howell:** 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(B Brown absent). With that, we are on to the Joint Oversight Permitting Board.

**Nick Jordan:** Council, the next item on your agenda is the recurring appropriation of the reimbursement from the City for the Joint Oversight Permitting Board. We pay the expense in full and then they reimburse us fifty percent.

**Tera Klutz:** In order to make this appropriation available today, we increased the amount of Miscellaneous Revenue into the General Fund by the amount that we received from the City of Fort Wayne. Even though we are out of General Fund money, if we receive additional revenue, we can make additional appropriations.

**Roy Buskirk:** I will make a motion to appropriate from the General Fund into 31-13, Contractual in the amount of \$39,636.

**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(B Brown absent). Is there any discussion or other business to come before Council? Are there any recent or upcoming events? We are going to skip liaison reports. 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 September 19, 2013.

**Larry Brown:** Second.

**Darren Vogt:** All in favor signify by saying aye, opposed, same sign. The motion passes 6-0-1(B Brown absent). Our next regular Council meeting will be 8:30 Thursday, October 17, 2013 in this room. We are going to recess and be back in fifteen minutes.

**Darren Vogt:** Welcome to the meeting for the 2014 Allen County budget. We are now going to move to the binding review of three entities, Solid Waste, Southwest Allen County Fire District and the Airport Authority. First is Solid Waste.

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**Tera Klutz:** I want to take this opportunity to say that you are the sole body that will be approving this budget. Unlike the non-binding, this is a binding review.

**Tony Burrus:** Tony Burrus, Allen County Solid Waste District Director.

**Carol Strauss:** Carol Strauss, Financial Officer, good morning.

**Tony Burrus:** I would like to present to you what we presented to the Solid Waste Board of the proposed budget of 5.4% greater than last year in the amount of \$1,494,926. I think we have forwarded to you the 2012 Annual Report showing the activities of the District. The program activities, along with our income, I will pass around to you. Each one of our programs has been identified as to what is statutory requirement. We are charged by Indiana statute to perform and cutting programs right now is a little bit difficult for us. We are still 99% off tipping fees and we do have some user fees. In addition to that, there is some interest off investments.

**Darren Vogt:** Just give us a general overview of what you do and what is required and where the tipping fees come from.

**Tony Burrus:** The tipping fees are the fees that are established by the Solid Waste Board at \$2.50 for all waste coming in from outside of Allen County and \$1.35 a ton for all waste that is generated in Allen County. That is imposed upon the landfills. That generates approximately \$1.1 to \$1.2 million a year. That allows us to do the drop-off trailers, the educational programs, Tire Amnesty Day, Household Hazardous Collection Day, our business and technical assistance, Christmas tree recycling, the Waste Watcher resource guide, electronics collection and other mercury collection programs. In that program, we are receiving about 3,000 fluorescent bulbs a month collected through the Sears collection site as well as some of the others like Do It Best. We have battery recycling. Tire Amnesty Day was a success with over 1,400 vehicles. Those are the types of activities that we are providing.

**Darren Vogt:** Can you give us a brief overview of your budget increase of 5.4%. It is a little challenging on the forms to see where that is coming from. Can you give us just a brief synopsis of the difference within that?

**Tony Burrus:** Two percent is coming from salaries. The other would be from within the programming. As I said, there are some activities that the State has required us to do with education this year and going forward. Some of those programs are in that activity.

**Darren Vogt:** Councilman Buskirk.

**Roy Buskirk:** In the information that you just passed out, on the revenue for the District, it shows 2013 as being considerably less than what it was in 2012.

**Tony Burrus:** That is currently an eight-month report.

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**Roy Buskirk:** Oh, 2013 is only for eight months, so far, and 2012 was the entire year.

**Carol Strauss:** We are actually 12% ahead of our projected income now.

**Roy Buskirk:** The other question I have is, are you involved at all with the Clean Water Act?

**Tony Burrus:** Not from the Solid Waste District. Our charge is to reduce the volume of waste that goes to the landfill through reduction, recycling or reuse. Technically we are sort of working ourselves out of income based on tapping the fees on the amount of waste disposed of. Understand also that 60% of income comes from business and industry. That is the largest portion of the waste stream. The commercial sector is about 21%, that is non-manufacturing and other activities, and 19% is residential.

**Roy Buskirk:** Thank you.

**Darren Vogt:** Some of these recycling programs, you collect the tires, what do you do with them?

**Tony Burrus:** The tires are taken to a processor where they are made into tire mulch, auto parts such as hangers for mufflers and a few are made into retreads.

**Darren Vogt:** So we sell them and put the money back in?

**Tony Burrus:** No, right now there are very few purchasing from us. They want us to pay them. There is nobody that will pay us.

**Darren Vogt:** So we are collecting them and paying them to get rid of them and they are making a profit.

**Tony Burrus:** Unfortunately, yes.

**Darren Vogt:** Interesting, okay. Somehow that doesn't seem right to me.

**Tony Burrus:** Well, understand that the processing of materials is sort of like the recyclables that are collected. You collect the materials and there is a cost to processing that material and the new user who uses it to make a new product. For example, it is at least \$80 a ton just to process the materials collected at the recycling center. They have to do something, shred it, bale it or clean it to send it on to an end user. Based upon that, the profit comes in with the end user being able to make new products.

**Darren Vogt:** Would we be better off trying to find a contact with the end user and go directly to them? I am thinking this through, if we have a cost associated with it, we can take out that cost.

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**Tony Burrus:** No, it wouldn't save us dollars because to operate a MRF, we would probably have to construct one at a minimum of \$3 million and operate it at \$1.2 million a year. It would not be profitable for us to do that.

**Roy Buskirk:** With my involvement with the recycling a few years ago, on the MRF's, they haven't gotten them to a point where they are efficient. They need to improve the efficiency of the MRF's.

**Darren Vogt:** Explain MRF.

**Tony Burrus:** MRF is Material Recovery Facility. Most of New Republic's recycling goes to that. It takes an entire semi load of milk jugs, for example, to be baled for anyone to accept them. Just because you collect them all, you have to do something with them. Glass has to be processed in the various colors and possibly broken and shipped that way.

**Roy Buskirk:** The MRF is a term that some of it is done by hand and some of it by machine. You dump a garbage truck and it is amazing what that machine can sort out. Part of the problem that you run into is when we would ship a semi load of Styrofoam to Chicago, we could only get 9,000 pounds on the truck. Now they are palletizing them and getting more weight.

**Tony Burrus:** The materials are commodities and they change almost daily or weekly. For example, in some Cities when corrugated cardboard is \$200 a ton, people are stealing it. If it is other times when it is down to \$20 a ton, nobody wants it and you still have to get it processed.

**Darren Vogt:** Are there any further questions?

**Tom Harris:** Tony, I wanted to ask that you mentioned that two percent of the increase is approximately \$80,000. I think that is right, over last year. How much of the \$79,000 represents salaries versus additional programming.

**Carol Strauss:** 2.6% represents increase in salaries or \$13,928.

**Tom Harris:** So you are still looking at probably \$60,000 additional and was it just programming?

**Tony Burrus:** Programming. One other challenge was Workman's Comp and a couple of other things like that. We also had to budget more for PERF but that is part of that 2.6%.

**Carol Strauss:** Compost equipment repair.

**Tom Harris:** And how much is that? What I was trying to get to is how much additional for programming?

**Tony Burrus:** The compost equipment is part of the programming.

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**Tom Harris:** So it is probably fair to say \$50,000 of the budget increase of \$80,000 is going to be new programming.

**Tony Burrus:** Expansion or continuation of the programs.

**Tom Harris:** Not reprogramming but additional programming.

**Tony Burrus:** Right. The programming, itself, may be an increase in costs to us for those programs. For example, the mercury program a couple of years ago, we received State dollars on an 80/20 and there are no more of those dollars. It is now at 100% of our cost and as the programs continue to increase, we have to budget for that.

**Tom Harris:** Is there a benchmark or best practices that you look to for Solid Waste Districts around the country?

**Tony Burrus:** We do that and we are also one of them that are leading the State.

**Tom Harris:** That is what I was wondering. If you are looking at \$50,000 more in programming, that number could have been \$200,000. What is the magical number that makes sense for our County or community?

**Tony Burrus:** What we looked at is based upon the participation in certain programs. The electronics program has grown by 60% in the last couple of years. The bulb program continues to grow and the mercury side is growing. Compost equipment, whereby both fuel and equipment repair...

**Tom Harris:** But you are looking to the State and National for best practice?

**Tony Burrus:** Yes. In the 77 Districts in the State of Indiana, some of them are multiple County Districts none of us have the same format. We are charged with doing them but how we implement those programs are all different. For example, the educational programs, we do look at others. As an example, the four Counties north of us were willing to own and operate facilities whereby the local Board says we do not need to own and operate those facilities especially if the private sector is here and is willing to offer those opportunities.

**Darren Vogt:** Council, are there any further questions?

**Roy Buskirk:** When you were naming the operation or program costs, you didn't mention fuel. I think that grinder uses a little bit of fuel.

**Tony Burrus:** About 35 gallons an hour. It does 50 tons of waste an hour also. Every time there is an ice storm, we are the ones who get called to come in and reduce that and make it into mulch.

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**Darren Vogt:** Thank you. We just approve this at the end of the day this with our regular budget?

**Tera Klutz:** Yes, you are just reviewing it now and we will adopt it next month.

**Darren Vogt:** Okay, great. Thank you very much and now Southwest Allen County Fire District.

**Ellis McFadden:** Ellis McFadden, Financial Officer for the Southwest Allen County Fire District.

**Larry Owen:** Larry Owen, Trustee.

**Don Patnoudé:** Don Patnoudé, Fire Chief.

**Ellis McFadden:** The budget that you have before you is \$5,000 more on the levy than last year. The budget was prepared for a two percent increase on salaries with one additional employee. That is about the nuts and bolts of it.

**Darren Vogt:** Gentlemen, is there anything you want to add?

**Don Patnoudé:** I think the only thing is that we will also be putting a new station into service probably in November. It is the one located directly behind General Motors. We have been working on that for several years and should be up and running by the end of October or the beginning of November.

**Darren Vogt:** That is the one that you sent us pictures of?

**Don Patnoudé:** Correct.

**Larry Owen:** I would like to add to what Ellis said about filling one position. That is a void that we have had for some time.

**Darren Vogt:** It has been there but you just hadn't filled it.

**Larry Owen:** Correct.

**Ellis McFadden:** Really, this station enhances the ISO rating for a lot of homeowners on their homeowners insurance. The only thing that we got shot in the foot was that a group in Indianapolis put on tax caps and so a good many of those upscale homes are getting a little freer ride than some of us.

**Darren Vogt:** What do you do to update ISO? Do you contact them to get yourself reorganized? I had a lot of conversations with the Fire Chiefs about two years ago. If they don't tell us what they are doing to increase their rating, ISO has no idea and it doesn't help them.

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**Don Patnoudé:** Correct. We had ISO come in last year and rerate us. We went down a notch in both the non-hydrant and hydrant area. The day that station opens, the day we back a truck in there actually, we notify ISO and they will blanket that area and we will automatically get the coverage that we currently have. We can then request another rerating because that station will be viewed upon as additional resources for our department and consequently could lower where we are at.

**Darren Vogt:** And that can be significant to the property tax owners. First to Councilman Howell and then to Buskirk.

**Kevin Howell:** For the people at home, what is ISO?

**Don Patnoudé:** Basically it is the Insurance Services Organization and it is like a grading that they give to the fire service. It is strictly based on fire service and is not EMS or anything like that. They assign a number from one to ten. That number is what your insurance company goes by as far as what they quote you for your homeowners insurance.

**Darren Vogt:** Like in golf, you want a low score.

**Don Patnoudé:** There are a lot of things that are not in our control. A lot of people don't understand that such as the number of hydrants in our area and stuff like that. There are some things that there is no way we can meet. That is in the training area because they are looking for every individual to have at least two hours of training per shift. For a full-time, that is easy to accomplish. It is very tough to do that with a volunteer in terms of per day. There are some things that we have a lot of control over, testing the equipment, technology and stuff like that. Also, the location of the stations and they look at everything that we have. They look at our testing data, response times, everything from our generators, logging their startups on a specific day. They are very thorough on their grading.

**Ellis McFadden:** One of the things that I am proud of is the training tower we have at Station Three. I think you have received some of that information over the last two years. As an example, I was looking at some claims this morning before we came down here and three or four people are going to Indianapolis or Bloomington for advanced training and a lot of them were for \$700 to \$800. The training tower is free for those people. We got grants to initiate it and we got a grant to update it. It is not only Fire but also Police and a lot of other organizations that use that.

**Roy Buskirk:** There are three Trustees, right?

**Don Patnoudé:** Correct.

**Roy Buskirk:** And you had a vacancy. Is that filled now? You had one Trustee that moved out of the District.

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**Don Patnoudé:** The Commissioners appointed Eldon Kumfer last Friday. All three are filled now.

**Ellis McFadden:** We don't have the certificate of appointment. We are waiting on that.

**Roy Buskirk:** I had some phone calls on that vacancy and that was the reason I asked.

**Darren Vogt:** Are there any further questions, Council? Thank you, gentlemen, appreciate your information.

**Ellis McFadden:** Thank you and you will probably see us next month because we will have an additional appropriation to finish the new station out.

**Darren Vogt:** Next is the Airport Authority.

**Robin Strasser:** Robin Strasser, Director of Administration and Finance for the Airport Authority.

**Ron Portis:** Ron Portis, Controller.

**Darren Vogt:** The floor is yours, go ahead.

**Robin Strasser:** We are passing around a handout that we prepared. Our budget for 2014 reflects maintaining a high level of service for all of our customers, capital improvements and some new air service opportunities. We've used conservative projections for passengers and passenger-based revenue. We are always meeting the regulatory agency requirements. Much of what we do is simply complying with FAA mandates or regulations. We are also going to be funding ongoing capital needs which include rehabilitation of the airfield at Fort Wayne International and continuing capital improvements at Smith Field and maintaining our fleet of equipment. We wanted to point out some of the things that we are doing at the Airport. We've gotten new air service. I'm sure you have heard our new destination of the Phoenix-Mesa area. Our Punta Gordo flights have proven to be very successful. Some of our ongoing service development efforts, we are seeking a new east coast destination, trying to get year-round service to Minneapolis which has proven to be successful and we have applied for a small community air service development grant to help fund some of those efforts. We are always working to try to increase our air service.

**Tom Harris:** Help me understand what the grant would help you with.

**Robin Strasser:** It would help us with when you are trying to get new air service, sometimes it will include incentives to the airlines to get them to come to Fort Wayne. That could help us with some of that.

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**Tom Harris:** Oh, the overall package. I didn't know if it was infrastructure but it is more incentive kind of things.

**Robin Strasser:** Yeah, it is more of an incentive kind of thing. To make all of this happen, our three primary funding sources are Federal funding for capital improvements, property taxes and airport revenues. Our airport revenues, there is a chart on page 11 that shows our airport revenues at roughly 75% of our total operating revenues. On the capital side of things, we are projecting some large projects for next year with funding coming from local sources, Federal grants and State grants. Some of the local funding will be reimbursed but will come over a three to ten-year period. That requires us to be able to cash flow a lot of these significant capital projects upfront. We are looking at a fuel farm at Fort Wayne International, a new FBO facility, we are going to have to look at design and engineering for reconstruction of Runway 32 which was built in the 1940's. We have a terminal roof replacement project going on. Our rental car parking lot, we had hoped to do this year but looks like it will have to happen next year. We have a couple of jetways, an arm and de-arm ramp for the Air National Guard and some snow removal equipment as well. We have a lot in this budget for next year. On the operating budget, we've held that at the 2.6%. The debt service covers bond and cumulative building and is fairly even.

**Roy Buskirk:** On the debt service, Kitty Hawk building and such, are they fully leased out now?

**Ron Portis:** It is about two-thirds is leased for next year. We are still looking to get other people in there.

**Roy Buskirk:** Right. Anything helps. I realize that the revenue that you are receiving is no way near covering that debt service.

**Ron Portis:** We get about one-third of what we used to get.

**Roy Buskirk:** Thank you.

**Tom Harris:** I might have heard you wrong but you said the cumulative building is holding the same, is that right? And then the operating...

**Ron Portis:** The same rate, .0033.

**Tom Harris:** Okay. I'm sorry, please continue.

**Robin Strasser:** We are focused on being competitive for the airlines and keeping our costs in line with them to remain attractive and try to get more air service. We are also trying to hold our costs in line on the tax rates and the amount we receive on taxes. We are working very hard, on both ends, to hold costs to be competitive and keep our Airport as good as it is and hopefully make it even better. Airline rates and charges on page 10, we are projecting a decrease in our cost for enplanement for next year.

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**Tom Harris:** You might explain what that is, cost per enplanement.

**Ron Portis:** That is basically the charge that we charge the airlines for each passenger. That is an average cost. The biggest drop in that is because the 2004 bonds will mature this year and the airlines were paying a big portion of that and passenger facility charges.

**Tom Harris:** So, from the industry standpoint, they have become more competitive with us, is that correct?

**Robin Strasser:** Yes.

**Tom Harris:** Other airline companies will look at this favorably?

**Robin Strasser:** Yes.

**Roy Buskirk:** How does that number compete like with Indianapolis?

**Ron Portis:** Indianapolis, I am not sure what theirs is but it would be a lot lower because of the volume of passengers that go through there.

**Roy Buskirk:** Correct.

**Ron Portis:** Their fees are higher than ours. Their terminal rent is higher than ours because of the volume and the unit cost is lower.

**Roy Buskirk:** I understand that throws it off no matter if you are looking at South Bend or Toledo or Chicago which obviously, I would think, would have a lower passenger rate because of the volume. I always heard that Fort Wayne was on the higher end.

**Darren Vogt:** You would have to compare that to a similar airport. You can't compare it to Indianapolis or Chicago.

**Robin Strasser:** Right. Page 12 gives you a breakdown of the different types of operating revenues that come through the airport. We show a breakdown on the cumulative building revenues and that part comes from taxes and a little bit of interest income. The debt service revenues are simply the property taxes. On page 15, our expenditures include all of our funds. You can see the significant portion, 58%, is capital outlay. Our personal services and other services are charges for materials and supplies. Those, if you compare to last year only represent a 2.9% increase. The significant part of the increase in our budget is due to the capital improvements.

**Tom Harris:** I would like to jump in and ask a question on the capital piece. We talked this morning with some other entities about do we stay ahead of the curve or do we try to match with what others have or do we try to exceed it and be ahead of that curve? The Airport Board, do we continue to improve on capital and making it a fantastic Airport while the growth in the community doesn't drive additional business or the airlines look

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to the community and say we don't see additional revenue and so we are not going to come here. Therefore, we have more capital going into the Airport but not more business going into the Airport. How do you balance that and what is your strategy?

**Robin Strasser:** Some of the capital improvements are maintaining and keeping up with the FAA regulations. So that is part of it.

**Tom Harris:** So you have to and it is not necessarily a competitive thing.

**Robin Strasser:** They have different mandates for safety reasons. It is a huge part.

**Ron Portis:** We have a capital improvement program that goes out five years and a master plan that goes out ten years. There are certain improvements that we have stretched out to keep from needing to do a lot of things at once.

**Darren Vogt:** Council, are there any other questions? Councilman Howell.

**Kevin Howell:** On page three, we talked about this last year about increasing your market share. As of now, you do not have any east coast destinations?

**Robin Strasser:** No.

**Kevin Howell:** Why not?

**Ron Portis:** We have been trying to get that.

**Roy Buskirk:** You go east.

**Robin Strasser:** We go to Detroit and Atlanta.

**Kevin Howell:** So you don't have any direct flights.

**Ron Portis:** No, that's right.

**Kevin Howell:** You are looking for direct flights to the east coast?

**Robin Strasser:** Yes, non-stop flights to the east coast.

**Tera Klutz:** And the airlines have to offer those.

**Robin Strasser:** The airlines have to be willing to come to and fly out of Fort Wayne.

**Darren Vogt:** We have to have the traffic flow and design to show that we can have enough passengers that are willing to fly.

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**Kevin Howell:** So far the existing airlines are already here in Fort Wayne and do not see, economically speaking, a reason to go directly from Fort Wayne to Washington, DC or New York or someplace like that.

**Robin Strasser:** We are working on that and with different airlines. We have had some discussions and are putting together some packages that may make them decide to give Fort Wayne a try. That is one area that we are definitely working on.

**Kevin Howell:** I'll throw this out here because I know about it, there is Sun Airlines out of Minneapolis and they fly into Lansing, Michigan. They have a direct flight from Lansing, Michigan to Washington, DC. I work for a Congressman and most of us who travel to Washington go up to Lansing to get the direct flight to Washington.

**Robin Strasser:** Okay.

**Kevin Howell:** It is a small airline but still very busy.

**Robin Strasser:** I am not sure if our air service development people have been talking with Sun or not. That is one thing I will make a note of.

**Kevin Howell:** The Congressman and I are very interested in getting them here. I would assume that we are a bigger market than Lansing.

**Robin Strasser:** I would think.

**Darren Vogt:** Are there any further questions for the Airport? Not hearing any, thank you very much. I appreciate your time in coming out. I do have one question, has your Board approved this yet?

**Ron Portis:** Yes.

**Darren Vogt:** Has the airline approved it yet?

**Ron Portis:** Yes, both in August.

**Darren Vogt:** Council, the Board has to approve it and the airlines have to approve their spending and capital plan and all of that because it has to go into the fees that they are charged back.

**Tera Klutz:** When HR submitted their request for the HRIS system, they put their software into a 400 series because it is a very large amount. We already have a computer software line, 29-03, it was advertised in the capital series and so we had to appropriate it there today. Now I am just asking if you will transfer it.

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**Darren Vogt:** We would need a motion to transfer from 100-4101-419.43-45, HRIS Project Software to 100-4101-419.23-09 Computer Software for \$57,498. We need a motion to that effect.

**Larry Brown:** I think that was a motion.

**Darren Vogt:** No, I can't make a motion.

**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 6-0-1(B Brown absent). With that, we are in recess until 1:00.

RECESS.

**Darren Vogt:** Welcome back for the 2013 budget discussion for 2014. The rest of our afternoon will go like this; we will have a Budget Overview from the Auditor and then we will move through the Department Budget Appeals. We will have the CCP, Combined Communications, discussion on their budget and the CEDIT, CUM CAP, Local Roads and Streets and Major Bridge and so with that, Tera and the 2014 Budget Overview.

**Tera Klutz:** Thank you, Darren. I just want to highlight the General Fund first. With all of the General Fund property tax and all of the other Miscellaneous Revenue including COIT and COIT Public Safety, we are projecting \$90 million of revenue for 2014. We have committed, or at least in prior meetings, to using \$1 million of this year's unspent money to fund some of next year's expenses. That gives us a total funding of \$91 million. I am rounding when I speak, just to clarify that. With all of the budget submissions, we have \$960,000 of requests that said they could not operate within the allocation that was given to them in July. That was the Sheriff, Surveyor, County Extension, Department of Planning Services, Allen County Juvenile Center and Superior Court. I want to highlight that we did have a handful of departments that submitted budgets that were less than the allocation given indicating that they could operate with less. That is the Treasurer, the Prosecutor, the Commissioners, County Council, IT, Youth Services and the Building Department.

**Darren Vogt:** Circuit Court, as well, right?

**Tera Klutz:** Yes, Circuit Court. They all submitted budgets that were lower. We were able to use some of that revenue to offset some of these appeals. We are still short about \$1 million in the General Fund. All of the other funds budgets were submitted by the departments that are in charge of them and so our total budget for 2014 in Allen County is about \$160 million. That includes all of the Highway funding, all of the Board of

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Health funding, Reassessment funding and it includes the Coliseum and all of the other operations of the County. That is included in your budget packet as well.

**Darren Vogt:** Council, are there any questions for Tera?

**Roy Buskirk:** Yeah, I do have a question. When we were talking about the Option Income Tax and that it is almost an 18 month delay from when it is deducted from the payroll checks, with the increase going to 1.35%, is it going to be 18 months or so before we start seeing any of the additional amount that is being collected?

**Tera Klutz:** No, the State Budget Agency is required to estimate based upon the amount of revenue that our current one percent of taxes brings in. Let's say that brings in \$70 million, what is 35% of that and build that into our 2014 estimates. Most of that 35% is going straight towards property tax relief. Now we are charging 25% income tax and that will go to offset property taxes in Allen County and the other ten percent is going to fund Public Safety. They have given us an estimate and we do have a budget in your 2014 packet for Public Safety. The tax is actually effective next month. They are going to start collecting it before they start distributing it to us in January. We will get it monthly. Then everything will kind of true-up in 18 months.

**Roy Buskirk:** Thank you.

**Larry Brown:** Sidebar question. With your involvement at the State level, is any of that process and procedures being refined or talked about?

**Tera Klutz:** I am still talking about it down there.

**Larry Brown:** Are you the lone soldier?

**Tera Klutz:** I don't know. I know there was some additional revenue in the State budget given to the Indiana Department of Revenue which was important because they do need additional revenue to shore up all of the internal controls of that department and get in and evaluate the systems. They had that independent audit that revealed a lot of internal control deficiencies. I think they are not buying a new system but are tweaking the systems as they go. They are hoping that by making mandatory employer withholdings and reporting, they will be able to identify which Counties that came from so that they can have better control of that money through the pipeline. They are always on the radar to keep asking if it is getting better. Right now they have a new administration and I think they are working through the department just to see what is going on.

**Darren Vogt:** How would the County employers living or working make a difference in where the taxes are going because it is where the employee works and not where they live?

**Tera Klutz:** It is where the employee lives and not where they work.

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**Darren Vogt:** That is right. I don't understand.

**Tera Klutz:** It is a big deal to me because right now, the only income tax that local units of government get is the amount reported on income tax returns. There are a lot of people who do not file income tax returns. We are talking about people that are not abiding by the system but the employers are withholding those taxes and remitting them to the State but we are not getting them back.

**Darren Vogt:** I got it, okay. I was trying to figure that correlation. Are there any further questions?

**Roy Buskirk:** Yes, I would like to make one comment. I am glad that our Auditor is on that State committee. I think she does a heck of a job not only for Allen County but for all of the taxpayers throughout the State. Keep fighting.

**Darren Vogt:** I agree with that. Tom.

**Tom Harris:** The projected General Fund other revenue are Miscellaneous Revenues, right?

**Tera Klutz:** Yes.

**Tom Harris:** You have \$19.5 and I was trying to compare that to last year. How does that compare to last year?

**Tera Klutz:** It is down. Last year, primarily the inheritance tax was eliminated by the Indiana Legislature. We usually estimated around \$700,000 and get somewhere between \$500,000 and \$1 million.

**Tom Harris:** So it is \$19 million, at this point.

**Tera Klutz:** I can tell you what it was exactly last year.

**Darren Vogt:** \$19.58 million is the number this year.

**Tom Harris:** I wanted to compare that to last year. The reason I am asking is that we anticipate the economy to kick a little more and some of those revenues can increase based on a variety of things.

**Tera Klutz:** Last year we had estimated \$20 million.

**Tom Harris:** So we are down \$500,000. Thank you, that's all I have.

**Darren Vogt:** Does anybody else have any further questions? With that, we will move right along to our department budget appeals. Sheriff, come on up.

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**Ken Fries:** Good afternoon, Council members. Kenny Fries, Sheriff of Allen County and with me is Lt. Troy Hershberger, former head of the Detective Division and currently in charge of Internal Affairs. As you can see in front of you, our original request was \$793,443 and we have been able to reduce that request down to \$469,750. That is a difference of \$323,693. Most of that comes from the security that we had put in place for ACJC. After meeting with Judge Heath and talking to him, we both still believe that security is needed there and I believe he is going to come later and try to get two additional people in there to start working through a rotation. It is not going to be full security but will be partial to get started. Basically that is a target hardening of the facility is what we are looking to do. That is a Homeland Security term that we use for facilities that we want to make sure it is difficult for people to get into and do damage. The entire amount, \$469,750, is for the CFO position and \$400,000 for cars. As you can see on the paper that I gave you, I wanted to thank you for the two percent pay increase. The employees very much appreciated it and were shocked when they found out they were going to get it. For an Elected Official and Department Head that helps immensely. They were very pleased that you guys did that. Are there any questions on the vehicles? I know there are a lot of questions and that is why I have Lt. Hershberger here. He was in charge of the Detective Division for many years and there have been some questions over that. Page two of our request shows that there are 47 vehicles that have over 100,000 miles on them. Seventeen have over 125,000 miles and seven have over 150,000. This was all back in August. Every year, we use Commissary money to help buy cars. Last year we used over \$200,000 out of Commissary to buy ten squad cars. This year we have already ordered some SUV's. Most of our SUV's are from 2006 and 2007 and have over 100,000 miles on them. Hopefully the ones that we have ordered will be in by the end of the year. We are requesting that Council gives us \$400,000 to buy sixteen new squad cars to put on the streets.

**Darren Vogt:** Councilman Howell.

**Kevin Howell:** With the new vehicles, what is the life cycle that you estimate them to be?

**Ken Fries:** Usually they last from six to seven years. It is not based on years but on mileage and maintenance. We try to keep them below 120,000 to 150,000 miles. Typically, when we put a new car out in the Patrol Division, we try not to give it to a new Officer because statistically and historically the newer Officers have a tendency to have more accidents. We try to give them a car that is a little more mature. We try to keep the better cars out there on patrol for the more seasoned Officer. We have some cars out there that are probably nine years old and had very good maintenance records and low miles and we keep them until it is not viable financially to keep them.

**Kevin Howell:** Is there a per mile average per year?

**Ken Fries:** It all depends on the division that they worked in or the shifts that they work on. Third shift, for example, there are fewer Officers out there and so they travel more miles. A day shift or second shift car may have more time running because they go from

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assignment to assignment but the miles are lower. It all depends on the divisions they work in and what shift they work on.

**Darren Vogt:** Councilman Buskirk.

**Roy Buskirk:** It is my understanding that you move cars from one Officer to a different department or whatever. If you have one that has considerably low mileage, you might give that to some other department. Then you take their car with the high mileage and exchange it for the Officer that doesn't use it quite as much.

**Ken Fries:** Correct and most of the cars in the Detective Division, I think there are ten, seven of them have over 100,000 miles on them. We know that they will probably not be making emergency runs. We move those to where they are going to be less likely to make emergency runs. Some of our cars actually go to other divisions within the County.

**Roy Buskirk:** Right. Warrants don't get as much mileage, correct?

**Ken Fries:** Correct Warrants and Civil Division. We serve about 70,000 pieces of paper a year and so they rack up the miles. The nice thing with the Civil Division is that the majority of their miles are within the city limits of Fort Wayne. When I started marking all of our cars, I got phone calls from the people in the City thanking us for putting more Officers on the street. We didn't, we just marked more cars. They were seeing the Police cars out there.

**Darren Vogt:** Councilman Harris.

**Tom Harris:** Sheriff, on the cars, as liaison I have had the opportunity to talk with you and your staff a variety of times throughout the year. One of the pieces that I would like to say is that I am in favor of you getting cars. I think that we have helped each year to a certain extent. A couple of thoughts that come to be is that your budget overall for next year, a question starting out is there have been some Federal cases that happen all of the time. Do you budget or anticipate those reimbursements coming back?

**Ken Fries:** It is hard to say because we don't know what cases might develop and what kind of assets are going to be taken in from whatever case does develop. The one we had last year and I was able to come to Council and say that we needed to get overtime money because we were on a case, that one was long enough and drawn out enough that there were going to be asset and forfeitures and the issue is that we still don't have those funds in yet. They will eventually come but it just takes time. When we do get them, there are rules of what you can spend that money on.

**Tom Harris:** That goes back into your budget and not into the General Fund.

**Ken Fries:** Right.

**Tom Harris:** It comes back to you to be spent on specific things.

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**Ken Fries:** Right. There is a list of things that we can specifically spend it on.

**Tom Harris:** We have had a discussion on a variety of things and one of the things was the papers served and the different documents that have to be given to people. We were hopeful that the State or General Assembly might do something with that.

**Ken Fries:** It would be nice to get more. Currently we get \$13 for the service of the paper. The issue with that is that you may have to issue that paper thirty times and we only get that fee once. What we tried to do last year and will try to do again this year is to go through the FOP and the Sheriff's Association to get to where that is not a one-time fee. Maybe it won't be \$13 but maybe the first one is \$13 and the next one is ten and the next one is five to recoup some of the money. That is a substantial amount of money.

**Tom Harris:** Or maybe after five trips that number is reimbursed or something.

**Ken Fries:** When you are talking over 70,000 pieces of paper a year that is a substantial amount of money.

**Tom Harris:** That is a lot of cars and a lot of mileage.

**Ken Fries:** And a lot of man hours.

**Tom Harris:** So, no fruit has come from that but is still on the docket for consideration.

**Ken Fries:** I think that is one of those things as we try to work our way through the General Assembly that may take two, three or four years before somebody finally grabs ahold of it and says yes, let's do something with it.

**Tom Harris:** The other thing we talked about was the medical costs. It has been a big concern and there have been some changes that have allowed cost containment or a slow-down of the increases. You might talk about that.

**Ken Fries:** We will see. We all know that as of July 1<sup>st</sup>, Medicaid and Medicare can be used. We did a study and found out that 9.7% of our inmates, on a given day, were Medicaid eligible. Of that 9.7%, only 3.7% could go without doctor's approval. Then you have the issue of how many of them are actually seeking medical care at the hospitals. The billing for St. Joe, Dupont and Lutheran, since July 1<sup>st</sup>, they have been billing Medicaid and Medicare and private health insurance before we ever get the bill. We haven't seen a big reduction and I don't know that we will. October 1<sup>st</sup>, people can start getting signed up for Obamacare which then they become Medicaid eligible if they have gotten signed up. Medicaid will then get billed first and we will get billed after that. It is kind of a wait and see thing. We are saving money with Diamond Medical with our pharmaceuticals. We are saving money with the new doctor that we have.

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**Tom Harris:** Even though there are still cost increases, we have started to slow that somewhat, at this point.

**Ken Fries:** We hope. I am hesitant to say that we are not going to see it spike because we don't know what is going to come through the door tomorrow.

**Tom Harris:** Then with the Finance Director position that is going to be coming onboard, in theory that additional resource is going to be able to identify some further cost savings or some strategies to reduce or contain costs.

**Ken Fries:** That is the hope. He starts Monday.

**Darren Vogt:** Council, are there any further questions?

**Roy Buskirk:** I understand that there was a study done on some vehicles in the Sheriff's Department that were not being used very often.

**Ken Fries:** That is why I have Lt. Hershberger here. It is actually the number of clicks at the City-County Building. On some of those clicks, the Officers don't even work for us. One of them is a guy that quit several months ago. Two of them don't even park down there. The number of clicks is not a real accurate way of doing it but Lt. Hershberger is here to talk about the Detective Division. Those are all Detective cars. Questions about the Detectives and the use and the cars, he can answer them.

**Darren Vogt:** The question is that we were paying for parking spaces down there and if we don't need them, the Commissioners need to know that.

**Ken Fries:** Animal Control is two of them and one van doesn't fit down there. I don't know that they ever park down there.

**Lt. Hershberger:** They never park down there. They're not a workstation down there. They are more out in the field even though there is a spot down there. There is plenty of parking up by the building where that probably could be eliminated. It's something that Captain Kohrman could take a look at and be done.

**Darren Vogt:** I think the communication with the Commissioners' Office needs to happen. If you don't need the spot, they need to know.

**Ken Fries:** Until we saw the report, I had no idea about the clicks.

**Darren Vogt:** That is why I brought it to your attention. We didn't know either but we looked that there might be one click per day or none in the cases of quite a few.

**Roy Buskirk:** I don't understand what the clicks are.

**Lt. Hershberger:** To swipe in the parking garage to get in and out.

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**Roy Buskirk:** Okay. Every time the card is swiped that is a click. If the card is not being swiped for a day, it is assumed that the vehicle was not being moved.

**Lt. Hershberger:** Correct. It could be that the person was on vacation, at Court or what have you. On Detective vehicles, on any given day they could be in and out. It just depends on what is going on that day.

**Roy Buskirk:** I thought there was also video on the entrance and exit of the parking garage.

**Lt. Hershberger:** I have no idea.

**Roy Buskirk:** I agree that the Financial Director's wages and stuff should be taken off your budget and put onto the Council's.

**Ken Fries:** It should stay in our budget.

**Darren Vogt:** Councilman Howell.

**Kevin Howell:** You answered my question. I wasn't sure if the public knew what a click was.

**Tom Harris:** Sheriff, I know that we have talked about the Commissary Fund paying for some of those cars. You mentioned that you had purchased ten cars from the Commissary Fund. Would you be opposed to doing that again this coming year?

**Ken Fries:** We have already ordered them.

**Tom Harris:** For 2014?

**Ken Fries:** Yes, the SUV's.

**Tom Harris:** So you have already ordered the cars but not necessarily against the Commissary Fund.

**Ken Fries:** The ones that we have ordered are to be used out of the Commissary Fund because we have no idea what is going to come from Council. We ordered seven SUV's because we had to order them by September 15<sup>th</sup> or you couldn't order them anymore knowing that we had the Commissary Funds available but not knowing what funds we had available from Council. Last year, we didn't get any money from Council and had to use all Commissary money for them. That is why we have so many cars over 100,000 miles.

**Tom Harris:** So the ten that you have talked about are the ones that you are considering using Commissary Funds for.

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**Ken Fries:** In 2014, there are only seven. The ten that we bought for 2013 are on the streets now. No matter how much money we get from Council, we never ask for everything that we need because we know that we are not going to get it. We plan on spending \$200,000 to \$300,000 out of Commissary on cars to augment whatever Council gives us. We have already ordered the SUV's out of Commissary and they should be delivered in December.

**Tom Harris:** I still think that is a good approach. It is a way for those that have broken the rules and not followed the community laws have to pay for some of that infrastructure.

**Ken Fries:** They paid for our SWAT truck. I think that is a good use of the money.

**Darren Vogt:** I think that is what we talked about in putting that budget together so that Council is on the same page and this is how much we are going to dedicate every year from Commissary for cars and then Council needs to have a discussion on what we are willing to do. Commissary can't fund it all.

**Ken Fries:** No.

**Darren Vogt:** That is a given fact that there is only a certain dollar amount that Commissary can do. Having the budget for all of the things you do out of Commissary will help us understand where that money is and how much Commissary can absorb and Council can come together and say how much we can do. Council, are there any further questions?

**Roy Buskirk:** I hope you understand on the clicks that the reason I asked, and Kevin being military also, it means a different thing to us guys that were in the military.

**Ken Fries:** Yes, it can mean a lot of different things.

**Darren Vogt:** Thanks, Sheriff. Next up is the Surveyor's Office. I think he is in a meeting next door.

**Matt Jarrett:** Good afternoon, my name is Matt Jarrett and I work in the Allen County Surveyor's Office. I am here on behalf of Al who is next door. I also serve in the capacity of the Chair for the Allen County Partnership for Water Quality for which this funding is being requested. Let me start off with why the Partnership is formed. The Allen County Partnership for Water Quality was basically formed as a result of the EPA Clean Water Act mandates that were passed down to the State. As a result of that, the State enacted Rule 13 regulations which according to Indiana Administrative Code 15-1312 requires us to develop a plan that includes methods and goals that we use to inform residents, visitors, public service employees, commercial and industrial facilities and construction site personnel about the impacts of polluted water runoff and what those impacts can have on water quality. The second part of that is that we have to allow our residents a

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means to participate in those programs. We decided that a more cost-effective approach to this would be to form a partnership with the other MS4 entities which is the municipal entities that have to fulfill these regulations and hire one person to satisfy these requirements. The other entities that were originally involved in the partnership were the City of Fort Wayne, City of New Haven, Leo-Cedarville and Hometown. With the City of Fort Wayne deciding to back out of the Partnership and take these regulations on by themselves, it left a funding void for the Partnership. We are asking the remaining members of this Partnership to increase their allotment to meet our budget requirements. Matt Jones is our educator and he goes to area festivals, events and schools and we decided that we thought it would be more cost-effective to have one set of brochures and one person going to the area schools and one person manning a booth at the festivals instead of each of us having a person out there. We would only have one person writing a report that we can submit to the State to show what we are doing. The State audits this program and we had an audit a couple of years ago. They require the annual reports of what we are doing. They check to see what activities we are doing, who is showing up at the meetings, the numbers of people that we are educating and how many volunteers we are getting involved in these types of programs. He goes to different homeowners' association events and different clubs and he is in the elementary schools doing education. We meet, as a Board, on a regular basis every two months to direct him and establish the goals that he has to fulfill. With that, if you have any questions, I will answer them.

**Roy Buskirk:** I might add a little bit to that. This is all the Clean Water Act and is based upon population and some other requirements as far as the MS areas. I talked to the Surveyor, Al, yesterday and Whitley County is just now being required to do this. What the anticipation is that Whitley County will join this Partnership. In some other areas, it is multiple Counties and it is just a fact of being more efficient. The Partnership that was established is short on funding this year because Fort Wayne dropped out. Al has talked to the other members of the Partnership and some have agreed to up their percentage in the participation so that we are at the \$29,000.

**Darren Vogt:** So \$29,000 is a net number to us after they increase.

**Roy Buskirk:** Yes.

**Darren Vogt:** Councilman Harris.

**Tom Harris:** I guess the question I would ask is that this is a Federally-mandated program, correct? The largest City in our County chose not to participate. What are they doing in place of it?

**Matt Jarrett:** They still have to fulfill the mandates. They are using their own resources and I believe they have a consultant helping them.

**Tom Harris:** In watching that duplication of services, are the services that will be done through this budget, will they also be doing them for the citizens of Fort Wayne? Will

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this budget stay out of the City of Fort Wayne since the City of Fort Wayne has decided to do this on their own?

**Matt Jarrett:** We will direct our educator that he is not going to be involved in activities in the City of Fort Wayne with the exception of some of the bigger activities like Johnny Appleseed, River Fest or things that draw in the whole County. The smaller activities, he is not going to be involved in. He will be redirected into Allen County Unincorporated.

**Tom Harris:** I challenge you to just watch that because County taxpayers, some are in both the City and the County, are paying for similar services.

**Darren Vogt:** Before we go to Councilman Howell, you said they have contracted to have that done?

**Matt Jarrett:** I am not sure what their situation is.

**Darren Vogt:** That is the concern that I have. I look at it from a dollars and cents standpoint as well. I am not sure what the total contribution from the City was but is their contract higher than that? There will now be two sets of materials in the community with possibly two different sets of findings or things to makes absolutely no sense to me whatsoever.

**Roy Buskirk:** Matt probably can't say this but I can, I don't think the City's total decision was based upon finance or saving money when they left the Partnership. I think there were other reasons involved in it and some of it might be personalities. So everybody suffers.

**Darren Vogt:** Councilman Howell.

**Kevin Howell:** In the old Partnership, what percentage of time did this person spend in the City of Fort Wayne? Just an estimate.

**Matt Jarrett:** It is hard to throw a number out there. Forty to 50%, I am not sure. He did a fair number of events in the City.

**Roy Buskirk:** The problem with that question is the fact that when you are setting up a display at Johnny Appleseed, how much of that is for the City and how much is for the County. Some of it is probably for the State of Michigan and the State of Ohio. You would have to know where the contact people are coming from. That is why it is difficult to say that he was doing this much in the City and this much in the County.

**Tom Harris:** But it is a good question.

**Roy Buskirk:** It is a good question but the main thing here and what I am so disappointed in is that they need to satisfy the Federal requirements and they were.

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**Matt Jarrett:** We just had an audit a couple of years ago and the IDEM Auditor is very pleased the Partnership and what we were doing. We are trying to keep it that way because there will be regular audits on this.

**Kevin Howell:** What is the public rationale for them pulling out?

**Matt Jarrett:** You would have to ask them, I don't know.

**Darren Vogt:** What are the next steps for including some of the surrounding Counties? Are you reaching out to them? What is the plan of action for that?

**Matt Jarrett:** I have talked to the Whitley County Engineer and I have explained the Partnership. I have explained the other MS4 requirements because they are new to this and he is trying to understand how they are going to do this program. I have mentioned that this Partnership is available if they so desire. He is going to take it back to his administrators and figure out their plan of action. In addition, the Town of Grabill will also be a new MS4. I have gotten with their Town Engineer and pretty much did the same thing and explained that this option is available to them.

**Darren Vogt:** What does it take to become an MS4? What triggers that?

**Matt Jarrett:** It is based upon population and location next to urbanized areas.

**Darren Vogt:** Okay.

**Roy Buskirk:** Not even all of Allen County is in it, correct?

**Matt Jarrett:** Right. Our MS4 area is basically a bubble around the City with some open areas to the south.

**Darren Vogt:** Are there any further questions for Matt? Thank you, Matt. With that, we are on to the County Extension. Their appeal request is \$2,470.

**Samm Johnson:** Good afternoon, I am Samm Johnson, Youth Educator for the County Extension. I am here for Vickie Hadley, the County Extension Director and currently in Pittsburgh for a national conference. We are asking for \$2,470 to cover Contractual Services. That helps to pay for the five Educators in Allen County as well as 200 Specialists at Purdue University. The Contractual Services are determined by the State Board of Accounts and with that I will try to answer any questions.

**Kevin Howell:** I am the liaison for the County Extension and they have tried every year that I have been on Council to cut the budget to the bone. I have become more active in it and again, I deal with kids because I am a teacher. One of the exciting things that will be happening this coming school year is that the County Extension is coming into the inner-city. I will be working with them along with Congressman Marlin Stutzman, who is also a farmer, and we are really excited about that because it gives kids from an urban area the

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opportunity to learn how to plant stuff and how to grow stuff. Most of their parents, like my parents were born and raised in the South and we really see it as an opening of what they will learn in the practical manner but also in terms of a college education. Every State in the Union has an A & M University and Purdue is one of them. It is agriculture and mechanical. I see it personally for the black and Burmese and Latino kids in my part of the area there is a way for them to go, quite bluntly, into the business of agriculture. They may not want to be farmers and I get that but farming is a business and there are various aspects to that business model that these kids can benefit from in the years to come. I would strongly, strongly ask us to consider giving them the \$2,470 so that we can get to the larger goal or objective of getting more and more young people in the Southeast part of Fort Wayne involved in the business of agriculture and the sooner the better.

**Darren Vogt:** Councilman Harris.

**Tom Harris:** Councilman Howell, I agree with you. I like the idea that we are expanding that training and development. I guess that my concern is that the \$2,470 isn't going to stop that process. I would trust that if the appeal of the \$2,470 was denied, you would still go ahead and do those plans anyway. The other piece is that a budget over \$300,000, my first thought is that \$2,470 is maybe something that you could look for additional funding from donations or the community and let me ask one other piece with that. How much of that \$2,470 or maybe a better way to ask this is how much did Purdue reduce your budget or what they were contributing to the County Extension?

**Samm Johnson:** I am not sure about the numbers that were cut from Purdue. With the other question, we will still be going into those other areas. We are currently soliciting volunteers and going through background processes. What was your middle question?

**Tom Harris:** I don't remember but ultimately the amount of reduction from Purdue, you don't remember what that number is?

**Samm Johnson:** I do not. Vickie Hadley works with our budget and I don't have that number.

**Tom Harris:** I don't know that it was as much of a question as a comment that the \$2,470, could you not turn to...

**Samm Johnson:** Our Extension Board, within the last several months, started some subcommittees and one of them is Fund Raising. I am not on that committee but I do know that they are looking for ways to bring in more money. I have heard Office Supply Drive where people can bring in paper or pens or stuff like that. Our 4H Newsletter, which was always paid for by a user fee, we are going to start going electronic in October. We are trying cost cutting measures across the board.

**Tom Harris:** Great job. We applaud you for doing that. No one wants to see your services cut per se. My thought is that the \$2,470 could be raised through a variety of

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different ways. While one would turn to a \$90 million budget and say “What’s the big deal?” the next piece of that is a \$2,470 that could be received through other ways.

**Samm Johnson:** As far as I know, we are trying with different efforts.

**Tom Harris:** That fund raising committee has just begun?

**Samm Johnson:** Correct.

**Tom Harris:** Please pass it on that we applaud you for doing that.

**Darren Vogt:** That is one of the conversations, I met with Vickie a couple of months ago, that we were trying to figure out how they can look at opportunities for sponsorship and maybe sell advertising to those folks and those kinds of things. I think that is where the finance committee is going to help out with those kinds of things. I sit on other Boards for non-profits where the members themselves pay to be on the Board so that the organization does not have to have any outlay for supplies and materials that they use as part of the Board. One question I had for you was that you said the State Board of Accounts sets the number of Educators. Not for the number of Educators but the amount that Purdue gets from each County as far as contractual services. That is a note that I had from Vickie.

**Roy Buskirk:** When I talked to Vickie, she had mentioned that Purdue was increasing the amount of money that they wanted for the support. You mentioned that there are 200 support people in Purdue’s organization that works for the extension service on other programs. The \$2,470 was mainly to help fund those people. She informed me that she would be contacting me for some fund raising funds because they were going to have to do more fund raising to cover the \$2,470.

**Samm Johnson:** We have become more fee-based across the board as far as horticulture diagnostics, different workshops that used to be free and all of our publications have gone to a pay.

**Tom Harris:** As a bad example or a good example, I don’t know, the Coliseum is going to sell its naming rights to the arena. On a personal note, I would be willing to donate some money because I believe in that process. I don’t know that we should continue to charge everybody for that.

**Samm Johnson:** I will say that the youth programming, we do not charge. Those are across the board free. They pay \$25 for the year of which \$10 comes to the County and \$15 goes to the State. The workshops that we do for youth are free. Some of Vickie’s Money Smart workshops are free to the public as well as some of her Preserving Nature’s Bounty canning workshops. Right now the Master Gardener classes are going on and each participant is charged a few hundred dollars to be able to come twice a week for several weeks to learn to become a Master Gardener. They then take those skills throughout the County and teach others.

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**Tom Harris:** I would say to open it up for donations at some of your events would probably take care of that and more.

**Darren Vogt:** Councilman Buskirk.

**Roy Buskirk:** Samm, do you know on the \$15 that goes to the State, is that to the State Fair Board?

**Samm Johnson:** It is not the State Fair but the State 4H Office. That goes to help a number of things like State trips and State awards.

**Roy Buskirk:** Okay.

**Darren Vogt:** Council, are there any further questions? Thanks, Samm. Planning Services is next. Kim is probably next door.

**Paul Blisk:** No, she is out of town. Paul Blisk, Deputy Land Use Director. Before you is a request for \$6,521 and this is for four positions. There was an error in the numbers and it wasn't discovered until after the appeal process. The largest of the numbers came in at a higher step than what was funded. We had the open position and it wasn't discovered until after that period. The \$6,521, under the interlocal agreement with the City, the net effect to the Council would be approximately \$3,913.

**Roy Buskirk:** So the \$6,521 is the total but the split between the City and County would be \$3,913.

**Paul Blisk:** The County gets reimbursed 40% of that money.

**Darren Vogt:** Council, are there any questions on that?

**Roy Buskirk:** Is that the way that the whole, we get reimbursed 40% from the City on the entire Planning Services budget?

**Paul Blisk:** No. On the Land Use Division and part of Kim's salary as the Director. Her salary is split and all of those numbers are run through the Auditor's Office.

**Roy Buskirk:** So when it comes back to the County, where does it go, into the General Fund?

**Darren Vogt:** In theory you would increase Miscellaneous Revenue by a couple thousand dollars. Council, are there any further questions? Thank you, Paul. Next is ACJC with an appeal amount of \$149,764.

**Judge Heath:** Good afternoon, I am Judge Heath with the Allen County Juvenile Center. Judge Pratt is here and he is my colleague in the Family Relations Division. We have

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Jamie Mann, as you know is our Superintendent and Chief Probation Officer. Chandra Reichert is here and she is our Budget Analyst. We come to you, as was mentioned, for \$149,764 but as you know, in the last few days I have met with many of you and I really appreciate that. It became apparent that the security request from the Sheriff was not going to work. We went back to the drawing board and Todd Stubbs is here. I don't know if this is the appropriate month to do this or maybe some other time but we need two additional security officers to properly man our security problem. Just some oversight, if I could, I don't want to beat this to death because we touched on some of it earlier this morning. We know what you expect from us and as someone who was in your shoes years ago, I fully concur with it and that is that we need to look for ways to get our budget in order before we come to you. I did not want to have to come to you but it is apparent that it is necessary. We did things that you wanted, we increased probation user fees. Last year's total was \$176,000 and we project due to some tightening procedures it will be up to \$193,000. We increased out-of-County holds. I sent a letter to all of the Judges that send juveniles to our center what we would need to increase the overnight fee from \$80 to \$150 which is our estimated cost. That is effective October first. That will increase revenues by about \$11,000. We have increased formal probation user fees to the statutory maximum, \$250, and that is effective October first as well. That is up from \$190. That is expected to generate something in the order of \$11,000. Just Tuesday, we entered into an oral understanding and the contract is being worked out now, with a food service provider. We are privatizing that as was recommended and we project that the savings to the County will be in excess of \$40,000 a year. We are still working, we had price points that we went through that were hard negotiations. We had, under an obligation, to be forthright and to not cause any future contractual problems we advised these folks that because of the JDAI situation and other programs that we are putting into place to bring down our secure detention population in an effort to bring cost down, they had to give us price points per meal. It was based upon projections that we gave them and there were some very difficult negotiations to arrive at certain price points. If we serve so many meals a day, here is the price per meal. If it goes down to so many meals per day, the price point goes up. As the number of meals served goes down, the efficiencies that they gain from meals going up is lost. In order for them to make any money on this, they have to increase their price point per meal as the detention levels go down. We negotiated hard on those and we came to an oral understanding Tuesday. There will be more about that in a couple of weeks. The contract is with the County Attorney now. Their people and our people are talking. Here is the situation on that. We are going to save you and the County around \$41,000 in FICA, PERF, health insurance and so on. At the ACJC, we will save around \$10,000 to \$15,000. Here is the real point on doing this after looking at this for four months. It is really good to have predictability in our price points as detention levels go down. The company that we are dealing with is good at it. I don't think we would be as good at it and we might have over-purchased our food supplies and commodities and such and not recognize the kinds of savings we can get that we have with the price points that we negotiated. They are going to be better at bringing in food and so forth. It also gives us the predictability with our budget. As we know our detention population is going down, we know with certainty that our food costs are going down. We may not have had that certainty before. It gives us price controls in budget planning, savings to the County and savings to us. Including this year, we have saved around

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\$37,000 in cleaning costs. By the way, I want to acknowledge that some of you here recommended these things. Councilman Buskirk was instrumental in recommending the kitchen privatizing. Roy and some of the others might have been involved in the cleaning contract. We have closed Deer Run, at least our part in it. That saves around \$5,500 plus employee time to maintain what we could anymore. We combined personnel and reorganized saving over \$50,000. Finally, the Guardian Ad litem was already overspent. I got with my Magistrates and said no more Guardian Ad litem unless I approve them personally and only under difficult circumstances would I do so. As I have mentioned to some of you, there is an opportunity cost there and that is we will not always get the full story in some of these cases involving children. We will have to get it through evidentiary procedures at trial. That puts more of a burden on Magistrates and Judges to seek the truth as best we can. We could have used the Guardian Ad litem's investigatory powers to talk to Grandma, talk to the neighbors and those things. We are going to miss some of that. We have a budget of \$50,000 for the next year and we will have to use it as prudently as we can. It was clear to me that if I didn't do something, we would really be drawing down other parts of our budget to feed that line item. As you know, we are seeking the JDAI initiative to help intelligently and prudently lower our secured detention population so that we cannot face the increased cost. That would also affect the food budget which has been around \$450,000 a year. We did all of those things and I think I showed you some projected savings that could possibly be in the \$190,000 realm. We started with a budget deficit of around \$200,000 and so that just about evened things out. Our budget for 2014 is awfully tight. Chandra Reichert, who has been with the ACJC for a number of years preparing those budgets, we met and went over the budget carefully and she advised me that the balanced budget would be extremely difficult to meet despite the savings that we made. The question was, what do we need to give you an honest projection of what we think we could get through 2014 without coming back to you? We showed you that we have some vehicles that are getting pretty aged. That is one thing that we have a pretty significant need in. We gave you the graph that shows that some of our vehicles have over 160,000 miles on them. As we go into another year, we are going to add tens of thousands of miles to those vehicles. We want to add one vehicle every now and then to our budget so that we can take care of some of those vehicle problems. We are working with the County to get what vehicles we can in the way that you want us to. We have a very fine employee that has been with us for some time on a part-time basis working on our pro se website. We have a real uptick in the number of pro se litigations that are occurring. These people have questions and want answers. They spend a lot of time with our staff. Instead, we chose to deal with the website formation and turning them there so we don't get into conflict problems legally and so that we deal with them more efficiently and don't have to hire more employees to deal with them. I am proud to say that Fort Wayne is holding the convention for the judiciary for the State of Indiana right now. The keynote address yesterday from the Chief Justice was centered on the survey done Statewide on the increase in pro se litigation. It is astounding how much. The minority of people are represented by counsel. That is an historic shift. The majority of people come into our courts without legal representation. That is not only an historical shift but a tremendous burden on our employees. Lori Siders has done a great work with that. Judge, do you want to add to what she does?

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**Judge Pratt:** Yes, I had a few things to show to you and talk a little bit about. First of all, I want to bring back Council's memory of a few years ago. I came and demonstrated the increased filings in CHINS cases and the complexity of the cases. We were getting mental health needs and so on. Council, after going through Personnel acknowledged the need for an additional person. That was at the cusp of House Bill 1001 several years ago where there was a dramatic shift in the ability for the County to fund positions. We were, in the next budget year, required to make some layoffs in Allen Superior Court and this position I am asking to be restored although it is coming under the ACJC budget rather than Allen Superior Court. The most important is to demonstrate transparency. Also, the person in this position crosses from different divisions. In fact, the position that we originally got approval for and what we are asking to be restored will also provide services to all of the different divisions of the Court. One of her responsibilities is and will be to prepare Family Court packets and information so that when a family comes in and a child in need of services, on a neglect and abuse case, we screen all of those cases and determine if the extended family is also involved in the Court system, in other Counties and across the State. We can then ascertain what services are being provided for that family, what services are gapping and what kinds of protective orders or other risks that a particular person may pose. Then we can do a coordinated approach. I am not asking moms to do random urinalysis if they are in Judge Gull's Drug Court. I will accept the results of those drug screens instead of paying for them out of the DCS budget and having her do that twice. That is just one example. We are working with Judge Surbeck's Re-entry Court. As those gentlemen come back into the community and are re-entered and rehabilitated, they are asking to get involved with their families. Through this family court process, we are able to understand what is going on in each other's cases so that we can coordinate all of that. Similarly, we are crossing lines on the pro se litigation with the Circuit Court. We are coordinating this whole response to the influx of unrepresented persons in divorce and other family related cases so that we are streamlined and as efficient as possible. These kinds of things and others within the CHINS realm, we went back to the Personnel Committee last year and we were given a thumbs up that this is a needed position but the funding wasn't available. We are back at the table again asking for the restoration of a full-time position. Of the whole appeal budget, it is about \$14,000 that we are asking. By way of some illustrations, beyond just the Family Court processes and the pro se processes that we have just talked about, I need this person to fully complement all of the work that is being demanded of us through the full array of what is happening in my court. By expanding our ability to facilitate or mediate cases, I am going to be able to reduce our Guardian Ad litem and Pauper costs because I can bring additional efficiencies in the processes. One of the things that we talked about is the need to look at how many of these families that come in, what percentage can be assessed all or a portion of the fees for Pauper appointed counsel and to what extent can we collect those dollars. That all requires personnel. The significant increases that you see are increases in CHINS filings that are almost 30%. The increases in divorces overall is 19%. Some of the things that are impacting my budget, and you will be hearing me say this again, is that we have new hearing types. A motion for permanency is a new hearing type within the context of child abuse and neglect cases. They are up 400% because that is a dramatic new kind of case that is taking a lot of time. Similarly, and I will be mentioning

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this again, the amount of time that we are spending in Court and the amount of time with attorneys has dramatically increased. Dan mentioned the pro se center and one of the concepts, and not just the website, is also developing a process by which when the members of the community come in and ask for assistance, we can direct them to the website for instruction and forms, they still have a myriad of questions. None of my personnel, because of judicial ethics, can answer most of the questions that they ask. What often happens is they will stay in my Legal Assistant's office and ask questions differently hoping to get a different answer. The answer is "I'm sorry, I can't answer that question. The judicial ethics bars me from giving you advice." They will ask it in a different way and I understand that there is a lot of anxiety with divorce and with child custody and support and they are looking for direction and simply can't afford to pay the kind of hourly rates that are now being charged in the private bar. They want answers and some resolution and they want to be able to lay their head on the pillow at night knowing that they have some forward direction in their lives. They often leave disgruntled. The project that we are envisioning is modeled after Clark County where they have a pro se center and serve both Circuit and Superior Courts and volunteer attorneys would be there periodically. We would be scheduling the pro se litigants who have questions, with attorneys at appointed times. We can start better serving the public and meeting some of the outcomes that are required. In about a week, this is going to be the homepage and is a very sophisticated website for pro se litigants. All of the different questions will be there with answers. Our forms are going to be better than anyone else's in the State, if you can give me a moment to brag, because as you go to each blank on the form it will have a dropdown box that will explain everything that has to go into that box. It will be extremely user-friendly. Lori Siders, whom Judge Heath just mentioned, had the foresight to actually take it to seventh and eighth graders and have them test-drive it. We got back information on what they couldn't understand from the website and made it more user-friendly. This is an ongoing need and one that has been requested and sustained as a need in my division. What I am really asking, although it is in a separate budget of ACJC instead of Superior Court, is the restoration of what I once had.

**Judge Heath:** We have a Judicial Assistance window as well. They are in my court for Title IV-D and we are trying to get child support out of them. The dad raises his hand after we have squeezed him for child support and wants to know why he can't get visitation. Well, that is a separate matter and if he wants to file a petition for visitation, there is the Judicial Assistance window right outside. That person gets bombarded all day long with those kinds of requests. Now there is a website where they can go and get the petition, print it out and fill it out the best they can and file it.

**Judge Pratt:** The website cost us nothing. A professor at Ivy Tech donated his time for the complete development of it.

**Judge Heath:** It is a fabulous program and we will be a model for the rest of the country when it is done. Lori Siders, because of the ongoing work she can do will be well worth it. The balance of the \$149,764 comes from a lot of line items that Chandra has informed me could or will likely be short if we don't shore them up in some way. She is here to answer any questions on those. Finally, as I mentioned, when I came onboard there was

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no armed security at ACJC. Many of my employees were concerned about that. We have tons of people that come into our center every day that are not happy to be there. I don't say that lightly, they are very unhappy to be there. We are trying to take child support. They are dealing with custody issues. Their child has been taken into custody and is sitting there. They are very supportive and understanding and want that child to be dealt with. In other cases, they are not so happy. But here is the point, I am in court and collecting child support and a very large man comes into my courtroom. A lot of my child support cases deal with felons. They come in and sit down. They are not paying child support because they can't get a job and they can't get a job because they have a felony conviction record. These are people who are not only unhappy but have dealt in unruly matters in their past. I have one security guy, unarmed, sitting there. When I came onboard and realized that we needed armed front security that meant that I had to take our security staff and stretch it thinner and put people down there. What does that mean? If I have somebody in my courtroom who decides he wants to do harm to somebody, I have one security guard there and I am going to press a red button and we are going to get people that we have there. To keep employees from getting injured, you have to deal in numbers. We have stretched that for our own security. I frankly do not want armed security to come to that situation. Everyone there would be unarmed and I don't want a weapon taken. We have stretched our security thin. I went to the Sheriff and asked him to do an assessment and he did. He put a budget together and showed it to you and it just didn't work out. There is a statute that makes that a duty of the Sheriff but since that hasn't worked out I am using my inherent order as a Judge to keep order in my court. My security people tell me and I happen to agree with them that the way that we have stretched it to make it work, temporarily, is not something that is good in the long term. We have gone back and crunched our numbers and we need two additional security people. We need to train them and we need to arm them. That would take care of vacations, sick time, rotations and those kinds of things. Altogether that is our pitch.

**Darren Vogt:** Councilman Howell.

**Kevin Howell:** First of all, Judge, I am really excited about your concept there. Correct me because I am really speaking to the people in southeast Fort Wayne and southeast Allen County. Most of your folks come from that area, quite bluntly. Is this one person that is going to be rotating among the various courts doing a number of jobs?

**Judge Pratt:** No, she is housed in my division. She would provide resources, materials and reports that are generated and provided to various Judges and the pro se center that we are talking about serves not just the Superior Court but also Circuit Court as well.

**Kevin Howell:** Correct me on the Latin part of it, I took Latin in college and got a D in it.

**Judge Pratt:** Pro se is self-represented.

**Kevin Howell:** Okay, I got it.

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**Judge Pratt:** It is someone without the benefit of counsel. Many people, as the Chief Justice said yesterday, there is a significant increase in divorces and in divorce related kinds of cases and people are coming in representing themselves.

**Kevin Howell:** So there is one person doing multiple things in different courtrooms.

**Judge Pratt:** When we originally presented it several years ago and then last year, it was for a myriad of different kinds of services and pro se is just one of them. I am so slim on staff, for example, we cross-train everyone but if my Scheduler is gone, I have to move someone into that scheduling position which means that there is a void there. Not all of the services can get done and that often results in overtime. I don't provide overtime but I do provide compensatory time and that further snowballs the complications.

**Kevin Howell:** Okay, now part two of this, I am really kind of excited about what you are talking about and what you are doing because of the fact that folks in that part of the County, the southeast Fort Wayne and southeast Allen County, are terrified of the justice system. They are very reluctant and very hesitant to have anything to do about it. Is it possible, outside of this setting here, that I can get you two and others over there to explain in plain English, what you want to do and why you want to do it?

**Judge Pratt:** Once we launch the website, our plans are to go out into the community and make sure that people have access. It's no good unless people know it is there and that they can take advantage of it. The public library is one of the places where people get paper forms and one of the advantages of this process is that it comes with explanations and with some time with an attorney.

**Kevin Howell:** Pontiac Library would be a perfect place to jump it off.

**Darren Vogt:** Councilman Harris.

**Tom Harris:** Judge Heath, just to make sure that I get the number right, you are looking for the appeal amount of \$227,315?

**Judge Heath:** If you took the two security officers and backed it, that would be correct.

**Tom Harris:** Okay, very good. I had two or three numbers bouncing around here.

**Darren Vogt:** Did that include FICA and PERF?

**Chandra Reichert:** Yes.

**Judge Heath:** Councilman Harris, if I may, our security people asked for \$90,000 which would give more armament and training to the rest of our security staff. I don't want to overdo this. We are asking a lot of you. We will work on this over time. We are trying to sharpen our pencils as much as we can.

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**Tom Harris:** Being an optimist, you are applying for the \$900,000. Let's say that you get \$800,000 of that. That has to have some savings in some of your overall budget next year. If anything else, the reduction of youth staying at the center, there may be less, which is going to food costs and a variety of things.

**Judge Heath:** I hope, whether we get the grant or not, that numbers go down and that there could be some food decreases. However, I should hasten to add that in this budget cycle, you are not likely to see much of that. The whole JDAI initiative is going to take a year-and-a-half to two years. You are not going to see it in this budget cycle.

**Tom Harris:** The grant is only for eighteen months though, right?

**Jamie Mann:** The Community Corrections grant.

**Judge Heath:** JDAI is permanent but getting it trained and installed and so forth. They are related, philosophically, but the implementation period is going to be a while.

**Chandra Reichert:** Another thing to consider with the Community Corrections grant, what we are asking for right now or applying for is for eighteen months. As long as that program stands and the funds are still there, we will evaluate whether we want to continue the program and continue to apply for those funds.

**Darren Vogt:** Council, are there any further questions? Thank you very much. Their appeal is for \$227,316. That brings us to Department 62, Superior Court and their appeal of \$298,536. Has that number changed, before we get started?

**Jerry Noble:** It has not changed.

**Darren Vogt:** Bummer, okay, go ahead.

**Jerry Noble:** I am Jerry Noble, Court Executive of Allen Superior Court. This is Judge David Avery, Chief Judge of Allen Superior Court. I would like to echo the Sheriff's comments about the appreciation for the raise that the Council considered and implemented for staff. It certainly does make a difference and we are grateful to you for that. We are here this afternoon to request your consideration of our budget appeal. It is in the amount of \$298,536. When we spoke with you and submitted our pre-allocation questionnaire, we were looking at something a little bit more than that. We were looking more at \$312,000 to \$320,000. By the time that we submitted the budget, it came in at \$298,536. We have talked with our liaison, Councilman Harris, and spoke with others as opportunity has been available to do that. The subject matter that brings us here before you for appeal is something that is familiar to you. Most of the line items in our budget have been static for a period of years or have been reduced with the exception of these three line items that we are here to discuss today. Those are the Consulting Services, and as we have spoken in the past that has primarily to do with interpreting services and to some extent psych evaluations of defendants. We have been fortunate to apply for interpreter grants over the years and that has helped a great deal. In fact, in the current

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year the grant award is approximately \$30,000 to \$31,000 that comes into our Court. There is a smaller amount, in addition to that, goes into Circuit Court as well. That helps to offset interpreter costs for us. It is something that we put a lot of time and energy into our application so that we can get the biggest slice of the State pie that we possibly can. Even with that, we find a tremendous need for interpreter services. It just continues to increase. We saw in the Journal Gazette earlier this year an article about Catholic Charities sponsoring additional Burmese population coming into Fort Wayne as a refugee settlement once again. There is every indication that our need in that language area will continue to grow. It is across all of the divisions. Every Judge in every division sees the need for interpreters. It could be for Spanish or Burmese but also for some very obscure languages. One of the things that I will tell you is with regard to interpreters, we had about a 19% increase of the hours that we are required. We have gone from 2011 to 2012 with no sign of letup in the current year. Something that I have mentioned in the past is that whereas we have had a need for interpreters for hearings like an initial hearing or guilty plea or something like that, this year, Judge Gull can attest that we are seeing a need for interpreters for all-day trials and multiday trials. These are things that continue to drive our costs and we didn't use to have that type of need, in the past. Psychological evaluations are the other side of Consulting Services and Judge Gull can attest to the fact that we are seeing a need for vendors even from outside of our immediate area. Sometimes we have a need for a doctor from Indianapolis to interview and test and perhaps testify. That is another driver of our costs. We didn't use to see that. It is something that is driven, in part, by statute and by case law to have competent evaluations done.

**Judge Gull:** I don't know if any of you were here but several years ago when the Fort Wayne State Development Center closed, we saw a huge increase in criminal cases in our Misdemeanor and Traffic Division. Unfortunately, folks that were released into the community or into group homes it wasn't a good setting for them. We were seeing them batter caregivers, for example. They were coming into Court and I was dealing with them in Criminal Court and Judge Avery was dealing with them in the mental health issues and we were trying to get them committed. We have seen an awful increase in that kind of defendant that we have to deal with. When I know that this person was in the Fort Wayne State Development Center or they are living in a group home, I am pretty sure that they have already had some involvement with Judge Avery in the Mental Health Court which means that I am going to have to appoint doctors to make sure that they are competent to come into Criminal Court to stand trial. Again, these are really tough issues for you because we don't have any options. It is not like I can just ignore that population of people. It's not like we can just wave a magic wand and tell people to learn English. Those are the issues that we deal with and I know you have heard Judge Heath say this before to you that it is a matter of access to the Courts. We have to provide access to the Courts. And that is to all of our offenders and all of our population. The indigent population where we have to appoint counsel, the population that doesn't speak English and the population that doesn't understand what is going on.

**Jerry Noble:** I will move on to Pauper Attorney, if that is okay. We are submitting a budget that seems to be a moving target, from time to time. In terms of the expenses,

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there will be peaks and valleys. We see that all of the time. To the best of our ability and based on the trends that we are seeing now, we are asking for a budget line item for Pauper Attorney that we believe will get us through 2014. Pauper Attorney, in our case for Superior Court, it has to do with appointing lawyers to represent criminal defendants on appeals. Now the growing trend and is effecting the bottom line on this line item is the fact of petitions to transfer. It is virtually automatic if a case goes up on appeal or the defendant loses the case on appeal that the lawyer has an ethical obligation to petition to transfer to the Supreme Court for them to hear it as well. Some are going up and the Supreme Court will hear oral arguments and that is an expense that comes out of our budget. That is something that is relatively new over the last year or so. With petitions to transfer, we have seen about a \$14,000 increase over the last year. The other thing that the Pauper Attorney line item is for is to represent parents of children who are appearing in CHINS cases or termination of parental rights cases. That is nothing new and we have been doing that. What probably is new are the cases that Judge Pratt eluded to tend to be trials now, The hours that are racked up affects our Pauper Attorney line. With regard to Guardian Ad litem, we are requesting an amount of \$170,000. This is used to pay for attorneys to represent the interest of the child in CHINS matters. Year-to-date, our costs in this particular line item have increased about \$14,000. These are the drivers of these particular needs. I will emphasize that other parts of our budget have been static or come down over the last several years. Anything that is close to discretionary has been cut.

**Judge Avery:** Part of what is driving the appeal this year is the fact that three or four years ago, Jerry could look at a five-year period because these figures go up and down. He could look at the five-year period and get a good estimate to where it is going to come in at. What we have noticed in the last three years is that we are not seeing the downward trend. The Supreme Court's decision that you may be committing malpractice if you don't file a petition for transfer is something new. That raises the projection of what is going to be due. You know that we have been here the last two years after appropriations and we come in October and say that we are short in these areas. This year, the attempt was to give you numbers that have given all of the considerations and we feel pretty comfortable saying that this should take care of it and we shouldn't have to be back in October. These three items, if we had the ability to control it we would but it is based on demand and we can't dictate the demand.

**Darren Vogt:** Councilman Harris.

**Tom Harris:** Judges, we have had a chance to talk in terms of where we go from here. These trends just continue. One of the thoughts that we threw out was can we look to other funds. We've had those discussions and at least have looked at ACP User Fees. There is \$1.3 million in that fund. Judge Gull, I think you commented that there are restrictions to how those funds can be used. It would take something from the State General Assembly to change how some of those fees are used but yet the judicial system might balk at that concept. Thoughts on where do we go from here? Does this trend just continue and we just keep putting more and more? Are there ways to take different fees that come into your Courts to apply those to assist you in other parts of your budget?

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**Judge Avery:** Judge Gull, who is the Administrative Judge of the Criminal Division, has been very good about assessing where they can use ACP Funds and stays within the statute and takes it off the General Fund. The Criminal Division has that line and they have to be careful because of the enabling legislation is pretty specific about what the fees can be spent on. I am very glad that the Criminal Division has been willing to do that and to say, at budget time, that we think we can take care of these expenses. Their budget has increased in the last four or five years.

**Judge Gull:** I know that this Council is keenly aware of the fact that we have, in Criminal Division, taken in many of the expenses that historically and traditionally been borne by the General Fund. The statute and the enabling legislation prohibit me from using it to fund programs. The purpose of the fund is to supplement programs. There has been no definition of what supplementing programs mean. It is not to replace General Fund dollars but to supplement General Fund dollars. Candidly, I don't particularly relish the idea of the Courts higher than me telling me what supplement means. To me, we have supplanted a large chunk of the General dollars using the ACP User Fee account and we have done that because we have the money. We are at a point where we are tipping the other way. Where we are raising and generating funds less than we are using them. We are generating funds but we are taking more out than putting in. When I took this account over fifteen years ago, there was a lot more money in that account. We started taking in personnel, expenditures and expenses of the programs and the Drug Court is completely funded by the ACP User Fees. If you go to the State to have that money opened up to be able to be used for different things, I don't know how I would fund my Drug Court. That is why you might find some judicial pushback because we are looking at good programs that are making a difference that I wouldn't be able to fund if it was opened up to everything. We are taking in as much as we can and again, we are not dealing with a rich population of people. We are doing the best that we can.

**Judge Pratt:** Recently we completed the beginning of an efficiency study to see if we could do calendar blocking differently to create less delays. Oftentimes, when you are dealing with four attorneys, a Case Manager, a therapist and two family members and a child, it is a bit like herding cats. When I get the 8:30 case done and am ready for the 9:00, it's gathering them. Sometimes that is because there are multiple demands on the attorneys and so one may have to be over in Misdemeanor and Traffic at 9:30 and so they run over and try to take care of that. So we are looking at this picture of how we might arrange our calendar structure which would minimize those kinds of temporary absences that bring about delays and increased cost. Keep in mind that one of the things that I had a meeting with Justice Loretta Rush before these meetings about is this very issue and about appeals and what can be done but the CHINS cases of ten years ago are now informal adjustments. That is to say that the types of things that we are now seeing are far more dramatic and far more complex. They also involve the Criminal Bench because of the multiple dynamics that these families are bringing to the table. This year we did a study as part of the efficiency look and we discovered that I am spending, in May I spent more than half of trial time than what I spent in all of 2012. At this point of time in the year, I have almost equaled all of the trial time that was spent in 2012. That translates into Pauper Attorney and Guardian Ad litem and that is on top of what we are also doing

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with a pretty dynamic and robust CASA program. As you might have noticed, Rex McFarren was awarded Director of the Year and that program has remained pretty dynamic and we use that in significant ways. One of the things we have been using that with, because of the complexity of the families that carry significant mental health issues, are that we have combined out of a necessity to make sure that we have the fullest and greatest exploration of what is going on with that family dynamic. We want to make sure that we are fairly treating families that carry chronic mental health illness, for example, into the court. These are not easy and simple cases. I thought they were complex ten years ago but now I wish I could go back to those times. Those were the good old years.

**Darren Vogt:** Councilman Harris.

**Tom Harris:** Even with the comment that was made about the State closing the State facility, it is another example how some of those costs are coming down to local government to fund. In getting back to the other issue of the ACP User Fee, it was \$800,000 and then \$1 million, \$1.5 million, \$1.3 million, \$1.3 million, \$1.3 million, \$1.2 million, \$1.3 million and \$1.3 million this year. If you look at the appeals of today, with the Sheriff, ACJC and Superior Court, we are at about \$1 million. The State says that you can bring those fees in but you can only spend them in certain ways, local government is getting pushed to make some tough decisions on budgets but they are not letting us use those funds. I am still fascinated by that. It's not a question but just a comment. The fees that exist there can't be available to us to be able to pay for increased business or activity coming through your courts.

**Jerry Noble:** If I may respond to your comment, from my perspective as an administrator, I look at the effectiveness of these programs like Drug Court and Re-entry Court. I think it is having an impact and there is a need to preserve the resources that make those programs happen and make them possible. I think there is a certain cost avoidance that occurs and is hard to quantify but these programs are reducing recidivism and keeping people from doing more serious things or reoffending. There are costs that are saved and avoided.

**Judge Gull:** I know that Councilman Brown has heard me say this at Drug Court graduations. I can't quantify to you the cost of having an offender who has been hooked on methamphetamine for the last six years deliver a drug-free baby. I don't know what that drug-free baby is going to do in the future. I know that the baby has a much better chance today than that baby might have had years ago being born to an addicted mother. I can't put a price on that. I can proudly take a little tiny bit of credit for that life coming into existence and being clean but I don't know what number I can put on that.

**Judge Avery:** If you take an example that the State slashed spending on mental health facilities and mental health care back in 2008 or something like that, the last three years is a record number each year of mental health cases that get opened. You talk about cause and effect, they take away the money from the community health center that had some very effective programming. Not only do I see the increase, she sees the increase in Criminal Court and he sees it in CHINS Court.

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**Judge Gull:** And then Judge Heath gets the child of that family member who is now a delinquent child.

**Darren Vogt:** That gets to the User Fees and being able to spread those out to the entire court system. To Councilman Harris' point, there has been an excess of money in there, or let's say there has been a balance in there.

**Judge Gull:** There has been a balance in there but if you take the rest of the 2013 budget out and all of my 2014 budget out of that account right now, there will not be a whole lot of money left.

**Roy Buskirk:** But you will generate some money in 2014.

**Judge Gull:** We will generate fees, yes.

**Roy Buskirk:** You keep taking out the whole next year and not figuring the revenue that would be coming in.

**Judge Gull:** No, I figure the revenue coming in but when the revenue is paying for staff, the majority of what I am paying for out of that is staff. It is the personnel to run these programs to keep offenders out of the system.

**Darren Vogt:** I think there is a disconnect, here. What we are referring to are the dollars that are left over. We appreciate the fact that you are paying people out of that fund. From our perspective, there are dollars still sitting there that are not being spent to the tune of \$800,000.

**Tera Klutz:** One-time money.

**Darren Vogt:** Yes, it is one-time money or it could be spread out over time and not all in one big chunk. We don't want those programs to go away but we also want to keep somewhat of a cushion. Does that mean that we can take \$100,000 extra a year and put that into Pauper Attorney or Guardian Ad litem that effects all of the Court system including what you said two seconds ago that we could use those dollars instead of coming to County General? Those are the kinds of things that I think we should be able to do with that money because there is room for interpretation. I am not an expert on the statute and you know it better than I do but I would like to see us use those dollars over time but not get us to a point where we are not going to have enough revenue to meet our current obligations because we do have programs that are working and keeping people out of the Courts and out of the system.

**Judge Gull:** For example, this morning you authorized a new position and that is coming out of User Fees. That is an individual that we will be hiring and paying out of User Fees and all of the benefits out of User Fees. The increases with the salaries that you approved this morning will also be coming out of User Fees. We are making dents in the balance or

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whatever you want to call it. As we take more and more out of User Fees, we are not generating as much year-to-year because the programs are working. We are down 800 in Misdemeanor Court cases. We are making an impact and I shared this with Councilman Harris, we are seeing more and more individuals picking up a phone and calling for a cab when they are drunk and out at a bar or a party. That is what we want them to do. That means that then an offender is not an offender. They are not subject to getting arrested. Where the fee is generated is from the OWI arrest. When an individual is convicted of operating a motor vehicle while intoxicated as a misdemeanor, that fee is assessed. That is where that money comes from.

**Judge Avery:** I don't think we should lose site of the fact that, I understand the points that you are making, the problem is the three of us have no authority other than what the statute says about how to handle those funds. If it is handle in a way that is not within the statute, Judge Gull faces inquiry by the Legislature or inquiry by the Supreme Court saying that here is what the statute says but she just has no authority to say here is how I am going to define it.

**Darren Vogt:** Have we ever gotten an opinion on that from our attorney or the State Board of Accounts?

**Tera Klutz:** I think the statute says the money can be used to supplement the program of the Drug Court only and that is clear. I think that supplement is open to interpretation. It is really hard to supplement. You can play around with paying a dollar out of the Drug Court out of the General Fund and supplementing the rest by saying we don't have any money and so it is a supplement. You can go both sides of that. She said something that I didn't realize and that was that the entire program is paid out of the ACP User Fee Fund.

**Jerry Noble:** Drug Court.

**Tera Klutz:** I saw that the Alcohol Countermeasures budget in that and if that could be tied to that program, that may be \$100,000 or so that possibly could come if it is related to the program. If it is not related to that program, I can't even pay it or I will get written up. Even if they wanted to pay it, I wouldn't pay it.

**Judge Gull:** It is a State Legislative issue.

**Roy Buskirk:** So you need to work with the State Legislature to open that up to give you a broader area so that you can spend that money. That is what needs to be done. Don't worry about what it currently is. Talk with the Legislature to see if they will open that up to cover additional programs. Judge, you said that the programs are being successful and so the cost of the programs should be reducing also because you don't have as many going through it.

**Judge Gull:** The salaries of the people are not dependent on the number of folks coming through the program.

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**Roy Buskirk:** But you can reduce the staff if you don't have as many going through the program.

**Judge Gull:** I have no ability, at this particular point in time, to reduce staff.

**Judge Avery:** Actually her program, if they could, should be taking more people into Drug Court, because right now it is selective because of the size that it is. There are more individuals that might qualify if she had more staff.

**Larry Brown:** Success doesn't mean less.

**Roy Buskirk:** I know.

**Tom Harris:** I would like to say that I have had the opportunity to have a number of meetings with you and I applaud everything that you are doing. You are both obviously tremendous to this County and the State and are recognized through the country because of the efficiencies and innovation that you are doing. It is frustrating for us to continue to see the State continue to push those costs down to local and put restrictions on what we can or can't do. That continues and doesn't seem to change. I am done.

**Darren Vogt:** Do you have anything else?

**Roy Buskirk:** I just want to know about the possibility of raising the fees and getting more income. I realize that you are working with the clientele that doesn't have the most money and so what kind of percentage are you collecting? Do you collect all of the fees or do some of them go in the uncollectable?

**Judge Gull:** We have some uncollectable fees and the uncollectable fees generally tend, and I can't give you a specific number but I can find that out, to be assessed against those individuals that choose incarceration over treatment. They are going to sit their sentence out in jail rather than go through a treatment program to hopefully help them get off of that. If they are sitting in jail, they are indigent and don't have a job anymore and those fees go to the wayside. We are pretty aggressive about collecting the fees all the way around. There is a payment plan that we instituted about seven or eight years ago in Misdemeanor Traffic to give people the ability to pay that over time. Most folks are signing up for that.

**Roy Buskirk:** I appreciate the programs that you folks do.

**Judge Gull:** Thank you.

**Roy Buskirk:** It seems like, and I agree with Councilman Harris, those that are committing the crime ought to pay for the crime and not the taxpayers of this County. If at all possible, we need to cover the expense of these programs from the fees that are being collected. To me, it is a hard pill to swallow when we have to take more funds out of the General Fund to support the Court system.

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**Darren Vogt:** Councilman Harris said he was finished but he has one more comment.

**Tom Harris:** We have been here before, in previous years, where we have had the appeals. I think last year we said no in some cases. You came back to see us in August as a result. For us to say no at this point doesn't tank anything but puts you in a position to kind of evaluate throughout the year and should you need those funds, you would be back to see us next August. Is that a fair statement?

**Jerry Noble:** That is a fair statement.

**Judge Gull:** That is a fair statement.

**Darren Vogt:** Are there any further questions? Thank you. Council, it is 3:03 and we are going to take a twelve minute break. Please be back at 3:15.

Recess.

**Darren Vogt:** We are back and next up is the Combined Communication Partnership.

**Tim Lee:** The budget that we proposed was worst-case scenario. I have spoken with multiple Council members as well as a few of you who have stopped up to see the progress in the Communication Center. It appears that we will make that deadline to have it up and running by the end of the year. With that being said, we are proposing a best-case scenario on our budget and will be under budget as of last year. One thing that lacks from the budget is with the disparity of the budget cycles with the City and the County, there is no two percent raise included in this budget. We are waiting for the outcome of what the City proposes for its budget increases. Depending on what they come up with, I know I will not have to come back to Council for that increase. It appears, through the communication with the Controller's Office, we will have enough funds rolling over from 2013 to 2014 to cover that increase without coming back to Council.

**Larry Brown:** To be clear, the benefit side of CCP employees is under City control.

**Tim Lee:** City Controller's Office, yes sir.

**Darren Vogt:** Councilman Buskirk.

**Roy Buskirk:** How is it from the State? Are they going to increase their support as far as the collection of the telephone fees and the distribution back to the Counties?

**Tim Lee:** Roy, I know that 2013, as of August, we have gotten the excess funds that were collected for 2013. I know that it is in the process now, in speaking with the Director of the State 911 Board that they are going to propose an increase on the pay-as-you-go phones. There will be a monetary increase in revenue but it has not been submitted

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through legislation at this time. I look, by the beginning of the next session, for 2014 we will have a better idea of what that revenue is going to be or if it is going to be accepted.

**Roy Buskirk:** When they have an increase in revenue that doesn't necessarily mean that they are going to pass it back to the Counties, correct?

**Tim Lee:** It will be passed back to the Counties. A portion of it will be. Let me correct myself. I am working with the State 911 as well as other Legislators and we are trying to get a minimum standard set for Public Safety Dispatchers in the State of Indiana. As part of that, we want to have a cap fund that is set aside for training so that we are not paying for it out of local government funds and that the State Wireless Board will pay for that. Then, anything above the capped amount will be handed back down to the Counties. That is what we are proposing. It costs us roughly \$1,200 per dispatcher to fully certify them. We want to take that out of the local and have the State create a funded mandate so that this expense is something you won't have locally.

**Roy Buskirk:** Is the certification per year?

**Tim Lee:** It is bi-annually. The initial certification is \$1,200 but bi-annually is \$50 per dispatcher to maintain that certification.

**Roy Buskirk:** Okay, thank you.

**Darren Vogt:** Council, are there any further questions? How is the concept of regional going? Is there anything new happening there or any updates?

**Tim Lee:** There is some conversation going on the backend. That is part of the minimum standards and getting that passed. As we merge towards that regional philosophy that you have a baseline of qualified people to transfer from one entity to the other. I know it is just a conversational piece now and I don't think we will see it again until 2015 when it is talked about at a high level. Right now it is kind of a backend between representatives and a couple of 911 Directors.

**Darren Vogt:** At this point, what do you see as the big stumbling block? Is it going to be turf or not wanting to give up control?

**Tim Lee:** I think it is more of a territorial thing. Technology-wise, I could do it tomorrow. With the new phone system, I could handle calls from any of the nine Counties that are on the regionalized system. As soon as the new radio system is in place, we can dispatch for any County. We interface with the State network and there is no reason why we couldn't go through a regionalized philosophy.

**Darren Vogt:** Okay. Council, are there any additional questions? Thank you. Next is CEDIT, CUM CAP, LRS and Major Bridge and Mr. Hartman.

**Chris Cloud:** Chris Cloud, Board of Commissioners' Office.

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**Kim Yagodinski:** Kim Yagodinski, Controller for the Highway Department.

**Bill Hartman:** Bill Hartman, Director of the Allen County Highway Department.

**Chris Cloud:** Which one do you want to start with?

**Darren Vogt:** CEDIT and CUM CAP are first on our list.

**Chris Cloud:** I think this morning Scott and Commissioner Peters came to talk about the CEDIT budget. You will find that the CEDIT budget may not look exactly like the CEDIT plan because the plan was finalized after the budget was submitted. Knowing that we still had work to do on the plan, we put most of those funds into the Incentive line. Now that the plan has been finalized we will put them into the correct lines. The CEDIT plan, our goal was for it to look like our budget. We are not obligated to spend it on the exact things in the plan but it makes a lot of sense, if you are going to use the plan, use the plan. Highway portion, I can let them talk about that. We give them a portion of CEDIT and they use it for projects.

**Kim Yagodinski:** We use a lot of our CEDIT money on projects. We are getting reimbursement and so we will be coming again next month for re-appropriation of dollars that are coming back from reimbursements.

**Roy Buskirk:** I don't think that some Council members understand that you have \$2.6 million in CEDIT funds but the County has to pay for engineering and then they turn the engineering bill in and they get the money back at 80%. They use that money again for doing right-of-way acquisition and appraisal work and everything and turn that bill in. They get 80% back and it is the same thing with construction. That is the reason why the Highway Department has to keep coming back to get it re-appropriated. It is the same money being re-appropriated multiple times. We have tried to figure out a way that you didn't have to come back but there is no way of doing that.

**Tera Klutz:** Sometimes we can work it out.

**Chris Cloud:** As an example at one point in time, CEDIT had a cash balance just because of those reimbursements. They do a really good job with federal projects with getting the reimbursement as fast as they can and keeping the money flowing through. Highway does a very good job of tracking that.

**Darren Vogt:** It doesn't all come back because it is 80/20.

**Chris Cloud:** Right.

**Bill Hartman:** Just as an example of the use of this, next year in April we are planning on bidding some guardrail end treatments which will be about \$346,000 on Gump Road from State Road 3 to Coldwater Road. That is about \$10.1 million. Bethel/Huguenard

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Roads and Till Road intersection improvements are \$2.1 million. Bass/Hadley intersection is \$4.2 million. What that amounts to is that we are bringing in about \$11.1 million in federal aid. The 20% that we need to put up front will bring that in and we can put a lot of people to work and get a lot of construction done.

**Darren Vogt:** Are there any questions on that? Local Road and Street.

**Kim Yagodinski:** The funds in the Highway Department that are typically dedicated Highway use funds are MVH, Surtax/Wheel Tax Fund, LR and S, allocations into Major Bridge and the Commissioners give us money out of CEDIT. Those dollars are used to fund salaries, health cost, liability insurance and all of those types of things in addition to the road projects that we participate in.

**Darren Vogt:** I do have one question on Major Bridge. Maplecrest, in 2011 and 2012, was \$1.818 million and in 2014 you only have \$50,000. Do you use un-appropriated to pay the difference?

**Kim Yagodinski:** We are. There was an ordinance passed this past year that allowed us to take excess bond proceeds and apply those towards our payments. We made a payment in September and we were able to take funds out of that Maplecrest fund line and make that bond payment. Next year, our bond payment will be close to \$1.8 million and so that money is going to be running out quickly and we will see more of our Major Bridge Fund going toward some of the bond payments unless we can get a TIF district set up out there and get some new revenue coming in.

**Darren Vogt:** Have we analyzed that and looked at that? If things don't move economic development-wise that direction, what is that going to impact from a bridge repair standpoint? That is a 20 year bond, right? Are we in year three of the payment?

**Kim Yagodinski:** Three or four, yes.

**Darren Vogt:** We have another 17 years of repayment at \$1.8 million and our bridges are going to continue to need work and that is a significant amount of money. If we don't see TIF, the backup to that is CEDIT and so I want to make sure that we are thinking through that and how it is going and playing out.

**Bill Hartman:** Our major bridges are actually in pretty good condition. We are going to have another inspection of the bridges next year. Anthony was the last one that really needed a lot of work and that is being completed right now. Their life cycle should comply pretty well with the length of this bond. There will be some maintenance that needs to be done but as far as major reconstruction, we don't anticipate any in several years.

**Darren Vogt:** This can be used for all bridges now and not just major bridges.

**Bill Hartman:** That is true.

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**Darren Vogt:** Let me blanket that comment that it is for all bridges in the County and we have a lot of bridges in this County.

**Bill Hartman:** Of course we have surtax/wheel tax as well for bridges. There again, in some of these projects, there are bridges in some of our Federal Aid projects. On Bass Road, there will be a bridge. We just recently bid Coverdale Road and there were two bridges there. Flutter Road will be two bridges on that one and will be covered 80/20 on that one. There is also Washington Center where Spy Run Creek that we are going to pursue in the very near future. We are doing everything we can to make it work.

**Roy Buskirk:** You mention Major Bridge and it used to be that you had three categories, culverts, bridges fewer than 200 feet and bridges over 200 feet. Are culvers now included in Major Bridge?

**Kim Yagodinski:** In the past, we were getting some funding from CUM CAP to help with some of our drainage issues but that has kind of gone away. We are using some of our MVH funds to help with some of those drainage issues. Some of the new revenue that we are going to be seeing is actually going to be allocated to our drainage projects.

**Roy Buskirk:** So drainage projects, you are referring to culverts.

**Kim Yagodinski:** Yes.

**Roy Buskirk:** Okay, thank you.

**Darren Vogt:** Council, are there any additional questions on this? Is there anything else you want to share?

**Chris Cloud:** You didn't touch on CUM CAP. CUM CAP is used for a couple of things. One is to maintain all of our buildings and capital projects for that. It is also used to pay the ATOS contract and used for computer refresh. We continue to work with Dan Freck, the Superintendent of Buildings and Grounds. I want to say that it was probably three years ago that working with Mark Royse's staff and we developed a criteria matrix very similar to what Highway has done for road projects. Dan keeps that list up for scoring things and prioritizing and we continue to evaluate that. CUM CAP, for now, covers our costs but you know about the Plaza roof thing has come up and we are planning for it. CUM CAP should cover our needs for 2014 unless there is some major catastrophic surprise.

**Darren Vogt:** Councilman Buskirk.

**Roy Buskirk:** Because of change in legislation, road funding from the State, if I recall it is like \$2 million to \$3 million additional funding that the County received?

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**Kim Yagodinski:** It is close to \$2 million for 2014. This year was a little less than \$1 million.

**Roy Buskirk:** The \$1 million that you received this year, where did that go?

**Kim Yagodinski:** We put it into a backlog of projects that we had because our funding has fallen short over the years. We have a backlog that we need to catch up on and so a lot of that is going to go into resurfacing, chip and seal and resealing. More projects are what we want to do with the dollars. We are not looking into putting it into overhead or even more positions. We are looking to maintain the same staff level and putting more dollars on the roads.

**Roy Buskirk:** Thank you.

**Kim Yagodinski:** We met with our liaison, Bob Armstrong, and went through our budget in depth. I am sure he could answer some questions. I think all of you got our budget books.

**Darren Vogt:** Council, are there any further questions? Thank you very much. This puts us up to crunch time for making decisions as to the appeals process. We have heard the discussions from those six departments that had requests for additional funds over their original allocation. What we will do at this point in time is move down department by department and open it up for discussion. Is there anyone who has a big picture or philosophical discussion that they want to have about funding things? I know we have always talked about making sure that we are funding or have our priorities set. One of the priorities has always been Public Safety that we fund and then move down from there. Are there any comments on that? First on the agenda is the Sheriff's Department. The original request was almost \$800,000 and is now down to \$469,750. \$400,000 of that is for automobiles and \$69,750 was for the position that Council had requested that he create in order to find some efficiencies and another look at the \$22 million budget for the operation that they have. With that, we will open it for discussion.

**Roy Buskirk:** First of all, I think the \$69,750 should we raise his budget to cover that amount? I guess that is the proper way to do it.

**Darren Vogt:** Let me tell you how we need to do it. What we did was put in our Council line \$2 million under Capital. We can't go over our advertised so anything we approve today would reduce that Capital line. What happens is that we wouldn't increase anything but shift money from that Capital line into that specific department's line. Does that make sense?

**Roy Buskirk:** Yes, right. Tom, I think you had some ideas besides the vehicles. Didn't you have a couple of items that you thought could be reduced?

**Tom Harris:** I think the Sheriff kind of did some of that work for us just by coming in with the reduction today. With the \$69,750, I think that is the right and prudent thing to

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do to continue to support that finance position. It is the largest budget in the County. There are numerous things that continue to be cost escalators in their world and the Finance Director is a short-term and long-term strategy to contain and control some of those cost increases. That would make sense. So we are down to the cars. I like the idea that we help somewhat with the cars but I particularly like to continue to focus on having the Commissary account pay for a good deal of those cars. Strategically and philosophically, it is the right thing to do and have folks that violate the laws help to provide capital and in the long run provide a safer community. I think that makes sense. With that, I would say \$200,000 and maybe even a little bit more.

**Darren Vogt:** Is that assuming that the Sheriff is making the commitment to pay for the cars that he has already ordered? I am assuming that he will. They are already ordered and are not our obligation. That was \$200,000 that he was going to have for the six SUV's.

**Roy Buskirk:** I think that is included in the \$400,000.

**Darren Vogt:** I don't think so.

**Nick Jordan:** That is out of Commissary, seven vehicles that he had gotten out of Commissary.

**Roy Buskirk:** For this year. He wants more for next year.

**Nick Jordan:** None of that discussion involved this \$400,000. He noted sixteen vehicles that the \$400,000 was for.

**Darren Vogt:** Right.

**Roy Buskirk:** Are we going to vote on each one of these individually?

**Darren Vogt:** Once we get a motion set up. From my perspective, he has committed that he wasn't going to get those SUV's until 2014.

**Bob Armstrong:** He ordered them now and will receive them then.

**Darren Vogt:** Okay, so in reality what would happen is when they open the bid process in January, he would order another batch of whatever we have the dollar amount to.

**Larry Brown:** Remember, he said he had to order them...

**Nick Jordan:** Because of the pricing, exactly.

**Larry Brown:** He expects delivery in December. It is 2013 money.

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**Darren Vogt:** I don't think he is planning on paying for them until 2014 from what he said when he was here. Either way, what we are talking about is, let's make sure we are on the same page, he pays for the cars that he has already ordered. In 2014, if we set a dollar amount aside, it is for additional cars in 2014.

**Larry Brown:** Sixteen cars, fifty-fifty. We pay for 50% and he pays for 50% out of Commissary.

**Darren Vogt:** So that would be \$400,000 out of the Commissary account. What is the current balance in Commissary?

**Jackie Scheuman:** At the end of June it was \$350,000.

**Darren Vogt:** Council, this is where I have repeatedly asked that we get a budget set for the Commissary account because we don't know what he already has planned for the money that is already in there. He does use it and it is for various training items, bulletproof vests and those kinds of things but without a budget set to it, we don't know. All we can get it is \$350,000 balance in it. He wouldn't be able to do \$200,000 but he would be able to order the cars that we would get in 2014.

**Roy Buskirk:** He has October, November and December and I don't know when he will take delivery in 2014. I would make a motion that of the \$400,000 that he is requesting for vehicles that he pay \$300,000 and we pay \$100,000. Also, we will increase his budget by \$69,750 to cover the Finance Director.

**Darren Vogt:** Okay, we have a motion, as I understood it, he pays \$300,000 for cars and we pay \$100,000 out of County General and we increase his budget for the \$69,750 for the Finance Director.

**Roy Buskirk:** Correct.

**Bob Armstrong:** Second.

**Tom Harris:** For clarification, it is \$169,750, right?

**Darren Vogt:** Correct, is there any discussion on that?

**Roy Buskirk:** The reason I did it that way is that it eliminates any confusion about the current cars on order or anything else.

**Darren Vogt:** So we are paying one-fourth and he is paying three-fourths out of Commissary.

**Roy Buskirk:** Right.

**Bill Brown:** For 2013, right?

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**Darren Vogt:** It is kind of a combination of the two based on the fact when the cars come in. He has already ordered some that he is planning on paying for and I understand that was \$200,000. Whether that hits in January or December time frame, who knows what? He needs ten additional cars which total \$200,000. He bought SUV's with the original amount and cars would be less.

**Roy Buskirk:** And there is something else. I think that he can take out of drug money. He can buy unmarked vehicles.

**Darren Vogt:** Seized money.

**Roy Buskirk:** Right.

**Darren Vogt:** We don't know when any of that money is coming in.

**Roy Buskirk:** Do you have a balance on that, Jackie?

**Tera Klutz:** Last year he spent \$72,000 and the balance in that fund is \$266,000.

**Darren Vogt:** What number is that, please?

**Tera Klutz:** 206.

**Bob Armstrong:** Use that money for what?

**Tera Klutz:** He can use that money for the Sheriff's Department and it is pretty vague.

**Bob Armstrong:** For general operations?

**Roy Buskirk:** Just like the Judge was saying, there are limitations on it.

**Tera Klutz:** It is for expenses relating to operating certain divisions of his department.

**Bob Armstrong:** Okay but there are ties to it. It is not a rollback account where he can buy whatever he wants to buy with it.

**Tera Klutz:** No.

**Roy Buskirk:** No, there are restrictions on it.

**Darren Vogt:** It is a little different from Commissary.

**Bob Armstrong:** Right.

**Roy Buskirk:** One of the Sworn Officers got a vehicle that they took in a drug raid.

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**Darren Vogt:** That is potentially another fund that we should look at. The Finance Director can look at putting a budget together and maybe they are going to save that money for something. I know they are working on their training facility out on Adams Center Road and that has been a big source of funding for that.

**Tera Klutz:** There might be a budget in your book for that.

**Jackie Scheuman:** I am not sure that the fund needs to be appropriated.

**Tera Klutz:** Okay.

**Nick Jordan:** There is a budget.

**Tera Klutz:** There is a budget in your book.

**Roy Buskirk:** For that particular fund?

**Nick Jordan:** Yes. It is going to be page 119 of 230. If you use the bookmarks, it will be Fund 206.

**Darren Vogt:** The budget is \$190,000. Capital is at \$40,000. He's got vehicles coming out of there. That may be where some of that original is coming from.

**Roy Buskirk:** So that is two vehicles?

**Bob Armstrong:** Or one big SUV.

**Roy Buskirk:** Right.

**Darren Vogt:** We have a motion and a second. I want to make sure that everybody understands. The motion, I will restate, was \$300,000 comes from Commissary for cars but we cannot bind the Sheriff to \$300,000 coming out of the Commissary. That is totally up to him. The only thing we can do is encourage that this is what our statement was. We are going to put \$100,000 towards cars plus the position, in the General Fund and so it is \$169,750.

**Larry Brown:** If we agree on the \$100,000, it should be for a certain quantity of vehicles.

**Darren Vogt:** I don't think we know what the cost of vehicles is.

**Larry Brown:** I thought he said \$26,000.

**Roy Buskirk:** \$26,000 average. Is that what you are thinking?

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**Larry Brown:** Twenty-six vehicles.

**Roy Buskirk:** You can't buy 26 vehicles for \$100,000.

**Larry Brown:** \$400,000, \$100,000 from us and \$300,000 from him.

**Roy Buskirk:** I don't think we have done that in the past. I think we just set a dollar amount.

**Darren Vogt:** To his point, maybe we should say that this is how many vehicles we are willing to help with. If he says he needs 17 vehicles...

**Nick Jordan:** I thought he said the \$400,000 was for 16 vehicles.

**Darren Vogt:** Sixteen vehicles and if we are going to split that, \$25,000 apiece? That is probably right all done up with or dressed out. His philosophy is marking every car that goes on the road.

**Roy Buskirk:** So we would purchase four vehicles.

**Darren Vogt:** Sixteen divided by \$400,000, somebody do the math.

**Nick Jordan:** He said \$25,000 and if you were going to give him \$100,000 that is four vehicles.

**Larry Brown:** If you are trying to push \$300,000 out of Commissary, I am saying that you don't want to say it that way.

**Roy Buskirk:** Okay, how do we want to say it?

**Larry Brown:** That we are contributing \$100,000 for twelve vehicles or sixteen or whatever the number is and let him figure out where the balance comes from.

**Roy Buskirk:** Okay, I see what you are saying.

**Larry Brown:** Otherwise...

**Tom Harris:** We don't want to micromanage and tell him that he can only buy four cars. If the Sheriff chooses to buy additional cars, he can do that if he uses the Commissary account.

**Larry Brown:** For the discussion, I am going to vote against it because I think the Sheriff has gone quite a way to work with us over the past year and that is why I was suggesting a 50-50 split.

**Tom Harris:** And that is \$200,000.

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**Larry Brown:** \$200,000 plus the \$69,750. As the motion stands right now, I am going to vote against it.

**Tom Harris:** I concur with that thought. With the \$169,750, that represents a seven percent increase above what we had already allocated with the two percent increase. He is getting a 7.5% increase above what other departments are getting.

**Darren Vogt:** It is a Capital line item and that is a little bit different than an operating line. We have asked some departments to hold them and then we take them individually.

**Tom Harris:** He came in today with a reduction of \$323,000.

**Darren Vogt:** Some of that was at the Courts' request.

**Tom Harris:** So maybe about \$280,000.

**Darren Vogt:** Let's take a vote. We have a motion for \$169,750 and a second. All in favor signify by saying aye, opposed, same sign. Let's roll call that. Those in favor, please raise your hand (Buskirk and Armstrong). Those opposed (Harris, B Brown, Vogt and L Brown). The motion dies 2-4-1(Howell absent).

**Larry Brown:** I will make a motion to adjust those figures to \$200,000 for vehicles and \$69,750 for the position for a total of \$269,750.

**Tom Harris:** Second.

**Darren Vogt:** We have a motion and a second.

**Roy Buskirk:** Are you going to put in there that it is for sixteen cars?

**Larry Brown:** Yes or whatever the number is. You guys help me with the number.

**Darren Vogt:** When he came to us, I am pretty sure that he said 16 cars.

**Nick Jordan:** His math was \$400,000 was for 16 cars and so if you gave him \$200,000, it would be for eight cars.

**Roy Buskirk:** No, we want to make sure that he purchases sixteen.

**Nick Jordan:** I am just saying that now that you are allotting, based on the math that he had given, that was the cars.

**Darren Vogt:** We want to make sure that he purchases the other eight out of Commissary. Let's talk through that for a minute.

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**Jackie Scheuman:** I am not sure you can tell him how many cars.

**Tera Klutz:** They are just suggesting.

**Darren Vogt:** What we can do is leave the Capital line in our Capital line budget and when the cars are ordered we can tell him what we are willing to do. We would be willing to split the cost of the cars with him up to \$200,000. Leave it in our Capital line item and that will then make him order the cars and have the Commissary money. This does not include the SUV's that he has already ordered and is paying for out of Commissary. I think that is a cleaner way to do it and we would make sure that the cars are ordered and taken care of.

**Roy Buskirk:** Are you going to withdraw the motion?

**Tera Klutz:** The motion is fine. You can just have the \$200,000 go to your Capital line.

**Darren Vogt:** So the note to the Sheriff would be that we are committed to \$200,000, if agreed upon because we still haven't agreed to that yet, in our Capital line item for him to buy 16 cars. We are paying half and he is paying half out of Commissary and he is paying for the current cars that he has already ordered out of Commissary.

**Larry Brown:** Yep, I agree.

**Darren Vogt:** We had a motion that is where the money is going and how we would do it.

**Tom Harris:** Second.

**Darren Vogt:** Does everybody understand the motion? All in favor signify by saying aye, opposed, same sign. The motion passes 4 (Harris, B Brown, Vogt, L Brown)-2(Buskirk, Armstrong)-1(Howell absent). The \$69,750 will go into his budget. Next is the Surveyor's Office.

**Larry Brown:** I will make a motion to approve his request of \$29,070.

**Roy Buskirk:** Second.

**Darren Vogt:** Let's open that for discussion. Is there any discussion on that? My only concern is that if you heard what Matt was saying, and I am not an expert in this. He said most of the geographical area is Fort Wayne. Are we not spending a whole lot of money to do a very little bit of work. I just think that conversation needs to be opened up again. I am not sure that something is not amiss if we are still going to spend the money and if you look at the geographical boundary of Fort Wayne and where we are supposed to find the rest of the water quality services, are we really doing the right thing by continuing the program as we now are?

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**Roy Buskirk:** The only thing is the fact that it is a Federal mandate that they have to turn in this report. This is one reason why the County, because it is a small area of the County and it is New Haven and Leo-Cedarville and now it is Grabill. It is all based on what Matt said about population in urban areas and it is a program that we have to complete. There are no if's, and's or but's about it. It is a shame, being the Soil and Water District liaison from the Council, I have been aware that there have been some issues that Fort Wayne has complained about over the last couple of years. Basically, they do not understand the fact that if we are putting on a program at Canal Days in New Haven, it is also reaching Fort Wayne people. They are like, if you go outside of our City limits, you aren't doing anything for us. That is one reason why they left. When I talked to Al Frisinger, who also sits on the Board, he called yesterday and said he wouldn't be able to attend today's meeting and Whitley County is now informed that they are an MS4. Matt explained that they are hoping to get them onto the Partnership. As these areas increase, they want to try to keep this Partnership together. The balance that the Surveyor already has in his budget is for the County portion of this. This is mainly making up what the City was paying.

**Darren Vogt:** I understand that.

**Roy Buskirk:** Mathematically, it will reduce and he has been working with New Haven, Leo-Cedarville and I think Huntertown. There are a couple of other small towns within the County that are in these areas and they are participating and putting money towards this training program.

**Darren Vogt:** And this is the reduced percentage, I asked that question.

**Roy Buskirk:** Yes.

**Darren Vogt:** It is just the matter that once we fund it and they are completely out and now they are going to contract somebody else to do the same work that is already being done and it just doesn't make good government.

**Roy Buskirk:** You are absolutely right. It has left this Partnership in a position that they have to get funding someplace and the other towns and stuff are chipping in more than what they did last year. I am not so sure that the Partnership contract wasn't up in the middle of the year that kind of messed them up and they were shifting funds to be able to cover it through the rest of the year. I really think that we need to support this and hopefully next year it will be a smaller number.

**Darren Vogt:** We have a motion and a second. Is there any further discussion? All in favor signify by saying aye, opposed, same sign. The motion passes 4(L Brown, Armstrong, Buskirk, B Brown)-2(Vogt and Harris)-1(Howell absent). That was \$29,070. Now we will move onto the County Extension for \$2,470.

**Larry Brown:** I will not support their request.

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**Bill Brown:** It is such a small amount that it seems as though there should be other resources for that.

**Darren Vogt:** Okay, we will move on to Planning Services for \$6,521.

**Roy Buskirk:** I don't quite understand that. It was something about...

**Nick Jordan:** What happened is that in 2012, a salary was set for \$30,000 and some dollars for an individual. They hired someone above that salary at a higher step. They did not adjust the budget in the next year. In 2013 they had excess funds in other lines that they would be able to pay that salary out of. Going into 2014, in order to true up that salary line to the position that they hired, they need to raise it. Of the \$6,521, that one was \$3,000 and something. What happened is when you come to get a position changed, you get an additional appropriation at that time or you fund that through the budget that you already have. At the time, they funded it through other lines and are now coming to get the budget raised to bring that salary to whole.

**Roy Buskirk:** So they didn't come to Council to transfer to that line because it was in the 100 series?

**Nick Jordan:** I can only guess that is what happened. I think that is what they did in 2012 and in 2013 they had to find additional money to pay that salary for this year.

**Roy Buskirk:** Well, that is possible if somebody retired or moved or quit, there would have been some money in the 100 series.

**Nick Jordan:** Exactly.

**Tom Harris:** On the basis of that being an error, I will make a motion for the \$6,521.

**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 6-0-1(Howell absent).**

**Bob Armstrong:** So what did we do with the Extension's request of \$2,470?

**Darren Vogt:** Zero.

**Bob Armstrong:** Okay.

**Bill Brown:** Do we need to vote?

**Darren Vogt:** No because no one made a motion. Larry said he couldn't support it, I saw him nod, him nod and him nod so I moved on. I think you were looking down and didn't

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see that. I should have explained it. Next is ACJC. This includes reinstating some positions and adding the security from not doing it with the Sheriff but going to ACJC.

**Roy Buskirk:** That is what the additional amount is. It was like \$78,000 plus or minus.

**Darren Vogt:** Do we currently have that in our Capital line? So we are at \$1.7? Never mind, I've got it.

**Tom Harris:** I will make the motion for \$228,080 because the Judge is making a number of initiatives including a large grant application. Some of those changes had been talked about for the last few years. He is initiating and doing some innovative approaches. For all of those reasons, I support it.

**Bill Brown:** I would second that for the same reasons.

**Darren Vogt:** Is there any discussion?

**Larry Brown:** I didn't hear any questioning or discussion during the discussion with Judge Heath but there was some discussion about turning that building into a single point of secured entry. I know nothing about that. When that was mentioned, it was thought that security could or would be reduced or is that already in this two-person security officer plan?

**Darren Vogt:** I think that was more of a conversation that Bob and I had leaving this facility. Maybe they could take the atrium entrance and make it a single-point. It already kind of is now because you have to go through the metal...

**Bob Armstrong:** You go through and turn to get to the metal detector at the checkpoint. My thought was that when you come in, make that the secured area and the only way you get into the main building is if the security people that are doing the metal detecting and stuff pushes a button and gauges a door to let you into the main facility.

**Larry Brown:** Allows you in.

**Bob Armstrong:** Allows you in. That was my train of thought.

**Larry Brown:** What would that do with personnel?

**Roy Buskirk:** Some of personnel come in through a different door.

**Larry Brown:** I am talking about these two new security people. Does it reduce or stay the same? Is it one instead of two?

**Bill Brown:** To have a staff of one would be understaffed.

**Larry Brown:** These are new.

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**Roy Buskirk:** These are additional.

**Bill Brown:** Oh, these are additional.

**Darren Vogt:** I am pretty sure they have worked within their budget to come up with two armed personnel for security guards. I wonder if this would give them four. I see a head nodding. It does give them four armed security guards.

**Roy Buskirk:** No, no, no.

**Darren Vogt:** I am seeing a head nod yes.

**Roy Buskirk:** Not armed.

**Judge Heath:** They will be in a general rotation. We have four courtrooms and we have security personnel moving kids around. We took what we had and stretched them as far as we could to put one person down there right now, at a time. We have two people that are trained, certified and so forth but one at a time is down there because we need the other person doing those things with the courtrooms. What we are doing is getting more people qualified to go down there. These two individuals would be put into that and be a part of the overall security staff but they would be special in the sense that they would be trained, armed and so forth. They will fit into this rotation that is handled by Todd, the Security Director, so that we have up to four people that can go into that rotation. They can serve in other capacities as well but we will have additional people that can go down there and cover that. We will never have the kind of coverage that the Sheriff was looking at. It will be much thinner than that but it will be sufficient to do what we need to do. Would Todd have asked for more? He asked me for three and I told him I didn't think we could get three from the Council because that was close to five and you had already turned that down. He thought he could make it work with two. If we go below that, we are going to have stretches of periods where a person is on vacation or sick, we may not have enough coverage for the four courtrooms and that particular location.

**Larry Brown:** Before you leave, to my question about a single point of entry. Is that what you have now?

**Judge Heath:** We have, as Councilman Vogt mentioned, for most of our employees a fob identification entry. The public comes in the front entrance and they are channeled to a metal detector. We have one employee, usually the armed employee, doing the metal detecting. He is away from the public and if something happens he can step back and won't be subdued by somebody in the public. They are channeled that way through the metal detector and around the presence of armed security. Is there an absolute fail-safe channel through there? We can make that happen if we have to.

**Darren Vogt:** There is a partition there but you and I could get by there.

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**Judge Heath:** It is one entrance for the public.

**Darren Vogt:** Right now we have a motion for \$228,080 and a second. Councilman Buskirk.

**Roy Buskirk:** What was the 2013 budget for ACJC?

**Jackie Scheuman:** \$8,670,063.

**Roy Buskirk:** He is already increasing the budget \$300,000.

**Tera Klutz:** That is for the two percent increase.

**Roy Buskirk:** Okay. All of the savings that he is talking about he is spending more than the savings amounted to. The increase that he is asking for is over and above the savings he has been able to create.

**Tera Klutz:** If I may briefly say that almost all of the changes that he made for fees won't become effective until October. We probably won't even get to see the benefits of those offsetting the General dollars until the 2015 budget.

**Darren Vogt:** To answer your original question, 2011 was \$9.2 million. We asked for a cut in 2012 which made it \$8.3 million. 2013 the original budget was \$8.6 million. The 2014 submission was \$427,000 higher and included the two percent.

**Tom Harris:** I will call for the question.

**Darren Vogt:** All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. Next is Superior Court and their number is \$298,536. Is there discussion? I will start it then. My theory on this is that we asked them to cut in the last three years and their way of doing it was cutting things that were actual expenses and just reducing them. I recall conversations where they were trying to do things to reduce those specific line items. Obviously, those things haven't happened and those expenses have stayed flat. I don't want to see them back in 2014 for the same amount of money that they are going to need. From my perspective, a true budget for those line items is what we need to do and not something that is artificially cut. That said, I would like to see us move into figuring out ways to help spend down. Whether it is legislatively or how can we interpret the ACP User Fees to slowly, over time, whittle away some of that fund although leaving operating room within that \$1 million balance in that account.

**Larry Brown:** Along that same thought process, the English language is up for interpretation. Anybody that you ask to interpret a law or piece of statute or whatever, if you get two people's opinion you will have three interpretations. It seems to me, and I think you brought it up earlier, another review of that statute to see what it actually says. Maybe we can redefine where the edge is and maybe adjust some of those spending opportunities within the statute as it is today.

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**Bill Brown:** With that thought, how is that done? What is the protocol?

**Larry Brown:** I think we as Council should probably have the County's legislative bird dog, sic her on it.

**Roy Buskirk:** I think it would have a greater impact if the Court system approached the Legislators to see if they would look for other areas that the funds could be used for.

**Tom Harris:** My thought would be, philosophically we have had them come here and we turn them down and then we try to get it right. Maybe we split that difference and come in at \$198,536. Reduce their request by \$100,000 and see if we can come up with other ways yet. Possibly, in a variety of ways, they can find that \$100,000 throughout the year and not have to come back. That would be a motion of \$198,536.

**Bob Armstrong:** Second.

**Bill Brown:** Further discussion would be that you are leaving the door open for them to come back for the \$100,000?

**Darren Vogt:** I think we need to be receptive to that. We also need to work with them as to how we can get interpretation of the fee and obviously knowing that we don't want to spend all of it in one year. Work together with them to figure out how we can ease the burden within.

**Bill Brown:** So that thinking is embodied in that motion.

**Darren Vogt:** I think so.

**Roy Buskirk:** Do you think in that motion that it was also embodied to ask the judicial system to work on getting the ACP Fund expanded as far as what it could be used for?

**Darren Vogt:** It was all part of the discussion.

**Bill Brown:** So the door is open for the \$100,000.

**Darren Vogt:** We have a motion and a second. All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. That number was \$198,536. Jackie, do you have a number that is left in our Capital line item? And how much of that is set aside for cars? You have already taken the cars off so it is \$200,000 higher than that.

**Roy Buskirk:** We will just have to see how it comes out.

**Darren Vogt:** Council, does everyone understand where we are? Our Capital line item will be \$1,468,043 with \$200,000 of that including cars. The appeals that we just approved are...

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**Tom Harris:** \$731,957. We have reduced the overall appeal today which was \$1,279,000 and we have reduced that by \$547,847.

**Darren Vogt:** I will go with Jackie's numbers which is around \$500,000. Are there any other discussions?

**Bob Armstrong:** Move to adjourn.

**Roy Buskirk:** Second.

**Darren Vogt:** All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. There being no further business the meeting was adjourned at 4:21.