

**ALLEN COUNTY COUNCIL MEETING MINUTES**  
**DECEMBER 18, 2014**  
**8:30 AM**

The Allen County Council met on Thursday, December 18, 2014 at 8:30 am in the Discussion Room at Citizens Square. The purpose of the meeting was for additional appropriations, transfer of funds in excess of the current budget, grants and any other business to come before Council.

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

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:** Contrary to the chagrin of most of the Council members, you can see we have a new look and I am facing a wall, which is kind of interesting. Hopefully that will help us to keep the microphones in front of us. With that we will move to the financial report.

**Tera Klutz:** Good morning, Council. This is a unique arrangement. I appreciate being able to see all of your faces. If you would flip to the General Fund financial statement, as of November 30, 2014 that is about 92% of the year and we are tracking 92% revenue received. I want to tell you that we are on track for this year. I also have good news, if this is good news; we have collected 90% of our certified levy for this year and are just waiting on approval for our distribution. It is at the State Auditor's Office right now. I want to thank Nick and Renata for working diligently and getting it down pretty early this year. We probably estimated about collecting 88% and we collected 90%. It is not 100% but that is because of the Circuit Breaker and we will never collect 100% of our certified levy. Since it is slightly higher, we will have more cash going to the operating cash reserves for next year. That will help us borrow less from the Rainy Day Fund next year.

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

**Roy Buskirk:** You have no estimate on what you would need from the Rainy Day Fund yet? You were talking \$10 million.

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**Tera Klutz:** I think we borrowed \$10 million this year. Without knowing what the collections would be and what the unexpended budgets of all of the departments would be, we should have a good idea of how much we will need next month. We should be able to do the Highway temporary loan or at least address it at that time.

**Roy Buskirk:** Okay, thank you.

**Darren Vogt:** Do you have an idea of what that dollar amount equates to in that two percent difference?

**Tera Klutz:** It is about \$1 million.

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

**Larry Brown:** Move for approval of the financial report.

**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 (Howell absent). I forgot to mention that Kevin called this morning and has the flu bug that is going around. Hopefully he will be feeling better soon. Nick, do you want to highlight the unemployment rate?

**Nick Jordan:** Good morning, Council. On your agenda you see the September and October rates are the same as last month. November rates will be out tomorrow. Allen County was 4.7% in September and 4.9% in October. Indiana was 5.1% in September and 5.3% in October. The national was 5.7% in September and 5.5% in October.

**Darren Vogt:** Council, are there any questions? With that today we have, as in our normal December meeting we cannot appropriate funds from the General Fund. Also, Council, you should have some forms in front of you for next year that needs to be filled out. If you could sign those and pass them this direction, we will make sure that they get into Becky's folder. Today, we have to appropriate in Other Funds the amount of \$4,624. With that we will move to Economic Development and the Lutheran Hospital Ledge Agreement.

**Tim Pape:** Tim Pape, legal counsel for Lutheran Health Network.

**Carolyn Abel:** Carolyn Abel, Vice President of the Shared Service Center.

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**Mark Royse:** Mark Royse, Department of Planning Services. This is a ledge agreement like you have seen before. It is an agreement that is a ten-year agreement, \$500,000 total with \$50,000 a year maximum. These are based on investment, payroll and number of jobs. As you can see by the agreement, the Shared Services Center anticipates ramping up from this year through 2016 with a total of 234 new positions and a total payroll of over \$9 million with the average salary of \$38,500. This is slightly different in that the City is entering into a similar agreement. We found that the process goes a little quicker if each had their own separate agreement. The other thing that is different is these are not tied to a lease-sublease through the Redevelopment Commission. With that I will turn it over to Carolyn and Mr. Pape to answer any questions you might have.

**Darren Vogt:** If you would talk about the project and what is going on, that would be great. Just give us an update.

**Carolyn Abel:** Absolutely. We just moved into our new building on Magnavox Way and our first day of opening was on Monday. We previously had been on Bluffton Road, close to the Airport. We renovated for this expansion and moved into 65,000 square feet. We have begun hiring people and ramping up very quickly.

**Tim Pape:** It was really exciting. The Governor came up a few months ago to announce this tremendous cooperation and team effort of Mark and the Commissioners and you all, Mayor Henry and the City Council. Lutheran's parent company decided to consolidate the back office functions and that is what the Shared Services Center is. It is the insurance, billing and collections. There are existing 177 jobs and there is some consolidation here but some of these functions across their 208 hospitals in the continental United States, they made a commitment to consolidate. You can imagine the competition in communities across the country to try to consolidate in their communities was fierce. The incentives offered were robust. Some of them significantly more robust than here but one of the winning features here, Carolyn won't say it but Byron Bower, Lutheran's local CEO, feels very strongly that Fort Wayne has a great reputation with Carolyn's team and the Shared Services Center. He gives them credit for being able to win this because they run their operations so well. It is an opportunity to double or even triple the size and there is the possibility of more jobs coming after this. We are really proud of our team here.

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

**Roy Buskirk:** The building out at the Airport, was that leased?

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**Carolyn Abel:** No, Lutheran Hospital owned the building and will continue to occupy that building. The Accounting Department will stay out there as well as our IT Data Center.

**Roy Buskirk:** Okay, thank you.

**Tom Harris:** The positions that you have open, you are still in a hiring mode or consolidation mode at this point?

**Carolyn Abel:** Absolutely. We are hiring very quickly, at this point.

**Tom Harris:** It says that last year the annual payroll was over \$1 million and next year it will be over \$6 million and the following year is \$9 million. That is impressive.

**Tim Pape:** If you think about over five years or ten years of having \$50 or \$100 million of revenue is a lot more wealth generator effect where you can hire more insurance agents or lawyers and all of the jobs that come from those. I am making a little fun but you all understand the principles.

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

**Tom Harris:** Do we need approval for this?

**Darren Vogt:** Yes we do.

**Tom Harris:** I will make a motion for the approval of Lutheran Hospital's Ledge Agreement.

**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 (Howell absent). With that we are onto the Recorder's Office. They have some salary ordinances.

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

**Anita Mather:** Anita Mather, Allen County Recorder.

**Mary Rian:** Mary Rian, Allen County Human Resources Generalist and Recruiter.

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**Anita Mather:** The first one is the Chief Deputy's salary. I was at 80% when it was turned over to Recorder from Chief Deputy. I have turned over the duties that I was doing to the new Chief Deputy and I would like to get her to the salary that I was making. It is also in line with what other Chief Deputies are making throughout the County. She is a very valuable employee and I want to keep her happy financially.

**Darren Vogt:** Council, if you recall, our process was when the existing Chief Deputy left and a new one came in, they would automatically go back to 75% and then it was their job to come back before us and ask for an increase above the 75%.

**Anita Mather:** The money comes from our Perpetuation Fund and doesn't cost you gentlemen anything from the General Fund. I think it is fair because she has taken over all of the duties that I was doing and it is fair to get her up to what I was compensated.

**Roy Buskirk:** So that is the first one on the list.

**Anita Mather:** Yes.

**Roy Buskirk:** Personally I would rather have positions and not names.

**Anita Mather:** I'm sorry, I should have changed those. It was the only way I could keep them all straight because they all have the same title.

**Roy Buskirk:** All of these raises that we are talking about this morning, you will be able to cover them with the recording fees?

**Anita Mather:** Yes.

**Roy Buskirk:** You are not anticipating any funds from the General Fund?

**Anita Mather:** No. We are still sitting on \$800,000 and so we are okay for now.

**Roy Buskirk:** Thank you.

**Darren Vogt:** Council, are there any further questions on that one? We will move through all of these and then separate them out for a vote if we need to.

**Anita Mather:** The other four positions are Records Controller II. Back before 2011, the positions were separated a lot more than they are now. They did different duties and ones that were Records Controller III did a lot more

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duties than the Records Controller II. With the software changes in 2011, those duties have evened out to say that they are all doing the same type of work at the same levels. I did not replace the position that my Chief Deputy held and I am depending a lot more on these four to pick up the slack. They should all be compensated fairly. There isn't a reason, at this point, why four make one salary and four make another salary. It just doesn't make sense why they are on different levels. I am asking you to put them all on the same level. With not replacing the Chief Deputy's prior position, I am going to save about \$14,000. I can ask a lot more of them if they are making a little more.

**Darren Vogt:** Mary, you went and scored these positions as well. Can you talk through that a little bit?

**Mary Rian:** I felt the way Anita feels. They are basically doing the same type of work. The means by which they are accepting the work is a little bit different. The front people are handling the guests that come into the front office and the back people are handling the work through the mail or by electronic means. They should all be at the same level. I believe that is an OSS 4.

**Darren Vogt:** Councilman Buskirk.

**Roy Buskirk:** I was going to make a comment that the wages that are shown on our sheet is different because of steps, correct?

**Anita Mather:** Right. It's how long they have worked for the County.

**Darren Vogt:** What we have before us is putting them all at the same level. I know that we had some discussion at the Personnel Committee about one being a little different but this is putting them all at the same level. That is what was passed at Personnel Committee.

**Tom Harris:** And the third one or is that it?

**Anita Mather:** That one is sort of wrapped into the other ones. She just has a different name than the other Records Controller II. We just threw that as a separate one. She is in the four that I want to change.

**Mary Rian:** We will get rid of the two's and three's and they will all be called Records Controllers.

**Tom Harris:** With that I will make a motion for consideration of a 2015 salary ordinance amending the pay for the Chief Deputy from \$50,823 to \$54,211. Also, the consideration of a 2015 salary ordinance for the reclassifying the

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Records Controller II to Records Controller and consideration of the 2015 salary ordinance reclassifying the Data Research Clerk, OSS 3/4, \$31,877 to Records Controller, OSS 4/4, \$35,298.

**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). With that we have the Sheriff's Department up next. They are looking at reorganizing the department.

**Dave Gladieux:** I would like to take this opportunity real quickly to apologize for not being at the Personnel Committee. I had a court appointment and couldn't make it. It is my understanding that it went well. I think all of your questions were answered but if not, I will answer them today. A quick note, Darren, this is your last Council meeting.

**Darren Vogt:** It is.

**Dave Gladieux:** Thank you very much for your service and I enjoyed working with you throughout the years. I hope to see you again in some way, shape or form.

**Darren Vogt:** You never know but I hope it is not with lights flashing behind me.

**Dave Gladieux:** I guess that depends on how this meeting goes. What has been passed out to you today is basically our flow chart. It is a busy chart. Keep in mind that most of that is 24/7 operations. Not all of the employees are listed on that chart. We have number of employees instead because the paper was just not big enough. I don't know if any of you have ever seen that but if you take the page and split it in half, there is the operations side on one side and the administrative side on the other. What I am here for today are the Commanders of each of those Divisions and are currently Captains in the Department. Years ago we used to have Deputy Chiefs and I am interested in bringing back the Deputy Chiefs. We would be replacing those Captains with Deputy Chief positions for the simple fact that they basically run each half of the Department. They have a lot of responsibility and those responsibilities have grown throughout the years since the Deputy Chiefs went away and the Captains have come onboard. I don't know if you have the job descriptions or not but it calls for an awful lot of busywork. They are called upon to do an awful lot of things and supervise a lot of people. I felt it appropriate to get them up to an appropriate pay scale. I am asking for those Captains to

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become Deputy Chiefs at the stated salary that was discussed in Personnel Committee.

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

**Larry Brown:** I see a technical glitch. The amended salary ordinance reads within the budget of the Recorder's Office.

**Dave Gladieux:** I am okay with that because she just said she had some money.

**Darren Vogt:** Which one are you on?

**Larry Brown:** Chief Deputy.

**Nick Jordan:** You are on the wrong one. Go to page 31 of 40.

**Roy Buskirk:** It doesn't make any difference, if it is a typo...

**Tera Klutz:** It is not a typo.

**Nick Jordan:** He is on the wrong page.

**Larry Brown:** Okay so it is the Chief Deputy or Deputy Chief thing. Did you bring a current chart?

**Dave Gladieux:** That is the most current. The only difference is that we put the Deputy Chief positions changing them from Captains.

**Larry Brown:** So they were still in those positions?

**Dave Gladieux:** Yes, they are still in those spots.

**Roy Buskirk:** So what additional responsibilities will they be doing if they were already in those spots?

**Dave Gladieux:** On the administrative side, he will take over Warrants and Civil Division, Court Operations and Court Security and things like that. I am adding to that responsibility. On the Operations side that person will also be responsible for the School Resource Officers, the Town Resource Officers and the multiple meetings that they have to attend in the evenings. Towns don't typically meet during the day. At the same time they have to run a 24/7 operation on the Operations side and that is the Road Patrols, Detective Bureau and things like that.

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**Darren Vogt:** Can you talk a little about, and I may not be correct on this but don't they come off the Sworn Officer grid and this puts them onto where they don't get the raise every year?

**Dave Gladieux:** That is correct. They come off the longevity. Longevity is caught up when they are replaced or retire. Their years of service will be caught up in the end in regards to retirement. Much like my position as Chief Deputy, I gave up my longevity to get the 71%, if you remember.

**Darren Vogt:** Councilman Buskirk.

**Roy Buskirk:** As far as the wages of \$85,000, was that determined by your HR Department?

**Dave Gladieux:** Yes.

**Roy Buskirk:** County HR never had the opportunity to score this yet?

**Mary Rian:** You guys asked us to take a look at it and I spoke with AJ and I told you that we would probably come up with a range and I came up with a range of \$80,000 to \$85,000.

**Dave Gladieux:** One of the positions is not at much of a move but the other one is going from a Lieutenant to that position. If I haven't mentioned this it will all be taken care of in our current budget and am not asking for any additional funds.

**Roy Buskirk:** What about 2016?

**Dave Gladieux:** I hope it is a good year. What are you getting at? Am I going to come back and ask for more money?

**Roy Buskirk:** Right.

**Dave Gladieux:** No.

**Tom Harris:** First of all, on the org chart you have Deputy Chief One and Deputy Chief Two. They won't be recognized as a One and Two, right?

**Dave Gladieux:** No.

**Tom Harris:** In other words, they are at the same level.

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**Dave Gladieux:** Correct.

**Tom Harris:** Explain that this change is being made for improvement in leadership, efficiency, operations...

**Dave Gladieux:** All of the above. I don't want to go into depth with this but there will also be cuts throughout time. I cannot get into that because it is not fair to my department to mention too much more than that and certainly through attrition.

**Tom Harris:** How does that efficiency come? A lot of organizations are trying to flatten the hierarchy and this is actually creating more hierarchy. You are doing that for a reason and I am trying to understand what that reason is.

**Dave Gladieux:** The reason is because on the low end of the staff, again I don't want to get too far into this, but there are some command positions that we can eliminate throughout time. In doing that it will put more workers on the street or back into the workforce, for example if I have five Corporals or ten Corporals at the jail and I want to eliminate those positions through attrition that is five or ten workers. They will actually be able to go up into the blocs and work. What I am doing is putting more responsibility on the top end but I also have faith and confidence in those people that they can run those Divisions efficiently and effectively. Does that answer your question? I eventually am taking from below to add more workers and hopefully not have to come in front of you to ask for more workers or at least not as many.

**Darren Vogt:** Councilman Brown.

**Larry Brown:** I think my question has been answered.

**Bill Brown:** Not having seen the prior org chart it looks like this set up, from a communications standpoint, it looks like communication would be very efficient.

**Dave Gladieux:** Absolutely.

**Bill Brown:** That is probably the big reason why you are setting it up this way.

**Dave Gladieux:** That and staff meetings will be smaller in attendance, in my administration. Just because you have a whole bunch of people in a room doesn't mean things get accomplished the way they should. Again, I have picked these two gentlemen because they are well versed in leadership and administrative skills. I look for a very smooth transition with this concept.

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**Darren Vogt:** Councilman Buskirk.

**Roy Buskirk:** You mentioned the fact of eliminating some positions but that can be over a very long time period because basically that is through retirement or through promotion and leaving a vacancy in that position.

**Dave Gladieux:** Yes.

**Roy Buskirk:** Is there another way that I am missing?

**Dave Gladieux:** Yes, the example that I gave with the jail, our turnover rate is no surprise to any of you at this table. It is more than any of us would like. I think it will be a lot quicker than you think. Again, I don't want to go too far.

**Roy Buskirk:** I understand that but that is with the jail. What about the rest of the Department?

**Dave Gladieux:** I think those Corporal positions will make up the difference between the funds that I am asking for and I am not asking for funds but just asking for your permission to do it and pay for it within my budget.

**Roy Buskirk:** You are adding \$170,000 expense in your budget.

**Darren Vogt:** No.

**Roy Buskirk:** You have two positions that are going to cost \$170,000.

**Dave Gladieux:** But you are forgetting about the two Captains that aren't going to be there. It is about \$25,000.

**Darren Vogt:** Of new money.

**Dave Gladieux:** Of additional funds that I can find within my budget. Do you understand?

**Roy Buskirk:** Positions that you are not filling.

**Dave Gladieux:** Right. I will give you the perfect example. One of them is Brad Kohrman. He is the Captain of Operations. I would like to move him over to Administration and make him a Deputy Chief. The other person will be taking Brad's position. He is a Lieutenant and he is going to become a

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Deputy Chief. The biggest bump is from Lieutenant to Deputy Chief but those Captains are going away.

**Roy Buskirk:** So Brad's current position is not going to be filled.

**Dave Gladieux:** Yes, Brad's position is going to be filled because it is just a shift and they are going to be changing titles and a little bump in pay by going from Captain to Deputy Chief.

**Roy Buskirk:** Which I understand that. But he is still going to be doing his current position plus additional duties.

**Dave Gladieux:** Right.

**Darren Vogt:** That is part of the reorganization piece of a smaller leadership team, basically.

**Bob Armstrong:** What is your total employee number?

**Dave Gladieux:** 358, I believe. That could be including reserves, if I am not mistaken.

**Bob Armstrong:** Does that include the reserves?

**Dave Gladieux:** It does not include the reserves because they are not paid.

**Darren Vogt:** Council, are there any further questions on these two positions?

**Bill Brown:** I will make a motion to approve Sworn Officer Captain to Deputy Chief, \$77,284 to \$85,000 and Sworn Officer Lieutenant to Deputy Chief, \$64,583 to \$85,000.

**Bob Armstrong:** Second.

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

**Bill Brown:** I just want to say that this org chart, did this exist before?

**Dave Gladieux:** There probably wasn't an active one. Keeping up with our flow chart is rather difficult. It could almost be a full-time job.

**Bill Brown:** I think it is impressive. It is a good indicator of you moving into the position.

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**Dave Gladieux:** Real quick, I apologize that I didn't introduce Charlie Edwards. He is going to be the next Chief Deputy.

**Roy Buskirk:** I would like to know how many people are in each of these positions.

**Tera Klutz:** It is in parentheses behind the name of the position.

**Dave Gladieux:** That is the number of employees in each position.

**Roy Buskirk:** Otherwise it is just one? The ones that don't have numbers are just one individual in that position?

**Dave Gladieux:** I need to see the chart.

**Darren Vogt:** You have just a few Corporals.

**Tera Klutz:** There are a lot of Corporals listed here.

**Darren Vogt:** But at the jail, is there one Corporal or are there many?

**Dave Gladieux:** There are six Corporals there.

**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).

**Tom Harris:** Quick question. I understand there was an agreement on the gas purchase or locking that number in. Can you talk a little bit about that?

**Dave Gladieux:** I would rather have Bob talk about that. This is something that I wanted to do years ago. It never got much ground on it. Bob came in and understands it pretty well. You have to step away from the fact that you are going to pay a little more at the pumps but as long as I have been on this Department, we have only had three places in 670 square miles to fuel up. For years we have been wasting gas and time to go get gas. It is simply a convenience thing. It was so antiquated in the waste of money and time and taking people out of service. You have to keep in mind that at 3:00 in the morning, I am out in Aboite Township and I need gas, my closest pump is Pontiac and Clinton. There are only four or five other guys working in the 670 square miles and that takes one guy out. It will cost pennies more but Bob can explain that.

**Tom Harris:** Is it locked in at something like \$2.98?

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**Dave Gladieux:** That rings a bell.

**Tom Harris:** Is that for the whole year then?

**Dave Gladieux:** Bob, is that monthly or for the whole year?

**Darren Vogt:** Bob, can you come to the table please?

**Bob Bolenbaugh:** Robert Bolenbaugh, Allen County Purchasing Director. Questions?

**Tom Harris:** Maybe that agreement, is that for the full year that the number was locked in? Do you have the option to come off that?

**Bob Bolenbaugh:** The contracts have been purchased on the futures market last May. I did a study and what was determined was that we consume roughly 300,000 gallons a year. At Commissioner Peters' advice, we locked in half of that at 150,000 gallons. We did this in May and at that time you have no idea what the market is going to do ahead of you. I performed a study that showed that we, for the previous year, purchased our fuel at an average cost of \$2.98 a gallon, actually \$2.99. I spoke with our energy consultant in Chicago and he said we were in a sweet spot and there is no risk for you. Nobody knew that the bottom was going to drop out of the market. However, we are only purchasing half of our fuel at this locked-in price. The remainder of our fuel is purchased at the Opus Index Price which we have done historically.

**Tom Harris:** And that is the number that we are seeing on the pumps?

**Bob Bolenbaugh:** Correct at about 70 cents below that. Like I said, there was little risk to us and so we jumped in.

**Tom Harris:** When you are speaking of purchase, you are talking about the entire County or just for the Sheriff's Department?

**Bob Bolenbaugh:** The entire County. I performed another study to determine that the Sheriff's Department consumes roughly 14,000 gallons a month. We have 12,500 gallons a month locked in. Dave agreed to pilot the program. We can roll this out to the rest of the County and probably will but we are doing a pilot. Also, for full disclosure, Homeland Security will be in on this also.

**Darren Vogt:** That is a one-year deal so in May you will do it again?

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**Bob Bolenbaugh:** Yes. With prices so low, even the City is anxious to get locked in at this time.

**Darren Vogt:** And that could be even lower.

**Roy Buskirk:** Do you have to wait until May to lock it in for 2016?

**Bob Bolenbaugh:** You, being a farmer, will understand that with the futures market you are always looking out about six months. In May you are just coming off your peak pricing. It is typically February, March and April and the futures, at that point, have dropped. May is your first opportunity. I was actually going to do this the year before but we missed the window. I thought if we waited until fall, when the prices are really low, but at that time the futures are looking at March and April when the prices are quite high again. Having missed it the prior year, I thought we could not miss it again and with no risk, it made sense to do it.

**Bill Brown:** I want to say thank you to all three of you for continue to look for ways to make Allen County more cost effective and efficient not only in operations but also with purchasing. That is a key point that everyone seems to continue to bring forward. Thanks for that.

**Darren Vogt:** Larry, you have a comment?

**Larry Brown:** A question to Bob, to Dave's point about convenience and not driving downtown to get fuel, under this agreement whether it is part of the specified amount of volume or not, it doesn't matter and we can still purchase at a satellite or any one of the Lassus stations or whomever the agreement is with? Is that clear?

**Bob Bolenbaugh:** No.

**Larry Brown:** The convenience to refuel a Police vehicle anywhere in the County, basically, does that convenience stop when we exceed the 12,500 gallons?

**Bob Bolenbaugh:** Good question and no it does not. Typically, in the past, Lassus would charge a seven cent convenience fee. Once we have exceeded the 12,500 gallons, there is seven cents added on. I didn't find that acceptable and probably spent four months negotiating with Lassus. We now have it down to three-and-a-half cents. I felt that was acceptable.

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**Darren Vogt:** Thank you for the information. I appreciate it. With that we will move to the Cooperative Extension. They have a transfer in General Fund from Supplies to Travel.

**Vickie Hadley:** Vickie Hadley, Allen County Extension Office. I am the Health and Human Science Extension Educator and the County Extension Director. We are coming to you for our last transfer of the year. We want to move \$545 from Supplies to Travel so that we can pay our November invoice for travel.

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

**Tom Harris:** I will make a motion for the transfer in the General Fund from Supplies to Travel in the amount of \$545.

**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 (Howell absent).

**Vickie Hadley:** Thank you, Darren, for your service. I appreciate working with you.

**Darren Vogt:** Thank you. With that we will move to the Youth Services Center. They have a transfer in the Youth Service Per Diem Fund 737.

**Roy Buskirk:** Maybe that is up to me to cover for the Judge.

**Tom Harris:** No, this is Youth Services. I will make a motion to approve the transfer from Utility Cost to Extra Deputy Hire in the amount of \$15,000.

**Bob Armstrong:** Second.

**Darren Vogt:** We have a motion and a second.

**Larry Brown:** Does anyone know why?

**Darren Vogt:** I assume that they just guessed like everyone else on the utilities based on the Building Maintenance telling them what to do. They put that number in and at the end of the day if they have run more efficiently then they can transfer it.

**Nick Jordan:** Utility Expenses fluctuate.

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**Larry Brown:** Have you heard anything?

**Tom Harris:** I have not.

**Darren Vogt:** What we might see is the utility line, in general, has come down.

**Tom Harris:** That could be.

**Darren Vogt:** All in favor signify by saying aye, opposed, same sign. The motion passes 6-0-1 (Howell absent). With that we have ACJC. They have the Truancy Reduction Fund 844.

**Dave Korus:** Dave Korus, Budget Analyst with the Allen County Juvenile Center. Our first agenda item is an appropriation. We intend to use the grant funds to procure testing materials that will assist us not only in assessing current participants but prospective Check and Connect participants.

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

**Roy Buskirk:** I will make a motion approving the grant application.

**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 (Howell absent). Now we have Forms and Supplies.

**Dave Korus:** This is our JDAI transfer. Our JDAI Coordinator was hired about two months after we had funded the position. We had some remaining dollars and unless we spend it, we will lose it. We have put together a spending plan to use those dollars.

**Darren Vogt:** So you are doing the transfer from JDAI Coordinator to Schools and Seminars?

**Dave Korus:** That is correct.

**Darren Vogt:** Okay. That is the transfer of \$11,786.

**Roy Buskirk:** I will make the motion to transfer \$11,786 from JDAI Coordinator to Schools and Seminars, Office and Computer Equipment, Supplies and Utility Service.

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**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).

**Nick Jordan:** Before David leaves, you need to approve the appropriation from Fund 844. He was asking for an appropriation and not for grant approval. The motion that you did wasn't for an appropriation.

**Darren Vogt:** We have the Truancy Reduction Fund 844 in the amount of \$4,624. We need a motion for that.

**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 (Howell absent). Now we are onto the Health Department. Some of you may or may not know, Mindy had some surgery and is recovering from that. She asked that we take this and help her out.

**Mary Rian:** Mary Rian, Allen County Human Resources Generalist and Recruiter.

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

**Mary Rian:** Basically, Mindy has a part-time position doing half of the functions and she was supposed to have another part-time position helping with that in 2015. She had a current vacancy in a full-time position and her plan is to combine all of these so that she can eliminate those two part-time positions and have one full-time position. That is the Environmental Health Specialist. It is classified as a PAT 3.

**Darren Vogt:** One of them was inspecting in the winter and one was inspecting in the summer and now we are going to put it all together under one and put the functions together versus having two part-time people. It is a very specialized type of testing.

**Mary Rian:** It is hard to keep those part-timers around.

**Darren Vogt:** They are technically oriented and they need to have the ability to understand chemicals and all of that.

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**Roy Buskirk:** That is what one of them was, a Pool Inspector.

**Tom Harris:** I will move for consideration of a 2015 salary ordinance for an Environmental Health Specialist I, PAT 3/2, \$37,662.

**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 (Howell absent). With that we have Discussion and Other Business to Come before Council. Council, I did not see, to my direction, the forms that Becky will be looking for to get to Beth. There are two forms for each of you. Make sure that those get down here before you leave. The new Council members that are out in the audience make sure you get those to Becky. You don't want to be tracked down. Is there any other business to come before Council? Are there any recent or upcoming meetings? Council, I will tell you that it has been a pleasure working with all of you. I will continue to be around and I will be the guy in the corner making public comment on a regular basis.

**Tom Harris:** There will probably be a lot of comments, I am just going to say that.

**Darren Vogt:** There might be, there might be. We need approval to waive the second reading.

**Roy Buskirk:** No, not yet. You are trying to get out of here way too fast. We have 122 liaison reports to go through.

**Larry Brown:** One by one.

**Roy Buskirk:** It has been my joy to work with you. I have lost count of how many years that I have sat beside you as your Vice. There are a lot of things the County needs to recognize that you have accomplished. The different committees that you worked on, the 911 funding was dear to your heart. I tell you, we go back for twelve years, Darren. I was talking to my wife this morning and your whole family, all of your children and everything have joined you and Jennifer and you have had the support of your wife. A lot of people don't understand that. Our wives get very much involved in this because of meetings and functions that we need to attend in the evenings. I know that one of the committees that we worked on, a lot of people don't understand what the Council does, was the numbering system for the County and the City to be on the same page for tax abatements. That is when we changed it to Tax Phase-In because a lot of people do not understand that

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there is no abating tax but we delay those paying taxes. We are not losing any tax revenue. I know that took a lot of time and effort for you to do that. I did have a speech written but you were trying to get out of here and I lost it. One of the first things in January of 2003, when you first came on the Council, there were four of us that came on at that time. You do have two days of seniority over me. I have always had to bow down to you and recognize that. Twelve years ago was when we went line by line through each department as far as the budget was concerned. That is when it changed from a line budget to a department budget. Let the budget be done by the department head. Basically we gave them a number and told them they had to meet this number. I think that made the working relationship between the Council and department heads a lot better. Darren, you made numerous trips to Indianapolis to testify on different bills that would have a direct effect on the citizens of this County. I'll miss you. I will very much. In working with you, you have a real talent for being able to work with people. There are times that there have been issues that not everyone around the table would agree with. You have had the ability to work with the people and come out with a workable program. You don't necessarily get everything that you want. I know in discussing this with Jennifer, she said you have that ability at home.

**Darren Vogt:** Oh no, I never do that at home. It is a whole other story.

**Roy Buskirk:** As a small token, the Council and the Auditor's Office would like to give you this. It shows our appreciation for the work that you have done.

**Darren Vogt:** It says to put family picture here. Is that you guys? I am not sure that I could stand to look at you guys on a regular basis. My family, I could gladly do that. You guys, I don't know especially with the beard.

**Roy Buskirk:** Now you are hurting my feelings.

**Darren Vogt:** I am doing it with levity because that is what happens when you get emotional. If you don't do levity, it continues to go in the other direction. Roy, I appreciate the kind words. You guys are my family for the last twelve years. I have spent a lot of time and commitment with this community and I will continue to do that, not in this role but in some other role. My family will be a little bit happier with spending a little more time with Dad and as a husband. I am looking forward to that and appreciate this.

**Roy Buskirk:** I am looking forward to some of your continuing work on the Redevelopment Commission.

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**Darren Vogt:** Yes. I am not going away that far. You won't see me here in this awkward set-up. I would agree that it is a little odd having someone this close to me.

**Larry Brown:** I would like to add that it has been a real pleasure. We will miss you in a lot of different ways. For me, personally, the leadership that you have shown to this meeting and this process right here, it will be tough to fill your shoes. I wish you well. I think Roy did an extremely good job of saying what needed to be said. I want to assure you that his remarks are echoed by the rest of us.

**Darren Vogt:** Thank you.

**Tom Harris:** I would like to add that whether you are watching the video or sitting in the front row...

**Darren Vogt:** I won't watch the video.

**Tom Harris:** You will be sitting there waiting for someone to make a motion.

**Darren Vogt:** I will.

**Tom Harris:** Thank you for your leadership.

**Tera Klutz:** I was here twelve years ago for the first time when Darren was here. That was the very first meeting where a President wasn't elected because there wasn't consensus. Just starting out, the excitement of "here we go". A lot of things changed but we didn't know because we weren't here before. We will miss your leadership. We will miss the way you can disagree with somebody and still poke fun with them. I am still learning about that. God bless you and your family.

**Darren Vogt:** Thank you.

**Bill Brown:** I would like to add one thing. You and I met when I came in as a new Commissioner. Those were somewhat challenging times but I have told you this over the last two years that I really admire and appreciate your leadership and mannerisms and the way you present yourself. You have really represented Allen County very well. I look forward to more opportunities for you in government and public leadership.

**Darren Vogt:** Thank you. Let's finish out this meeting. I will wait for another motion to waive the second reading.

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**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 December 18, 2014.

**Larry Brown:** Second.

**Darren Vogt :** All in favor please signify by saying aye. The motion passes 6-0-1 (Howell absent).

**Roy Buskirk:** Move to adjourn.

**Bob Armstrong:** Second.

**Darren Vogt :** All in favor please signify by saying aye. Opposed like sign. The motion carries 6-0-1 (Howell absent). There being no further business the meeting was adjourned at 9:34.