

**ALLEN COUNTY COUNCIL MEETING MINUTES
OCTOBER 16, 2014
8:30 AM**

The Allen County Council met on Thursday, October 16, 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, Roy A. Buskirk, Tom A. Harris, Kevin M. Howell, and Darren E. Vogt. William E. Brown 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: Good morning everyone. Today we are going to move through our regular agenda and depending on how quickly we get through that agenda, we may take a short break so that we can get organized for our 2015 budget adoption. On the agenda, there are not any real major changes. We have one thing under Economic Development that we will table and Mark Royse will handle that when he comes up. Councilman Bill Brown is on a trip to Iowa with Greater Fort Wayne, Inc along with two Commissioners and so he will not be joining us today.

Roy Buskirk: I think there were 38 people on this trip.

Darren Vogt: Community leaders trying to figure out some best practices. Council, I will also remind you to make sure that you speak into the microphone. With that we have a total appropriation of \$70,000 in the General Fund and \$34,500 in Other Funds. We also have the September 17th meeting minutes for approval. Are there any additions or corrections?

Roy Buskirk: Move to approve the minutes from September 17, 2014.

Bob Armstrong: Second.

Darren Vogt: All in favor signify by saying aye, opposed, same sign. The motion passes 6-0-1 (B Brown absent). Now we will go to Auditor Klutz for the financial report.

Tera Klutz: Thank you. The September financials are in your packet and there are no surprises. We are tracking expenses and revenue on target throughout the month of September. As Darren alluded to, there is \$70,000 request for appropriation from the

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Treasurer. If you have any questions, I would be happy to entertain them. The details are in your packet.

Darren Vogt: Council, are there any questions on our financial report? Councilman Brown.

Larry Brown: I hate to be a broken record and Roy usually asks this but is there anything that pops up that is unusual? Is everything tracking okay?

Tera Klutz: With the amount of revenue that we have, things are tracking okay. The revenue from the Clerk of Courts is generally down because the number of citations is down. That one is lower than expected but we have a few revenue sources that are higher than expected. Overall, we are tracking right on target.

Darren Vogt: I do have one question. Has there been any more discussion from the State or your organization, Association of Counties, on the BMV dollars that were erred on by the State and may have to be paid back by us?

Tera Klutz: There has been no communication between the BMV and the State of Indiana to the Counties, to my knowledge. I have not read anything else in the paper.

Darren Vogt: That could be a big burden. Have you run the numbers at all or do we have any way of doing that?

Tera Klutz: We don't without more information.

Darren Vogt: As to who got what?

Tera Klutz: Yes.

Darren Vogt: Council that is something that we are going to have to keep an extreme eye on especially if it is a situation where they start withholding revenue like they have done in the past when they have overpaid.

Tera Klutz: We will find out more information next week. We are going to be meeting with some State officials at the Auditor's Conference in Indianapolis. We may have a better idea of how they plan on refunding the money back to the taxpayers.

Darren Vogt: I would think the surplus that they have would be the right place for that if they have a surplus and not put it back on us since they are the ones that made the error. With that are there any other questions?

Tom Harris: Just in terms of P.O.'s this is probably the time when a little bit of expense starts to happen in year-end expense. Is that tracking up or down or are there any ideas in terms of where that might be as we might anticipate rollover or no rollover, I guess?

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Tera Klutz: I can almost with 100% certainty say that there will be some rollover. We are in no place to say, at this point, because departments are finding some efficiencies however I also see them gaining increased costs for mandates from the State and Federal government. Often, any savings that they glean are being used to offset the increased expenses from the mandates. I want to add that I have also seen departments come to get transfers from their 100 Series to other series in order to pay expenses that were tracking higher than originally estimated. At this point, I can't tell you what it will be and I won't be able to tell you in December because with the kind of volume that the County does and what is outstanding and out there, I would be remiss to throw a ballpark figure out.

Darren Vogt: Are there any further questions, Council? Not hearing any, we will need a motion to approve 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, do you want to highlight the unemployment rate, please?

Nick Jordan: Good morning, Council. On your agenda you see the non-seasonally adjusted rates for July and August. September will be out tomorrow or early next week. Allen County went from 6.1% to 5.0%. Indiana went from 5.8% to 5.5% and National went from 6.5% to 6.3%. I will highlight that Allen County decrease was 2/3's or 1,200 jobs due to people leaving the workforce and the other 600 or 700 jobs was due to increases in employment.

Darren Vogt: Okay. Council, are there any questions? Councilman Harris.

Tom Harris: I was just going to mention that we started watching these four years ago and this has been all over the place. We have had concerns both locally and nationally and State-wide as to how relevant these numbers are. Allen County has the lowest unemployment rate not only throughout the State but all the surrounding States and the National. We are on the right track.

Darren Vogt: Great. Are there any further questions? With that we will move to the first item on our agenda which is Economic Development. We have several things on the agenda. We have a Statement of Benefits for General Motors. We have a LEDGE agreement with Lutheran Hospital and a waiver of non-compliance for Fort Wayne Medical Oncology and Hematology.

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

Mike Glinski: Morning, Mike Glinski, Plant Manager at General Motors Fort Wayne Assembly Facility.

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Mike Royse: As you noted earlier President Vogt, the second item on the agenda, the LEDGE Agreement for Lutheran Hospital is not completed. We thought we would have it to you by this time but we did not. My apology to Miss Becky for cramming it on the agenda at the last minute but we will wait until November.

Darren Vogt: Great, so we need a motion to table that.

Roy Buskirk: I will make a motion to table the LEDGE consideration for Lutheran Hospital.

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). We will table that until our next meeting.

Mark Royse: Consideration of the resolution approving the Statement of Benefits for General Motors, as you were here last year this is the process that they go through to build a business case. Stephanie has been out in the news explaining, this is one step, a very critical step, in terms of getting a ten-year, 100% abatement for both real and personal property. With that I will turn it over to Mike Glinski for his comments.

Mike Glinski: Thank you, Mark, and good morning again. I am pleased to be with you here today, the distinguished members of the County Council and the attendees of this meeting. As you are aware, GM is developing a business case to improve Fort Wayne Assembly's competitiveness and viability. I am here today to ask for your support in approving a tax abatement for this substantial investment. Throughout GM's history in Northeast Indiana, we have been a good corporate citizen and 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 28 years. We look forward to continuing to work with you well into the future. Thank you for your consideration.

Darren Vogt: Council, are there questions for Mike or Mark? Councilman Buskirk.

Roy Buskirk: I know there has been quite a bit of discussion about this and in the news and I know each one of the Council members received emails concerning this. There were some items that were a little misleading. One thing is that it is for ten years and not for fifteen years. The way that I look at the tax phase-in program is the fact that there is no benefit for you unless you do something, you build a building or bring in special equipment. If you don't do that there is no benefit towards you. In essence, we are not giving you anything currently. Some people think that the County is writing a check to the different people that apply to this program. But in essence, for the building project that you do, we are delaying the start of the property taxes. I always look at it that I would rather know that revenue will be coming in ten years than not having anything

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coming in the future. We appreciate General Motors' work in the community not only with the employment there which is greater than what you anticipated the last time you were with us. Now it is 4,100 plus and I think before it was 3,800. Also, because of your location there, it is attracting many vendors to supply your plant and greatly enhances the lifestyle of this community. Thank you.

Mike Glinski: Thank you.

Darren Vogt: Councilman Harris.

Tom Harris: Mike, please pass on our congratulations to your leadership team as well as the employees there to even be considered for a project of this size says a lot about that. Congratulations.

Mike Glinski: Thank you.

Tom Harris: One of the concerns that we hear sometimes on Council on tax phase-ins is what is the responsibility of companies to pay something back into the community? Obviously you have probably heard some of those concerns and thoughts. From your perspective, how does GM give back even though it isn't taxed, at that point?

Mike Glinski: I guess I would answer that from two perspectives. First is from the employees that we have use their income to spend money here whether it is going out for dinner, going out for entertainment or going shopping. From the second perspective and probably as equally important is from their engagement with the community. Most recently we had our United Way campaign and raised a little under \$500,000. We get engaged with Making Strides for Breast Cancer and many other activities and charitable organizations as well as other committees and organizations where we are on Boards or engaged with supporting them for the betterment of their organization.

Tom Harris: From my perspective, GM has been a great community partner. The other challenge that we get sometimes is when a project of this size has a number of vendors coming in. Construction and such and how do you pick those? How does GM select vendors? Do they look local? Is it something internationally that they look at? How is that done?

Mike Glinski: General Motors has an approved bidders list that they look at for all projects for wherever they are doing business. From that bidders list, those are the companies that will then request for quotes and submit those back to us. It is decided from that.

Darren Vogt: Mike, could you talk a little bit about the process and this is the front end of it and what will happen next. I know you came before us last year for the Paint Shop and unfortunately that was a project that we were not successful in getting. Can you just tell us the process?

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Mike Glinski: The process is putting together a business case and this is one component of that business case. Obviously we look at whatever incentives we can get from both locally and the State to help us build our business case. We look at what type of training funds we can procure to help with that business case. We look at tax abatements. Once we consolidate all of that information into our business case, we submit that to our Headquarters and they ultimately make the decision of where they are going to spend money. There is a limited amount of funds for any business and GM is no different as to where those funds are going to be distributed. If you recall last year, as you mentioned, there was an approval here for some money in the Paint Shop and we appreciate that approval, thank you very much. GM determined that other funding needs were of a higher priority at that time. We are always vying against the funds that we have and where is the best place for the company to put those funds.

Darren Vogt: Great, thank you. I think that it is really important as we have a history in automotive that we want to keep our plants and the employees that are there as viable and for as long as we can. This plant is what, 30 years old?

Mike Glinski: Twenty-eight.

Darren Vogt: When you start to look at that in terms of manufacturing, it is an older facility and anything we can do to make sure that we continue to make investment there is a great thing. Council, are there any further questions?

Tom Harris: I will make a motion to approve the consideration of a resolution approving a Statement of Benefits for General Motors.

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 have a consideration of a resolution waiving non-compliance for Feenix.

Nikki Liter: Nikki Liter, Department of Planning. This is the same thing I came for last month with BF Goodrich. Feenix is the taxpayer but Oncology is located at 11143 Parkview Plaza. Back in 2008, they presented a project to construct a 48,000 square feet medical facility. This past year they added another 3,400 square feet. In the process, they did fill out their CF-1 form but forgot that they also had to do the RE-322. That is what we are here for, the waiver. We received a RE-322 from them and then the Assessor and Auditor's Offices can go forth with your approval to grant that tax deduction. Or continue to grant it, I should say.

Darren Vogt: Can you explain what the RE-322 is?

Nikki Liter: A RE-322 is one of the State forms. If they do any new construction the previous year, they have to fill out that form that has to do with the assessed value of the building and any increased assessed value. It is just another form that they have to fill

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out. They don't have to fill it out every year if there isn't construction the year before. Because they did the addition of 3,400, they needed another form for the State.

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

Tom Harris: I will make a motion for consideration of a resolution, 2014-10-16-01, waiving non-compliance for Feenix, LLC c/o Fort Wayne Medical Oncology and Hematology.

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). Thanks, Nikki. We are now onto the Treasurer's Office.

Sue Orth: Sue Orth, Allen County Treasurer. With me is Bill Royce, Chief Deputy Treasurer. When we met with you at the budget hearing meetings, we had hoped that we would not need to ask for more funds for bank fees this year. My budget ran out in September with three months still to go. I am requesting the \$70,000 for the remainder of the year. Anything that is left will roll back to County General. The fee varies considerably each month due to lockbox fees and FDIC charges. The lockbox fees are the fees that we pay for the tax bills that are mailed and processed through the bank. This amount will increase considerably due to the taxpayers who used to pay through their local banks and will now have to find a new form of payment. We don't know how many of these taxpayers will pay online, mail the payment in or walk into our office. In May, our bank fees were \$29,970. They vary from month to month and from \$5,000 to \$30,000 depending on the time of year. The FDIC varies according to the amount of funds in the bank and this number is considerably higher at tax time. For 2014, I budgeted \$100,000 for interest for County General. As of September 30th, we have earned \$127,529. I estimate that we will earn at least \$4,300 more this year. The bank fees increased this year because in April we were notified of changes to our bank relationship with Chase Bank. We now have to pay FDIC charges that the bank incurs for holding our funds and Chase lowered our interest rate to zero. Our other banks were already charging this fee and therefore I was keeping the lion's share of our overnight funds at Chase. I did an RFI and found a bank that could handle the large balances that we carried there and they gave us a .5% interest and had the lowest FDIC rate. The problem is that these fees were not included in our budget for 2014 because we didn't have them at that time.

Darren Vogt: Council, are there any questions? Councilman Buskirk.

Roy Buskirk: Since the banks are not accepting payments of property taxes, is that what part of this fee charge was for?

Sue Orth: That does increase our fee up to between \$6,000 and \$7,000 just in processing those because they will be mailed in where before they took them into the bank and the bank didn't pass that fee onto us.

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Roy Buskirk: Okay, all right.

Sue Orth: It will make a difference for us.

Roy Buskirk: You'd think since they aren't providing that service that the fee would be less but I see what you are saying.

Sue Orth: Not at those banks. The fee will be where we do our lockboxes.

Roy Buskirk: So what bank are you working with now?

Sue Orth: iAB.

Roy Buskirk: Okay, thank you.

Darren Vogt: Councilman Harris.

Tom Harris: Is this something that you can anticipate so when we go into 2015...

Sue Orth: I have it in budget for next year.

Tom Harris: You've got that set up?

Sue Orth: Yes.

Darren Vogt: And all banks are no longer taking our property tax payments, is that correct?

Sue Orth: None of them are. I have asked for all of them to stop. If any of them change their policies, we can't process the payments the way that we got them in the spring. It was ridiculous.

Darren Vogt: Just wanted to make sure that everyone understood that.

Sue Orth: I have contacted all of them. They have all put up signs and have flyers in their offices. We have been getting a lot of calls from taxpayers who are not happy.

Darren Vogt: Have you had conversations about putting up signs as to where to direct them?

Sue Orth: Yes. We have information in the banks and the tellers are handing out to the taxpayers listing all of the other forms of payment.

Darren Vogt: Great. Council, are there any other questions?

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Larry Brown: I will make a motion to approve the appropriation request for \$70,000 for bank fees.

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 have the Coroner's Office with an appropriation for automotive equipment.

Mike Burris: Good morning, Mike Burris with the Allen County Coroner's Office. The Mobile Command Unit that the Coroner's Office has with an onboard generator that is no longer functioning. The vehicle was taken into the Service Center and to repair it would be about \$3,500 and to replace is \$4,800. Speaking with Ron McCoy at the Service Center, \$4,500 would cover the cost of replacement of the generator. The funds would be coming out of the Mobile Command Unit Fund 280. The money has been set aside specifically for the bus.

Darren Vogt: This is the big unit, right?

Mike Burris: That is correct.

Roy Buskirk: You mentioned \$4,800?

Mike Burris: \$4,500 is what the request is. In speaking with Ron McCoy that is the maximum cost of the replacement.

Roy Buskirk: I'm sorry, I thought I heard you say \$4,800. I will make a motion to approve the automotive equipment for \$4,500 out of the Mobile Command Unit Fund 280.

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). Thanks Mike. Next is the IT Department.

Jackie Scheuman: Good morning, Jackie Scheuman with the Auditor's Office. I am here for the IT Department. When the IT Director's salary was reclassified and increased earlier in the year, the transfer should have been included with the request and it was inadvertently left off. They just need the transfer to cover that approved increase for the rest of the year and it is already included for 2015.

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

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Tom Harris: Way to jump on the dagger. I will make a motion to move \$3,163 from Contractual to IT Director for \$2,682, FICA at \$205 and PERF at \$276 for a total of \$3,163.

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). Now we are on to the Human Resources Department and salary reclassifications for that department.

Janette Jacquay: Janette Jacquay, Human Resources Director.

Tracy Mitchener: Tracy Mitchener, Assistant Human Resources Director.

Mary Rian: Mary Rian, Human Resources Recruiter and Generalist.

Darren Vogt: Before you guys start, I want to talk through that the Personnel Committee did meet on Tuesday and we had about an hour and thirty-five minutes on this topic.

Tera Klutz: It was a two-and-a-half hour meeting.

Darren Vogt: We discussed this at length. It was a long meeting and a lot of questions were asked. Feel free to ask those questions, Council, but I wanted to let you know that we did debate and discuss and go over this.

Tera Klutz: And then it was passed unanimously.

Darren Vogt: It did pass unanimously, correct.

Larry Brown: Three to zero.

Darren Vogt: With that go ahead.

Janette Jacquay: As you know, it is our job as the Human Resources Department to make sure job descriptions and job classifications are complete, accurate and consistent throughout the County. That has been our objective over the last four years. The task to best accomplish this is to ask departments, as a whole, to have all of their jobs re-evaluated at one time. We have invited participation from departments and have successfully re-evaluated entire departments. I believe that you know that because many departments have come forward to you. As the HR Director, I have also been tasked with reviewing our department and very much wanted to do that. That is especially as an example to other departments that are a little hesitant to go through the entire process. I had hoped to have everything prepared and presented to you at the December Personnel Committee meeting. Since that time, I have had some changes in staff. One position that has been open for at least five months now has been my Compensation Specialist. Because of that vacancy, I requested and was granted the opportunity to come to the

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Personnel Committee this last Tuesday and walk through the entire department's job evaluations. Our evaluations included reclassification of all of our jobs. It has been a very difficult task because, as you know, the Human Resources Department is a department that works to re-evaluate jobs. To have us re-evaluate our own jobs has been awkward. What we wanted to do is the exact process that we have used with all other departments. Our goal has been to insure consistency and we want to be transparent. Because of that we proceeded in having independent evaluations of all of our job positions. These were done by our former two Compensation Specialists, Tracy Mitchener and Mary Rian. They both completed the evaluations and their findings were very similar. The differences in details were analyzed in depth between them and they met with me. We have also spoken with all three Commissioners about our findings and recommendations. The three Commissioners do support our recommendations. Unfortunately two County Commissioners are out of town today, in Des Moines, and the other Commissioner, who had agreed to come, is ill and not able to make it this morning. All of these positions are increasing, as you see, and that is due to internal equity comparisons so that equal pay for equal work can be established also within our department. I would like to answer any questions or concerns that you have regarding these positions. Supporting me of course, just like they would with any other Department Head as a Compensation Specialist, I have both Tracy and Mary here. They have been filling in that role between the two of them until we have a new incumbent in the position.

Darren Vogt: Councilman Harris.

Tom Harris: I would like to start with that I know you have a strategy and we have probably heard it before. This is an ongoing process within every company across the Country that every employer has to look at. Equity issues and pay compensation and benefits and such, what is the strategy for the County? Are we doing this by the department that steps forward and says "Oh my gosh, please come look at us" or is there a list that you are saying that you need to come around the block and hit this one because we haven't done this one for a while? The second question to that is when is the last time that HR was reviewed?

Janette Jacquay: Those are good questions.

Tracy Mitchener: It takes in a lot of different factors. One, if there is a change in administration, they will ask to be considered. We also ask for participation within the whole County. We have also created a matrix in case when we did offer it to the whole County and were given a lot of departments at one time, we tried to rank them so that we would know who would get priority. We try to do everything quickly and efficiently and effectively as possible. So, there are different factors but if a department wants to come to us we try to accommodate them as quickly as possible.

Tom Harris: So there is a list, on a sheet of paper, of the departments that we are going to evaluate and they have gotten on that list by request or by strategy of saying we need to evaluate these?

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Mary Rian: Sort of both. All of the departments are on the list but we have assigned a point value depending on different factors such as the size of the department, how many job descriptions that we have already revised and they get points for being willing to participate. If they are unwilling to participate, it brings them farther down on the list.

Tom Harris: We are into the weeds a little bit but what is the average time on that list? What is the average wait before you guys get to them to evaluate them?

Mary Rian: That is hard to say because we haven't had enough people kind of step up and ask. I have never had to say that I can't work with you and that is even being the Generalist now.

Tom Harris: Is it months or a year? Do departments have to wait a month or a year when they come forward?

Mary Rian: They need to wait until the next Personnel Committee meeting to present but I begin working on it right away. I usually sit down with the Department Head and talk to them about the process. I ask them to complete JAQ's for the positions within the department. Once I collect all of that information, I go over all of it and begin writing job descriptions. I then set up desk audits to sit down with them to get a better idea of their job to make sure that I understand what was written on the JAQ correctly. When I get the request, we are usually prepared by the next Personnel Committee meeting. Sometimes we have situations where we have to ask you to be put on the agenda because we have turnover in a department.

Tom Harris: Jumping a little bit through that one of the things that comes to mind is are there other departments that have been waiting to be evaluated and they are behind you? You guys have moved up and gotten in front of them and that's not the case?

Mary Rian: No.

Tom Harris: That helps. The other question was when was the last time that HR was evaluated?

Janette Jacquay: HR, as a whole, has never been evaluated in the ten years that I have worked for the County. There has been some piecemeal...

Roy Buskirk: Of specific jobs.

Darren Vogt: Of the Attorney's job.

Janette Jacquay: Yes.

Tom Harris: So it has been a while. The final question that I have is when you take a look at the equity issue in comparison to the jobs in HR to other jobs in the County, is

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there more emphasis on internal equity in terms of the County or more external equity in terms of competitors or other business?

Janette Jacquay: It is primarily internal equity.

Tom Harris: Okay, so the recommendations that you have on these is not going to get you to market in terms of what other businesses or places of employment would pay these similar kinds of jobs.

Janette Jacquay: No.

Tom Harris: Do you have a rough idea of how far behind you are? Is it 75% or 85%?

Mary Rian: Maybe between 75% and 85%. I think we are 15% to 25% behind.

Janette Jacquay: Just to add, we have a copy of the matrix that we developed and use. We base that on the same method that was used when the Building Maintenance Department was trying to assess which project they will work on. We used those same kinds of factors in determining how we should proceed with departments. If a department comes to us and says that they are restructuring or they have turnover, we assist them right away. Once we get through some of those or departments that are willing to work with us, we need to have a plan as to how to address the rest of the departments within the entire County that have not come to the table. We do want all of our job descriptions and our pay equity to be at a very good level when we go through merit compensation. It is critical that our job descriptions are accurate.

Tom Harris: I would strongly agree with that. You have to have that in place before you move to the next step of merit compensation.

Darren Vogt: One of the other things that is critical to understand is in 2004 when we embarked on our five-year journey to re-evaluate all of the job descriptions throughout the County, which was not done to the level of satisfaction that our current HR should be. The HR Department was never looked at and that was a Commissioner call that they decided not to evaluate that. In the 2004 to 2009 timeframe, most of the departments were brought into what I will say is modern job descriptions although that may not have been done to the level that we do today. This department was specifically not done. Can you talk a little bit about the positions on our agenda, numbers five and six, and how something can score PAT 5 and have a range? One of the people can be at the top of the range and one can be at the bottom end of the range but still be classified as a PAT 5. At the Personnel Committee, we talked about those two positions and why a Compensation Specialist and a Generalist be the same when they sound like they would be completely different? Can you talk a little about that?

Janette Jacquay: The roles of the positions differ in their job functions and responsibility. The level of technical work for the Generalist is much broader and wider in regards to now the fact that we have a Kronos system coming up. We have

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implemented part of it and will be implementing the additional Kronos system hopefully if not December it will be January. With that our Generalist is going to hold and own that system. With that the Generalist, and I have had turnover in that position too which has caused some delay in the Kronos implementation, Mary Rian has taken the lead on owning the Kronos project and has been involved in implementation and configuration. Now it is her responsibility to train departments and assist them in troubleshooting as they are working with the system. As many of you know, if you have been involved in implementation of a system, it is pretty complex in understanding what the user needs from you and how you can help them as the Generalist is learning the system. There is a lot of technical responsibility as a point person with that. We also want, within the Generalist position, they handle many different HR specialties. One thing that this Generalist position will do is be the HR Manager for the CCP and within that are some very complex roles including discipline, creation of a handbook, liability issues when it comes to employees that have harassment complaints. That HR Manager, within the Generalist role, will take care of that portion of the CCP HR responsibility.

Tracy Mitchener: There is also a point system that we use and there is always a range of points in that category. One position could rate at a lower range of that band and other positions could go higher in that. We don't have five-and-a-half and so sometimes you get into the same category and have someone at a high point in that range or a low point.

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

Bob Armstrong: Of these seven jobs, I requested this last month on job descriptions for the Building Maintenance Department. Do you have copies of the old job descriptions to the new classifications that we can see? It is hard for me to sit here and vote on something. I would like to know what the reclassification was in order to justify the pay raises.

Tracy Mitchener: I am not sure that a lot of the job duties have totally increased. Obviously the Benefits Manager job has increased completely due to the Affordable Care Act. That alone is a lot. The Attorney/Risk Manager position has added more liability. I think the key part of this, like Darren stated at the beginning, is that they haven't even been looked at or brought into the current process. With internal equity, it doesn't always mean that the job has completely changed or the job duties have completely changed because the basics of the job are the same but they keep getting added and added to as State laws change and Federal laws change. I think all of these things keep adding and adding to the complexities of our jobs.

Bob Armstrong: The other question I have is how much involvement in all of this was the Commissioners?

Janette Jacquay: We have met with all three Commissioners once the evaluations were completed. We asked them what they wanted to see and understand from the evaluations that were scored.

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Bob Armstrong: That's all I've got.

Darren Vogt: Councilman Harris.

Tom Harris: Clarification on a comment that you made, Tracy, that due to the changes in Obamacare, it is driving the cost up on what we have to pay for an Insurance Manager.

Tracy Mitchener: Yes and the complexity of that is changing every day.

Tom Harris: That is another example of national policy, legislation or something driving the cost of local government.

Tera Klutz: I want to add that I feel that over my twelve years that the HR Department has had fewer staff than any other smaller organizations with 1,900 employees whether governmental or the private sector. Being understaffed and underpaid, if there was any reorganization going on it was almost like they were trying to lower to make something else fit instead of looking at the whole department. I personally felt that they have been underpaid internally at least for the management positions for the past five years as I saw other departments getting reclassified.

Darren Vogt: I think that is the critical part of this. They have never been reclassified and everyone else was. To your point, Councilman Armstrong, that was the bigger thing. They never went through that. I don't think the job descriptions were ever wrong, they just weren't ever done. Everyone else moved and they didn't and now when you look at it, you see a big jump. The Clerk of Courts, for example, reclassified all of theirs and they had a net neutral change because some went up and some went down. Now you are looking at a department with more technical stuff in it than doing recording or data entry and those kinds of things. There is a knowledge base that is needed versus a data entry type scenario. We have to look at making all departments are done and hopefully this will be a push or a drive to get everyone else involved in being reclassified so that we can get to a merit based compensation.

Tom Harris: One final comment from me would be that usually when we look at some kind of a cost increase within a department, what are you doing to offset some of those costs? I think you have done that to a certain extent with the Kronos software that is being purchased. A large expense and a lot of technology and I guess I challenge you as you implement to find the cost savings. Where do that cost savings come from? Just as all of these changes represent \$41,000 to \$42,000 of increases in salaries, what are you doing to offset that? The Kronos opportunity provides that opportunity to come up with some cost savings. Keep that in mind but I challenge you for that.

Janette Jacquay: Okay.

Darren Vogt: Councilman Armstrong.

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Bob Armstrong: When this comes in front of the Personnel Committee, do you see the reclassification from the old to the new job descriptions or anything? Or is it just openly discussed and moved on?

Darren Vogt: It depends on the situation. In some cases we have asked for a red-line version but we haven't had that because they are not the same format. We aren't going from an old to a new. If they were lined up identically, yes. If you take a document and you prepare it and look at the new one and what the changes would be but in this case we did not see it.

Bob Armstrong: The other thing is it says funding source for the request and they have the money for 2014 to pay for these and requesting additional funds for 2015. Is that something that we are going to discuss today in the budget part?

Roy Buskirk: No. The explanation is the fact that they will fund the increases for the balance of 2014 and we will have to take into consideration from the rollover funds for 2015. I would like to mention one other thing. The HR Department, as our Auditor pointed out, they have sacrificed their department and delayed because it has been years since they have re-evaluated the department. The one thing that I was very much impressed with is some individuals within that department said that if we couldn't find the funding to do all of us, I will step aside and not accept a pay raise at this time. That is saying a lot about individuals that are willing to do that.

Darren Vogt: Council, are there any more questions?

Larry Brown: Do we do these individually or as a group?

Tera Klutz: You can do a group.

Larry Brown: I will make a motion to approve the reclassifications and salary increases for the seven positions listed on our agenda for the HR Department.

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).

Janette Jacquay: Thank you.

Darren Vogt: Now we are on to Superior Court.

Larry Brown: The motion did not state nor does the salary ordinance state the effective date.

Tera Klutz: The effective date is the date that it is passed. At the end of the budget time, all of the people that are on a grid, we have amended salary ordinances for 2014 and

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2015. There are two people who were not and we are going to adopt those when we do the budget.

Larry Brown: Okay, thank you.

John McGauley: Good morning, I am John McGauley, Court Executive for Superior Court.

Leslie Owen: Leslie Owen, Financial Coordinator for Superior Court.

John McGauley: We are here this morning to ask for several transfers within our budget to facilitate the payment of some increasing bills that we have seen this year for primarily interpreter services and psychological evaluations. There is no new money here, it is just essentially what we have been able to save from positions that we haven't filled or perhaps hired in new folks to fill positions at a rate lower than their predecessor.

Darren Vogt: Councilman Harris.

Tom Harris: Just a comment. Before you get the title of Peyton Manning of Superior Court, I want to compliment you on being able to transfer funds to offset those costs. That is greatly appreciated.

John McGauley: I am the one that you see most that represents a team that includes Leslie who are trying very, very hard to not come back this year for additional money. We are trying to save wherever we can and this is evidence of it. We have a curve that keeps going up every year. We have seen in particular the interpreter services from \$80,000 five years ago to \$130,000 last year. That is a price that we don't really expect to see go down in 2014. We are trying everywhere we can to save those dollars and not have to ask you for additional appropriations.

Darren Vogt: Councilman Buskirk.

Roy Buskirk: Just curiosity. How many different languages do you have to provide interpreters for?

John McGauley: I don't know that number but there are a number of them. Obviously the predominate ones are Spanish and Burmese. We get everything you would think of. We recently had to go out to the public to help us with Romanian. Believe it or not that is tough to find in Fort Wayne. We found a husband and wife, native Romanian speakers, who work for Chuck Surack at Sweetwater Sound. If I had to estimate, I would say we are probably in the dozen to twenty range.

Leslie Owen: That's right.

Darren Vogt: Councilman Brown.

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Larry Brown: My question was going to be similar to Roy's and in regard to your answer you might want to keep tabs on the jail to know what is coming.

John McGauley: Yes.

Larry Brown: I can't site the number and I don't recall the number but it was huge, the number of languages in the jail. Unbelievable, unbelievable.

John McGauley: I will pass that information back to you of what we frequently see. I think it would be fascinating.

Darren Vogt: Councilman Harris.

Tom Harris: I was going to make a motion.

Darren Vogt: Let me ask a real quick question. As I look at these requests, I want to make sure that your budget is adequate. At some point you have to figure out, this is 100 Series and we have started to move a lot of 100 Series to budget line items that may or may not need to be in the budget. We have to make sure that we are balancing a use of rollover. This is technically rollover funds.

Tera Klutz: It is their budget.

Darren Vogt: Let me finish my point and then you will understand what I am saying. It is their full budget but if these positions were not filled or did not move within there, these funds would not be available. We have to make sure that we are keeping an eye on that. I applaud you for looking at that and using unfilled positions. That's great but at some point if these eight positions weren't there, this \$35,000 wouldn't be available. That is what we have to watch and keep our eye on.

Tera Klutz: This is a great opportunity for me to point out and we are adopting our budget later, Judge Wendy Davis met with me earlier this week or last week because she feels the exact same way. She wants to be upfront about their 2015 budget. They submitted it and did not appeal their increase. If expenses stay on target and all of those positions are filled, she doesn't see how they would be able to pay for all of the expenses that were just discussed, Guardian ad Litem and Interpreter Service. However, they submitted it because there is hope that with some changes and changes in the guard that there might be some opportunity for efficiency. They have seen such success at ACJC with different programs that they are going to make absolutely every effort to stay within their allocation but wanted to have an upfront conversation with you that they don't want to be viewed as just submitting their budget, not appeal and come back next year. She specifically wanted that to be said at the table before the budget was adopted.

Darren Vogt: Councilman Buskirk.

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Roy Buskirk: Kind of along that same point, with the State legislation, we need to do some serious talking on trying to get State support especially with the felony situation and additional housing or home detention or whatever program to handle the additional felonies that we are going to have to take care of and would normally be with the State. I really feel that the State should pick up some additional, at least court costs involved with this. They have been shifting that over the years to the Counties. This is one that they have not shifted but the Probation Officers are where the State sets the wages that we have to pay them. I know they do pay a portion of it. I think the Probation Officers, across the State, should be paid by the State.

Tera Klutz: Well, I have good news. Speaker Brian Bosma just came out with the platform for the Indiana House and one of their priorities is going to be better funding for Community Corrections in relation to the new requirements for felonies.

Roy Buskirk: I discussed that with him when they had the convention here in Fort Wayne.

Tom Harris: I was witness to that conversation. I was standing right behind him.

Roy Buskirk: And it wasn't friendly.

Tom Harris: It wasn't pretty, from my standpoint.

Roy Buskirk: Okay.

Darren Vogt: I am not even going to go there. Is there any further discussion on the item on the agenda?

Tom Harris: Just a comment that the Auditor mentioned that the State is saying that they are going to keep all of those folks in your community and we are going to pay for alternative ways to provide assistance to them at Community Corrections but not necessarily pay additionally to put them in the jail. It is where the State is sending the money. I am on the Community Corrections Board and they just received a surprise amount from the State saying that they are going to give additional money back to the communities. It's good to know that it is on the Speaker's platform because there needs to be more correlation between their strategies and what is happening here. My previous comment about the football analogy comment was simply that in the past we would have simply been asked for additional money and here the Courts are digging a little bit deeper, valid point that this could affect rollover as well. All of those things need to be considered. With that I will make a motion to approve the transfer of Court Services Clerk for \$3,400, Judicial Data Coordinator for \$3,200, Assistant Director Criminal Division Services for \$1,700, Judicial Assistant for \$2,700, Office Manager for \$6,400, Court Reporter/Judicial Secretary for \$7,200, Court Services Clerk for \$7,200 and Secretary IV for \$3,200 for a total of \$35,000 to Consulting Services.

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). Thank you very much. Next on the agenda is the Department of Health and I told Mindy that I would take care of this one for her. This is the same one that comes before us. Every year they get the revenue in and then send it back out for vaccines. Foreign travel is the biggest one they do and they see. As foreign travel comes in, those are the services that are paid for and they need to appropriate the money back out to buy more meds. It's the same thing they have done every year and sometimes two times a year depending on the number. Are there any questions, Council?

Roy Buskirk: I will make a motion for the appropriation in the County Health Fund 285 for \$30,000 for Meds/Vaccines.

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). We are down to Discussion and Other Business to Come before Council. We have consideration of a resolution to discontinue participation in PERF for future employees. Tera, do you want to handle a little bit of that?

Tera Klutz: Yes, I will. A couple of years ago we started exploring different systematic ways that the County could begin to save money and one of those was to transition future employees away from a defined benefit plan or pension to a defined contribution plan more like a 401K. The State had grouped all employers into one aggregate group a couple of years ago. Before, Allen County was its own group for this pension benefit in PERF and now we are grouped with all of the other members and we feel like maybe we are donating because we had a lot of turnover in the past. If somebody didn't vest after ten years, the money would roll back into the Allen County pot and now it is rolling into a giant pot being shared with lots of other PERF employers around the State. We began to investigate with the Commissioners and Council and we determined that we could save a lot of money and provide a great benefit to future employees by offering a 457 Plan. The Commissioners are exploring that plan and would offer a match. I am not sure of the details of it but it would be offered to new employees hired after December 31, 2014. With that the County will not have to pay the PERF required contribution of 11.2% of that new hire's salary but instead would be matching a contribution that they would elect to put into their funds. They would receive their funds a lot sooner than waiting ten years and also are able to direct those investments. I have heard concerns from employees regarding what this would do for the rest of the employees that are in PERF and the truth is that it shouldn't affect them at all because their benefit has been defined by PERF and is in good shape. Our personal account is considered over 80% funded. If we pull out, they are exploring legislation to pull Allen County out of the aggregate as a few other employers have also done the same thing over the last two years. You may see our contribution increase a little bit for the existing employees to make sure that we have a solid funding. As we have more and more reach retirement age but not employees

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coming in and funding that pool, you may see our contribution increase but not to the tune that it would have been had we just kept everybody in PERF.

Darren Vogt: Tera let me just interject here. Eventually, at some point, that will go down because those people will be off of it and retired.

Tera Klutz: Yes, theoretically it will go down but it will not completely go away. The resolution before you today does allow anybody who previously was covered in a PERF position, whether in the County or with another employer, requires them to stay on PERF. That was viewed as a recruiting tool. They didn't want to dis-incentivize other people from coming to the County based on not getting credit for PERF.

Roy Buskirk: What you said there is partly true but the way I look at it because of the number of people that would be continuing to work in PERF, the percentage of their wages that the County would have to continue to contribute might increase. The total dollar amount would decrease.

Darren Vogt: Right, exactly. Council, are there any further questions on that? This is something that we have discussed several times. Councilman Harris.

Tom Harris: From a pension standpoint, do we have the ability to pay more into pension from time to time should we choose to do that?

Tera Klutz: Yes.

Tom Harris: Okay. But we do not have the ability to reduce the amount of pension that we pay in, correct?

Tera Klutz: No, unless you want to pay penalties and fees, we do not. There is a minimum required contribution and they base it as a percent of salary. Next year it is 11.2%.

Tom Harris: But under the 457 we do have the ability to pay an additional amount into 457, should we choose to?

Tera Klutz: Yes. The Commissioners are going to be in charge of adopting the plan. ERISA, the Federal guideline for employee retirement plans, they have to follow strict guidelines for forming the 457 Plan but those can be adjusted by the Commissioners as needed.

Darren Vogt: Sometimes the laws change.

Tom Harris: I guess the reason that I mention that is I think it gives the County the ability to do more down the road with employees. I am not suggesting this or proposing this but the possibilities are expanded to be able to manage that if the County should choose to give an additional amount to the 457 in some terms of a bonus or something.

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The employees, under a pension plan, you can never get it. You have to meet the guidelines and be 55 and a number of years and those kinds of things. With the 457, they have more access and can invest it as they chose. My point to that is the 457 opens up opportunities for the County.

Darren Vogt: I would agree that it is definitely a step in the right direction not only from a financial standpoint but also from an employee standpoint. Are there any other questions on that resolution? We need a motion to approve the joint resolution.

Tom Harris: I will make the motion for the Joint Resolution of the Board of Commissioners of the County of Allen and the Allen County Council. Whereas, it has come to the attention of the Board of Commissioners of the County of Allen (the "Board") and the Allen County Council (the "Governing Board") that significant savings could be realized by placing new employees on an Internal Revenue Code 457 plan and whereas, it is understood that all employees of the political subdivision described below currently enrolled in the Public Employees' Retirement Fund ("PERF") will remain members of PERF and the Governing Body of the political subdivision acknowledges its funding liability of such employees. The Governing Body acknowledges its obligation to appropriate sufficient funds each year to pay the employees' prior service liability and fund the current cost accruing annually in accordance with the reporting and payment requirements set forth in IC 5-10.3-6; and whereas, it is understood that in accordance with IC 5-10.3-6-8(b)(2) and 35 IAC 1.2-6-12 after the effective date set forth in this Resolution that all newly hired employees of the political subdivision described below will not be enrolled in or participate in PERF, unless they have previously been employed by a political subdivision and are already enrolled in PERF, in which case upon requalification they shall be reenrolled. Now, therefore, be it resolved that the Board of Commissioners of the County of Allen and its governing body are electing to cease PERF participation and coverage for newly hired employees hired after the effective date of December 31, 2014 pursuant to IC 5-10.3-6-8(b)(2) and 35 IAC 1.2-6-12, unless they have previously been employed by a political subdivision and are already enrolled in PERF, in which case upon requalification they shall be reenrolled. Adopted this 16th day in the month of October in the year 2014.

Darren Vogt: Note that the date is different than the one in our packet. That is the official one signed by the Commissioners, right?

Tera Klutz: Yes.

Darren Vogt: Okay, just wanted to make sure. That is a motion, is there a second.

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).

Larry Brown: I have a question on the 457. Is that the right number?

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Tera Klutz: Yes, the 457 is referenced in the resolution.

Larry Brown: Okay. Instead of 401 it is 457.

Tera Klutz: Yes.

Larry Brown: Do you know, and kind of following up on some of Tom's comments, as we work towards a merit system, can current employees that are in PERF, can they open a plan in the 457 that would be self-contribution or bonus or whatever?

Tera Klutz: I believe yes because right now you can do that. We have a 457 Plan that you can make extra contributions to.

Larry Brown: Okay.

Darren Vogt: We are going to skip the budget adoption just for a second. In your packet you have the 2015 meeting schedule. That needs to be finalized officially.

Tera Klutz: The only question that we had was the January meeting. It might be highlighted yellow in your packet.

Darren Vogt: It is.

Tera Klutz: That is because Roy has brought up that there is a meeting before that date and they need to have a President. We wanted to give you the option of meeting January 2nd or keeping it at the 8th. That is why that is highlighted in yellow.

Darren Vogt: What is your pleasure, Council?

Roy Buskirk: That is usually because there is some Board that needs to have appointments the first week.

Tom Harris: Is there a possibility of changing this later? If we adopt this can we still change it in November or December?

Tera Klutz: Absolutely. We just want you to think about it and we wanted to give you the option now. We just like to be prepared later.

Darren Vogt: I think we moved a day or two this year and it worked out well.

Tera Klutz: You are not adopting this meeting schedule.

Larry Brown: I have a conflict with March 19th.

Darren Vogt: There is one that you know you are going to have to change. Look to see

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if there are other dates.

Larry Brown: Forward a week would work. Back a week doesn't work either.

Darren Vogt: Okay that is good to know. Also on the agenda, and we don't have to take action at this time but will at next month's meeting, the Board appointments. You see the ones that are expiring on December 31st, 2014. We need to do them in November or December. I have spoken with Ozzie Mitson and he is interested in doing the ABC again. I have not spoken with Roger Brugh. Mike and Judy are the two technical positions that have to stay, in reality. We will touch base with them to be sure they are still okay. Redevelopment Commission is Roy and Adam Day. Woodburn Economic Development is Tom and Grabill is Tom. Paul Moss is our Library appointment. I touch base with all of those. We do have one that needs to be replaced. It is our appointment to the Regional Sewer District. He has not been attending meetings on a regular basis and that is one of our major requirements to be participating in those activities. We will need to replace him at the next meeting. If you have anyone in mind for that appointment, please come forward and we will make a decision on that. Are there any questions on those? Are there any recent or upcoming meetings or liaison reports?

Roy Buskirk: I would like to make a public service announcement. This is concerning people that have landlines with frontier. If you want a residential phonebook, please get a pencil and paper ready and I will provide you with a phone number. You have to call to get the residential phonebook. That phone number is 877-243-8339. It will take two to three weeks for them to ship you a residential phonebook. I have three business only phonebooks and no residential. Again, you have to call this number to receive a residential phonebook.

Darren Vogt: I will hold public comment until after the budget portion of the meeting. We are going to take a quick five minutes we'll make it seven minutes. Be back here and ready to go at 10:00.

BREAK

Darren Vogt: You should have the 2015 Budget Adoption Notebook. We will start with Nick giving an overview and then move into some reading by Councilman Harris. With that we are back in session, Council.

Nick Jordan: Looking at the 2015 Budget Adoption Notebook, you will see that today you are going to adopt the budgets for our three binding units, Southwest Allen County Fire District, the Fort Wayne-Allen County Airport Authority and the Solid Waste District. You also have the Allen County budget which includes the salary ordinances. In the actual notebook, if you do want to flip around, use the bookmarks. There is information in there but before you start flipping around, go to the second page. That is the Allen County budget and I want to walk through that real quickly. At the top is the 2015 General/COIT Budget Total of \$90,688,469. That includes the budgets for ARC and Mental Health. Then we have the revenue to offset that budget with Property Tax of

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\$53,463,811; Miscellaneous or Other General Fund Revenue of \$19,812,315; COIT Distributive Shares at \$14,515,196 and COIT Public Safety of \$2,897,147. That all totals up to the \$90,688,469. You will see below that the Other Funds of \$78,208,064 for a total Allen County budget of \$168,896,533. The third page details the department budgets as well as the County-wide expenses, health and life insurance budgets and so forth as well as you can see the approved changes that we made last month. One of those was reducing the CCP's budget because you decided to use the old 911 money as well as the fact that we moved \$100,000 from Health Insurance to the County Liability line for the litigation budget. In the 2015 Approved Budget column, you will see the summary at the very bottom in the right-hand corner in the amount of \$90,688,469 and that matches the other page we just looked at. The fourth page is the 2015 All Funds Total Budget. It has the General Fund and the COIT Funds and all of the other funds budgets.

Tera Klutz: The budget does include a two percent raise for all full-time employees. We also received our certified income tax distribution as a whole for the County and it's very similar to the estimates that were given to us last month. They gave us the whole dollar amount and it is a few thousand dollars higher. We haven't gotten the specific allocation within the County yet but that lets us know that we can keep our numbers as we predicted originally.

Darren Vogt: On the salary ordinances for the ones that we just approved today, are you going to pull those out when we get to those?

Tera Klutz: I am going to let you go ahead and adopt it and then I have an amended 2015 salary ordinance for the two that were not on a grid. We will do that at the end, if you don't mind.

Darren Vogt: Okay, great. We will move to the first one on the agenda which is the Southwest Allen County Fire District.

Tom Harris: I will make a motion for the ordinance or resolution for the appropriations and tax rate. Be it ordained/resolved by the Allen County Council that for the expenses of the Southwest Allen County Fire for the year ending December 31, 2015 the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of Southwest Allen County Fire, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance. This ordinance/resolution shall be in full force and effect from and after its passage and approval by the Allen County Council, Dated 10/16/2014.

Larry Brown: 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).

Roy Buskirk: Before you go on, the Southwest Fire Department had an open house last Saturday. If you were unable to attend, I would encourage you to go out there and walk through that with their eight apartments that they have upstairs and they are basically sleeping quarters and a bathroom and shower. The kitchen is shared with all of the volunteers along with a day room. Four of the eight apartments are filled. The individual that is staying there must be working on their EMT and be a volunteer fireman. They also have duties to do around the grounds such as mowing the yard and other duties within the building. This has been done in other areas and it looks like it is doing well for them.

Darren Vogt: Thank you for that update. Now we are on to the approval of the Fort Wayne-Allen County Airport Authority. That is on page 139 in your packet.

Tom Harris: I will also make a motion for the ordinance or resolution for appropriations and tax rate. Be it ordained/resolved by the Allen County Council that for the expenses of the Fort Wayne-Allen County Airport Authority for the year ending December 31, 2015 the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of Fort Wayne-Allen County Airport Authority, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance. This ordinance/resolution shall be in full force and effect from and after its passage and approval by the Allen County Council. Dated 10/16/2014.

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). We are now onto the approval of the Solid Waste budget. That is on page 144.

Tom Harris: I will make a motion for the ordinance or resolution for appropriations and tax rate. Be it ordained/resolved by the Allen County Council that for the expenses of the Allen County Solid Waste for the year ending December 31, 2015 the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of Allen County Solid Waste, the property tax levies and property tax rates as herein specified are

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included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance. This ordinance/resolution shall be in full force and effect from and after its passage and approval by the Allen County Council, dated 10/16/2014.

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 5-0-1(Armstrong abstained) and 1 (B Brown absent). We are now onto the Allen County budget for 2015.

Tom Harris: I will make a motion for the ordinance or resolution for appropriations and tax rate. Be it ordained/resolved by the Allen County Council that for the expenses of the Allen County Council for the year ending December 31, 2015 the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of Allen County Council, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance. This ordinance/resolution shall be in full force and effect from and after its passage and approval by the Allen County Council, dated 10/16/2014.

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). We are on to Salary Ordinance for Classified Employees.

Tom Harris: I will make the motion for the 2015 salary ordinance. Be it ordained by the Allen County Council of Allen County, Fort Wayne, Indiana that this salary ordinance includes wages and other compensation received by employees under the auspices of the Allen County Council for work performed by the employees. Other compensation includes holidays, established by the Board of Commissioners of the County of Allen, plus vacation, sick days and sick day reimbursement allowed as set forth in the Allen County Personnel Manual. Full time employees are employees who are paid from individual annual salary appropriation lines found within their respective office or department budget provided that any Sworn Officer of the Allen County Police Department who completes any portion of his first twelve months of County employment during calendar year 2015 shall, for such period in 2015 which comprises any portion of such initial twelve months of employment, be paid at a rate equal to ninety-seven and one-half percent of his salary as approved herein. Except as specifically identified below, full-time employees shall be regularly scheduled to work not less than seven and one-half hours per day on a five day a week schedule.

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Departments who are required to operate on a twenty-four hour day may establish a four day on and two day off work schedule. Departments may elect varying work weeks and hours and shall notify the Auditor of such election. The Auditor shall establish an hourly rate for each full-time employee. This hourly rate shall be determined initially by dividing the employee's annual salary by fifty-two then dividing that number by the regular number of hours the employee is scheduled to work (i.e. 40 hours or 37 ½ hours per week). Once determined, hourly rates shall only be modified with the approval of the County Council. Overtime payments, as required by the Fair Labor Standards Act are hereby specifically approved. Employees who are on the 37 ½ hour workweek shall receive straight time for hours worked between 37 ½ and 40 and time and one-half thereafter. Employees who are entitled to overtime payment in accordance with the Fair Labor Standards Act and are not otherwise compensated shall be paid at an hourly rate as determined above. Classified employees shall have their step increase effective on the first day of the pay period beginning after their anniversary date. Employees who achieve and maintain Level III Assessor Certification and are not elected or statutorily required to as a condition of their job will receive an additional \$19.23 per pay period up to a maximum of a \$500 annual bonus payable from the Reassessment Fund. Except as set forth above and otherwise specifically allowed by ordinance, no other payment shall be made to employees for compensation for work performed. A salary grid is hereby established for all classified positions as presented and approved by the Allen County Council for 2015. Said grid shall be modified in accordance with the preceding paragraphs as required. This ordinance read, considered and adopted by the members of the Allen County Council on this 16th day of October, 2014.

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). Next is the Non-Classified Employees.

Tom Harris: Salary ordinance 2015, Non-Classified Employees, Department Heads, Chief Deputies, Attorneys, Doctors, Executives, Special Occupations. Now therefore be it ordained by the Allen County Council that the attached shall be the salaries of the non-classified employees employed by Allen County, Indiana. They shall be paid their annual salary in twenty-six equal payments and shall receive no overtime. This ordinance read, considered and adopted by the members of the Allen County Council on this 16th day of October, 2014. This is in the form of a motion.

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). Elected Officials are next.

Tom Harris: I will make a motion for a salary ordinance 2015 Elected Officials. Now therefore be it ordained by the Allen County Council that the attached shall be the

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salaries of the Elected Officials employed by Allen County, Indiana. They shall be paid their annual salary in twenty-four equal payments and shall receive no overtime. Pursuant to IC 36-2-12-15, the compensation of the Allen County Surveyor will be reduced to \$45,177 if he is not a registered Surveyor under IC 25-21.5 or IC 25-31. Pursuant to IC 36-2-14-15, the compensation of the Allen County Coroner will be reduced to \$32,418 if he is not licensed to practice as a physician in Indiana as determined by County Council. Pursuant to IC 36-2-13-17, the maximum Sheriff annual compensation is equal to that of the full-time Prosecuting Attorney in the County. This ordinance read, considered and adopted by the members of the Allen County Council on this 16th day of October, 2014.

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). The salary ordinance of part-time employees is next.

Tom Harris: I will make a motion for the 2015 Part-time Hire Salary Ordinance. Now therefore be it ordained by the Allen County Council that the attached shall be the hourly salaries for part-time employees employed by Allen County Departments that utilize part-time hire. This salary ordinance indicates the range of pay received by part-time County employees for work performed during the year 2015. Part-time employees shall receive no more than the hourly rate established by the County Council for hours worked and will not otherwise be entitled to fringe benefits. Those who are scheduled to work a minimum of thirty hours per week in a position that extends for twelve months or more are eligible for Group Health and Group Life Insurance. Unless otherwise specifically allowed by ordinance, no other payment shall be made to part-time employees for compensation for work performed. This ordinance read, considered and adopted by the members of the Allen County Council on this 16th day of October, 2014.

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). We have two additional amended salary ordinances.

Tera Klutz: We put them both on one sheet.

Tom Harris: Motion for an amended salary ordinance, 2015, for consideration of a salary ordinance reclassifying the pay for employees within the budget of the Human Resources 100-4301-411, Director, 13-17, from \$68,979 to \$77,520. For the Attorney/Risk Manager, 13-18, Special OCC position, from \$57,222 to \$64,260. Whereas the Allen County Council is apprised to the need to amend the salary ordinance for the HR Director and the Attorney/Risk Manager and is in concurrence with this need, now therefore be it ordained by Allen County Council, the salary wages and other compensation paid these positions within the budget of Allen County Human Resources

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are amended as described above. This ordinance read, considered and adopted by the members of Allen County Council on this 16th day of October, 2014.

Tera Klutz: That is the two percent raise but we had all of the budget documents made and so we basically amended those two positions.

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). Did we miss anything, Council, Auditor? I want to thank Councilman Harris for reading those. You did a yeoman's job. Do we have any comments from the public?

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 October 16, 2014.

Roy Buskirk: There is one item I would like to bring up.

Darren Vogt: Hold on.

Kevin Howell: Second.

Darren Vogt : All in favor please signify by saying aye. The motion passes 6-0-1 (B Brown absent). Councilman Buskirk.

Roy Buskirk: There has been a lot of discussion and all of you are aware of and that is the Single County Executive that will be on the ballot on November the 4th. I think not only me but other Council members think that we should discuss this at this table so that people know how we stand.

Tera Klutz: Are you going to go around and vote?

Roy Buskirk: I know that other organizations within the community are coming out as being for or against but I am not necessarily asking for a Council vote on it. I just felt that some of the issues can be brought up to the public here. With that I will be quiet and see if someone else has comments that they want to make. If not, I will make some comments.

Darren Vogt: Make your comments because this is one of those things we have discussed and debated around this table many, many times. Go ahead and make your comments.

Roy Buskirk: I personally oppose going to the Single Executive and the reason for that is the one thing with this Council on going to nine from the current setup of seven, three At-Large and four districts. Going to nine single districts lowers an individual's representation contrary to what others have said. Yes, you would have nine instead of

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seven which increases the representation but as an individual it lowers your representation from four to one. That is one of the reasons that I oppose it. Some of the other things, as far as it would expedite economic development, I truly question that. Some of the economic development issues that have been brought forward lack facts. TJ Maxx, which has been made reference to when they were considering locating in the Fort Wayne area, the two sites that they were looking at were within the City limits of Fort Wayne and at that time it was the Mayor who was handling any items inside Fort Wayne. There is an example of a Single Executive that was not able to move fast enough. The rest of the story with TJ Maxx is that the Chamber did not support it because it was minimum wage jobs and also South Bend stepped forward and gave them a million dollars to locate in South Bend. After four or five years of their existence in South Bend, they went under. The jobs were short-lived and South Bend was out of a million dollars. There have been other economic development firms that have been mentioned. There is a soybean processing plant in Claypool, Dreyfus, and I was the one hired by the Alliance for site selection and I obtained many options in this County. The problem that was discovered was that Allen County was on the unattainable clear air and it was going to take them six to twelve months to obtain their air permits. That is the reason they went to Kosciusko County. SDI, my services were retained by the Alliance and I had two sites, one east of New Haven and one in Arcola. The reason they were not selected was that the Commissioners at that time could not put together a package on paying for extension of utilities, road improvements and some other things. That is the reason they located in Whitley County. There are several of these items that are being mentioned and thrown around and an individual really needs to make sure that they have the facts. Another one is the fact that in 1824 this County was established and the three Commissioners were established and nothing has changed since that time. In 1901, it was the first year for a County Council. At that time, the budget was removed from the Commissioners to the Council. There have been some minor changes since 1901. I will yield the table to anybody else.

Darren Vogt: Councilman Howell.

Kevin Howell: Piggybacking on what Councilman Buskirk said my experience so far, and I have to do it, I walked the entire southeast Allen County from May until the third week in August. I met more than 2,000 people, farmers and other small business folks out there, and only two people approve of this idea of changing it from three Commissioners to one. There reasons are, and which I agree with, that they see it as less representation. Folks out in the southeast of Allen County already feel that they are underrepresented because of the size of Fort Wayne and Fort Wayne having the predominate population in Allen County. I got back to the City and I am on the south side of town and the folks in the southeast see it as a civil rights issue. I found that interesting. I didn't think that myself. They see it as a reduction of representation. As it stands now, you have up to seven folks that you can talk to if you have a problem with Allen County government. You have the District Councilmen and the three At-Large and the three Commissioners. You reduce it down to two doesn't make any sense to me at all. You have one person, the District Councilman and what I call the Mayor of Allen County. With the County as large as ours, not only physically but I think we have almost 300,000 people in Allen County,

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to get your problem solved by two people and the Mayor of Allen County is nonsensical. It's not going to work. So far, the 2,500 people that I have talked to there are only two people that agree with it. I am opposed to it.

Darren Vogt: Councilman Harris, take your shot.

Tom Harris: I have ten points that I would like to address.

Darren Vogt: Go ahead; I have notes for all of those.

Tom Harris: I ran for this position four years ago because I wanted to help and assist in economic development. It pains me to be on the other side of the local Chamber as they have supported this referendum. It really pains me to do that but I am against it primarily because I do not feel that passing this will enhance economic development. The folks around this table, we have had something to do with over 36 major expansions or companies coming to this community in the last four years and representing over \$1 billion of investment, equipment, new jobs and all of that. Today, we just passed another project that could represent another billion coming to this community. If you take just those two things alone, economic development is going very well. If I thought for a second that changing the form of government would enhance that, I would be there. I do not believe that changing, in fact the unintended consequences of making this change are dangerous. A couple of things, when we started four years ago our unemployment rate was 10.6% and today it is recognized to be five percent. One of the biggest things that I just heard recently was that the State Chamber of Commerce is against this referendum even though our local Chamber is for it. I have not spoken to them directly but I have heard that and that is pretty big news.

Darren Vogt: Have you seen that in writing yet?

Tom Harris: I have not. That is my point.

Darren Vogt: I would be careful mentioning something that you haven't seen in writing.

Tom Harris: I have been told that they are truly on that side against the referendum and I thought that is amazing. There is at least disagreement within the economic development people out there. Finally, the other point that I will make is that we have a responsibility on County Council should that referendum pass to make sure we uphold the referendum and this law as effectively as possible. I am prepared to do that should this pass. That is our job and our responsibility should we be re-elected. I know that we can do that for the people of this community. I also agree that all of the feedback that I have heard from my constituents in my area, I have not heard anybody in favor of it.

Darren Vogt: As President, I will take the last shot at this and then we will move on. I will tell you that I am for this referendum and I will say that I will respectfully disagree with the Council that disagrees with me on this and that is okay. We are allowed to have our opinion. The great thing about this is that it is a referendum designed by the folks and

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everyone in this County gets to vote on it. I will argue that as I have spoken with many different people on this that are neutral and not folks that are already against or already for, when I ask them to name those seven people that they vote for, not one of them can name all seven of them. No disrespect to us as Elected Officials but they don't know who they are voting for. When you start talking about three Legislators currently doing legislative work versus nine people doing legislative work, I will argue that it is more representation and smaller representation. Those same folks that are against it say that they want to have representation closer to the people. The current Council District is made up of about 90,000 people. The new one would be made up of about 40,000. Those are round numbers, please understand that. That is a closer to the people type of government. I will agree that I don't have a problem with six districts and three At-Large but that is not the legislation that is before us. When it comes to Council District makeup one thing I hear is how will the districts be made up? The fear-mongering of how Council Districts will be made up is all public knowledge and public meetings and there are things set in the legislation as to how to do that just as we did in 2010 and re-districted, this Council sitting here, our districts changed. That is the same process that would be done in this one and would just be a different makeup of nine. With economic development, as our Council President for six of the twelve years and dealt with most of the economic development, I can tell you that the Commissioners' Office is not always in agreement with economic development and how things work and how things should be done. I would argue that one person setting a vision for this community and how to move forward is a better idea than three. I don't have three people running my personal business. I have one person running it, one person making decisions and one person making the call. We can agree and disagree and I appreciate the discussion and the opportunity to talk about it. With that is there any other public comment? Our next regular meeting is Tuesday, November 25th. Note that it is a Tuesday and not a Thursday. Is there anything else to come before Council?

Larry Brown: Move to adjourn.

Roy Buskirk: Second.

Darren Vogt : All in favor please signify by saying aye. Opposed like sign. The motion carries 6-0-1 (B Brown absent). There being no further business the meeting was adjourned at 10:40.