

**ALLEN COUNTY COUNCIL MEETING MINUTES
DECEMBER 17, 2015
8:30 AM**

The Allen County Council met on Thursday, December 17, 2015 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, Joel M. Benz, William E. Brown, Roy A. Buskirk, Tom A. Harris and Sharon L. Tucker. Larry L. 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 Tom Harris with the Pledge of Allegiance and a moment of silent prayer.

Roy Buskirk: Before we get started, I would like to mention that this last week we lost a previous Council member, Paul Brumbaugh. He served on County Council for 20 years and I think in our prayers that we should think of his family and his wife, Betty, especially during the holiday season. The other thing I would ask is for thoughts and prayers for our military people. I was in Vietnam at Christmas in 1966 and that is the hardest time to be away from your family.

Tom Harris: Thank you, Roy. In fact, I had served as the Director of HR while Paul was on Council and I had the chance to work with him and he was just a great guy. I think he is known, in the last ten years, as Grandpa at Chick Filet at Jefferson Pointe. He talked to patrons there on a daily basis. He is a great guy and is truly missed. With that we will start out with the approval of the November 19th meeting minutes. Are there any additions or corrections?

Sharon Tucker: Move to approve the minutes from November 19, 2015.

Joel Benz: Second.

Tom Harris: All in favor signify by saying aye, opposed, same sign. The motion passes 6-0-1 (L Brown absent). Next is the financial report from Auditor Tera Klutz.

Tera Klutz: Good morning, Council. You have the November year-end financial statements in your packet and I wanted to mention that we are processing final property tax collections and it looks like we are going to meet our projections. I want to tell you that what that means is that we collected 89% of the levy that we used to adopt our budget this year. The lower amount is due to the Circuit Breaker caps. We knew we would not collect 11% because taxpayers only have to pay up to that certain cap level.

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Tom Harris: Thank you. Council, are there any questions or comments on the financial report? It looks like we are at 94% for revenue, Miscellaneous Revenue.

Tera Klutz: Yes, those are all revenues except property tax.

Tom Harris: Any indications as to where that is going to end up? Will it be 100% on that one? What are your thoughts on that?

Tera Klutz: I hope so.

Tom Harris: In other words, 94% at this stage is actually pretty good, right?

Tera Klutz: Yes, I think we are on track to hit at least 100%. The timing of some of our bigger revenue pieces has already hit and so it is just a matter of timing on when we get reimbursements from the State. Sometimes we catch them a little early. To make the overall prediction with a few days left in the year would be not good.

Tom Harris: Okay.

Bill Brown: I will make a motion to approve the financial report.

Sharon Tucker: Second.

Tom Harris: **We have a motion and a second. All in favor please signify by saying aye. The motion passes 6-0-1 (L Brown absent).** Next is Chief Deputy Nick Jordan with the unemployment numbers.

Nick Jordan: Good morning, Council. On the agenda, you see the September and October, non-seasonally adjusted unemployment rates. Allen County went from 3.8% to 4.1%. Indiana went from 4.0% to 4.2%. National went from 4.9% to 4.8%.

Tom Harris: So, it appears that we are still beating both the State and the surrounding States. Are there any questions on that? Before we move to Economic Development, I want to take just a minute and thanks for the hard work of Kevin Leininger from the News Sentinel. Kevin has announced that he is going to be leaving this role of covering us which he has done for 36 years. For 36 years he has covered local government and you are headed in what direction?

Kevin Leininger: To Concordia Seminary.

Tom Harris: We thank you for all of your coverage and hard work over the years. Those that know you know how hard you work and you have been a tremendous asset to the community and a benefit for the readers of this area. Thank you very much. Council, we are going to move now to Economic Development. Rachel is going to talk a little bit about some of the documents that we have received.

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Rachel Black: My name is Rachel Black with Economic Development. We are going to move to agenda item number two first, if we could. We will move to item one after that about the compliance forms. We are going to be representing XPO Logistics Worldwide. They are requesting approval of a Statement of Benefits for a project located at 12301 Bluffton Road which is north of the General Mills facility. They are requesting an abatement of Real and Personal Property and based upon the point system, they are eligible for 10-year abatement. The proposed project involves an investment of about \$18 million in constructing a building and the building size is 400,000 square feet. It is a distribution center. New equipment investment of about \$8 million and projected jobs of 75 newly created with annual salaries of \$3.4 million. As a result of this tax abatement, if approved, it is projected that the company will save about \$2 million in property taxes over the ten year period of the abatement. Today, you have for your consideration, a resolution that was in your Council packet. It is for approving XPO Logistics Worldwide. As of today, XPO Logistics is not the current owner of the property. The Allen County Redevelopment Commission currently owns the property. As such, I would like to point out on page two, section four of the resolution, it states that the designation is subject to XPO Logistics Worldwide closing on the real estate and if the closing does not take place the resolution will be rescinded. Leslie Wagner is here to represent the company and if you have any questions, we can move forward with that.

Tom Harris: We might have her come forward and we might have a few questions. I want to ask, Rachel, this is a shovel-ready site and how many of those sites do we have?

Rachel Black: I believe there were two or three total, there are three that are certified.

Tom Harris: Leslie, if you would like to have a seat and introduce yourself for the record.

Leslie Wagner: Good morning, Leslie Wagner with Ginovus. Ginovus is a national site selection and Economic Development Advisory Services firm. We are headquartered in Indianapolis and we work with corporate clients like XPO throughout the United States. I would also like to mention that Sam Burroughs with XPO is here as well should you have any questions that I am not able to answer. I will give you just a little bit of background. I mentioned that we do site selections throughout the US and that is no different for this particular company. XPO started our search quite wide and we continued to narrow down. The sites that were of primary interest were in South Michigan and in the Fort Wayne-Allen County area. Following our meetings with local Economic Development advisors and community representatives, we have continued to work forward very positively in hopes that we can get this project done. The tax abatement that Rachel mentioned is absolutely a driving component of this site search because it helps with the financial viability of the project. Offsetting those costs, particularly in the early stage is very important to XPO. Not sure of how much you are aware of XPO but they are a worldwide logistics and transportation company. They represent or are in 32 countries and have an excess of 84,000 employees. They are very committed to the communities that they work in. They are a great corporate citizen and that would be their intention here

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as well. Again, we appreciate everything that the community has done to get us to this point. I am glad to answer any question you all might have.

Bill Brown: I am just curious, when you talk about commitment that is so important especially when worldwide organizations come to the community. Can you talk a little bit about the commitment in other communities that they have had as good community partners.

Leslie Wagner: Just in terms of volunteering and that looks different in every community. It is actually done in collaboration with understanding in what the communities' needs are. I think within the application process there was a line asking whether or not the company is willing to give back a portion of the tax abatement savings and the company has committed to doing that at a five percent level.

Tom Harris: Thank you, Bill. Council, are there other questions?

Roy Buskirk: I would appreciate the fact of the commitment on giving back the five percent. That would amount to a little over \$100,000 per year. I have a question concerning that we are now only discussing the phase-in?

Rachel Black: Yes, Mark is going to come up and talk about the LEDGE agreement.

Mark Royse: Mark Royse, Director of Redevelopment. As Ms. Wagner said, this was as we went through the process for over six months now the concept initially was a tax-free, ten-year deal.

Roy Buskirk: Super abatement.

Mark Royse: You can look at it that way but it is a matter of semantics. Council and the City Council as well adopted their Super Abatement program even though the State allows a ten-year, 100% abatement. The City Council and County Council, back in 2012, decided that your Super Abatement program was going to be five-year, 100% and then after that it would be based on the regular schedule. If you look at what they were looking for, it was a ten-year tax-free situation. It could have been conceptually any way from a TIF tax abatement to straight tax abatement. A number of you, at different times during the last six months have been involved in executive sessions to discuss this matter. The Council's position was that they weren't going to do the ten-year, 100%. To make that up, it has to be through a TIF arrangement. In this situation, the TIF arrangement is not unlike we did back in 2002 with Uniroyal Goodrich. It was tax abatement and TIF. They got a ten-year deal and whatever they pay now in the tax part of it, they give back to the TIF portion of it.

Leslie Wagner: If I can just jump in for a minute, the traditional ten-year tax abatement represents about 50% offset of tax liability over that ten-year period. The way that the TIF agreement is set up is that so long as the company meets all of its project parameters, so long as they invest \$26 million as outlined in the SB-1's, which is a combination of the

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real property investment and the personal property investment, and so long as they hire 75 people phased in over three years and so long as they add \$3.46 million in salaries they would be eligible for reimbursement of that other tax liability. They would actually pay the real estate tax, the community has the ability to insure that they have met their commitments and if they have met their commitments they then get the reimbursement back. It is not just a straight out 100% tax abatement. Again, in terms of structuring the deal that commitment has been a very critical component of this project. We are appreciative of your hopeful support today.

Bill Brown: As any of the economic development deals, they are always complex and a big part of this particular one is their industrial diversification. Can you speak to them being a medical device company et cetera and how that that diversification benefits Allen County overall.

Leslie Wagner: In terms of XPO, they have a lot of verticals that they represent all over the world. This project does tie to a medical vertical and that customer has not yet been disclosed, if you will, to the community. It has been kept confidential and the reason for that is the pending of the approval of the purchase agreement and related incentives to the project. Once that happens, the company and their customer are very anxious to do a collaborative release and will become public at that time.

Bill Brown: I will add to that the more diversified we are as a community, the better off we are in moving forward from an economic development standpoint.

Leslie Wagner: Absolutely. When you have a worldwide company come to your community and that good news gets out to the rest of the world, other companies are going to look and say XPO has chosen this location and maybe we need to take a look at it as well. We know what is important to them in terms of site location and quality workforce and a strong business environment from a tax and regulatory standpoint. Absolutely it catches the attention of others and helps from a community standpoint.

Tom Harris: I wanted to ask previously just in terms of that property. It was a shovel-ready site and Redevelopment owns it and was something that we have looked at from an economic development strategy for the County. How long has that property been available for sale?

Mark Royse: 2011, I believe. It was in conjunction with General Mills. It was known as the Fox Farm which was about 160 acres and they acquired a portion of it and the Redevelopment Commission went forward and acquired the rest of the property.

Leslie Wagner: If I could comment further, as we go out around the country, communities that have the forethought to have shovel-ready sites available, those are smart communities. They are communities that are putting their best foot forward. As a project presents, boom, you are ready to go. That was absolutely the case on this particular property once we became aware of its availability. Theoretically, once we get

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everything agreed to, construction can happen very quickly, investment happens very quickly and job creation happens very quickly.

Bill Brown: To that point and having part of setting this up in 2011, the shovel-ready sites, it is a forward thinking concept for our community. We were told we were land-rich and sight-poor. If this was just a bean field and not shovel-ready, would it be fair to say that this wouldn't even be on your radar?

Leslie Wagner: That's correct. We would have moved along to one that is available. With companies now, the timeline for decision making is so compressed. They take a very long time in their decision making and then once they make the decision, boom, they want to go. If there is not an available site, infrastructure ready site, you have to keep moving.

Bill Brown: That equates to a real significant win for forward thinking years ago to today. This coming together with a worldwide company and there are a number of elements here that are really positive in our long-term planning.

Tom Harris: Just for clarification, if Council would pass this today, it does need to be passed by Redevelopment as well. They need to finalize the approval through their organization or agency as such.

Mark Royse: What you are doing today is approving the designation and the Statement of Benefits. There will be, later this afternoon, an executive session of the Redevelopment Commission to basically go through everything. You are doing the tax abatement and LEDGE agreement today. The offer to purchase is on the agenda for this afternoon followed by a special session of Redevelopment Commission to consider the purchase agreement. Timing wasn't perfect but it's going to get done.

Tom Harris: Should Redevelopment decide not to go forward, is there any impact for Council?

Mark Royse: On that matter, as Rachel alluded to earlier, there is a clause in the resolution that rescinds it. If that doesn't happen, as far as the LEDGE agreement, and there is no investment there is no TIF.

Tom Harris: Roy.

Roy Buskirk: I have a couple of questions. One of them is for the property tax phase-in, you list 75 employees. Some of the verbiage that is in the TIF agreement that makes reference to two part-time people could equal one full-time person.

Leslie Wagner: Full-time equivalent?

Roy Buskirk: Right. Do you anticipate using quite a few part-time employees?

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Leslie Wagner: No we don't. The employees that are made up of the 75 are full-time, 2080 hours per year. I think that is standard language that is typical in those types of agreements. That is not something that we necessarily requested.

Roy Buskirk: Okay. The County would appreciate having one full-time employee instead of two part-time.

Leslie Wagner: Of course.

Roy Buskirk: What you were saying, Bill, this company is a warehouse primarily for medical supplies and nothing in the manufacturing of medical supplies or anything of that type.

Leslie Wagner: No and I want to make sure that I am representing that correctly. There is no manufacturing.

Bill Brown: Right and I was just talking about the connectivity to that industry.

Leslie Wagner: Yes.

Roy Buskirk: I guess there are still some negotiations going on with the Redevelopment Commission as far as the dirt and some other issues.

Leslie Wagner: I think all of the business points have concluded. TG Fort Wayne, who is the developer of the site, and XPO have signed off on everything. The purchase agreement has been signed off and delivered. The various agreements have been agreed to in principle and so I think we are there, from a business perspective.

Mark Royse: Councilman Buskirk, the dirt situation will be addressed in our executive session this afternoon of which you are a member of the Commission.

Roy Buskirk: Okay.

Leslie Wagner: The business terms of that have been agreed to unless there is something new that comes up. As far as I know, the proposals that have been made, the parties have come to a meeting of the minds and I think it is a mutual agreement for both parties.

Sharon Tucker: I just had a question on the investment for Human Resources as far as employees. Can you tell me an average annual or hourly wage?

Leslie Wagner: I believe the average hourly, I am sorry that I don't have it committed to memory,...

Roy Buskirk: There are 75 employees, 21 of them management and averages \$102,000. Then there would be 54 production workers which average \$32,000 to \$40,000.

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Leslie Wagner: Exactly. Obviously those ranges are going to be driven by local.

Sharon Tucker: I'm sorry.

Leslie Wagner: Those wages are going to be driven by what local salaries are.

Roy Buskirk: The average for the \$38,000 is \$18.25 per hour.

Tom Harris: Council, are there any other questions?

Bill Brown: Are we going to take these separately or together?

Tom Harris: I think we have generally done these separately.

Roy Buskirk: I would make a motion to approve the real estate tax abatement subject to the Redevelopment Commission approval.

Tera Klutz: Do you want the sheet?

Bill Brown: I will make a motion approving the resolution for the Statement of Benefits for XPO Logistics Worldwide located at 12301 Bluffton Road.

Tom Harris: We have a motion, is there a second?

Roy Buskirk: I'll second that.

Tom Harris: **We have a motion and a second. All in favor say aye, all opposed same. The motion passes 4-2 (Tucker & Benz)-1 (L Brown absent).** Then we have the second item, the LEDGE agreement.

Bill Brown: I will make a motion for the approval of the LEDGE agreement for XPO Logistics Worldwide located at 12301 Bluffton Road.

Bob Armstrong: Second.

Tom Harris: **We have a motion and a second. All in favor say aye, all opposed same. The motion passes 4-2 (Tucker & Benz)-1 (L Brown absent).** Thank you.

Leslie Wagner: We appreciate your support very much.

Rachel Black: So if we can go back to number one then.

Tom Harris: Yes, please.

Rachel Black: There were four resolutions sent to your packet. They are for non-compliance. We have one for BS Land, one for Canalway Properties, one for General

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Mills and one for Quikcut. Each one of these companies was late in filing their forms but they have submitted the forms.

Tom Harris: As a matter of protocol, tell us a little bit, these in essence have not filed forms in a timely basis. This does happen on an annual basis that these companies can come back and make sure that the appropriate documents are filed by the end of the year. That is what has happened.

Rachel Black: Yes.

Tom Harris: Can these all be passed together?

Tera Klutz: Yes, I just told Bill how to do it.

Bill Brown: Get that verbiage down is important. I will make a motion for the waivers for late compliance filings for BS Land, General Mills, Canalway Properties and Quikcut.

Roy Buskirk: Second.

Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent). Next on the agenda is the Treasurer's Office.

Sue Orth: Sue Orth, Allen County Treasurer.

Bill Royce: William Royce, Chief Deputy Treasurer.

Dawn Kennedy: Dawn Kennedy, Compensation Specialist.

Tracy Mitchener: Tracy Mitchener, Assistant HR Director.

Dawn Kennedy: Today we are here to discuss the salaries of the Treasurer and the Chief Deputy. They are two separate items. The first item is the Treasurer's salary. They are requesting to move from \$74,318 to \$78,000. The Elected Official is here to speak about this today.

Sue Orth: It is hard to ask for your own salary to be raised. I am really looking for in the future. It needs to be moved up so it is in line for all of the responsibilities that come with this job.

Tom Harris: Sue, tell us a little bit, generally we look at these things at budget time. Talk to us a little bit about why we are talking about this now.

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Sue Orth: I thought it would help with next year and following years. Next year is an election year and we want to make sure that the person that comes in really qualified and we want to make it desirable.

Tom Harris: This was brought up in the Personnel Committee that the process for Elected Officials to raise their salaries can happen at any time they request. Sue took office in...

Sue Orth: 2008.

Tom Harris: You had the opportunity to increase that and chose not to. I don't want to put words in your mouth. Dawn, you might explain that a little bit.

Dawn Kennedy: Elected Officials salaries are a little bit different in that they can come up and request them at any time and then they become effective the following year, from what I understand. I came up with a salary range when they requested it and it was based on the other Elected Officials and Department Heads' salaries within the County. We generally leave it up to the Elected Official to make that request.

Tom Harris: Sue, is there anything else before I open it to Council? Roy.

Roy Buskirk: In your defense, Sue, several of the Elected Officials were given pay raises and at that time, you had recently been elected and made the decision to not ask for that raise. Before you know it, time goes by and here we are seven years later and you are now asking for that raise. That explains the reason it is now when it should have been several years ago.

Tom Harris: That is a choice that you made which is a savings to the County and the taxpayers. Council, are there any questions or comments?

Joel Benz: I have a few questions. Can you explain, maybe, to justify asking for this as to how your responsibilities have changed or how technology has affected things over time?

Sue Orth: I have been very innovative in our office and have brought a lot of new things in. For instance, our Kiosk gives us more help at tax time and even during the year. I have brought in payment plans to help the taxpayers. We have so many people that have trouble with making their payments on time. They try to come up with the full amount on the due date and they can't. I have taught a lot of the taxpayers how to budget their money to keep them out of the tax sale. I had to work with Legislators in order to get this. This wasn't something that was available when I first started in the Treasurer's Office. You had to pay the full amount on the due date or it wasn't even accepted. I have worked with the taxpayers and listened to them all of these years. That was when I was Chief Deputy for ten years and then Treasurer for seven, so far. I listen to whatever their needs are. We had to remove the banks from helping us to collect and so I listened to the taxpayers and so now we have it that they can call in on the phone. A lot of them have said that they can't do it online because they are older and don't have computers and are

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not savvy. Bill and I worked so that we got the IVR so that they can call in and talk on the phone and make their payment over the phone. We have done a lot of things to help the taxpayer which has also helped our office. We have been able to cut back on our budget because of this.

Tera Klutz: I may be able to help her out. Because all of these changes have occurred, managing them and the technology has increased the level of responsibility and understanding of what it takes to run the office.

Joel Benz: That was going to be my next question. Is it as fair statement to make that it takes up more of your daily time to manage these systems?

Sue Orth: Definitely.

Bill Brown: I would like to look at this. There are two considerations here. One is moving the Deputy to 90% and currently the Deputy is at what?

Sue Orth: 80%.

Tom Harris: And we are going to look at these separately.

Bill Brown: Right. In that same context, this move to \$78,000 could happen next year obviously, at the end of the term. I look at this as two separate issues. One to get to 90% because I know that Bill has been there a long time as the Chief Deputy and Sue has done a great job. Seven years at a certain salary and the last year to go to an increase just, from a public perception standpoint, seems a little challenging.

Tom Harris: One of the thoughts is that HR has looked at this position and said that the job should have been paid or could have been paid this amount throughout that time and so they are, in essence, saying that if you want to get that price wage right, this is the amount you should be paying. Is it right to do that going into an election? One of the thoughts is to make sure that it is set straight in terms of being paid the right amount. Otherwise, whoever ends up in that seat may actually find them paid lower than similar types of jobs in the County and they have to immediately come before Council to ask for an increase as they just get elected. Those are different ways of looking at it. Councilman Armstrong.

Bob Armstrong: Is this already funded for 2016?

Sue Orth: No. It would come from County General.

Bill Brown: HR, you have a range here. What is the amount that you were advocating for?

Dawn Kennedy: \$78,000.

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Joel Benz: If I might add, one thing is anytime you are dealing with an Elected Official and a new Elected Official. It is different than asking for a regular raise. Let me ask this, have you received along with all of the other County employees?

Sue Orth: Yes.

Joel Benz: So you have gotten those and this is over and above that.

Sue Orth: Yes.

Sharon Tucker: That was going to be one of my questions. When the Treasurer started it was \$74,000 but there has been the two percent increase over time.

Sue Orth: Yes.

Sharon Tucker: So it wasn't a flat salary over those seven years. Okay.

Tom Harris: Are there other questions, Council? Hearing none, is there a motion for this consideration?

Roy Buskirk: I will make a motion for consideration of a salary ordinance amending the pay for the Treasurer, EXEC, from \$74,318 to \$78,000.

Tom Harris: We have a motion. Is there a second?

Roy Buskirk: And that would take effect January 1, 2016.

Tom Harris: **Is there a second for that motion? Hearing no second, the motion dies.** The next item is the consideration for the Chief Deputy.

Dawn Kennedy: HR's recommendation is that the Chief Deputy be moved from 80% to 90% which is more in line with the other Chief Deputies that have been in their positions as long as Bill has. The Elected Official is here to talk about that.

Tom Harris: Talk to us a little bit about that.

Sue Orth: This is something that I didn't realize that I was supposed to come and ask for. I didn't know I should ask to have him moved up years ago. It was just not something that was told to me and that I didn't know about. When I found out about it through HR, I put it on the agenda.

Tom Harris: Dawn, we talked a little bit about this in the Personnel Committee. Maybe talk to us a little bit about how this is done throughout the County in terms of Chief Deputies, their pay and such. Do we move those, do we change them? Does it only happen on the request of the Elected Official?

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Dawn Kennedy: Yes, it only happens on the request of the Elected Official. When a Chief Deputy is chose by an Elected Official, they move back down to 75% of the Elected Official's wages. Then it is up to the Elected Official to move them accordingly based upon what they believe they should make.

Tom Harris: So in this case, the Chief Deputy is at what percent presently?

Dawn Kennedy: Eighty percent.

Tom Harris: That number has not changed in the time that he has been in that seat.

Tera Klutz: It had to have changed.

Dawn Kennedy: It had to have changed because it would have been at 75%. There was a five percent change.

Tom Harris: It has stopped at 80% and not moved beyond 80%.

Dawn Kennedy: Correct.

Bill Brown: In regards to a lot of things that were discussed earlier, I have been very supportive of the Treasurer's Office. They are doing a great job. Along with Sue, I think Bill has been very instrumental in a lot of these technological advances. In my mind, the 90% is a very solid move up as related to the current salary.

Tom Harris: Council, are there any other questions? Sharon.

Sharon Tucker: Has the responsibilities for the Deputy increased?

Sue Orth: Oh, yes, definitely.

Sharon Tucker: Can you share a little bit of the details on what additional duties have been picked up there?

Sue Orth: With all of our innovations, he has been the one that gets it started. He works with the vendors and the designing. He has done all of that and keeps it going all the time. It is always changing. Nothing ever stays the same in technology. Right now we are going through a new update on our kiosk and they are reprogramming the whole thing. He has to work with them the whole time and this is what he does on everything that we have in our office.

Tom Harris: Bill, how long have you been in that seat?

Bill Royce: Seven years.

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Tom Harris: Again, from HR, have you seen these movements happening with other Elected Officials and do they jump by five percent increments or what happens?

Dawn Kennedy: It is all dependent on how long they have been in the position and what the Elected Official would like it to be.

Tom Harris: Do you look at how the job has changed or how they are contributing?

Tracy Mitchener: Actually, with the Chief Deputy you can look at the person as opposed to the position. You can look at the education that they have, what kinds of certifications that they have, other innovations that they have brought to the office and what they have contributed. I think with the Chief Deputy Treasurer, he has brought in more technology and has helped facilitate all of the changes that we have seen and are making things more automated. I think that is one of the other reasons and not only the time that he has been in there but I think we really need to look at what he has brought to the Treasurer to make it run better.

Tom Harris: Did you provide a recommendation for that to move?

Tracy Mitchener: What we try to do for Elected Officials and Chief Deputies, it is really their decision and we may suggest some things but it is ultimately their responsibility and their decision of what they should ask for. I would support the 90%.

Tom Harris: And that 90% is going to be on the \$74,318.

Tracy Mitchener: Yes. The \$70,200 is not correct.

Tom Harris: What is the correct amount?

Tera Klutz: It is \$66,887.

Tom Harris: Council, are there any other questions? Sharon.

Sharon Tucker: Back to the original one for Councilman Benz. Has this position been receiving the two percent also?

Sue Orth: Yes.

Bill Brown: I will make a motion for consideration of a salary ordinance amending the pay for the Chief Deputy to 90% of the Treasurer's salary to \$66,887. Effective January 1, 2016.

Roy Buskirk: Second.

Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent). Next up is the Sheriff's Department.

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Dave Gladieux: Dave Gladieux, Sheriff.

Charlie Edwards: Charlie Edwards, Chief Deputy.

Spencer Feighner: Spencer Feighner, Assistant Allen County Attorney and Counsel for the Allen County Sheriff's Department.

Tom Harris: The first item is the Third amendment change to the Sheriff's Pension Plan.

Dave Gladieux: I'll give you the Reader's Digest version of this. Basically, some of you may be aware that we have a different process this year with hiring or allowing Officers from other jurisdictions to apply for positions with the Sheriff's Department. That process went over very well. What this actually covers is the money that they put in their pension wherever they came from they are not vested in that pension plan because of numbers of years of service. If we hire them, they are allowed to bring their money over to our pension and do away with the one-year waiting period that is currently in place. We are the only Sheriff's Department in the State that is still operating with that one-year waiting period. The reason for it way back when is under our Merit Board rules our new Officers are on probation for one year. That means that they can be terminated for any reason by the power of the Sheriff. We want to do away with that and have them able to participate in the pension from day one.

Tom Harris: Help me with the clarification. You are not doing away with the probation. They are still on probation for that first year.

Dave Gladieux: Absolutely, yes.

Tom Harris: So the challenge then becomes as they are hired, three months into the job and they are in the pension plan but if they are let go at that point, we are going to carry them in the pension plan? In other words they don't make it through probation.

Dave Gladieux: If we terminate, is what you are saying?

Tom Harris: How many people do not make it through probation?

Dave Gladieux: I don't have my crystal ball here but I think over the last three or four years, there may have been two.

Tom Harris: In other words, if there was a high turnover rate, the administration of covering and taking care of their pension even though they were with us for a short time could offset the benefit of trying to retain or recruit people for that first year. That is what is going on in my head a little bit. This is the only one in the State of Indiana set up like this.

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Spencer Feighner: We were actually approached by the administrator, McCready & Keene with this concept and idea because they administer for ones all over the State and for the State of Indiana. The way that we had written this was unique for any Sheriff's Department in the State.

Tom Harris: And this enhances our ability to recruit this one year because if someone with ten years of service would come over, they still would have to wait one year? Or would that not be the case currently?

Spencer Feighner: Correct. As it was written before, there was one-year lag which is sort of an odd way of looking at it. They are still getting credit for it when they retire somewhere down the line. They had a one-year waiting period before they could actually jump into it. At the same time, they were not contributing to the plan. It is really revenue neutral and is not affecting any outlay that the County is going to have to give.

Tom Harris: Because it counted toward their pension anyway.

Spencer Feighner: Exactly, yes.

Tom Harris: Dave did you have something?

Dave Gladieux: Chief has something.

Charlie Edwards: The key is that they are not vested in the other retirement plan. If they are vested, what I understand, they are not eligible.

Roy Buskirk: So they were not putting any money in their retirement program and so their benefit from that retirement program is not growing.

Charlie Edwards: If they were in PERF for ten years, they are vested and they would not be able to flip that. They would have two retirements. Once they are vested in the other pension, they are not eligible.

Roy Buskirk: Let's say they had nine years and they were not vested, the previous recruitment was they would be on probation for one year and they were not able to participate in the retirement program. There was obviously no money going into the program and so it was not growing in value. With this now, the Officer will start participating in the pension program immediately even while they are under probation.

Dave Gladieux: Yes.

Roy Buskirk: The County's expense would be that we would have to do our typical funding of their pension program.

Dave Gladieux: Yes.

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Roy Buskirk: They would be putting in three percent and we would be running 32% to 33% of their wages. That is the cost that the County would incur, the additional funding for...

Tera Klutz: That's true but we would pay it later anyway because I did have a chance to talk with their actuary. Since the year already counts in their creditable service, it is going to be factored into the calculation for their retirement. It is already in our liability. Basically, if we are paying it upfront, we are probably actually funding it better because then it can grow with interest. That year, even though the Officer didn't participate, it was factored into their service credits when they retired.

Roy Buskirk: For the number of years and everything.

Tera Klutz: Since it was added in there, basically it was a year that nobody paid into the fund and we were just making it up later. Maybe the 31% would be 30%, if we did this for all of the Officers.

Roy Buskirk: Because the pension program is based upon, I don't know how to explain it...

Tera Klutz: Salary.

Roy Buskirk: It is based on actual dollar amounts and not based on the interest that the pension program...

Tera Klutz: The pension payments are based upon years of service and the salary of the Sworn Officer. It is usually the highest level, at the time. That equals to a set dollar amount that will be paid for the remainder of their life, depending on what option they choose when they retire.

Roy Buskirk: It is basically the same as the military.

Tera Klutz: Probably.

Tom Harris: Councilman Brown.

Bill Brown: In this whole concept of talent attraction is something that we talk a lot about now with economic development. Frankly, the regional initiative where we were awarded \$42 million, a lot of that has to do with talent attraction. Whatever industry it is, whether it is manufacturing or law enforcement or emergency services in general, looking at it in that context, you feel that getting in alignment with the rest of the State and having this tweak will help you attract more talented law enforcement.

Dave Gladieux: I believe so, yes. It also helps out once we hire them and they hit the ground running. We don't have to send them to the Academy for three and a half months and they already have experience. They go through the same hiring process as anyone

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else. We do background checks. Just because they are part of another agency, I was adamant that they had to go through the same. We certainly don't want to hire someone else's problem.

Tom Harris: This is a tweak. Do you anticipate this to change your ability to recruit or attract? This isn't major, right?

Dave Gladioux: It's not a major. It is probably a better recruitment tool for the lateral process. Correct me if I am wrong, Tera, by them moving their money into this plan, it is obviously it is an advantage, somehow.

Tera Klutz: We don't know because it depends on the interest. It is a wash. This is fiscally neutral.

Dave Gladioux: But they will start to pay into the plan...

Tera Klutz: They will start to pay into the plan and we will pay them when they retire. There is no financial impact on the day you pass it. It will change the next day.

Tom Harris: Thank you. Councilman Benz.

Bill Brown: One quick follow-up. I know this is not a major attraction feature. It is not highly magnetic but with us having a high quality Police force, bringing in talent from other Police forces, even though it may be a small piece these types of things do add value to the whole recruitment process.

Tom Harris: Thank you. Councilman Benz.

Joel Benz: I'm good.

Tom Harris: Council, are there any other questions?

Roy Buskirk: I had a question in the fact that if the Officer has eight years in another force and they are obviously not vested. They can't transfer any money from that previous force.

Spencer Feighner: McCready and Keene can answer better than I can but they have the right to buy into the plan and buy the years, which is my understanding.

Bill Brown: I will make a motion to approve the third amendment to the Allen County Police Department Pension and Supplemental Benefit Trust.

Bob Armstrong: Second.

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Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent). Next item up is consideration of a salary ordinance.

Dawn Kennedy: The position that we are going to talk about is the Maintenance Assistant. It is two positions that we are discussing and they would be moving on HR's recommendation, from an LTC 3/2, \$32,840 to LTC 4/2, \$36,877, non-exempt. It was our recommendation that this move to keep more in line with the County Maintenance Department. It would make two tiers of maintenance employees in the Jail. There would be a Custodial Assistant which would be similar to our downtown Maintenance Worker, LTC 3. The Maintenance Assistant would be more in line with the Utility Specialist at LTC 4.

Tom Harris: There were some additional responsibilities as you looked at this. Is that correct?

Dawn Kennedy: Correct.

Tom Harris: Councilman Buskirk.

Roy Buskirk: This is part of a movement that the Sheriff's maintenance personnel is being moved to come under the Building Maintenance, correct?

Dave Gladieux: County Maintenance, correct.

Roy Buskirk: It will give more flexibility on the utilization of these positions. They can work in the Jail and also to work outside of the Jail. It gives more flexibility if there is a crisis of being able to put additional manpower into fixing something that is wrong. With the various talents that we have in the County, being able to utilize those individuals better. I think this is a very smart move.

Tom Harris: Councilman Armstrong.

Bob Armstrong: Are these two guys your employees or are they going to be employees of Dan?

Dave Gladieux: They will be employees of Dan after the first of the year.

Bob Armstrong: Okay.

Roy Buskirk: But the reason that the Sheriff's Department is coming before us today is the fact that this current year, they are in the Sheriff's Department budget.

Tom Harris: Council, are there any other questions?

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Bill Brown: I do want to make, we are going to embrace the Waggoner Irwin Scheele Associates contract for payroll grids. We are going to discuss that at the end of the meeting. We have several adjustments that are being made here and I wasn't able to articulate very well how this is different than what they are going to be studying.

Dawn Kennedy: How it is different is that they will be looking at the grids and if those numbers are correct. Even though they will be looking at that I still believe that these are all correct pay grades for these positions.

Bill Brown: It is more of an internal adjustment, so to speak.

Tom Harris: Thank you. The internal equity is what this is about. What Waggoner Irwin looks at is the competitiveness to external equity.

Bill Brown: I was asked that question and needed a little refresher on it.

Tracy Mitchener: We will still score the positions based on the job descriptions but they are looking at the pay grids. We might say they are an LTC 3 and they are looking to see if the LTC 3 is being paid correctly.

Tera Klutz: May I just say that we have got several salary ordinances on the agenda and I was thinking to help Council along, when you are introducing the grouping you could mention whether Personnel Committee approved it already. That would let Council know that it was discussed and approved by Personnel Committee. That way it will give them some idea as to how much discussion they will want to do.

Dawn Kennedy: Yes.

Bill Brown: I will make a motion for a salary ordinance reclassifying the Maintenance Assistant (2 positions) from LTC 3/2, \$32,840 to LTC 4/2, \$36,877, non-exempt. Effective December 17, 2015.

Bob Armstrong: Second.

Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent). The next item is the Commissary Manager.

Dawn Kennedy: HR's recommendation is to move from a Commissary Manager to a Commissary Assistant/Bookkeeper which would go from an OSS 3/2, \$29,550 to OSS 4/2, \$32,720. This one was passed at Personnel Committee. Our recommendation is to keep it more in line with other bookkeeping positions within the Sheriff's Department and most of them are OSS 4.

Tom Harris: Council, are there any questions? One of the things that we talked about in Personnel Committee is that the role of this position has continued to escalate and grow

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as some of the State requirements on documentation and reporting continue to grow through the State. Is that accurate?

Dawn Kennedy: Correct. They are audited by the State Board of Accounts and they have to keep very detailed records of very small amounts such as \$2.00 entries a thousand times throughout the month.

Tom Harris: As a member of Council, what is particularly inviting is to have the details figured out on that Commissary account. Council, are there other questions?

Joel Benz: Sheriff, let me ask you if you have any plans for shifting responsibilities beside what they just outlined or is it pretty much going to remain the same position?

Dave Gladieux: It's kind of remaining the same but her responsibilities in regards to the actual bookkeeping part has increased quite a bit over the years.

Joel Benz: How many years has she been in that position?

Roy Buskirk: It is the position and not the individual.

Tom Harris: They are looking at what the demands are of that job and how it has continued to grow.

Dawn Kennedy: It went from a cabinet to being an entire portion of the basement in the Jail. They have to keep very detailed records with a lot of very small entries just to make sure all of the inmate accounts are correct. There is a lot of attention to detail and they have to make sure that they have that all correct so when the State Board of Accounts comes in, there are no issues.

Dave Gladieux: Also, a major issue with the small amounts that she is talking about, we have to keep track of that for X amount of years and then it has to be sent to the State to the Unclaimed Fund. It is a lot of paperwork and negotiating through the system. It is a pretty important job, actually. When you have the State Board of Accounts checking up on you each year, you have to make sure everything is correct.

Tom Harris: Council, are there any other questions?

Bill Brown: I will make a motion to approve consideration of a salary ordinance reclassifying the Commissary Manager to Commissary Assistant/Bookkeeper from OSS 3/2, \$29,550 to OSS 4/2, \$32,720, non-exempt. Effective December 17, 2015.

Bob Armstrong: Second.

Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent). The last item is the salary ordinance for the Resident Advisor.

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Dawn Kennedy: This was passed at Personnel Committee. This is a request to add an additional full-time female Resident Advisor at Work Release.

Dave Gladieux: I am going to let the Chief speak on this but this current position is part-time and this has to do with our female inmates out there. We have to have this as the numbers are increasing.

Charlie Edwards: As alternative sentencing continues to rise, more females are being added to the program which in turn you need a female to not only help process but also to counsel and get them set up for their training. They prefer women working with women. The person that is currently doing this is part-time but has been working full-time hours without the benefits.

Tom Harris: Councilman Brown.

Bill Brown: The population being down in the Jail and down in ACJC, through these alternative programs we are seeing more folks into these programs than before. Is that right?

Dave Gladieux: Yes, our numbers are kind of deceiving when you get the reports that says we only have 87 or whatever number of people at Work Release, we have to have X number of beds aside for the Feds. We are at capacity with regards to our obligations to the Feds.

Bill Brown: So those numbers have gone up, so to speak?

Dave Gladieux: They are creeping up. I think what you are going to see with House Bill 1006, as you know the Class D felons and the old classifications I think you are going to see a bit of an increase. Where they go has yet to be seen but there are only three options. It is Community Corrections which I think the majority of them will go to Community Corrections and the other two options are Allen County Jail or Allen County Work Release.

Bill Brown: Thanks for the clarification.

Tom Harris: One of the things that we talked about is the rate of reimbursement for Work Release. Where do we stand on that or how did that come out?

Dave Gladieux: It is currently being looked at and is in the hands of the Federal government. They are here to help, I am sure.

Tom Harris: Any anticipation on when we get that back?

Charlie Edwards: Soon. If I had a better answer, I would give it to you.

Tom Harris: Can you give a brief reminder of what those numbers are?

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Charlie Edwards: We are actually going to almost double the fees on the Federal inmates. We have not currently raised the fees on Federal inmates, at least through the U.S. Marshall services that are being housed in the County Jail from around \$40 to close to \$80. That is getting it in line with everybody else in the United States. They didn't balk at it or anything. It is just the matter of getting it through the process and it is just very slow. We started this in March.

Tom Harris: Very good.

Roy Buskirk: It seems that when the process is in reverse, it moves a lot faster.

Charlie Edwards: Yes, it does. They are quick to take it back, yes they are. I think they are waiting for us to expand the program and that is a whole different thing.

Tom Harris: That is a little bit of a sidetrack but is there any other questions in regards to this salary ordinance?

Bill Brown: I want to say thanks for the initiative on bringing more money into the County. I will move for approval of consideration of a salary ordinance establishing the pay for a Resident Advisor, POLE 4/2, \$43,502 and non-exempt. Effective December 17, 2015.

Joel Benz: Second.

Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent).

Nick Jordan: Before you leave, the Personnel Committee recap said the Maintenance position is the only one you will need funding for? You have it for the Resident Advisor and the Commissary position is just paid out of the Commissary Fund?

Dave Gladieux: We can only pay part-time out of the Commissary.

Nick Jordan: So you need funding for all three for next year?

Dave Gladieux: Yes.

Tera Klutz: You will have to come back. We can talk about it later.

Tom Harris: Again, thank you.

Roy Buskirk: Wait a minute, Sheriff. On the Commissary Fund, you said the Manager cannot be paid out of Commissary Funds.

Dave Gladieux: Right.

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Roy Buskirk: Is that Indiana Code?

Dave Gladieux: I believe it is. We can pay the part-time people and I believe we send you \$36,000 or something like that.

Tom Harris: And you can probably understand why they would do that I suspect. If they had control over that it could really muddy up the waters.

Dave Gladieux: It would look a little strange.

Tom Harris: Are there any other questions? What I am saying is that if they are responsible for keeping track of that money, they also have the ability to make more money. They try to split those two funds up so that they are not tied together. Next item up is ACJC.

Jamie Mann: Good morning, Jamie Mann, Chief Probation Officer and Superintendent at the Allen County Juvenile Center.

Judge Heath: Judge Heath, Allen County Juvenile Center, Family Relations Division of Superior Court. We have three items. Two of them are on the agenda and one of them popped up recently. Chandra is now training our new Budget Analyst, Wendy Kyler. We brought her along as part of her training so that she could see you all in action. One of the items is consideration for Chandra in the sense that she will be training this lady for probably a good year but certainly through the budget process. She has asked me to continue the mild increase for her as a Budget Analyst to around mid-February or something like that.

Jamie Mann: February fifth.

Judge Heath: Not very long. The training will go on well beyond that.

Tom Harris: And this is an addendum, Council. You may not see it directly in front of you but go ahead.

Judge Heath: That is one item. The second item is a grant request that I will tell you about. It is \$28,000 and the third item is the two Probation Officers item. I suppose what we ought to do is take the grant request first, if that is all right. In a way, those two things are kind of interrelated. I know this is unusual but I would like to do this for you because we are going to have some more public conversation about some things coming down the pike. I brought a handout for you that show some ACJC numbers that have been occurring recently. Councilman Brown, you mentioned ACJC numbers changing and the Sheriff's Department numbers changing. Indeed, ours are. This is a memo for you to keep as well for future reference because again, we are going to be having some conversations about things in the near future. Let me just give a brief context before we get into all of this grant stuff and Probation Officer stuff. You may recall that in August of 2013, I

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requested that our County join JDAI. We were part of an eleven County cohort of Counties that are implementing JDAI. In the spring of 2014, that geared up in earnest. Eleven Counties came together. The State had to gear up and the State had to get funding through the Governor's Office and the Legislature and indeed, they did. We were off to the races in 2014. A number of committees were put together through JDAI in an effort to lower our detention numbers and find alternatives to detention. Councilman Buskirk has been around for a number of those meetings and Councilman Tucker has recently come onboard as a liaison too. That work is now starting to bear fruit. Through a lot of collaborative conversation and debate, and again Councilman Buskirk was there for a number of those meetings, we put together a detention risk assessment instrument. Now, it is a one-page document but boy, is it important. It tells us who is going to go into detention right at intake and who is going to be going into alternative to detention. I don't mean after a detention review hearing. They are brought in by an Officer of the law and right then and there the assessment instrument is gone through and rated and boom we send them into different situations. That has caused some 59 kids to go into our new Day and Evening Reporting program for kids suspended from schools. That is 59 kids since around October 8th. They would have ordinarily gone into secured detention right away. That is one thing that has happened. The risk assessment instrument has put some kids on other forms of alternatives to detention, Home Detention, Curfew Checks or an ankle, those sorts of things. That is now in place and the first document I handed out shows you the comparisons in numbers in detention from the same time last year as different months this year. There is a nice drop. Now, I want to caution you very much. In the juvenile business, we see spikes. I can't tell you that next month, we have been kind of holding steady over the last three or four months, in the mid-50's. We went down to 48 at one point. We were very pleased to see that. We have been hanging around the mid-50's. Will it stay there? I can't promise you that right now. I should also add that JDAI still has two workgroups that are also, right now, putting together plans that could help us lower detention numbers. I put that in the memo for you. They are alternatives to detention workgroup and there is a special detention cases workgroup. We have changed our rules of probation and as a consequence of that we will be developing what is called a graduated response grid. The alternatives to detention workgroup will be looking to more alternatives in just day and evening reporting. We will be putting other programs together. Long story short, we are going to lower our numbers some more.

Tom Harris: Okay, Dan, this is in regards to the grant, correct?

Judge Heath: Here is what is going on with the grant. We have the inability to address a group of kids that we keep seeing all of the time. I can't give you numbers because it is more or less anecdotal. Around the State, my colleagues have noticed this and my probation staff has noticed this. We are continuing to see younger and younger kids with some pretty severe mental health disabilities that lead toward violent behavior. I was in the detention facility yesterday and the detention side and I see this little kid and asked what this little kid was doing here. He's eight and I asked what he did. He head-butted two kids at school and the teacher and he is eight years old. We see that more and more. It is the consequence of trauma and some mental health disorders and that kind of thing. We have great difficulty placing those kids. There aren't facilities around that are dealing

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with those kids. They are being shuffled around, sometimes through CHINS proceedings and sometimes through our proceedings and it takes our probation staff a lot of work to find a place for them. Why do we seek this grant? Because of facilities like mine expressing concern, the Indiana Division of Mental Health and Addiction has offered grants in which we can bring in and pay for through this \$28,000, an expert to come in and help us facilitate a needs assessment community-wide. Instead of me noticing this, let's get an actual count. Let's look at how pervasive the problem is County-wide.

Tom Harris: And how much is that grant?

Judge Heath: \$28,000. It will be released \$3,000 a month to pay a facilitator.

Tom Harris: Today you are asking for permission to apply for that grant. Councilman Buskirk.

Roy Buskirk: On the application, the deadline was November 6th. I am assuming that you must have already applied for it?

Judge Heath: Here is what happened. This happens occasionally and sometimes we can give you a heads-up beforehand.

Roy Buskirk: But you have applied.

Judge Heath: We have applied.

Roy Buskirk: I would like to make a motion to approve your application for the Indiana Division of Mental Health and Addiction grant in the amount of \$28,000 which is an upfront grant with no match.

Sharon Tucker: Second.

Tom Harris: **We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent).** The second item is the salary ordinance.

Judge Heath: Yes, that is the two Probation Officers. Because we are putting more kids into alternatives to detention, we don't just send them out there to do what they want to do, they have to be monitored throughout our DAP program. Now we have at least 59 since October 8th and that number is increasing by the day. More and more kids are going into alternatives and the risk assessment instrument process is a little more onerous than it used to be. Between those activities, we need to...

Tom Harris: Judge, one of the interesting things with that and we talked about this in the Personnel Committee but in essence for those at home and trying to understand some of these things, the number of children that are staying inside the ACJC facility is actually dropping. Now we are moving them to outside programs and in order to keep track and

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monitor them, we need two additional staff members to do that. At what point does some of the cost for the ACJC facility begin to peak?

Judge Heath: Let me address that. You may recall that over the last couple of years I have sent all of you several detailed memos about what we predicted was going to happen with JDAI and it is now beginning to happen. Not as fast as I wanted it to but it's happening. The numbers are going down and as I mentioned in those memos, it is a little complicated. Just like the Sheriff, we have the Feds. We have PREA, the Prison Rape Elimination Act, and we have to keep certain ratios. And also within our facility, we have made certain to segregate by age. We don't want an 8-year-old kid with an 18-year-old kid. We want to segregate by sex and we want to keep older away from younger. I will admit that we take a little bit of an added step for safety and not to have too much impact from the incarceration process on our younger kids. We go a little step beyond and I think this community wants that and deserves that and I think our kids do. We can't just say that because our detention numbers have gone down we can give you a magic formula of how many fewer Youth Care Workers we won't need. In talking to Shane Armstrong our Detention Director, yesterday, we feel that through attrition and some personnel changes we will make the commensurate change on the detention side with Youth Care Workers during the first quarter.

Tom Harris: As service demands change, you will be reflecting or adjusting staffing.

Judge Heath: We think we can get by with two fewer Youth Care Workers sometime during the spring.

Tom Harris: Okay.

Judge Heath:... to compensate for the Probation Officers.

Tom Harris: Thank you. One other question, Personnel Committee passed this?

Dawn Kennedy: Correct.

Tom Harris: Council, are there any other questions? Councilman Buskirk.

Roy Buskirk: Bill, do you have it to make a motion?

Bill Brown: I can do it. Move for approval of a salary ordinance establishing the pay for a Juvenile Probation Officer (2 positions), UPROB 1 at \$32,571 and non-exempt.

Roy Buskirk: Second.

Tom Harris: **We have a motion and a second. Are there any other questions?**

Bill Brown: I just want to add, briefly, as we talk about people in underperforming lives, these initiatives help people not get into underperforming lives where they end up living

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on the street and a plethora of other issues that come from folks that do live on the street. This helps short circuit that.

Judge Heath: I think so and if I may, I know this is going to take a minute but I need to let you know this. I don't want to walk away from here today without commencing this conversation. Our numbers are going to go down more. They are going to perhaps go into the 40's. We have a 140-bed facility. We have a W-wing that was meant for a waiver wing that we were going to use for kids that we could waive into adult court. We need to segregate them because they have done some pretty nasty things and they would go to adult court. It has not been used because we have statutes now that make it automatic that those kinds of kids go into the adult system. That wing isn't being used. Someday it may be possible to have a second wing that isn't used. That is a little more problematic. The point is that we take this grant and do the needs assessment. We do find out that we have a community-wide problem with the younger kids and the mental health arena. We also have a lot of kids that are getting brain damaged on spice and drug addictions. The question is what do we do with our facility now that has 140 beds and we are using 40? We have this W-wing. I am putting this seed into your head today and that is we are going to have to have a complicated conversation in this community about what we do with our facility. How do we make the highest and best use of it? It could be that you might want to invest some dollars in softening a part of it. By softening, I mean you don't want to take a mental health kid and stick him in a cell, all right? I don't think you want to take a drug addicted kid and stick him in a cell all the time. You might have to soften a part of our facility but it might be able to be used for that. There is also debate at the national level because kids' brains don't really finish their work of development until they are about 23. There is some debate about raising the minor age into the 20's or beyond.

Tom Harris: We appreciate your innovative approach and the strategies that you continue to do to push and implement there. We will continue to watch for those and will be alongside to watch for those.

Judge Heath: Just wanted to bring that up.

Tom Harris: Councilman Buskirk.

Roy Buskirk: Do we currently house any from other Counties?

Judge Heath: Yes, we do. It is not a big number but yes we do. We charge each County and have brought in some increasing revenue.

Roy Buskirk: I call for the question.

Tom Harris: All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent). The final item is the addendum. In essence, you have a new employee coming onboard that needs some training and you need to pay for that training for a

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period of time. We have done this with other positions within the County. The timeframe is how long?

Judge Heath: Until February 5th.

Jamie Mann: December 14th through February 5th.

Judge Heath: I should also add that we get a lot of bang for our buck with Chandra. She also, under State statute, is allowed to help our foundation. She not only acts as our Budget Analyst temporarily in training this person but also, free of charge to the foundation, helps them out. We are getting a lot of good work out of Chandra. I think she deserves to be properly compensated.

Bill Brown: I will make a motion for the temporary salary ordinance, for training purposes, for the Budget Analyst, PAT 5/6, \$61,136. This will be retroactive to December 14, 2015 to February 5, 2016.

Bob Armstrong: Second.

Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent). Thank you.

Judge Heath: Just one other quick thing. Megan Horton has been our JDAI Coordinator and she has taken the Supervisor role, including our district, at the State and I would like to publicly thank her for her hard work. David Korus isn't with us but the IT conversion that we just did, the new website that you all have seen and some other things, those two individuals should be thanked.

Tom Harris: Thank you. Next on the agenda is Circuit Court.

Tom Felts: I am Tom Felts, Circuit Court Judge and Supervisor for Allen County Adult Probation.

Eric Zimmerman: Eric Zimmerman, Chief Probation Officer and Court Administrator for Circuit Court.

Tom Felts: The matter before you is a salary ordinance for two new positions. Very briefly, I was here for the Sheriff's presentation and he mentioned 1006 and this is now the rollout of 1006. It is really an exciting time for us. We went through the process and you will hear from Community Corrections later were very fortunate and I was told our application was well received. We were then able to fund these two positions. I will let Eric talk about the details.

Eric Zimmerman: These two positions are for two Probation Officers primarily working in a high risk environment and in our world that means offenders most likely to end up back in jail or prison. Just to give you a brief context, the Legislature approved \$5 million

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for 2016. Of that \$5 million, they had 60 Counties apply. It was a very rigorous application process and they had requests of about \$17.5 million for the \$5 million. They approved 42 Counties with Allen County being one of them and we received about \$114,000 as part of our request. It is a base grant amendment meaning that Allen County Community Corrections will probably articulate this as well meaning that it is not a reapplication process. It will now come with the Allen County Community Corrections base grant. This \$114,000 will come every year. It is not a process where we have to reapply or that it is going to go away and suddenly we are going to be left with the taxpayers funding these two positions.

Tom Harris: So this amount, they received a large sum from this grant and this is coming as part of that grant?

Eric Zimmerman: Correct.

Tom Harris: Or are these coming outside of that grant? They are part of that grant.

Eric Zimmerman: They are part of the overall Allen County Community Corrections grants with funds made available through 1006.

Tom Felts: Each County had to submit a grant. Eric calls it Community Corrections but it was actually an Allen County grant.

Tom Harris: Very good, thank you. I don't believe this was brought before Personnel Committee but you are here today. Council, are there any questions?

Tera Klutz: The reason it wasn't brought before Personnel Committee is because the positions already exist and are classified. These are just additional positions.

Tom Harris: Thank you.

Bill Brown: I will make a motion to approve a salary ordinance establishing the pay for a Probation Officer (2 positions), UPROB 1 at \$32,571 and non-exempt. This is effective December 17, 2015.

Joel Benz: Second.

Sharon Tucker: And these are two new positions?

Tera Klutz: Correct.

Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent).

Roy Buskirk: Before you guys leave, I have a question on the fact that the State kind of oversees the number of cases that the Probation Officers handle.

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Eric Zimmerman: Yes. They are aware of caseload measures or allocation.

Roy Buskirk: Obviously, with two more going on staff, it will reduce the number of cases per Probation Officer.

Tom Harris: Unless the numbers go up.

Eric Zimmerman: And that is what this 1006 money is anticipating. Since Level 6 offenders are no longer going to be sent to the Department of Corrections, this is to handle the enhanced numbers.

Roy Buskirk: Right. Otherwise those numbers would have gone to the existing staff.

Eric Zimmerman: The grant is very specific that his money has to be utilized for the workforce that deals with the new numbers.

Roy Buskirk: Are we within the guidelines with the State on the number of cases per Probation Officer?

Eric Zimmerman: We are probably a little high but we are very creative here and we assign an offender by risk. We put our most seasoned offenders with our most seasoned Probation Officers. They have a little bit lower caseload. There is not a specific number that they recommend. We are handling the workload.

Roy Buskirk: I was thinking earlier in my career, a couple of years ago, the State was kind of getting after the County a little bit on the number of cases.

Tera Klutz: That was a different department.

Roy Buskirk: But it was in Probation.

Eric Zimmerman: Certainly it is a discussion point as to how many offenders a Probation Officer can handle. They give guidelines. We feel that we can operate within those guidelines given the creativity we have in our department. That is just speaking from the Adult Probation side.

Roy Buskirk: Okay, thank you.

Sharon Tucker: Just a quick question. You can give me a rough estimate. Do we know the impact we might have from 1006?

Eric Zimmerman: We thought it would be somewhere between 205 to 275 offenders. I am just going off memory. The grant request is specific to a number of offenders and I think it is just over 200, if I am not mistaken.

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Tom Harris: Very good, thank you. Next up is the Highway Department.

Kim Yagodinski: Good morning, Council, Kim Yagodinski, Finance and Personnel Manager for the Highway Department.

Bill Hartman: Bill Hartman, Director of Allen County Highway.

Todd Graft: Todd Graft, Fleet Administrator.

Dawn Kennedy: This position is a request for an additional Heavy Equipment Diesel Mechanic, LTC 5/2 at \$39,748. The Department Head is here to speak about it. And it did pass out of Personnel Committee.

Kim Yagodinski: We had a Mechanic retire in August 2014 when a lot of our employees retired because of the changes in PERF. At that time, we decided that we would try to operate without that position. We've given it a good try and have supplemented through overtime and through Extra Deputy help to kind of cover some of those duties. It has come to light now that it would make more sense to have a full-time person with their own tools in that position rather than supplementing with overtime and part-time help. At this time we are asking to reinstate that position and to do that we would need a salary ordinance. We do have the funding available.

Tom Harris: Councilman Buskirk.

Roy Buskirk: But in this, the person that retired was classified as an Assistant Mechanic?

Kim Yagodinski: That is correct due to a medical accommodation.

Roy Buskirk: That individual had some medical issues and was a Mechanic previously. To maintain his job, they made him an Assistant Mechanic. Now he is retired and they want to fill the position that they had previously. One thing that she mentioned, and I want to make sure that everybody on Council understands, is that Mechanics furnish their own tools. They have to buy their own tools.

Tom Harris: Thank you. Councilman Armstrong.

Bob Armstrong: Siding with Roy on that and I just said something to Tracy, I hope that the consulting firm will look at the LTC's and Mechanics because if anybody does any shopping or pricing of tools, these Mechanics have thousands of dollars of tools and they belong to them. The new trucks and everything, the tools are something that really needs to be addressed and looked at because it changes weekly. You may need a special wrench or something and you could be talking \$700 to \$800. I hope they really look at that.

Roy Buskirk: Rest assured, Bob, we have already discussed that with them and LTC is one of the first two that they will be looking at.

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Tom Harris: The other thing that was talked about, on this position, we have invested and Council has provided the money to buy all of these new trucks. This position actually helps enhance the maintenance that is required for those new trucks.

Kim Yagodinski: That is correct.

Tom Harris: Council, are there any other questions? Councilman Benz.

Joel Benz: Do you have a rough number of how much you were spending in overtime and part-time?

Kim Yagodinski: Yes, I actually brought that with me. This year we spent \$17,733 on overtime. That was as the end of November. It could have gone up a little bit but I don't think we have worked that much overtime in December. Some of that is driven by weather and equipment breakdown. If we have a big piece of equipment that goes down, for example, we want to make sure we get that equipment back up and running as soon as possible. This person may not eliminate all of our overtime but that is where I am going to be taking the money to fund this position should it be approved.

Tom Harris: Council, are there other questions?

Bill Brown: I will make a motion for a salary ordinance establishing the pay for a Heavy Equipment Diesel Mechanic, LTC 5/2 at \$39,748 and non-exempt. Effective December 17, 2015.

Sharon Tucker: Second.

Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent). Thank you. Next up is Community Corrections.

Kim Churchward: Kim Churchward, Director of Community Corrections in Allen County.

Jeff Stevens: Jeff Stevens, Senior Finance Manager at Community Corrections.

Kim Churchward: We have two items of business before you this morning. I won't go into a lot of details since the Sheriff and the Probation Department have talked a little bit about the great news that Allen County received with the Department of Corrections 1006 funding. Like the Probation Department, we are here this morning with the creation of two new positions. One is a Field Officer position and a Dispatcher position for Community Corrections. They are additions of already classified and grid positions.

Dawn Kennedy: This was passed at Personnel Committee because they are grant-funded.

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Bill Brown: For clarity, I think previously it was stated that this grant is a perpetual grant? It continues to a certain date?

Kim Churchward: It is a permanent-based grant increase from the Indiana Department of Correction.

Bill Brown: And it was \$5 million, I believe.

Kim Churchward: There was \$5 million, Statewide. Allen County Community Corrections received \$170,500 and Adult Probation got just under \$114,000 this round. We will be back to the Department of Correction as early as the end of January with our fiscal 2017 base-grant increase request that we are furiously working on right now.

Tom Harris: And that would be larger than \$284,000.

Kim Churchward: We would certainly hope so. In the next round, there is \$20 million available Statewide as opposed to \$5 million. Certainly we hope that we get a larger amount than we did this time.

Tom Harris: And that was the \$284,000.

Kim Churchward: Correct.

Tom Harris: Council, are there any questions?

Roy Buskirk: The \$170,500 is for Extra Deputy Hire.

Kim Churchward: We have the balance after the two full-time positions will go into our Extra Deputy Hire. You may recall that we were with you last session and took some of our positions to forty hours as opposed to 37.5. Those funds will offset the expense of taking the existing staff to 40 hours. That was our first step for increasing our staff to 40 hours to try to meet the new demands of what everyone has talked about this morning. We are anticipating this increase in Community Corrections.

Tom Harris: Council, are there other questions?

Sharon Tucker: So we don't know how many Extra Deputies we will hire?

Roy Buskirk: It is existing Deputies.

Tera Klutz: It is going into the 100 series and then it will be spread among all of the full-time employees going from 37.5 to 40 hours. This is just the easiest way to get it appropriated into their budget.

Sharon Tucker: Okay.

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Bill Brown: I will move for Community Corrections to appropriate in Community Corrections Fund 234 for Extra Deputy Hire in the amount of \$170,500.

Sharon Tucker: Second.

Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent). The next item is the Home Detention Fund.

Kim Churchward: Correct. We have a small matter of business in our Project Income to purchase additional workbooks for our clients and treatment marketplace program. We are coming to the end of the year and need a few more materials.

Bill Brown: I will make a motion for Community Corrections to appropriate in the Home Detention Fund 236 for Forensic Tools in the amount of \$5,000.

Sharon Tucker: Second.

Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent). We have the salary ordinance for those positions.

Dawn Kennedy: Those are established positions and there was no reclassification.

Tom Harris: Okay, very good.

Roy Buskirk: They are current positions?

Dawn Kennedy: They are additions to current positions.

Roy Buskirk: So they weren't scored.

Dawn Kennedy: There is no reclassification so they weren't scored. They are just adding an existing position.

Roy Buskirk: And both of these additional staff is because of 1006?

Kim Churchward: Absolutely.

Roy Buskirk: Got it. Three or four more times and I will have it down.

Kim Churchward: That's okay. We chose to apply the funds to Public Safety first by putting more Officers in the field and more dispatchers in front of those computer screens.

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Bill Brown: I will make a motion to approve a salary ordinance establishing the pay for a Home Detention Officer, POLE 4/2 at \$43,502 and non-exempt. Effective December 17, 2015.

Tom Harris: Do you want to go ahead and do the other one too?

Bill Brown: I will make a motion to approve the salary ordinance establishing the pay for Electronic Monitoring Dispatcher, CM 5/2 at \$38,784 and non-exempt. Effective December 17, 2015.

Sharon Tucker: Second.

Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent). Next is the Board of Health.

Mindy Waldron: Mindy Waldron, Administrator of the Fort Wayne-Allen County Board of Health.

Dawn Kennedy: These positions were moved to County Council for full discussion. The first position that we will be talking about, if you don't mind I will talk about the first two because they are very similar. It would be an Environmental Health Specialist I to Environmental Health Specialist II - Special Project Coordinator and an Environmental Health Specialist II – Training. These would move from a PAT 3/2, \$38,490 to PAT 4/2, \$43,315 and non-exempt. It is also HR's recommendation that there would be two PAT 3's in the Food and Consumer Health Division and there would be two PAT 4's. It would add a step between the Assistant Division Directors.

Mindy Waldron: These are existing positions that in years past it was the structure that we utilized. About seven or eight years ago we made a change and made them all Environmental Health Specialist I. What we have seen over a number of years is the Environmental Health Specialists, which are Inspectors, are rather transient. Training is rather deep and is at least six months. What tends to occur, and this is just for the Training one, the folks that we bring on the training curve is lengthy and you have the folks that are tenured are doing the training but at the same pay level. In addition, the actual training is not just one and done. It goes on and so we want to establish a little more of a standardization of training so that we can be a little more consistent with inspections and those types of things. We want to go back to the structure that we had the Training Specialist where they are a step above but still a step below any management positions. It is a more creditable training process and they can develop and continue to training to be better trainers for those folks. The Special Projects, we tend to have a lot of things that pop up and it is helpful to have some folks that are one step above and can also be sent to special issues. They are trained on Pest Management and one step above training on that aspect. We want to go back to that level of those folks that actually do the training and become a little more tenured and are paid a little bit more for those responsibilities. We outlined those when we sent them to the Personnel Committee that it

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is quite extensive of the changes we would make. Again, they are existing positions but just a reclassification to stepping up one step.

Tom Harris: Do all Specialists I, can they all become II or is there just a number of positions available to move into?

Mindy Waldron: They are finite positions. There are six positions within the Food Division, the Director, the Assistant Director, two Environmental Health Specialists II and then the Environmental Health Specialists I. It is not a credential or anything like that.

Tom Harris: So the whole team can't move up.

Mindy Waldron: If a position opens, they can vie for it.

Tom Harris: The upside of that process is known as career pathing and you can actually retain people for those purposes. They know they can grow into something in the future.

Mindy Waldron: Two of them are open right now and that is the exact reason why. They get burnt out being at the same level.

Tom Harris: Are there other questions or comments?

Bill Brown: I will make a motion for a salary ordinance amending the pay for an employee within the budget of the Allen County Board of Health from Environmental Health Specialist I to Environmental Health Specialist II, Special Project Coordinator, from PAT 3/2, \$38,490 to PAT 4/2, \$43,315 and non-exempt. Also, Environmental Health Specialist I to Environmental Health Specialist II, Training, from PAT 3/2, \$38,490 to PAT 4/2, \$43,315 and non-exempt.

Bob Armstrong: Second.

Tom Harris: **We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent).** There are two more positions.

Dawn Kennedy: Do you mind if I talk about these two? These also passed at Personnel to come to Council for full discussion. The first one is an existing position and these are out at the Annex. The Medical Assistant is an OSS 4 and they would be removing one nursing position. There would be two nursing positions going away and they would add a Medical Assistant and a Nurse Practitioner. I made the recommendation for the Nurse Practitioner salary that is be \$62,000 to \$72,000. I looked at similar organizations, health clinics in town that serve the same types of populations to make that recommendation.

Tom Harris: A point on that before Mindy talks is the fact that the second one is a Special Occupation. That means that it is outside of the grid because of the challenge of

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trying to recruit and retain someone at that level. Mindy, if you would like to talk about this.

Mindy Waldron: She covered it very well. It is basically two nursing positions that have become recently open. When that occurs, our commitment is every two to three years, especially with the medical positions, a bit of reorganization that might be needed or a transfer to different divisions with more duties whether they are statutorily or otherwise. That is what we have done here. They opened up within a couple months. The one position, Nurse Practitioner, is something that we can bill for services and has a wider range of services than an RN. We need to bump that up due to our Foreign Travel Clinic and a lot of the outbreak issues that we deal with. We thought that would be a better move. We also felt similarly that one of the nursing positions in our Immunization Clinic wasn't really as needed. We needed a lower position, a Medical Assistant that could kind of run some of those other areas with refugees. It is almost a wash. It wasn't planned but as we figured the budget part of that and depending on the kind of insurance that folks might take, it is almost a wash, raising one to an NP and decreasing one to an MA. I would be glad to answer any questions as to reasoning.

Roy Buskirk: Question on the Nurse Practitioner. How many do we have in the Department of Health?

Mindy Waldron: As in people, we are losing them because of the pay. Dawn told me the range and I wanted to go on the lower end and the next week we had a resignation for our other part-time. To answer your question, it is about 1.5 if you add them all together. They are all part-time and this one would be a full-time position. On staff, we have a part-time only a few hours a week and we have lost one and so we will be recruiting another part-time. These are difficult positions to fill because the hospitals do pay quite a bit more with a lot more benefits.

Tom Harris: And it is probably an indication, as we are talking about Waggoner Irwin, one of those cases where we are watching the private sector begin to pull talent away from government. Are there any other questions?

Bill Brown: I will make a motion for the Board of Health for a salary ordinance establishing the pay for a Medical Assistant – Immunization, OSS 4/2 at \$32,720 and non-exempt. Do you want me to do them together?

Tom Harris: Yes, please.

Bill Brown: Also, I will make a motion for the Board of Health a salary ordinance establishing the pay for a Nurse Practitioner, SPEC OCC with a range of \$62,000 to \$72,000.

Joel Benz: Second.

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Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent). Thank you. Next is the Joint Oversight Permitting Board. That is Mr. Brown and Mr. Buskirk.

Nick Jordan: I think I can handle this one. It is simply a transfer from the 300 Series to the 200 Series. Originally we had a contract that was going to be paid fully out of 300 Series and the vendor decided that it was in our best interest to purchase software on our own. Therefore we need to move some money to the 200 Series to actually correct that expense.

Tom Harris: And the funds exist to be able to do that.

Nick Jordan: Yes. This was already encumbered and ready to go in the 300 Series and we are just moving them to the correct series.

Bill Brown: I will make a motion for the Joint Oversight Permitting Board to transfer \$2,196 from Contractual to Computer Software.

Roy Buskirk: Second.

Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent). Next is the update on the Fort Wayne Trails with Lori Rose. If she is still here, please come forward. We appreciate your patience this morning as we have moved through the agenda.

Lori Rose: I am Lori Rose and I am the Executive Director of Fort Wayne Trails.

Bill Campbell: Bill Campbell, Pastor of Life Bridge Church.

Paul Lagemann: Paul Lagemann, incoming Board Chair for Fort Wayne Trails.

Lori Rose: We are here to talk about the importance of moving the trails forward and to give you an update of where the trails are. I would like to start with Pastor Campbell because he needs to leave for another appointment. We had a really exciting collaboration with Life Bridge Church.

Pastor Campbell: It has been a wonderful privilege because the Pufferbelly Trail is now to our property and will go behind our property as it continues to go further north. We really felt it would be wonderful if we could provide a trail head at that location to get on and off the trail. With some of the things that happened in getting it through the Tuscany development, so people wouldn't be parking in their neighborhood. A gentleman in our church, Mark Dykstra, graciously made that possible financially. We are very grateful to him and he would have been here this morning but he had to be in meetings. It has been a wonderful addition for us, the church and the community. We have had incredible feedback, Everyday there are people that park on the property and go out on the trail and then I will see people come and actually use our parking lot since it is the end of the trail

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right now. I think you could safely say there are hundreds of people that are using it on a regular basis. I haven't gone out and counted but I would say there are 50 to 100 people every day. It has just been a wonderful blessing and we appreciate all that you are doing to advance the trails. I have personally taken advantage of it and the only downside, my wife tells me that I can ride from our house to the church on my bike and I don't have to take the car anymore. We appreciate Lori and all of those that have made it possible along with the County Council and the Commissioners. Nelson Peters and Therese Brown were very helpful in working out some of the issue with the Drainage Board because of the ditch that the trail came over to our property. I apologize that I do have to go to another appointment. Thank you very much.

Tom Harris: Pastor, thank you and please pass onto the congregation our thanks for them supporting the trails also.

Lori Rose: Just to build on that a new extension of the Pufferbelly Trail up to Life Bridge Church is starting to make the Allen County area a regional force in the trails and the benefits that they bring. Just to give an idea of the progress that happened. In the last ten years, we have collectively quadrupled the miles of trails in Allen County. We had 23 miles of really isolated trails along the River Greenway just ten years ago. Today we celebrate 90 miles. Sometimes there is a misconception that the trails are just for recreation or an added amenity but we are seeing that the trails are really a necessity in the community for public safety, public health and societal health. Sitting here listening to some of the trends and mental health and how the environment and how it relates to things like depression and anxiety, we need that social interaction. We need communities that are connected to each other. We need to see people and interact with them daily and that is something that the trails bring to our community. We also want to drive home that this takes everyone working together. As a non-profit organization, we raise all of our own operating funds. Fort Wayne Trails was formed through a merger in 2011 and together with our predecessor, we have raised over \$5 million in private funding. That money has gone towards the 90 miles of trails. We absolutely don't work alone and work in tandem with the County, the City and the State to keep these partnerships going. That is what is going to keep us attracting talent to Allen County and keep making this a regional force in Northeast Indiana. Paul, do you want to add anything?

Paul Lagemann: I just wanted to say that the reason we are here is that as the Board has merged, we have put together a collective force on building trails and focusing on the expansion and community connectivity. We have had a great partnership with the County. One of the things that really occurred in the last two years, with our Board, is looking at the focus and where we are headed. We have gone from a real trail-building organization with some of the legacy of Aboite Trails and the River Greenway, to some degree, to a trail advocacy organization. The purpose today is to reach out and say that we want to work with you as partners. If you have questions, we are here and we are open. As the incoming Board Chair, I will be around and Lori is certainly available for anyone that has concerns or questions or whatever. If you have ideas, we want to partner with you and work together to build. Bill Hartman and the Commissioners have done a couple of things. Certainly they have built a lot of our trails. They help maintain a lot of

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the trails. There are County expenses that go into this and the Commissioners have provided some direct funding for our organization so that we can focus on property acquisition. That is where that money goes. As we move forward, we just want to make sure that you know there is an open door and we look forward to working in the future especially with some of the regional cities dollars and focus on local amenities and also thank you for the partnership that we have created in the past.

Tom Harris: Just maybe a question on the regional cities funding. Are you in that \$42 million, somewhere?

Paul Lagemann: In a big way. I don't recall the dollars exactly but if you look at some of the State documents that were put out, the trails are actually the first thing mentioned.

Tom Harris: Is that part of the Fort Wayne Trails?

Paul Lagemann: It is regional-wide. It is connecting Allen County with the surrounding eleven Counties that participated in the regional application. The key part about that is that this is the hub. We are working our way out to the spokes or through the spokes to these other communities. To be able to do that we have long trails like the Pufferbelly which will eventually and hopefully work all the way to Michigan and give us a trail network that allows you to ride your bike without getting on the streets up to Angola. Warsaw has been very active but to be able to do that we have to get from Fort Wayne, through the County and to the borders of our County. That is where you all come in and where we really appreciated the partnership.

Tom Harris: One of the things, as you know, is that we provide those funds to the Commissioners and we are encouraging that continued process. However, the challenge becomes once those trails are established, who continues that maintenance and upkeep over the next 30 to 50 years. That is something in the back of our minds and keeping in mind that Allen County is the largest County in the northeast, right? From a cost perspective, those funds would go accordingly.

Paul Lagemann: This is an area when we talk about our advocacy focus is that we are going to be dealing with subsequent Legislative sessions. There is a role for the State here because you have now this interconnectivity between Counties. The Federal benefit of transportation dollars, when you include trails in transportation projects, there is certainly a burden that the State ought to be a part of. I know this is an ongoing discussion between Counties and the State in all transportation aspects but that is an area that we have been thinking about and working with other trails organizations around the State discussing maintenance dollars that would come through INDOT to help Counties offset their costs.

Tom Harris: That would be great because from the upfront standpoint, there is a lot of interest and excitement and enthusiasm to support the trails and build them. We are the fiscal agent for the County and thinking about 20 years out. Councilman Tucker.

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Sharon Tucker: Are you connected to the Urban Trails? Is that part of your organization?

Lori Rose: Yes. We work closely with every quadrant of Allen County. We have a representative of the Urban Trails and serves on one of our committees. Actually it is a committee that Paul chairs.

Paul Lagemann: That is our Trails User Committee. That communication is pretty regular and ongoing. Certainly, Councilman Tucker, if there are opportunities for better communication with folks who are working on Urban Trail issues, we want to work on that. Also, as part of the Trails User Committee, we have representatives from the City who are doing the buildout of a lot of those trails. We are trying to provide, as often as we can and as best as we can, to facilitate the communication between the City and the Urban Trails group.

Sharon Tucker: I would like to see that because one of the complaints that I get from individuals is that they are either excluded from the meetings or don't know when the open meetings are so that they can participate. Also, the Urban Trails seem to be on the bottom of the totem pole. If we are going to be part of the City's united funding, I would like to see some of that connected to the Urban Trails.

Paul Lagemann: We are in an awkward position in a lot of cases because the City, based on its transportation plan and requirements for utility fixes and that sort of thing, will build out different places. The City certainly has been a great partner for our organization but we don't really have the ability to set the agenda for the location of a lot of these trails. We provide that input and the southeast has been a part of the City and is underserved by trails. We are working on that. Ultimately, all of those decisions for major trail expansion come through the City. We are that organization that bridges the City, County, State and neighborhoods to make sure that we are advocating for all parts of the County in developing those trails. I know Lori can talk on a couple of the trails that we are working on southeast. They are all City though, I think.

Lori Rose: They are and that is another position that we have been in. As the non-profit, we match Federal funds with private funds and when we merged in 2011, we inherited a \$5 million deficit of funds there that we have been working to match. Otherwise, we would lose the Federal funds that have already been dedicated. Our previous groups, the River Greenway Consortium, the Northwest Allen Trails and Aboite New Trails, had pots of Federal funds ready to go that we have been working to get out ahead of so that we can then look ahead at what serves everyone equitably. One of our highest priority projects right now is \$1.8 million in Federal funds for the Pufferbelly Trail that will funnel into downtown and if we don't match that with an additional \$600,000 over the next two years, we would lose that \$1.8 million. There are some cases like that where we are not able to divert funds to other projects yet, but we look out ahead. We have been able to supplement with road projects like McKinnie and Oxford Streets and the new trail on Hanna. That is a big boost that has happened because of the advocacy and communication from the neighborhood and coming together.

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Sharon Tucker: Let's go a little bit further south to the Monroeville area. Do we see trails going in there? As they are part of Allen County, do we see anything building trails for them?

Lori Rose: So far, we are looking at tying the densest areas and looking at the biggest bang for the buck regional connectivity. I have brought these. The Pufferbelly is the State visionary trail that is through Allen County. It has the potential to connect five Counties, Adams, Wells, Allen, Dekalb and Steuben. Paul mentioned the hub and spoke system and an area like Monroeville would probably take an extra spoke to tie into the regional backbone.

Paul Lagemann: I will say that is a fantastic question, Councilman. One of the things that we do look at is if you live in the central City and I do, I live over by Foster Park, how do we get folks that live there out onto a lot of the country roads where they are safe to ride and pretty easy to ride? How do you get people safely through the traffic-dense areas downtown and out to places like Monroeville? That is something that we are constantly discussing.

Sharon Tucker: I won't labor it any longer. Just don't forget us in the Southeast quadrant.

Tom Harris: Council, are there other questions?

Bill Brown: I will keep this brief. It really goes to the piece that you talked about with the social capital that has developed through the trails. Basically people connecting to each other in various ways, but we all probably remember not too many years ago when the County was pretty divided. There was actually a movement to split the County. We have come so far with the collaborative effort that has taken place with the regional initiative for the eleven Counties. The hallmark to that is collaboration, trust, respect and partnership. Back when things were kind of divided, I went to a Chamber meeting in New Haven. It is a simple story. I went to this Chamber meeting and things were a little contentious because of the environment at the time. All of a sudden the Office Manager related a story. She said that she had gotten on the trail, the River Greenway, and rode to downtown Fort Wayne and went to The Deck. That was a cool place and she had so much fun. That was the end of the story and there wasn't any big celebration or anything but I never forgot that clear point about social capital. Proximity creates relationships. Relationships create trust and it is one of those features of the trails that get people together in unique ways. Many times people have a hard time connecting what is a trail.

Tom Harris: Thank you, Bill. One of the things that is interesting is that as we look to the \$42 million and what we are going to do to attract additional people to come to northeast Indiana and be able to get to that million number, the trails can be a big part of that. I am sure you are thinking that way and the State is looking at that. Nationwide, trails is one of the areas that people look to when they are looking to relocate. They are looking for those kinds of events and activities.

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Paul Lagemann: And we hear this all over the State. Finding good people to come to Indiana to work in high tech jobs especially is a challenge.

Tom Harris: Councilman Buskirk.

Roy Buskirk: I am sorry I had to step out for a moment but Paul, you were mentioning about the maintenance cost. Are there any figures? I know what INDOT was telling us in a meeting as a Right-of-Way Buyer. Have you heard of any estimates on what the maintenance cost would be?

Paul Lagemann: Lori?

Lori Rose: I know that the City has worked really hard on those numbers. Dawn Richey has participated in the State-wide proposal. It is a fairly low cost per mile but I don't know the exact figures.

Roy Buskirk: What INDOT told us was \$5,000 a mile for maintenance per year. I challenged that it was way too high. They were talking about snow removal and insurance and mowing alongside the actual asphalt. I still think the \$5,000 is way too high.

Tom Harris: However, if INDOT is reimbursing us, that might be a technicality.

Roy Buskirk: When you said the \$1.8 million in Federal funding and that you need to raise the money to match it, so happens I am the Chairman of UTAB and I think you should really talk to Dan Avery and see about periodically getting on get on the agenda and explain what is taking place. It might not have to be every month but talk about how much more you need to raise because there are community leaders that are on that committee. There are a lot of different folks that know a lot of different avenues for pockets of money that might be able to come forth. I really recommend getting hold of Dan Avery and getting on the agenda. Dawn reports a list of the trails and all of the cost and what is to be done. She doesn't give a list of how much more funding is needed. Sharon, on you question about the information that I forwarded out to everybody about UTAB and it shows the trails and everything on that one report.

Sharon Tucker: I am looking to connect some of the rural communities to the trails because they ride bikes also.

Tom Harris: One quick question, the plan to get over Dupont Road at the Y, what is the timeline and what's the plan?

Lori Rose: That is part of the City road project to widen and improve Dupont Road. They will be raising the grade of Dupont Road so that the Pufferbelly Trail will cross below the grade.

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Tom Harris: Any idea when we might see that?

Lori Rose: I don't have any control over that but I believe the City is in the Right-of-Way buying. I know it is extensive and I believe it is a 2017 start date and is probably a two-year construction.

Tom Harris: Thank you. Are there any final comments?

Lori Rose: We do just want you to know what a tremendous impact your support is making on the trails and Paul talked about the Right-of-Way that is going on now. What we are doing is making sure we are securing this five-County regional corridor not only for the benefit of our community but for generations to come. The support that you have given through the Commissioners is leveraging private funding and reimbursable funding from the DNR and we are securing that corridor so we have this asset for all of Allen County. That support is making a tremendous difference.

Tom Harris: Thank you very much for your leadership and for being here today. Next on the agenda we have Waggoner Irwin Scheele. I think each of you received the contract that was submitted outside of the agenda. We spoke last month about this a little bit and one of the things that is interesting today is that 80% of our agenda today was dealing with job evaluations and analysis. How did we leave this last month in terms of what actions are needed at this point to move this forward? Do we need a motion to move that forward?

Tera Klutz: I would go ahead and approve the letter of engagement through a motion. It is very similar to what was discussed last month and I don't see any changes from the discussion.

Tom Harris: Council, are there any questions with this? We talked about this in the Personnel Committee and last month. This is the time for thoughts, questions or concerns.

Roy Buskirk: In answering Councilman Armstrong's concerns, the grids are what they will be working on and the LTC is one that they will be looking at first.

Joel Benz: Do you know a timeline on when they expect to do this and wrap it up?

Tera Klutz: Yes. The timetable is one through three will be completed in four to five months. Generally, this project will last four to five months. Step four is an ongoing consulting opportunity.

Tom Harris: The Personnel Committee along with HR will monitor that to make sure that we are getting the best use and not doling out money forever in the future. Council, at this point, if there are no other questions, we would need a motion to move forward on that.

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Sharon Tucker: I will make a motion that we move forward and accept the Waggoner Irwin Scheele and Associates contract for the payroll grids as submitted.

Joel Benz: Second.

Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent). The next item up is our Board Appointments. Hopefully you have this in front of you. There are eight different appointments that need to be made today. We can do these individually or together. As you look to these, we have the Alcohol Beverage Commission with Ozzie Mitson; Child Care Facilities Board with Roger Brugh; PTABOA with Mike Clough and Judy Macon; Redevelopment with Roy and Darren; Woodburn Economic Development is me; Grabill Economic Development is me and I think that was it. I will mention that I spoke to Ozzie Mitson and he had very much of an interest in staying in this appointment. He updated me a little bit and I think we need to establish a structure or timeline for each of these appointments to come back to Council on an annual basis to give some kind of an update. He was very willing and ready to do that. I will ask if anyone wants to speak to these other names and if there is an interest in passing all of those once.

Roy Buskirk: Did anyone talk with Roger?

Becky Butler: No, but I am sure he is fine with it. Darren used to work with him and he is a friend of Steve and mine.

Roy Buskirk: I don't know if I have ever met him.

Tom Harris: Let's set that up this next year on a quarterly basis with one or two each month. Are there any other questions on those Board Appointments?

Joel Benz: I will make the motion that we approve these appointments as a whole.

Sharon Tucker: Second.

Tom Harris: We have a motion and a second. All in favor say aye, all opposed same. The motion passes 6-0-1 (L Brown absent). I just want to mention really quickly because I know that time is of a concern, a little bit but the amount of things that we have covered have been tremendous. Sometimes when media is not in the room those things don't get communicated. From economic development to a number of infrastructure improvements, we have done a tremendous job. Nick, you have taken a look at the overall budget this year and we have increased our sound foundation of finances for the County. Is that correct?

Nick Jordan: Yes and you even have some of your outside special funds that are sitting very healthy coming into 2016. CEDIT is one when you look at economic development it is at almost \$20 million. There are definitely some positives to be had.

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Tom Harris: I am going to read a couple of items here in terms of things we have dealt with. Unemployment has dropped from five to four percent. We have created a twenty-year phase-in process. Legislatively we have increased the serving papers. The Election Board had controversy on the electronic poll books and that turned out successful and we are poised for a Presidential election next year. The Coliseum is expanding and by the way, the ribbon cutting for that is tomorrow afternoon. General Motors has a \$1 billion expansion. Community Corrections received a \$284,000 grant. The litigation with the Sheriff and the Jail was resolved. We reclassified over 14 different departments and their jobs. We passed a motion today to move on that grid improvement which is crucial for the long standing analysis for our jobs. Through the help of the Auditor to move forward on PERF to 401K and paid down that potential debt for the future. The runway expansion at the Airport is over \$6 million. As Nick had indicated there are a number of improvements in our cash situation. We help the Sheriff with the locks in the Jail. We helped ACJC with software improvements. We potentially sold a shovel-ready site this morning. All in all, congratulations, it has been a tremendous year and thank you for all of your hard work this year. With that I want to ask if there are any liaison reports.

Roy Buskirk: Becky emailed out to you the list of things from the UTAB meeting. You can see the different projects that are taking place in your particular districts. If they have not started, it also shows on there the date that the contract is to be let. It also has on there the cost and how much is Federal, how much is State and how much is local funding. I asked her to send that out to you because I am sure you have people in your district that have asked you about a certain road project and where they are at on it. If you have any questions concerning the information, don't hesitate to call me. There are a lot of road projects and bridge projects going on. There are a lot of trail constructions going on and a lot of the trails are done with road improvements. With bridges, we have made them wide enough to have the trail on them. Bridges normally have a lifespan of 50 years. The Redevelopment Commission has been very active. This is one of two that we currently have going on. Hopefully by next month we will have another one.

Tom Harris: Two items that I failed to mention, one is the regional cities piece that we actually voted to start it. Congratulations on that. The task force that the Commissioners put together in terms of looking at County government and I anticipate two areas that are going to come out that and one is what can we do in order to do strategic planning more effectively? Also, what are we going to do in terms of performance assessment? Performance meaning management systems for county employees but that will be for another day. Are there any other liaison reports?

Roy Buskirk: Following up on that the next meeting is January 7th from 2:00 to 4:00 at the Police Training Center at New Haven.

Bill Brown: I met with the Public Defender and we are working on some scenarios there and there will be more to report upcoming.

Tom Harris: Very good.

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Bill Brown: Approval to waive the reading on any matter approved today for which it may be deemed necessary for the County Council meeting of July 16, 2015.

Joel Benz: Second.

Tom Harris: All in favor please signify by saying aye. The motion passes 6-0-1 (L Brown absent).

Joel Benz: Move to adjourn.

Bill Brown: Second.

Tom Harris: All in favor please signify by saying aye. Opposed like sign. The motion carries 6-0-1 (L Brown absent). There being no further business the meeting was adjourned at 11:04.