

**ALLEN COUNTY COUNCIL MEETING MINUTES
DECEMBER 15, 2016
8:30 AM**

The Allen County Council met on Thursday, December, 15 2016 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, Larry L. Brown, William E. Brown, Justin T. Busch, Tom A. Harris and Sharon L. Tucker.

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

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

Larry Brown: Good morning everyone. Before we begin, I would like to welcome Justin Busch to the table. I think he already knows he has some big shoes to fill.

Justin Busch: Yes sir, I do. Thank you so much. I am glad to be here.

Larry Brown: First on the agenda is the approval of the Special Meeting minutes from October 12, 2016. Are there any additions or corrections?

Bob Armstrong: Move to approve the minutes from October 12, 2016.

Tom Harris: Second.

Larry Brown: All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. Next is the financial report from Auditor Tera Klutz.

Tera Klutz: Good morning, Council. In your packets are the financial statements for the General Fund and the Other Major Funds through November 2016. We are tracking on schedule. We are in the process of settling the property tax collections that were collected in November and we are able to report that we collected 100% of the property tax revenue that we expected to collect which is 90% of our certified levy due to Circuit Breakers. That means the amount that we were charging taxpayers originally, ten percent was knocked off. That is around \$6 million and due to the Circuit Breaker caps but the good news is that we did collect what we expected. Our budget is going to be fine going into 2017.

Larry Brown: I think to follow that up the Auditor's staff needs to be commended for their approach and ability in predicting revenue. If you go down through this line by line, items that are not tracking are because we haven't received like a second payment yet.

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Other than that it is awesome. Everything is right on or a little bit better than anticipated. Thank you.

Tera Klutz: I definitely defer to Jackie and Nick and thank them as well.

Tom Harris: I would also say that as well. The 98% on Miscellaneous Revenue reflects the November ending, correct? Chances are that we may be just over in Miscellaneous Revenue. With that I will move for approval of the financial report.

Sharon Tucker: Second.

Larry Brown: Any further questions or discussion? All in favor please signify by saying aye. The motion passes 7-0. Nick, would you highlight the employment results?

Nick Jordan: Good morning, Council. On the agenda, you see the September and October non-seasonally adjusted unemployment rates. Allen County went from 3.9% to 3.6%. Indiana went from 4.2% to 3.9% and National went from 4.8% to 4.7%. If you look from October 2015 to October 2016, the labor force increased by about 3,600 people and employed people increased about 4,400 or about 2.5%. The unemployed dropped about 700 or ten percent, great improvement from a year ago.

Larry Brown: Awesome. Are there any comments, Tom?

Tom Harris: I was just going to ask do those numbers come from Federal or State.

Nick Jordan: They are derived from the Bureau of Labor Statistics and the State puts them on their website. That is why there is a lag when you get down to the local level.

Tom Harris: It would be interesting to see if there is a calibration change or if anything changes within the coming months. That is impressive, as always and thank you.

Larry Brown: Thank you, Nick. Next thing on the agenda is under the category of Economic Development. It is a non-compliance resolution for Quikcut.

Rachel Black: Rachel Black with Allen County Economic Development.

Mark Webb: I am Mark Webb with Quikcut.

Larry Brown: Good morning and thank you for coming.

Rachel Black: Thank you very much. Before you this morning is a resolution for a waiver of non-compliance. The applicant submitted the paperwork late. It was date stamped the 17th and the date it was due was the 16th. Based on State statutes, the Assessor's Office sent the applicant a letter stating they were going to deny the abatement based on the late status of the paperwork. There are two resolutions that are currently running. There was one in 2011 that was approved for a five-year abatement and they are

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currently in the years of three, four and five on that and that deduction is valued at \$39,720. The second resolution that was approved in 2013 and is also five-year abatement, they are in the third year of that one and it is valued at \$368,090. The total deduction amount that they are asking for the waiver to allow the deduction is \$407,810. Mark Webb is here to answer any questions you might have.

Larry Brown: Okay, thank you. Council, do you have any questions or comments?

Tom Harris: Since you are here this morning, Mark, maybe just an update on how the business is going. We missed the date but you got the paperwork in.

Mark Webb: First of all, I apologize that it was late. My secretary said she took it in and knew it had to be there but I am not sure what happened. It was the first time it has happened for us and so I apologize for that and it wasn't our intent. As far as the business goes, we continue to grow. A year ago we lost half of our business and we have already gained it back in a year. Our intent for next year is for it to be the best year that we have had and are looking to acquire another company to bring about another 40 jobs. We are heading in a great direction right now and feel that we are going to live up to our end of the bargain and hopefully exceed that.

Larry Brown: So, you have it marked on your calendar?

Mark Webb: I will probably be the first one in.

Rachel Black: We do send a reminder to help them as well.

Tera Klutz: The law is very clear. There is no budging, it is either you do or you don't. If you don't, it is denied. This is something that we have to do in order to get that abatement back.

Tom Harris: I will move for approval of Resolution 2016-12-15-01 waiving non-compliance for Quikcut, Inc.

Bob Armstrong: Second.

Larry Brown: **Any further questions or discussion? All in favor please signify by saying aye. The motion passes 7-0.** Thank you. Next on the agenda is a Statement of Benefits for BF Goodrich. Is the official name BF Goodrich or is it Michelin or slash both?

Dent Johnson: It is Michelin Tire Corporation and we own the BF Goodrich factory in Woodburn.

Larry Brown: Thank you. Please state your name for the record.

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Dent Johnson: Dent Johnson of Michelin Tire Corporation and the Plant Manager of BF Goodrich.

Roy Chamlee: My name is Roy Chamlee and I am the Director for State and Local Government Affairs for Michelin North America in Greenville, South Carolina.

Larry Brown: Welcome. I understand you are from South Carolina, is that correct?

Roy Chamlee: That is correct. It is a little bit warmer there.

Rachel Black: This morning, BF Goodrich is requesting approval of a Statement of Benefits for the location at 18906 US Highway 24. The project involves an investment of \$100 million in personal property equipment through the year of 2020. It is going to be a phased-in thing that they would like to do. The company currently maintains 1,600 employees with salaries around \$110 million. Based on the point system that you all are familiar with, they are eligible to receive ten-year abatement. If approved, the company would save about \$3.5 million in property taxes over that ten year time. I don't know if you have any questions specifically for me about previous years or employment. They have retained great employment and they are here to answer any questions as well.

Larry Brown: Council, are there any comments or questions?

Sharon Tucker: I have a couple of questions. I had the privilege of touring the plant last year or earlier this year and knowing tons and tons of people that are there, I think it is awesome that you are making that investment in the plant and the community and keeping things there and keeping the employees. Do you see any probability or possibility with the investment that you are making that there would be additional jobs that could be added?

Roy Chamlee: We have not called for additional jobs in the application but from what I understand, we are looking at the range of five to ten new jobs through the course of this. In addition, we are hiring and Dent was talking to me a few minutes ago, in the range of 200 in the last couple of years. About half of those represent retirees which are like one and a half employees each. Right now we anticipate that we will maintain the minimum levels of employment but we didn't want to add anymore because we didn't think it was going to be a very large amount but in the range of maybe five to ten.

Sharon Tucker: Okay, thank you.

Larry Brown: He touches on a good point to keep in mind. BF Goodrich is a stable company and has been in this County for a long time. To verify that I personally know a couple of families with second generation and maybe even third generation is working at that plant. They have been here a long time.

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Tom Harris: Just a question in terms of how the business is going and what your thoughts are for 2017 and 2018. The distribution from your facility is nationally but is it also internationally?

Dent Johnson: Yes it is and a couple of comments, this has been a very strong year for the plant. We set several output records for the first six months of the year. This will be a record tonnage output for the factory. The other interesting note is that we have renewed about two-thirds of our products over the last couple of years and is providing a lot of growth not just for our plant but for the BF Goodrich brand in North America. Business is going very, very well. We have just launched a new product about two months ago and there will be another one in 2017. Many of these investments are targeting and continuing to renew our portfolio and will help us make the tires of tomorrow. For 2017 and 2018, competition is always rough but we are bringing a lot of new products onto the market and that is what these investments are targeted for. Internationally, we are the largest exporter of tires outside of the North American continent. About a quarter of what we do actually goes outside of North America.

Tom Harris: Worldwide or any particular region?

Dent Johnson: We go very heavily to Africa and Asia. Those are the two largest export zones and also, Europe. We are one of the only producers of the very large BF Goodrich tires that we make. They are very popular in areas of rough terrain. Australia and other areas like that we are the preferred brand in those countries.

Sharon Tucker: That was one of the tires that you guys were doing a new design for when we toured.

Dent Johnson: Yes it was.

Sharon Tucker: How is that going?

Dent Johnson: It is going very well. We are selling quite a lot of those. Over half of what we do is the very large all-terrain tires.

Bill Brown: Just a quick question regarding your workforce and retirements and your ability to attract folks. Low unemployment rates are a good thing but are you having good luck in attracting talent?

Dent Johnson: So far, we have. I would say that it has gotten a little bit tighter the second half of this year. The most difficulty we are having is in attracting the skilled trades. I am sure that is the trouble for any industry here in town. That is probably the area that we are doing the most in working with the local universities in trying to develop long term strategies for improving our outlook there. We have not had any particular difficulty on the production side. I am happy to say that we seem to be a preferred employer however we have noticed that it is tightening up quite a bit.

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Bill Brown: Thank you.

Larry Brown: Joel.

Joel Benz: I just have a couple of comments here. On this scorecard that we have, it is not easy to get to the ten-year abatement period without creating new jobs. You guys have done that with your investment and we appreciate that. I realize what we are doing is basically, Ohio down the road doesn't have a personal property tax and we do here. We are leveling that playing field and I appreciate you guys remaining in Allen County and continuing to invest.

Tom Harris: I wanted to point out that even with this phase-in process, the taxes are still being paid at \$2.3 million and that is going to continue to help the schools and everything throughout Allen County. Again, thank you. With that I will move for approval of Resolution 2016-12-15-02 approving a Statement of Benefits for BF Goodrich Tire Manufacturing.

Joel Benz: I will second that.

Larry Brown: **We have a motion and a second. Is there any further questions or discussion? All in favor please signify by saying aye. The motion passes 7-0.** Thank you.

Sharon Tucker: Good luck.

Larry Brown: As Scott makes his way up here; the next thing on the agenda is a proposed lease between Allen County Redevelopment and Blue Kingfisher.

Scott Harrold: Scott Harrold representing the Allen County Redevelopment Commission. I will just go over the background a little bit to refresh your memory and inform Mr. Busch what this is. Blue Kingfisher is the Walmart milk processing subsidiary. They are investing about \$160 million in the facility. They have some start on the work but haven't started building the facility yet. Part of the incentives offered to them was to help reimburse them for some of the offsite infrastructure work. They are a big energy user and the REMC out there is extending a special circuit. Natural gas, NIPSCO, is installing an eight inch gas line which is a pretty good size. There are also turn lanes being added at Bluffton and Pleasant Center. The original intent was to reimburse them for that. The lease is basically the way to do that. The Redevelopment attorney, Mr. Fishing, didn't like the idea of the reimbursement. This is the way we typically do it by leasing something and State law is fine with that. It will just come out of the property taxes of the building. We are not collecting the taxes on the first property and so that \$80 million that was invested in personal property will be available for school districts and what have you. The dollar amount was figured out to be \$1,048 million and that was based on the estimate for the road work plus a share of the cost for what NIPSCO and REMC was asking for. This is coming out of tax increment for that facility.

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I anticipate that it will probably be paid off in less than five years. I would be happy to answer any questions you have.

Tom Harris: Just maybe one quick question. This is simply redoing what we've already done but putting it into an alignment process that makes better sense for the County and through the legal position that we have in the relationship with this project.

Scott Harrold: Right.

Larry Brown: I will share with you, if you haven't been past the site; dirt work is working from way before dawn to dark.

Tom Harris: And it is looking great. I will move for Resolution 2016-12-15-03 approving the proposed lease between Allen County Redevelopment Commission and Blue Kingfisher, LLC.

Bob Armstrong: Second.

Larry Brown: We have a motion and a second. Is there any further questions or discussion? All in favor please signify by saying aye. The motion passes 7-0. I am going to slide in here Department 07, Surveyor. It is a transfer and the document was in front of you when you arrived this morning. With the change of leadership in the Surveyor's Office, they weren't aware that they needed to get this done but it is no big deal. They have the money and it is just transferring from one line item to another. I told them that I would handle the explanation of it. It involves the addition of storage racks for files. Currently IDEM requires paper storage for the life of the project. That may be changed soon, we hope, to electronic storage but that is the current situation. Their racking for files is totally full. They have the money available in Garage and Motor and want to transfer it to Furniture and Fixtures. Are there any questions?

Joel Benz: I will make the motion to transfer from Garage and Motor, \$2,000 to Furniture and Fixtures, \$2,000.

Tom Harris: Second.

Larry Brown: We have a motion and a second. Is there any further questions or discussion? All in favor please signify by saying aye. The motion passes 7-0. Next is County Assessor.

Tom Fox: I am Tom Fox, Compensation Specialist in the HR Department. We have a reclassification of the Residential Appraisal Deputy to a Senior Residential Appraisal Deputy. The Assessor's Office can explain why.

Stacey O'Day: Stacey O'Day, Allen County Assessor.

Ryan Keuneke: Ryan Keuneke, Chief Deputy Assessor.

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Stacey O'Day: We are here before you today to take one of our Residential Deputies and make them a Senior Residential Appraisal Deputy. The extra duties are actually handling appeals. As we have been moving through the cyclical reassessment, we have been streamlining the processes and constantly adjusting the inner works of office and we feel that adding another person to handle appeals is more of a taxpayer friendly way to get to folks earlier.

Tom Harris: This received a favorable response out of the Personnel Committee. What we discussed was the fact that the appeals were starting to back up a little bit and because of attrition you didn't have to fill some of the positions and are now moving those open slots to this position which ultimately helps those who are in appeal. I will move for approval of consideration of a salary ordinance reclassifying the Residential Appraisal Deputy, OSS 4/8, \$33,702, 37.5 hours per week, non-exempt to Senior Residential Appraisal Deputy, OSS 5/2, \$36,982, 37.5 hours per week, non-exempt.

Bill Brown: Second.

Larry Brown: Sharon.

Sharon Tucker: I have a quick question. This is not going to create a new position but will it leave a gap there?

Stacey O'Day: No.

Sharon Tucker: So this person will be taking on additional responsibilities.

Stacey O'Day: Additional responsibilities that is correct.

Sharon Tucker: How many appraisal team members do we have now?

Stacey O'Day: That leaves us with ten Residential Deputies and four Senior Deputies and was just adjusting the duties within the current staff.

Larry Brown: Council, are there any further questions? **All in favor please signify by saying aye. The motion passes 6-1 (Tucker).** Next on the agenda is the Building Department.

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

John Caywood: Good morning, John Caywood, Building Commissioner.

Tom Fox: We have a number of positions from the Building Department that are being reclassified. John took over as Building Commissioner earlier this year and is undertaking a number of changes in the department and this is one of the first of moving

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responsibilities. In an effort to upgrade customer service and efficiency in the Building Department, the department has undergone the evaluation process and these are the levels that they have scored at. John can give a little more background on how that is going to play out.

John Caywood: Since I took over in August, I have lost two Permit Specialists who when they did their exit interview claimed that they went to higher wages at another job. As I told HR and I worked with them closely, I am trying to recruit from not the big box stores or at the entry level but trying to recruit from other quasi-governmental agencies such as Fort Wayne Community Schools or Parkview Hospital. I need employees who are highly technically adept in order to handle things. Working with Council President Brown, we met several times and discussed two big needs for the Building Department in the future. One is increased use of technology with online permitting and the other is customer service. That is something that we have identified as lacking at the front counter. One example of what I have done is that this week we handed over a \$500 million project to General Motors. Their primer, half mile long building, with one contractor and we have \$1.7 billion to go out there for the total project and through plain good old customer service and the use of technology, I pulled that Permit Specialist back from being permanently housed out there. They are back in our office to work on online permits. Our relationship with General Motors is such now that we don't need somebody on site. We have coordinated all of the inspections in-house. Now I have leveraged that person back into the office to be able to assist at the front counter and concentrate more on the online permits so that we can get them out in a timely fashion. This whole reset of the internal office is towards issues of gaining efficiency.

Larry Brown: I will add that the Joint Permitting Board has been after the Building Department to do this for some time and I am glad to see John moving forward with this. For our contractor customers, especially at the subcontractor level meaning Electricians, HVAC and Plumbers, this is a big time saver. It is a big deal. Is there any further explanations? Do we want to go through this one-by-one?

Tom Fox: You can but just a little explanation on the Permit Specialist. It is broken up into two entries on the agenda but that is because there are four Permit Specialists. Three are at level two and one is a level four. It is the same position but they are all being moved up. The Senior Permit Specialist is actually getting a title change to Online Permit Specialist Dispatcher which better reflects the new responsibilities of the position. The same is true with the Administrative Assistant. It is now becoming a Licensing Specialist and that reflects some changes in responsibilities. The Office Manager, the title is staying the same but the position is moving up from OSS 4 to OSS 5.

Tom Harris: All of these received favorable approvals.

Larry Brown: Bill.

Bill Brown: I am ready to make a motion.

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Larry Brown: Let Sharon ask her question first.

Sharon Tucker: My question is really for the Auditor. In the review and the changes that they have gone through here, does this put us in line to where we were on the Waggoner reports that we had done earlier this year, the recommendations that came back?

Tracy Mitchener: That is two different things. This is the classification of the position and not actually the hourly amount. Right now we looked at the whole department and from that along with changes that are being made in the positions, this is a scoring classification. This has nothing to do with the Waggoner, Irwin and Scheele report.

Tera Klutz: I think I may be able to better explain that. These reclassifications were done within the County as the County currently is. That is aside from those studies. If you were to pick up those studies again, they would just complement anything you have done. This is getting internal equity right now before we would take any outside market studies.

Sharon Tucker: Okay, so let me ask it this way. If we had taken the outside market study and made the adjustment for this, would our internal marketing that have done here need to have been done or would we already have them, he is saying wages were part of the fact on the exit interviews.

Tera Klutz: Yes.

Sharon Tucker: We would have eliminated the wage issue, maybe, if we had made those adjustments.

Tera Klutz: That's correct. Maybe we would have eliminated some of the wage issues but we not have eliminated the internal equity issues with other departments within the County.

Sharon Tucker: Okay, thank you.

Larry Brown: Bill.

Bill Brown: I will make a motion for consideration of a salary ordinance reclassifying the Permit Specialist, OSS 2/2, \$28,005, 34.5 hours per week, non-exempt to OSS 3/2, \$30,436, 37.5 hours per week, non-exempt. Do you want me to just do them all?

Larry Brown: Yes.

Bill Brown: I will make a motion for consideration of a salary ordinance reclassifying the Permit Specialist, OSS 2/4, \$30,875, 37.5 hours per week, non-exempt to OSS 3/4, \$33,556, 37.5 hours per week, non-exempt. Also, consideration of a salary ordinance reclassifying the Senior Permit Specialist, OSS 3/4, \$33,556 37.5 hours per week, non-exempt, to OSS 4/4, \$37,156, 37.5 hours per week, non-exempt. Move for approval of consideration of a salary ordinance reclassifying the Administrative Assistant, OSS 3/5,

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\$35,234, 37.5 hours per week, non-exempt to OSS 4/5, \$39,014, 37.5 hours per week, non-exempt. Move for approval of consideration of a salary ordinance reclassifying the Office Manager, OSS 4/7, \$42,198, 37.5 hours per week, non-exempt to OSS 5/7, \$46,304, 37.5 hours per week, non-exempt.

Tom Harris: Second.

Larry Brown: We have a motion and a second. One thing I will remind you as you consider this motion is that the Building Department is self-funded.

Tom Harris: I also wanted to commend John in taking a look at the structure as well as continuing to make improvements. Hats off to you and the entire team there because as we continue to see economic development grow in Allen County, all of that is coming your way. To make that faster, more efficient for everybody that needs to work through your department, hats off to you. Keep it up.

John Caywood: Thank you.

Tom Harris: That is why I wanted to second this motion.

Bill Brown: I would like to add to that as a former Commissioner and playing a part in the permitting process, things take time and change takes time and I believe County government has done a good job moving forward through past leadership and now currently leadership taking it to the next level. I just want to reiterate that as we look to improve processes, they do a really good job of implementing these processes. However, it just takes some time. New blood comes in and fresh looks and things take on a whole new format to make things efficient and effective.

John Caywood: I think you will find that in the future as we make technological improvements, I have been with the Accela platform that was approved in 2009 and I am intimately aware of its workings and I am a big proponent of using what we have already paid for to bring these forward. I want to leverage that investment that we made in the past to our efficiencies in the future.

Bill Brown: One other quick thing. Speaking of Accela, in general it has been a good system but I think the Building Department had to take a step back from a custom software that was in place. Accela unfortunately had some glitches in it and created issues for the Building Department and they struggled with them for a long time. I wanted to get that into the public record. Best efforts underway, in many areas. It is kind of a one-size fits all technology and moving forward to create an overall system that was a pain in the Building Department over the years.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Next is the Department of Planning Services.

Paul Blisk: Paul Blisk, Deputy Land Use Director.

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Tom Fox: This is another department that has gone through the evaluation process and this is an Associate Land Use Planner that is being reclassified to a Principle Land Use Planner. This reflects the changes in responsibilities over time. Paul can explain more about that.

Paul Blisk: You may remember in 2007 that the decision was made to merge the City Land Use Division and the County together. At that time, the job descriptions were written. We have had eight years of experience and as part of that merger we downsized personnel. As workload and projects increased with Riverfront Development guidelines, we also are the planning agency for Woodburn, Monroeville, Huntertown and Grabill we also are consulting for Leo-Cedarville on an as needed basis. We have a governing Board with four from the City and four from the County that governs our day-to-day operation. As part of this review, it reflects all of the changes. We do have other principles within our organizational structure. This is not a new position. I would be happy to answer any questions.

Larry Brown: Are there any questions, Council?

Sharon Tucker: This is the same position and they are taking on additional duties?

Paul Blisk: They have had already been doing these duties and will represent the Plan Commission in front of Town Councils, new books and for example when Walmart, he is one of the first people meet in laying out the process. He is actually the face of and is one of the first people you see and to walk people through the process.

Sharon Tucker: Is this individual the only person doing this?

Paul Blisk: No, there are multiple people. He has been doing the job and not getting compensated for it. It is similar to the equity that was talked about before.

Sharon Tucker: So there are other people doing the exact same thing and they are receiving the PAT grid?

Paul Blisk: Yes.

Sharon Tucker: And he was the only one that was not.

Paul Blisk: Yes.

Sharon Tucker: Thank you.

Bill Brown: I will go ahead and make a motion for the Department of Planning Services for consideration of a salary ordinance reclassifying the Associate Land Use Planner, PAT 4/5, \$56,584, 40 hours per week, non-exempt to PAT 5/5, \$62,242, 40 hours per week, non-exempt.

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Justin Busch: Second.

Larry Brown: We have a motion and a second. Is there any further discussion? All in favor say aye, those opposed, like sign. The motion passes 7-0.

Tracy Mitchener: Bill, I want to say thank you so much for your service and time here with Allen County. We really appreciate all of your support and for all that you have done for the County, the taxpayers and all of our employees here. Thank you very much.

Bill Brown: I appreciate that.

Larry Brown: Department 63, Public Defender, has been withdrawn. Next on the agenda is Department 285, Department of Health.

Jackie Scheuman: I am Jackie Scheuman from the Auditor's Office. I am here on behalf of the Health Department. This is a transfer to cover for a grant purchase. It was a one-time grant for them to purchase some equipment for the Zika Virus. It was run through their regular Health Department Fund and we did not get the money back in time to do an additional appropriation and so they are requesting to transfer from Contractual to Other Equipment to make the budget whole for the closeout for the year.

Tom Harris: It says it is going into an Other Equipment line. The Other Equipment is part of the grant?

Jackie Scheuman: Correct. Generally we will set up a separate fund for a grant. This was a one-time to purchase a piece of equipment and we didn't want to go through the process of setting up a whole grant for a one-time piece of equipment. We purchased it out of their regular equipment line.

Tom Harris: As part of the grant?

Jackie Scheuman: Correct. We had to make the purchase first because it is a reimbursable grant and then send in the proof of purchase to get the reimbursement.

Joel Benz: Mr. President, if I might make the motion to approve the transfer for the Department of Health from Contractual for \$3,459 to Other Equipment for \$3,459.

Bill Brown: Second.

Larry Brown: We have a motion and a second. Is there any further discussion? All in favor say aye, those opposed, like sign. The motion passes 7-0. Thanks for handling that Jackie. We are down to Discussion and Other Business. Board Appointments, in your packet, you have list of appointments. They have been highlighted and they expire at the end of this year. As best we can, we would like to fill those positions today. I will share with you the Park Center, at the last meeting I threw it out if you knew anybody and I did

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have someone step up and show interest. That is Beth Lock from the Commissioners' Office. Beth is very familiar with the legislation, as you know, and is interested in that. That is who I would offer to fill our appointment for Park Center.

Bill Brown: I have served on their Board and got on it as Commissioner and there has been a lot of work done at Park Center. It does have a big effect on County government as for the associated cost of the criminal justice system, mental health, opioid addiction and the overall scenario of the nature of the work. Beth would be an excellent choice because she understands the scenario and is a very sharp and dedicated individual.

Tom Harris: I was just going to throw in a couple of thoughts. One is that we talked about having these folks come back and do some kind of presentation. We ought to schedule that throughout the year and say in January, let's schedule these three. The next quarter we could hear from these three. I think to be proactive somehow to get this set, might be beneficial. I spoke to Ozzie Mitson with the Alcohol Beverage Commission and he does have an interest in serving again in that role and is prepared to come as early as January to tell us what is going on. The other piece is do you want to do these one at a time?

Larry Brown: I think we should do them one at a time. I took the liberty of asking Becky to research the records and this has been attempted in the past. We tweaked the wording just slightly but whoever is the 2017 President can sign this and forward it onto these appointments. The responsibility falls on us to schedule these individuals for a once a year or twice a year or whatever Council decides for an appearance. Of course, if their work schedule doesn't allow that to happen, a written report could be presented.

Sharon Tucker: President, it is kind of a double-edged sword. They are volunteer positions but they are representing us and we have no knowledge of what is going on. If I am not mistaken, last year we had this great big dialogue about the appointments and keeping them there if they are not coming back to serve. I think at some point in time, we need to make action instead of continuing to just make the statement.

Larry Brown: That is what I am suggesting. We, this Council, need to do our part in making it happen.

Sharon Tucker: I am not sure who it was that I was in conversation with but for me, I would like to see some of them moved off that have not. I know that means that we need to have a name or suggestion to be a replacement of those. If they are not willing to come back and give us a report on the simple things or even the written, we should move them out. Once we assign them, it is almost like we are locked in. Do we have the opportunity to change them midterm?

Becky Butler: We have done that before. We had one guy who wasn't attending the meetings and the Council came back together and found somebody else. They replaced him in the middle of the year. It can be done.

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Sharon Tucker: Part of the responsibility is not only attending the meetings but also reporting back to us on how they are representing us. We have no idea of what is being said. I would be in favor of putting in a six month review even if we started with a particular one. See if they would come back and if they don't want to come back then put someone in there that is willing to give us the information. Tom is looking at me funny.

Tom Harris: My only thought is if you take this list of twelve or thirteen different positions and break it up to four each quarter or three each quarter, to do a six month review we may not hear from everybody until after your six month review.

Sharon Tucker: If we do four of them in the first six months...

Tom Harris: Take a look at those four.

Sharon Tucker: Yes.

Tom Harris: What I am saying is that not everyone is going to report back to us by the six month timeline.

Sharon Tucker: We are not necessarily asking for their presence but asking for a report. Now they could give a report for what they did in 2016.

Tom Harris: Absolutely.

Larry Brown: I think Sharon is volunteering to bird dog them.

Sharon Tucker: I am a watchdog, I heard.

Larry Brown: Could we start with Park Center? I threw out the name Beth Lock. Are there other names? Do we want to vote on these individually?

Joel Benz: I think that is a wise idea.

Larry Brown: Okay, I will nominate Beth Lock for Park Center.

Sharon Tucker: Second.

Larry Brown: **We have a motion and a second. Is there any further discussion? All in favor say aye, those opposed, like sign. The motion passes 7-0.** Let's go back up to the top and ABC seems too simple. Tom, you said you talked to Ozzie?

Tom Harris: Yes and he is willing to serve. I will submit his name.

Bill Brown: Second. I have a quick question about that. I am curious, we know these liquor laws are really a jumble and Ben Smaltz in Dekalb County was going to have a summer study committee regarding that. They keep perking up that they are archaic. Is

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that something that this Board deals with? Could that be a touchstone to try to help understand how to perfect that with the Legislature? How deep does that run? I know they approve the licenses.

Larry Brown: Wait a minute, Becky has input.

Becky Butler: ABC is comprised of four members each serving a one-year term. It doesn't really say what they do but membership is to always be equal. My understanding is a lot of what they do is issue liquor licenses.

Bill Brown: Another thing that comes to mind in that regard is Sports and Spirits. As I recall it was dozens, if not over 100, write-ups by the ABC and I thought how can that be?

Becky Butler: That would be a good question for Ozzie. He was supposed to come last year and he had another commitment and wasn't able to come at that time.

Tom Harris: In speaking with him, that group might be a great group to talk to the State Reps to make recommendations but basically, as I understand and Becky mentioned, they do offer the liquor license. There are certain requirements that they follow and if the applicant follows those, they are in the position that they have to allow the license.

Bill Brown: It is very interesting to the point about these reports because having served four years as Commissioner and now four years on Council, the question mark on my mind is how would they interplay with some of these issues?

Tom Harris: Your point is a good one is that they would be the group that would provide data input and suggestions to the State Reps to work on those State laws.

Larry Brown: Did I hear a motion?

Tom Harris: Yes and a second.

Larry Brown: All of those in favor of Ozzie signify by saying aye. All opposed same. The motion passes 6-1 (Tucker). Tom, will you work with Becky to schedule Ozzie for the January meeting?

Tom Harris: Sure.

Justin Busch: To your point, Bill, I actually serve on that Board as well. Liquor licenses are what we approve. If someone comes in with a violation, we have to take that into account. Usually it is a two-year renewal but we have done one-year renewals for those that may have something lacking there in checking ID's or having other things. I know before I joined, they actually voted to take the liquor license from Sports and Spirits which was then upheld by the body in Indianapolis. Not dealing with the legislative issues but more of letting the business owners know that we are going to hold them

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accountable and are serving alcohol in a responsible manner. Ozzie is the President of the Board and has done a fantastic job of weighing the pro-business and making sure that we are keeping places open and doing a good business of employing folks and making sure that we are not having young people come in there or having some things happening because of the alcohol being served on the premises.

Bill Brown: That is insightful. The riverfront liquor licenses that were issued that ordinance was put in place by City Council for downtown Fort Wayne. I know that went back and forth and the scenarios that we have had with Halls' Deck. Good upgrades for outdoor dining and things like that but all of a sudden there are these liquor license scenarios that get in the way. Is that an area where they could plan that world to some degree to help locally the Allen County folks that have issues? Everybody is always looking for an ear. How do we make it better?

Justin Busch: We mainly look at renewing those licenses and transferring those licenses. It is not a lot of policy things, to be said.

Sharon Tucker: I think Justin just hit on something that is extremely important to have them come back because we had no idea our appointment was the President of the Board.

Larry Brown: Okay, moving on, Allen County Child Care Facility Board. Did anybody talk to Roger? Becky has talked to Roger and he is willing to continue.

Becky Butler: He is the one who came this year and gave a report.

Larry Brown: I remember now.

Tom Harris: I will make a motion for Roger to be reappointed to the Allen County Child Care Facility Board.

Bob Armstrong: Second.

Larry Brown: **We have a motion and a second. Is there any further discussion? All in favor say aye, those opposed, like sign. The motion passes 7-0.** PTABOA Board, I can't speak with authority on this but I believe members have to be a licensed realtor?

Becky Butler: They have certain qualifications that they have to meet. The supply of those people is pretty limited.

Tera Klutz: I think you have to be a Level Two Assessor.

Larry Brown: Aren't these political as well?

Becky Butler: Yes.

Larry Brown: The field is narrowed greatly. Did anyone talk to Mike and Judy?

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Tera Klutz: I believe the Assessor has talked with them. There are three people that are interested but for only two slots.

Larry Brown: Do we know what the expiration date of Julia?

Tera Klutz: She would be a new appointment.

Joel Benz: If you remember, a couple of months ago I raised her name as a possible candidate.

Larry Brown: Oh, yes, I had forgotten her name.

Tera Klutz: I believe Mike is a Republican and Judy and Julia are Democrats.

Sharon Tucker: Julia is the name you gave?

Joel Benz: Yes.

Sharon Tucker: I personally know Judy Macon and I know she is awesome at what she does. I will make a motion for Mike and Judy. I don't know Julia's standing.

Bill Brown: Second.

Larry Brown: Is there any further discussion?

Joel Benz: I would support Julia because they brought her name to me as an alternative because Judy was not attending.

Tera Klutz: Scheduling issues.

Joel Benz: They wanted someone that was going to be involved and that is why they brought her name forward. I have talked to her and she seems like a very competent individual. I have been through her resume and that is why I brought her name to be a part of the Board.

Sharon Tucker: They say Judy is not attending?

Joel Benz: Correct.

Bill Brown: That is new information.

Sharon Tucker: I will withdraw my motion. If she is not attending, I can't support that.

Larry Brown: Let's approach this one person at a time.

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Sharon Tucker: I will make a motion for Mike Clough.

Bob Armstrong: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0.

Joel Benz: I will make a motion to appoint Julia Carsten to the Board.

Bob Armstrong: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Moving on to the Regional Sewer District, oh that doesn't expire until next year. Next is Woodburn Economic Development. Mr. Harris has indicated to me that he is interested in continuing to serve in that capacity.

Bob Armstrong: I will make a motion to have Tom serve again on the Woodburn Economic Development Commission.

Tom Harris: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Next is the Library Board.

Tera Klutz: Did you guys already do the Redevelopment Commission? Under PTABOA we have the Allen County Redevelopment Commission.

Larry Brown: I didn't intentionally skip that. We will go back up to Redevelopment Commission. Again, let's do it one at a time.

Sharon Tucker: I make a motion that we consider Bob Armstrong for the Redevelopment Commission.

Bob Armstrong: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0.

Tom Harris: Mr. President, I just want to make sure is there one appointment to that position or is there two?

Larry Brown: There are two.

Tom Harris: Are we doing them both or one at a time?

Larry Brown: One at a time.

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Tera Klutz: Darren is here if you want to talk to him.

Joel Benz: Thanks for being in attendance but I will make a motion for Darren Vogt to be reappointed to the Redevelopment Commission.

Tom Harris: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Now we will go back to where I was, the Library Board. Mr. Bill Brown, will if we don't have anyone else, but his schedule for 2017 is going to get a little more hectic and doesn't feel that he can adequately serve in that position. I think we had anticipated that Bill would carry on but if we don't have a name, we can let this slide until our organizational meeting or our January meeting. Bob.

Bob Armstrong: Is Paul running?

Larry Brown: He is still on until 2018.

Sharon Tucker: Bill, when do these meetings take place?

Bill Brown: The same day as Council but at 3:00. Basically what I was indicating is that it is a four-year appointment and that is probably more than I want to bite off. For the near future, I just wanted to forewarn that this is the case.

Larry Brown: Sorry if I misrepresented your comments. Take back what I said and let's move forward.

Bill Brown: We did have a brief conversation and maybe I wasn't clear.

Larry Brown: That's okay.

Sharon Tucker: So you are still willing to do it?

Bill Brown: I am still willing to do it for the short term but I don't want to make a four-year commitment.

Bob Armstrong: So, at this time, we could appoint him and at the time that he gives us thirty days or whatever he can step down.

Larry Brown: Absolutely.

Tera Klutz: Is there anyone else who is interested? That is also a good idea because that hardly ever comes up and it is always uncomfortable for certain Council members to take over other things. Is any other Council person interested first and if not then, Bob has a great plan.

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Bill Brown: It is quite a Board.

Sharon Tucker: So when you are ready to be done with it, I will put my name in the hat for consideration.

Larry Brown: A little bit of the background, I think Bob and I had just come on Council when Council appointed the first Council member to the Library Board. The purpose for that was there was a lot of money going through the Library Board and Council really had no clue as to what was going on. We felt that since we had an appointment, we felt it was appropriate to have a Council member on that Board. When you are ready, let us know.

Bill Brown: Okay. That sounds good and it was kind of my assumption that it was a Council person. I knew that wasn't mandatory.

Larry Brown: No.

Bob Armstrong: I will make a motion that we appoint Bill Brown to the Library Board.

Sharon Tucker: Second.

Larry Brown: **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0.** Moving on to...

Tom Harris: Allen County Economic Development Commission.

Larry Brown: Has anyone talked to Mr. Bercot?

Becky Butler: I did and he is still interested.

Tom Harris: I will make a motion for Steven Bercot to be appointed to the Allen County Economic Development Commission.

Joel Benz: I'll second that.

Larry Brown: **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0.** Next is BZA. Did anybody talk to Mr. Black?

Becky Butler: I did and he is still interested.

Sharon Tucker: I will make a motion that we appoint Thomas Black to the Board of Zoning Appeals.

Becky Butler: This is only one appointment.

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Larry Brown: We have a motion.

Sharon Tucker: So we only have one spot?

Larry Brown: Yes. Do you want to take back your motion?

Joel Benz: I would like to hear what Mr. Armstrong's interest in this Board is.

Bob Armstrong: It is the Board of Zoning and pretty much goes along with the Redevelopment Commission. It is one in the same, really. If you are at the one, they kind of work together and with the redevelopment that is going on and zonings that need to be approved it is just more of a watchdog thing to make sure we are doing the proper things for our quality of life and place in the community.

Sharon Tucker: Have we heard anything as far as attendance or any reason why?

Becky Butler: No.

Sharon Tucker: So it is not an issue. I am going to keep my motion to support Thomas Black.

Bill Brown: Second.

Larry Brown: **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0.** Parks and Rec is next. Is that two positions?

Becky Butler: Yes.

Larry Brown: Mitch and Stephanie are both willing to continue?

Becky Butler: Yes.

Larry Brown: Any problems or feedback from anybody?

Becky Butler: Jeff Baxter said they are both very involved.

Joel Benz: I will go ahead and make the motion to reappoint Mitch Sheppard and Stephanie Veit to the Parks and Recreation.

Sharon Tucker: Second.

Larry Brown: **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0.** Last but not least is City Economic Development Commission.

Joel Benz: This is one where we are looking for a Council member to be a part of that?

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Larry Brown: Yes.

Joel Benz: If no one else is interested, I would submit my name.

Larry Brown: I think that was a motion.

Bill Brown: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Also in your information in front of you today is the 2017 meeting schedule. The meetings are going to stay on the third Thursday at 8:30 a.m. They will take place in this room. There are minor exceptions that come along usually to do with the budget. You will notice at this point in time we have budget allocation and regular meeting on the same day, July 20. September 21st and October 26th are all on the same days. Those will be full days.

Tera Klutz: I did want to note that those changes came over several years of processes that basically started over three days, taken down to two days and now it is just one day. If this body desires to change the budget process in any way or do any other different things, we just change these meetings and allow more time. Those budget meetings are fluid and just scheduled on historic time. They are very subject to change especially with a lot of new members coming on.

Larry Brown: A credit for the budget process taking less and less time goes to the Auditor's staff and their awesome job of putting things together. One thing that I will say for 2017 is to talk about the zero budget methodology and how we approach that and how we transition that into the process. I think we have had enough discussion and we all realize that we can't do the entire County in one year. We need to take some little steps before we try to take great big steps. That is something that we need to work on in 2017. Does anyone have any conflicts with any of these dates? If there is only one person with a conflict, we are going to move on and do without you. No disrespect intended but life goes on and we will keep to this schedule. Is that okay with everybody? Are there any recent or upcoming meetings?

Sharon Tucker: Can I ask a question?

Larry Brown: Sure.

Sharon Tucker: I am not sure of the protocol but if I am out of order, please forgive me. We are three months from looking at the Waggoner, Irwin and Scheele report and we promised that in the earlier portion of the year that we would talk about it. Is there a meeting that we can pinpoint and discuss it?

Larry Brown: We certainly can. I think our goal is to have it decided before we start the budget process and so it would have to be before the end of the second quarter. Your

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point is well taken and right on. There is some information that we requested from HR and the Commissioners that I don't think is ready. In fact, I know it is not ready.

Bob Armstrong: Are they the holdup? Are we waiting for them?

Larry Brown: Yes.

Bob Armstrong: Do we put them on notice that they need to do their end of the homework, so to speak so we are not holding this up until May, June or whatever?

Joel Benz: I think they realize that.

Larry Brown: I know they realize that but I didn't make it quite that formal. I met with them last week and officially requested the information that we are asking for. I will share this with you that they made it very clear that the departments that report directly to the Commissioners they have no problem throwing the hammer down, so to speak and getting exit interviews. Departments that are either Elected Officials or don't report to the Commissioners, not so much. It requires Council to be the teeth and I think that is just fine.

Sharon Tucker: And I think too that I would hate to see this body hold those employees that have stayed with us hostage based on exit interview information. I know that information is greatly important like we saw today with the Building Department and that helped me to lean in his direction a little bit more but I also think it is fair for us to make sure that we are utilizing the tax dollars that we spent on that report wisely and making sure our departments are paid to market or close to it as we can get. That report did show that big gap and I think it is important that we make sure we keep that pressure so that we can move forward to close that gap or it will just continue to get wider.

Tera Klutz: I just want to add one thing. I know exit interviews have been brought up as a sticking point with moving forward with the other two but I really think that it is kind of a separate issue. I keep hearing HR and the push back is for Department Heads and Elected Officials it is really hard to force that especially when people are walking out the door. They would need your help because they can't enforce it. That is the sticking point and for that to get held up on this circle here is tough.

Larry Brown: You are right and I agree with you however, to that reasoning my comeback is you have an employee that refuses to do it and that is fine because you can't force them to do it. Their Supervisor can do it to the best of their knowledge.

Tera Klutz: That was part of my point. The Supervisor can't be made to do it by HR. HR has always had to rely on Council to basically be the stick for anything because ultimately you guys approve budgets. Any time that we want to do performance evaluations, I believe we asked that one year in the budgets because we really wanted to push Department Heads and Elected Officials doing performance evaluations. We asked

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that this was going to help them be a key factor for approving your budget this year. I think HR is saying the same thing there. That's all I am saying.

Larry Brown: So do you want to set a special meeting just for that purpose? Might I suggest we wait until February?

Sharon Tucker: That was going to be my suggestion.

Larry Brown: Maybe halfway in between the January and February meetings? Somebody throw a date out.

Tom Harris: This is the special meeting to discuss those two grids and I would say the latter part of February because we are going to need data. That data is based on behavior and if we don't have better data, they are not going to have any more information.

Sharon Tucker: I am really not opposed to February first or February 28th because I don't think the data is going to change. I think it is just an additional delay. I just want to see us do it and we owe it to our employees.

Tera Klutz: What we owe is just an up or down vote. We have to figure out if we are going to do anything or if we are not and then move on. The employees are out there wondering if they are going to get an increase or not.

Larry Brown: February 14th is probably not a good date.

Tera Klutz: Do you want to have it after your meeting on the 16th?

Tom Harris: Yes. Maybe the week of the 20th or the 28th which is the last day of the month and is a Tuesday.

Larry Brown: Do you want to do February 9th or towards the end of February?

Joel Benz: I would say the 17th or the 23rd.

Sharon Tucker: The 23rd is a good day.

Tom Harris: The 23rd sounds good.

Larry Brown: the 23rd will work.

Tera Klutz: What time?

Joel Benz: 0800.

Sharon Tucker: Cool with me.

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Larry Brown: Now, can we meet in Tera's office?

Tom Harris: Not for that meeting.

Becky Butler: I can get this room.

Tom Harris: The last time we did the special meeting we met in HR. We could do that again.

Bob Armstrong: It might be better to do it down here because they had to move all of their equipment up there.

Tera Klutz: If you can get this room, it is better.

Becky Butler: The sound is much better here.

Larry Brown: Moving on, are there any recent or upcoming meetings or any liaison reports?

Tom Harris: There is one upcoming meeting is County Council and City Council and other taxing units are going to get together on January 31st. There are four taxes that are going to be discussed. No voting and nothing decided at this meeting but is an informational meeting. Joel and I just looked at this list, the Wheel Tax, COIT Tax, Regional Cities Tax and the Food and Beverage Tax. That is the 31st from 5:30 to 7:30.

Bob Armstrong: Is this a public meeting?

Tom Harris: I think so. I suspect it would be.

Larry Brown: But no decisions or money to be approved. My understanding is that it is over there in the Ash Building. Are there any other liaison reports? Are there any public comments? We will take this opportunity to thank Mr. Bill Brown for his service with Allen County Council. A token of our appreciation is this memento. I am not sure that all of Council has seen that.

Bill Brown: Thank you very much, I really appreciate this. I have certainly enjoyed it. Larry, you can relate to this but as time goes on you suddenly realize that you are one of the oldest people in the room. Larry has me by a year. One of the things that I have enjoyed the most about serving in Allen County government as full-time Commissioner and then as a Councilman, understanding the enterprise initially was such a huge benefit as Commissioner and now to serve on the fiscal body it has been a great opportunity to thoroughly understand County government. I really enjoyed it and even in my day job, I work with a lot of younger people and have watched folks come into these systems and work and learn more and develop and it has just been a gratifying and heartwarming experience. Thank you very much for the gift and look forward to seeing all of you. I might even try to up this public comment piece a little bit over time.

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Tom Harris: We will be looking forward to your Library Board report. Thank you and on behalf of the citizens, all of the time and effort and everything that you have done over the years have been tremendous. Thank you.

Larry Brown: It has been a real pleasure. Bill and I go back a couple of years.

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 December 15, 2016.

Sharon Tucker: Second.

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

Joel Benz: Move to adjourn.

Tom Harris: Second.

Larry Brown: All in favor please signify by saying aye. Opposed like sign. The motion carries 7-0. There being no further business the meeting was adjourned at 9:58.