

ALLEN COUNTY COUNCIL MEETING MINUTES
JULY 20, 2017
8:30 AM

The Allen County Council met on Thursday, July 20, 2017 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, Justin T. Busch, Tom A. Harris, Eric M. Tippmann and Sharon L. Tucker.

Also Attending: Nick Jordan, Auditor and Jackie Scheuman, Budget and Finance Director.

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. First on the agenda is the approval of the June 15th meeting minutes. Are there any additions or corrections?

Tom Harris: Move to approve the minutes from June 15, 2017.

Eric Tippmann: Second.

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

Nick Jordan: I will keep it brief because I will go into more detail later on. In your packet is the June financial report. Property tax collections are slightly ahead and Miscellaneous Revenue is trending almost 10% ahead of year to date. If there are any questions, I can take them now or we can wait until later in the meeting.

Larry Brown: Are there any surprises or concerns?

Nick Jordan: No. The one thing that I will mention later is that prisoner reimbursement is trending up. Our jail is full and we have increased the Fed rate and that helps.

Larry Brown: Very good, thank you. Are there any questions for Nick?

Joel Benz: I will move to approve the financial report as it was presented.

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. Today we have appropriation requests in the General

ALLEN COUNTY COUNCIL MEETING MINUTES

Fund in the amount of \$314,670 and in Other Funds, \$88,756. The next item is under the category of Economic Development. I'm sorry, are there any public comments or anything anyone wants to bring to our attention?

Rachel Black: Good morning, how is everyone today? I am Rachel Black with Economic Development. Today we have three resolutions and will go through those individually. The first one is Resolution 2017-07-20-01 Confirming Substantial Non-Compliance with a Statement of Benefits for 2017 for JCR Enterprises, LLC. Just a brief summary, the project was approved in 2012. They make custom design machinery for a variety of businesses. Unfortunately, the company did not contact me and they are not here today. I did confirm that their deduction amount would be \$25,804 with one year left. Approving this resolution would terminate their abatement and if you don't sign it, then it will move forward. I don't have any other information on them because they didn't contact me at all.

Larry Brown: What steps do we take to try to contact them? Is it a certified letter, a phone call or what?

Rachel Black: I sent them a letter and originally it was to get their paperwork in and contacting them through email.

Tom Harris: They have complied in the past? Is this the first year that they have not complied?

Rachel Black: Last year they didn't do any paperwork as well. They just didn't move forward that year. This year was an official resolution for that.

Eric Tippmann: Are you saying that they got the benefit without doing any of the paperwork last year?

Rachel Black: No. They did not get the benefit last year.

Eric Tippmann: They reapplied?

Rachel Black: No, in this case I had a different boss last year and there was a different process of how we contacted or didn't contact.

Elissa McGauley: Elissa McGauley, Director of Redevelopment for the Department of Planning Services. We wanted to be able to make sure that this body made the decision whether or not any companies that failed to file or did file and found non-compliant that you had made a decision. In the case of last year, they did not file and because they did not file the Assessor's Office and the Auditor's Office did not apply the deduction going forward. I wanted to make sure this year they filed again and were found non-compliant that you did make a final decision.

Tom Harris: To move in favor of this resolution stops that process.

ALLEN COUNTY COUNCIL MEETING MINUTES

Elissa McGauley: Yes.

Tom Harris: With that I will make a motion confirming resolution 2017-07-20-01 confirming substantial non-compliance with a statement of benefits for 2017 for JCR Enterprises, LLC.

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.

Rachel Black: The second one we have is Resolution 2017-07-20-02 confirming substantial non-compliance with a statement of benefits for 2017 for R3 Composites Corp. In short, the project was approved in 2011 and their deduction amount would be \$840,740. They have up to seven years left on that abatement. Andrew Boxberger is here as well as the CFO, Kirk Klein, is here from R3. They are here to address any questions you have.

Andy Boxberger: Good morning. Andy Boxberger, I am the attorney for R3 Composite. I sent the Council members a letter and I hope everybody received it. It explained the situation. This company was started and I will go through it briefly and don't want to reiterate everything I said in the letter, and Mr. Roy Carver III started a company here several years ago with the intent of providing primarily a product for a large company and that project fell apart. The company then had to start from scratch and has been scrapping their way back ever since investing more money, working hard to try to grow the company and slowly plugging along. They have had challenges as all companies do, a major challenge being a willing workforce. Last year we came before the Council and there was a recommendation that we try Work Release and they have done that. They have hired thirteen Work Release people and are having some success with that program. They have had a significant amount of turnover. Last year they used over 250 temps with a 37% turnover rate. Their full-time employees have turnovers of seven percent. They have had some employment challenges. I would hope that the Council finds that they have worked very hard to substantially comply with additional investments and Kirk can talk about that and the things that the company is doing to grow even further.

Kirk Klein: Good morning. I am Kirk Klein, CFO of R3 Composites. The abatement is in two parts here, capital investment and labor. I will start with the easy one first, capital investment. I noticed on the Statement of Benefits that initially it was \$4 million. We are roughly at \$2.4 million. The next three years, 2017 through 2019, we are going to invest \$1.4 million more in upgrading all of our presses because they are machinery that goes back to the 1960's. That will make us at 95% of the abatement of \$4 million. On the labor side, it is a little more difficult. As Andy mentioned, turnover has been our biggest issue. We had roughly 277 people that we had last year for temps. At \$308 a person that is roughly \$86,000 that goes straight to our bottom line and lose because we can't keep people on the floor. Also, we did hire Work Release people and they are working out

ALLEN COUNTY COUNCIL MEETING MINUTES

good, for obvious reasons. It helps fill the gap. We also have 26 more openings that we are looking to fill right now for the current business we have. For 2016, we had \$32 million in sales. In 2017, we are going to be roughly at \$39 million in sales. By 2019, we want to be at approximately \$50 million in sales. It puts a strain on us to meet those conditions based on the fact that we can't get enough people. We will have to work overtime to do it and right now the overtime is for fourteen people that we need to hire right now just to cover the overtime. That is the dilemma we are in but it hasn't stopped us from growing the business. In 2011, we had very little in sales and looking to 2019, we are looking at \$50 million. We keep doing what we need to do to grow the business but we just keep have difficulty in hiring good people that will stay. We do offer medical benefits for the employees and do pay all medical for them. They can add their family, if they would like.

Tom Harris: Is the \$50 million projected or already on the books?

Kirk Klein: Partially both. It is 78% contractual agreements and the rest is forecasted with a 50% probability that we will get it.

Sharon Tucker: What do you contribute the turnover to? I am assuming that once they are there you have already vetted them through the drug process and all of those requirements. What do contribute the lack of staying to?

Kirk Klein: I think part of the issue is that it is a hard job. When it gets hot like it currently is, around the presses gets to about 130 degrees. It is a hard job and is very labor intensive. I think that is the biggest issue.

Justin Busch: I will say this and you are probably all aware of it but with my day job of working with the U.S. Senator, we talk about the businesses and it is certainly something that they echo and you hear a lot. When we butt up right against that unemployment rate, finding good skilled labor is difficult for employers. We can surely empathize with your troubles.

Tom Harris: The thing that obviously the abatement does is reduces the tax piece to the employer, right? One of the things that we like to see is what is the employer doing overall in terms of salaries and such. But also beyond that you are in the Grabill area so do you do other things for the Grabill community?

Kirk Klein: We belong to the Chamber of Commerce. We donate to the fair and sponsor booths and stuff like that.

Andy Boxberger: When we have the space, there is a relationship with the Amish community and they were able to use some space in the facility when they were growing.

Tom Harris: How many employees do you have there?

Kirk Klein: Presently we have 155.

ALLEN COUNTY COUNCIL MEETING MINUTES

Tom Harris: Total salaries?

Kirk Klein: It is around \$8 to \$9 million.

Joel Benz: Rachel, how much time is left on this abatement?

Rachel Black: They have four different schedules right now.

Justin Busch: Your projection is to add more employees as we move to 2019 and the business increases as well.

Kirk Klein: Correct. Our goal is to work to the 400 people that we initially signed up for in 2011.

Sharon Tucker: You guys were here before us last year and you have made an increase in your commitment and employee count over last year, right?

Kirk Klein: Yes we have.

Sharon Tucker: So you are ticking upward but not at the pace that you had committed in the original resolution.

Kirk Klein: Correct. In 2016 we were at 131 and now we are at 155.

Andy Boxberger: Right or wrong, unfortunately the original application was based on a different business model that fell apart. Thankfully the Carvers decided to continue on in Allen County but it created an alternative path for the business.

Larry Brown: The investment in property and equipment was made.

Andy Boxberger: This was an abandoned structure and they bought it.

Larry Brown: Council, are there any other questions?

Eric Tippmann: I have one. Rachel, what is the basis of calling it Substantial Non-Compliance for this one? The other one simply didn't file.

Rachel Black: This one they didn't meet the numbers for employment. It is based on policy that you need to meet 75%.

Eric Tippmann: How close were they?

Andy Boxberger: Forty percent, I believe.

Kirk Klein: I think the labor was 33% and capital was around 45% to 46%.

ALLEN COUNTY COUNCIL MEETING MINUTES

Larry Brown: Correct me if I am wrong, no action allows the abatement to continue.

Rachel Black: Yes.

Tom Harris: And the savings for the company is how much?

Rachel Black: It was \$840,740.

Sharon Tucker: Council, I do recommend that we take no action on this. I appreciate that they have come before us, two years in a row, explaining what is going on and the challenges that they are facing. I can tell from last year to this year that they are making they are making the improvements but are just not where we had hoped they would be and I think we should encourage them in that right directions.

Justin Busch: I would agree with Councilman Tucker. I appreciate you coming in today and making an investment in another part of Allen County. Showing us and really opening up the business and that there is going to be an increase there and your due diligence to try to get to that number and I know the model changed. I would be in favor of that as well.

Tom Harris: Rachel that was \$740,000?

Rachel Black: It was \$840,740.

Tom Harris: Say again?

Rachel Black: \$840,740.

Tom Harris: My recommendation to the company is to use some of that savings and maybe increase the wages. Maybe that will get you the people and they will stay longer.

Kirk Klein: Thank you.

Larry Brown: Does anyone else have anything to add? Thank you very much.

Rachel Black: The last one we have is Resolution 2017-07-20-03 confirming substantial non-compliance with a statement of benefits for Terex Advance Mixer. This project was approved in 2005. They produce cement mixing trucks and there is not a representative here today. I received an email from William Williams who is the Controller of the company. The General Manager is out of town and he is unavailable for some other things that are going on within their business. He sent a letter, in his absence and I can read that to you so that you can hear what they had to say. This is the last year for them and their deduction amount is \$580. "Miss Black, in response to your letter June 16, 2016 relating to our non-compliance of the tax abatement issued for 2005, with the serious downturn in the economy specifically related to the housing market, our production dropped from 588 machines in 2007 to 327 machines in 2008 and 70 machines each year

ALLEN COUNTY COUNCIL MEETING MINUTES

from 2009 to 2011. As we were bleeding cash and losing money, Terex in late 2011 opted to shut down the manufacturing of truck until the market rebounded. We dropped down to 37 team members keeping ten on the shop floor as well as engineers and just enough support staff to provide aftermarket support to our customers and to do a redesign of our trucks so that when the market came back we would have an improved product to offer our customers. During this time we outsourced some of our aftermarket components that we historically made in-house. ACS, which is Advanced Cutting System, built one of our major components as well as some of the other large components to support our customers. In the middle of 2012, a group of our customers approached us and stated that they were seeing market improvement and were ready to invest in their fleets again. In the fourth quarter of 2012, we started our production of mixer trucks and slowly started to hire full-time team members. Many of them had been laid off and were happy to come back as well as dozens of new hires. Our production has steadily increased from 263 machines in 2013 to 441 machines in 2014 and 580 in 2015 and 825 machines in 2016. There were 480 machines in the first six months of 2017. We currently have 248 team members from our low of 37. In the addition to the increase ACS has added 24 more team members as they still build our mixer drums and other components. They have expanded their production capability as have other Allen County companies where growth has had significant impact outside of our production facility. In the addition in increase to head count, we have ramped back up with our investment in over \$1.8 million in new fixed assets. Among the larger investments that we made are new roll machines for \$168,000 to roll drums that ACS produces and \$578,000 on a new laser machine to replace an old plasma cutter, a compressed natural gas truck along with infrastructure and tooling investment of \$168,000 and we also spent a significant amount on infrastructure of more than \$245,000 and concrete work to replace parking areas and \$60,000 for office remodeling. We have not asked for abatements on any of these investments and even though Terex Advance Mixer may not have met the letter of the 2005 abatement agreement, we have made significant impacts in the areas and have been a good steward for the local area including but not limited to investments and helping other local companies grow and prosper.” That was from the Controller Bill Williams. That is their story.

Sharon Tucker: That is the same one they had in 2016. The letter is almost the same.

Larry Brown: Refresh, at least my memory, but why are they not in compliance?

Rachel Black: Again, this was for their employee numbers. That is the first look and if that isn't it, we look at the investment. The employment numbers weren't there. The deduction is \$580 and this is the last year for it.

Tom Harris: I would move that we not do anything with this. At \$500 they are obviously contributing in a massive way for employment and growth. The economy is kicking in a way that they are going to continue to hire people and so I think those numbers will come. At \$500 I would suggest that we just leave that alone.

ALLEN COUNTY COUNCIL MEETING MINUTES

Larry Brown: Are there any other comments? I guess that is no action then. Next on our agenda is a request from the Treasurer's Office.

Bill Royce: Good morning, Council. I am William Royce, Allen County Treasurer.

Chandra Reichert: Chandra Reichert, Chief Deputy of the Allen County Treasurer.

Bill Royce: We come this morning seeking consideration of a temporary salary ordinance for the purpose of training s Legal Assistant. Carol Graham who is our current Legal Assistant has been with our office for about 15 years. She is in a specialized position in that she protects the County's interest in bankruptcies and certified collections. There are proofs of claims to be filed and sometimes there are objections to file and she works with the courts. It is a paralegal position that we looked to put in there because of all of the legal work that goes with that. Right now we are looking for candidates and interviewing and assuming we find the right person, we are hoping to bring that person in before Carol leaves so that she can do some training with them. Because what she does is so specialized, it is one that we don't have a backup for and maybe in the future we will address that. We are looking to bring that person in and hoping to work within our budget and be able to absorb the extra time that we have that person there. Unfortunately, or fortunately, Carol has been with us for 15 years and there are accruals that you have to pay out. I don't want to say that we are absolutely certain that we can absorb this and it will be just fine but we are certainly going to work in that direction. We may have to come back and seek a little bit of money to pay that salary.

Eric Tippmann: Before I make a motion to adopt this, can you tell us about the job search? Is it already active?

Bill Royce: Yes. We have interviews this morning and this afternoon and we have been doing interviews earlier this week. There have been a lot of good people but are just looking for the right fit and skill set that we need.

Bob Armstrong: The position on here, the \$38,334 salary, is that the pay that you are offering to the paralegal?

Bill Royce: That would be the starting pay, yes.

Nick Jordan: The current paralegal has so many years of experience but this is the starting pay.

Bob Armstrong: I think it would be kind of interesting that you are going to find a paralegal that is going to start at that.

Chandra Reichert: Actually we were quite surprised and very, very pleased to find that the candidate pool that we received there are quite a few legal assistants that have applied and have their associate degrees with some level of experience that fits the skill set that we are looking for.

ALLEN COUNTY COUNCIL MEETING MINUTES

Bob Armstrong: So there is no one internally that you are hiring? There is no one in the office that can perform that duty?

Chandra Reichert: There is none with the criteria that we put associated with the job description. We asked that paralegal or legal assistant experience was preferred.

Bob Armstrong: I guess I just don't understand why the individual that has been there for 15 years and is not a paralegal, why do we need to go to the paralegal side now?

Bill Royce: She actually came in from a law firm and had experience in that. I think that Carol was a paralegal when she came in.

Bob Armstrong: Can you tell me, from your comments, how much money has she saved this County? It has to be a large sum.

Bill Royce: I don't have an accounting of it. It is something that I can look back on.

Bob Armstrong: That's fine. It is an important job.

Bill Royce: The County has what is called the Priority Claim in a bankruptcy that says we get paid ahead of others but we have to ensure that is happening. You have to look at the plans that the Trustees put together and you may have to file objections with the Court and tell them that this is just not working out. It is a position of a lot of research and intelligence in decision making and really being able to spot those things. Carol showed me that we get letters all the time from companies that are willing to by that debt from us and that \$2,000 debt they would give us \$200 for. We are not doing that. You have to be able to understand these things, know what is coming in and how to handle them.

Tom Harris: Just a question. What is throwing me off is that this is a temporary salary ordinance. In essence you are bringing someone in to train an existing employee and this person will go away.

Bill Royce: No, Carol is going to retire August 31st.

Nick Jordan: They are bringing someone in to train with her.

Tom Harris: Okay, yes we have seen these before.

Sharon Tucker: Thank you because I was wondering the same thing.

Nick Jordan: As Bill was alluding to earlier, they are going to try to cover the dollars but if it doesn't work out, later in the year, they will come back.

ALLEN COUNTY COUNCIL MEETING MINUTES

Larry Brown: Nick, maybe you can answer my question. I see we have an effective date until 9/1/17.

Nick Jordan: Yes, Carol is retiring August 31st and this will go until 9/1 and then that person will be paid out of the Carol's line.

Larry Brown: Don't we usually have an effective start date?

Nick Jordan: It is today unless you would choose to a different date, it is effective upon passage.

Sharon Tucker: Just so I can understand and be clear, the two people will be training together and then when Carol retires, she will step into Carol's role. You mentioned you may need to come back for additional funds.

Chandra Reichert: It would be just for the timeframe that there were two people. It would be from the time we actually secure a candidate and hire them and until August 31st. We will try to absorb it into the budget but with Carol having a pretty substantial amount of time available to pay out. We budgeted her for the entire year but since she is leaving, we have to take some of those dollars out and pay her for vacations and kind of short the line item. When we bring a new person in and even though they are paid at a lesser rate there could still be a difference that we could be short. It would just be that difference that we would come back and ask for if we couldn't find it somewhere else.

Sharon Tucker: Thank you.

Eric Tippmann: I will make a motion approving the temporary salary ordinance for the Treasurer.

Justin Busch: 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 on the agenda is a request from the Recorder's Office.

Nick Jordan: While the Allen County Recorder, Anita, is coming up, on the agenda it says "except for the Recorder's salary and benefits" but she is essentially asking to do her full budget out of the Recorder's Perpetuation Fund. It is about \$80,000 saved from the General Fund.

Anita Mather: Anita Mather, Allen County Recorder. We recently had a fee increase on July first that increased what goes into our perpetuation fund significantly. With that increase I am very confident that we can go back to covering my salary along with all of the other expenses including everyone's salary and to keep our records in good secure condition.

ALLEN COUNTY COUNCIL MEETING MINUTES

Eric Tippmann: I will make a motion to approve the Ordinance 2017-07-20-05 approving the Recorder's request.

Bob Armstrong: Second.

Tom Harris: I was going to say congratulations. We need more departments like you.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Next on the agenda is a request from the Coroner's Office.

Tom Fox: Good morning, Tom Fox, County Human Resources Compensation Specialist.

Mike Burris: Mike Burris with the Allen County Coroner's Office.

Tom Fox: This is a matter that originally came before you at the June meeting and the Coroner's Office is requesting an increase for the Chief Investigator. It was presented at the Personnel Committee meeting in May and they forwarded it to Council without voting on it because of the SPEC OCC's issue that was coming up. It was tabled by you at the last meeting pending the discussion and determination of how SPEC OCC positions were going to be handled. Now that has been settled and is coming before you. We have completed the overview form which was formerly called the SPEC OCC scoring but since we deleted the scores, there is no need to call it the scoring sheet. Mike is here to answer any questions you might have.

Eric Tippmann: Would it be possible for the Personnel Committee to give highlights of what went through there? I believe I have seen a submission, on your part, of some 40 odd pages of research and where your budget falls in line with other Counties and your pay. Can you give the bullet points of that? They were pretty in favor of this.

Mike Burris: The other Counties in relationship with Allen County being the second largest, the salary ranges are all over the board. Job descriptions are all over the board. The numbers of deaths that go through the Coroner's Offices are all over the board along with the number of staff. It is really hard to side-by-side evaluate each one of the Coroner's Offices. I did research in looking at Vanderburgh, St. Joe and Marion Counties in relationship with Allen County. The main thing is the number of staff we have is much lower along with our budget is much lower than theirs.

Tom Fox: I am passing around now just the comparison of random Counties as far as comparable positions and their compensation.

Larry Brown: Do you know, some of this variance that we are seeing, is it due to the involvement or not of the Coroner, the Elected Official?

Mike Burris: I can't really answer that. By law or by the position of Coroner, it is established as a part-time position. There is outside work that is done and then the work

ALLEN COUNTY COUNCIL MEETING MINUTES

for the Coroner's Office would be by however much time the Coroner himself has to put in. Along with that would be how much time he has for the budget, how much time he has for staffing and how much time he has for the investigation time of it at autopsies and that kind of thing.

Larry Brown: I guess the two that jumps out at me are Lake and Hamilton Counties and especially Hamilton County.

Eric Tippmann: What those numbers miss is the total budget of those. On some of these cases, their total budget is much larger than ours with a smaller population.

Sharon Tucker: Where is that?

Eric Tippmann: It is not in this document but you are only seeing one sliver of the story here.

Justin Busch: Do we have a WIS Study number on that?

Tom Fox: No, we do not. This is one of a handful of positions that WIS did not include.

Larry Brown: Did they not make a comment that it was all over the board.

Tom Fox: Yes, there was some reference made to it but they did not determine a midpoint or anything because it is kind of difficult.

Larry Brown: They attempted.

Sharon Tucker: Do we know what the current salary is for this position?

Tom Fox: \$65,199.

Sharon Tucker: And the request is to go to \$71,719.

Tom Fox: Yes that is a ten percent increase.

Justin Busch: We have all of the documentation in front of us but I would like to hear from the Coroner himself about why you think the raise is necessary and how vital this position is to your office.

Mike Burris: The position I hold with the Coroner's Office is I handle the yearly budget, the day-to-day operations of the office, scene investigations overseeing the death scene to make sure we are following State law and approved guidelines for the industry. If issues arise with the Indiana Donor Network, those fall on my desk due to the potential of dealing with outside agencies. Pretty much I handle everything that goes on in the office until which time it rises above me and then I contact Dr. Nelson and have him come in for some assistance. The reason why we have the ten percent is when I was hired in at

ALLEN COUNTY COUNCIL MEETING MINUTES

this position, if I was hired on the grid and over the course of the years and the experience I have gained, I would have earned ten percent worth of raises with the grid system.

Tom Harris: Mike, initially what comes to mind is that this is a pretty significant change whereas you would think that the Coroner would be at the table supporting this. Did he make it to the Personnel Committee by any chance?

Mike Burris: He is a full-time dentist and Thursday is a day that he is still in the office.

Tom Harris: I haven't seen, unless I missed it, a letter from him.

Tom Fox: There was a letter submitted to the Personnel Committee in the original packet of information.

Tom Harris: What are the ramifications of passing this SPEC OCC in comparison to the remaining SPEC OCC's?

Tom Fox: Everybody is going to come individually regardless. What ramifications it has, I don't know.

Larry Brown: Since this position had been before Personnel Committee prior and the only element and the reason we put it on hold was for the score card, so to speak. I recommended it come before full Council and not go through another delay of Personnel Committee. Future SPEC OCC positions will come through Personnel Committee first.

Eric Tippmann: So Personnel Committee did not make a recommendation on this.

Justin Busch: I believe this was the Personnel Committee that I wasn't there for.

Larry Brown: I believe that is correct.

Joel Benz: I believe we voted to send it to full Council.

Larry Brown: Yes we did.

Justin Busch: Do you have any additional comments, Councilman Tippmann? I know you have a lot of experience working with this office and have gone through the documentation that we haven't gone through thoroughly.

Eric Tippmann: This one is similar to the Criminal Justice System, right? Suicides are up. Drug deaths are up. Read the paper just any given day and that falls on these guys. The jail is full and this is just another thing we have to react to in society and for those reasons and I have been through the budget and compared to Gary and South Bend the budget is twice that. It looks like a well ran ship. Not to disparage our Coroner but this is a unique position and the office could go on without the Coroner but not without the

ALLEN COUNTY COUNCIL MEETING MINUTES

Chief Deputy because he is the day-to-day person. It is not in here but it is a unique position but he takes calls any time of day.

Larry Brown: Or night.

Eric Tippmann: Or night. That is something that these other offices absolutely do not do and for those reasons, ten years since it was adjusted?

Mike Burris: I was hired in 2010 and it is coming up on seven years.

Eric Tippmann: With that I will make a motion to approve the salary ordinance amending the pay for the Chief Investigator/Deputy Coroner.

Joel Benz: I will second that and I will say that there was some discussion in the Personnel Committee about him going back on the grid to kind of avoid this sort of situation and after a little bit of discussion, we thought it was probably not worth it because there are some other issues that would have been associated with that. We felt that having him stay where he is at is probably best.

Sharon Tucker: Mike, I think it is pretty sad that you have to come and fight for your own salary. With that said I understand what Councilman Tippmann is saying that you know your position and you are very vital to the community. It does fluctuate with the crime rate and death rate and when they are down that is the kind of ebb and flow of the position. The information that you provided, if I take out the outliers of Marion County and Vanderburgh County, those are way far on the scale and that leave Lake and Hamilton even without having the whole picture of their budgets. If their budgets are much larger than what we currently see, they are paying their people considerably low. If that is what Councilman Tippmann is trying to draw to.

Eric Tippmann: The opposite.

Sharon Tucker: They are paying them high?

Eric Tippmann: And their budgets are inflated for the population.

Sharon Tucker: Okay. At either rate, when we first started having this discussion, a ten percent increase to me was like no way for a ten percent. If I heard you correctly, you said something that may have switched my thought process. That is that you haven't seen an increase in pay in seven years.

Mike Burris: Except for the across the board raise that all County employees received. It is the step increases that the grid people receive that I have not received.

Sharon Tucker: All right.

ALLEN COUNTY COUNCIL MEETING MINUTES

Mike Burris: I will throw out on the table that I don't earn overtime but when my paid staff gets called out to a scene, they are compensated for that. When it is my turn to be on-call, there is no additional compensation and it is strictly a salaried position.

Sharon Tucker: Okay, thank you.

Joel Benz: I will throw in that I think that on my day job, we react with him on a regular basis and he has always been extraordinarily professional and very quick to respond. I have always appreciated that.

Tom Harris: I just wanted to share that I know you have been in front of us for about four years wanting another vehicle. We finally approved that recognizing your dedication and what you do there. While I feel for you coming before us fighting for your own position, I am sure your day job is a lot tougher than this. The ten percent increase, we watched some individuals on the grids move up ten percent when we readjusted those this year and so I will be voting in favor of that. Thanks for what you do.

Larry Brown: We have a motion and a second. Justin.

Justin Busch: I just want to say that I am going to vote yes as well, because we have the Coroner working on smiles too, he is running the office and we should weigh that as well. We appreciate what you are doing for the County.

Larry Brown: Is there any further discussion? All in favor say aye, those opposed, like sign. The motion passes 7-0. Next is the appropriation to fund that.

Nick Jordan: You agreed with the salary ordinance, now you have to decide if you are going to fund it.

Eric Tippmann: I will make a motion to appropriate \$6,500 for the Chief Investigator/Deputy Coroner.

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. Next on the agenda is a request from the Building Department.

Roger Clark: I am Roger Clark, Assistant Building Commissioner.

Charity Murphy: Charity Murphy, new HR Director but I do the Building Department demolition hearings. John Caywood, Building Commissioner is out of town right now and so I told him I would sit in and help out.

Larry Brown: Roger, it might be good if you gave a brief explanation on what this is all about.

ALLEN COUNTY COUNCIL MEETING MINUTES

Roger Clark: Over the 20 years that I have been in the Building Department, we have had occasion out in the County where we will get somebody with a lot of abandoned vehicles on their property. In the past, it was usually a knock on the door, can you get this cleaned up and we have had compliance. Lately we have gone out and found properties with 75 abandoned vehicles, 50 abandoned vehicles and 75 boats and they are not very cooperative. In that case, we have to go out and take care of it. That is just a recent thing. I don't remember having a situation like that in the past and we need an ordinance to be able to go out and take care of that.

Tom Harris: We don't see too many of these. Why would this not come before the Commissioners rather than Council?

Charity Murphy: By Indiana statute, there is a provision where the Council actually has to be the one to make the ordinance and for us to dispose of these abandoned vehicles. They could have Law Enforcement come out and possibly have the vehicles towed there is no means for the Building Department to dispose of them once they are towed. If there is an ordinance in place, we can have them towed, stored and disposed of at a public auction if necessary.

Sharon Tucker: Does this have to come out of your budget?

Roger Clark: Our people have been doing it. The only thing this does is gives us the ability to get rid of the vehicles.

Sharon Tucker: Would that income from the disposal of the vehicles go into your budget?

Roger Clark: It will go into this fund that is mainly just to tow the vehicles.

Nick Jordan: Part of the ordinance is creating the Abandoned Vehicle Fund for the receipt of the money from the final disposition of the vehicles. That was one thing I was going to ask. The ordinance doesn't have a towing or storage listed. Has that been determined?

Charity Murphy: If you notice on the second page, the department would like to set the maximum amount per tow at \$200. Most of the time, the towing charges will be a lot less than \$200. In certain instances, if there would be a large bus those charges can add up. They would like \$200 for tow and storage with a maximum of \$50 per day.

Larry Brown: And you want the word max added.

Charity Murphy: Correct.

Tom Harris: Sometimes when these things are done in an urban area it is one thing. In this case, if I am a farmer that has a lot of acres and I have two abandoned vehicles sitting on it, do you take action on it?

ALLEN COUNTY COUNCIL MEETING MINUTES

Roger Clark: Normally that is just a knock on the door to say put them in the barn.

Tom Harris: Do you take that action now?

Roger Clark: Yes, we talk to them. They are usually cooperative. If they have a big barn, put it behind the barn or in the barn. We just don't want to see it from the street. In the case of the biggest one we had, a \$375,000 house and you walk out on the front porch and look down at 100 abandoned vehicles.

Sharon Tucker: Were they running a salvage company?

Roger Clark: They weren't doing anything with them.

Justin Busch: The complaint where you knock on the door, is that initiated by a complaint from a neighbor?

Roger Clark: Yes.

Justin Busch: Is that the only time it happens? The point that I agree with is 75 boats is egregious and we should do something about that. Let's say Councilman Tippmann has four acres and he wants to rebuild the El Camino and he has two donor cars sitting behind his garage that is something that would be undue stress for someone who just doesn't have the space but is actively trying to build the vehicle or restore it.

Roger Clark: We might knock on the door and say put a car cover on it.

Justin Busch: Gotcha. I just wanted to make sure there weren't any undue consequences when someone is doing something like this and it makes sense and there are folks getting harmed by law that is passed and they aren't doing anything improper.

Eric Tippmann: It sounds like they talk to them and find out.

Charity Murphy: This is also initiated under the Unsafe Building Law and the premises around the building. If it is not, by law, unsafe one vehicle like that which could be put on the driveway or put a cover over it then that is okay. It is the multiple vehicles that make it unsafe.

Justin Busch: Perfect, thank you.

Bob Armstrong: My question is, do we recoup the price of the towing and whatever? Who pays the cost of that? Apparently we have secured the boats off the property into a salvage yard or whatever. Is the homeowner billed for the storage and stuff? That is what I am trying to figure out.

ALLEN COUNTY COUNCIL MEETING MINUTES

Roger Clark: I think what they are going to end up doing is selling them at auction and keeping the money.

Bob Armstrong: To cover the cost.

Roger Clark: Yes.

Bob Armstrong: Are there any boats left or anything left out there on the property?

Roger Clark: Not at the property. We have them in storage on County property right now.

Tom Harris: Are the Commissioners in favor of this?

Charity Murphy: Yes.

Sharon Tucker: And we have checked out all of the legal ramifications? Can anyone come back against Council and sue us for illegally ridding their property or getting rid of their property even if it is legal with the ordinance?

Charity Murphy: That was part of getting this ordinance in place was in ordering the abatement of the property we were afraid we might run into some legal problem. This secures that and also there is, by statute, where the department will send out letters and notifications to the owner giving them the legal right to come in and get the property back and giving them the direction on how to do that.

Sharon Tucker: Okay so we won't go immediately to the auction.

Charity Murphy: No there are a lot of safeguards there. They always give them a ten-day window or a thirty-day window depending on what the property is. Once the period of time, by statute, has passed then they can dispose of it.

Sharon Tucker: Is there any wording in the letter that says you can pick up your property minus the fees for towing? Is there a charge if they want to come and collect their property?

Charity Murphy: They just have to pay the towing and storage if there are any. Yes and any other administrative fees that the department has incurred, they pay those fees and they can get their property back.

Larry Brown: Before I give the other Councilmen a chance, is there wording in here or does there need to be working in here so you can obtain title if necessary? Everything you have referred to is a titled vehicle. If you are going to claim the property and sell it, you have to present title.

ALLEN COUNTY COUNCIL MEETING MINUTES

Charity Murphy: There is, and I don't know the exact process, but there is the means for disposal and what they have to file with the BMV.

Larry Brown: Okay. Bob, you were first with further questions.

Bob Armstrong: If I understood this right, the vehicles or boats or whatever has already been removed. You made the comment that this ordinance would cover us from any legal matter. We have already moved the property and now we are passing an ordinance to cover our side of it in a legal matter. It doesn't make sense that we have taken something and now you are saying we needed this ordinance to protect ourselves from any lawsuit. Shouldn't we have done this and been covered from the front side instead of the backside of this?

Charity Murphy: They were under the Unsafe Building Law and were all stacked up in a yard and were unsafe for different reasons. They are able to abate those violations and were able to take them off the property. The problem was the disposal of them which they have not done.

Sharon Tucker: So this ordinance not only gives us the ability to not only remove items in the future but also gives us the ability to get rid of the property now without any legal ramifications.

Charity Murphy: Correct.

Sharon Tucker: We are doing dual things, covering before and the present.

Roger Clark: We had the authority to remove them but we couldn't get rid of them once we removed them.

Larry Brown: Tom, did you have a further question?

Tom Harris: Just that this is the unincorporated parts of the County. Does this align with the City of Fort Wayne, not that it needs to?

Charity Murphy: Yes, they have a similar ordinance.

Sharon Tucker: Really? So we just need to call.

Charity Murphy: Yes.

Larry Brown: Who wants to step up and make a motion?

Tom Harris: I will move for approval of the Resolution 2017-07-20-04 regarding abandoned vehicles.

Larry Brown: With a couple of additions?

ALLEN COUNTY COUNCIL MEETING MINUTES

Tom Harris: With towing at a max of \$200 and storage at a max of \$50 per day.

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. Next on our agenda is a request from NIRCC.

Dan Avery: My name is Dan Avery and I am the Executive Director of the Northeastern Indiana Regional Coordinating Council.

Kyle Quandt: I am Kyle Quandt, Principle Grant and Land Manager with NIRCC.

Dan Avery: Our first item is we are here to discuss the Great Lakes Restoration Initiative Grant. We are through the initial phase of the grant process and we have a strong likelihood of being successful and so we are here to request your approval to accept those funds if awarded. It is a Federal grant Through the Environmental Protection Administration. There are a number of partners in the process that will be providing the shared cost. It is not a match program but a shared cost. We will get some reimbursement for administration of the grant. Our share is the fringe which is already budgeted and so there is no additional cost to Allen County. Kyle is the expert in this area and can answer any of your questions. The total amount anticipated is \$367,438.

Tom Harris: For the folks at home, to be able to explain what some of this covers but it looks like some riverfront pieces to this as well.

Kyle Quandt: Yes. It is a large bio-swell that will go in the Promenade Park. I don't have the total number of storm water capturing capability it will have but that is a big portion of the total storm water capturing of 535,000 gallons per year. It is also going to have signage and the importance of having green infrastructure in place.

Tom Harris: That is \$100,000, right?

Kyle Quandt: Right.

Tom Harris: But ultimately this grant helps to do what?

Kyle Quandt: It is mainly for storm water management. It is 535,000 gallons of storm water that it will capture and most of these practices are going in areas where we have combined sewers and so it is going to help with that. It will also capture sediment, phosphorus and nitrogen which are big pollutants in our rivers. Additionally there is a big educational component to it so it is educating the public as well as developers on the benefits of green infrastructure.

Tom Harris: Is that one of the concerns with Toledo, Ohio? I think they were concerned with our water.

ALLEN COUNTY COUNCIL MEETING MINUTES

Kyle Quandt: Yes. The Maumee River is the largest contributor to the Toledo and Great Lakes area.

Tom Harris: So this will help to improve that.

Kyle Quandt: Right.

Larry Brown: This effort, is it in conjunction with Soil and Water?

Kyle Quandt: They are a partner for education.

Nick Jordan: Do they get any of the funding?

Kyle Quandt: No.

Larry Brown: Council, I have come to learn a whole lot more about Soil and Water than I ever wanted to but I will explain further on that in the budget process but you have to think in terms of a watershed and not County line.

Eric Tippmann: So in regards to the Maumee, we are not the problem.

Justin Busch: Sure.

Eric Tippmann: There are a lot of people that live on the watershed of the Maumee.

Larry Brown: There are a lot of cases where we have to proactively fight the fight so that the stuff runs downhill.

Eric Tippmann: I believe Toledo pays \$2 to \$3 million more than we do to treat their water because of the algae blooms and things that they have. They have whole other issues because they take their water right where the Maumee dumps into Lake Erie.

Justin Busch: Do we know if there are any other entities that will benefit from the Great Lakes Restoration Initiative Grant? When I worked for the Bush Administration, one of the things we worked on was the Great Lakes Initiative. I am happy to see some of those dollars coming here locally.

Kyle Quandt: Historically there have been other funds in Indiana. I used to work for an environmental consulting firm and I know we worked on some up in Lagrange and Steuben Counties. I am not sure about here locally but through this grant we have \$20,000 allocated to the Allen County Partnership for Water Quality to assist with their education outreach.

Tom Harris: So the request is \$367,000, the thoughts of getting that is pretty 90% good?

ALLEN COUNTY COUNCIL MEETING MINUTES

Dan Avery: Ninety or 95% maybe.

Tom Harris: I will move for approval of the permission to apply for a Federal grant from the EPA Great Lakes Restoration Initiative Grant Program.

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.

Dan Avery: The next item is a salary ordinance requesting some flexibility in the Extra Deputy Hire category. It is currently locked in at a rate of \$10 and we would like to have a range of \$10 to \$40 per hour. I typically use this for interns and it is all part-time help. I have a gentleman right now that has been with us part-time for a couple of seasons and I would put his value at higher than \$10. Being a college graduate and going to Stanford in the fall, he is doing some work for us and I don't have the opportunity to pay him the additional. Also, as we look at administering some grants in the future, there may be some possibility that I need to bring in a professional person on a part-time basis and I am sure I can't procure them at \$10 an hour.

Larry Brown: Dan, I will speak for myself but when I see \$40, it makes me sit back in my chair. Tell us, why did you pick \$40?

Dan Avery: I looked at my staff and what is currently on the grid and was encouraged to push it just a little bit to make sure the flexibility is there. Most of my staff are at or near that level and also, knowing when there is a part-time person and they are a professional, it is a straight salary with no benefits and so I would assume they would be entitled to a little more since there is no medical or anything associated with it. In setting that rate, it has to be in line with the responsibilities and what the other staff is doing. I am not asking for it to jump to \$40 but have the flexibility to set it somewhere between \$10 and \$40.

Bob Armstrong: A question for Nick. Is that a common number?

Nick Jordan: The \$10 to \$40?

Bob Armstrong: Yes.

Nick Jordan: The Auditor has \$9 to \$35. The Assessor has \$10 to \$35. The Prosecutor's goes all the way up to \$200. The Jail has \$10 to \$40. It is not out of the realm for departments that may need to hire...

Bob Armstrong: The reason I ask that is because I have seen others of these and that number just clicks in my head. I agree that is not a bad part-time gig if I could get it.

Nick Jordan: If he had to hire a Licensed Planner, the County is paying those people \$60,000 to \$70,000.

ALLEN COUNTY COUNCIL MEETING MINUTES

Bob Armstrong: And like I questioned the Treasurer, you are talking about a paralegal I understand that was not an Extra Deputy Hire but I agree with what you are saying there.

Jackie Scheuman: I think to add to that traditionally these ranges are large because it depends on your needs. Are you hiring a high school kid to do filing for the summer? Are you hiring a professional Planner? They are all part-time and they have to fall into the range but your needs are very different. You have to have a wide range so that you can hire people at the appropriate pay because there are not separate ranges for part-time people.

Bob Armstrong: And you get what you pay for.

Jackie Scheuman: You are not going to pay someone to do filing for the summer at \$40 an hour. That would be at the lower range but if you have a professional, you need the higher range.

Sharon Tucker: If the \$40 an hour part-time does become available, could you let me know?

Eric Tippmann: I am going to make a motion for consideration of a salary ordinance amending the pay for the Extra Deputy Hire from \$10 an hour to a range of \$10 to \$40 an hour.

Bob Armstrong: Second.

Larry Brown: Further discussion?

Joel Benz: I do have a question. You were talking about the gentleman that has been with you for a couple of years. I assume you are not going to go to the full \$40. Where do you see putting him in the range? Is it more of a \$15 or \$20?

Dan Avery: He only has a few more weeks with us but I probably would have put him in the \$12 to \$15 commensurate with being a student, just graduating and \$10 is a little low. If it is a first year or second year college student or someone out of high school \$10 or \$11 may be it. This gentleman is doing some research for us and coming up with a report that we probably would have had to spend a lot more money on if we would have outsourced it. Twelve to \$15 an hour is what I would have expected. Depending on the level of expertise and how it fits in with my other staff, I would compensate accordingly.

Joel Benz: I understand that and I appreciate that but I just think that if we give you free range with the \$40 an hour, it takes the onus off of us. If something major is happening and you felt that you needed to pull in outside counsel and had to pay someone at that level, I feel that maybe that should be brought before us instead of you handling it internally. I think I am going to vote no to this but I think you have other support here.

ALLEN COUNTY COUNCIL MEETING MINUTES

Sharon Tucker: I think it is wise for us to remember that part-time doesn't mean lack of experience. It just means the numbers of hours they are working aren't 40 or 37.5.

Larry Brown: It doesn't mean entry level either.

Sharon Tucker: Right.

Larry Brown: And as Nick pointed out, there are other several other part-time positions in other departments that have as large or larger ranges.

Nick Jordan: Joel, to add a little bit of comfort, Dan still has to budget or any department has to budget for that Extra Deputy Hire. If he was going to pay someone \$40 out of that budget, he is going to run out of that pretty quickly. He would have to come back and say that he was paying someone \$40 an hour and I didn't budget for that. You do have the final say unless he would transfer from another line in the 100 Series.

Justin Busch: I have one quick comment. I am fine with the range and putting trust in you and your department but the comment I want to focus on is you talked about finding someone to go after Federal grants. I encourage you to go after those. There is some money out there and we certainly pay into that with our taxes and I would encourage you to talk to your friendly Congressional and U.S Senator's Office where they can be helpful with that.

Dan Avery: We keep them in the loop and seek their endorsement on the grants that we go after.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-1 (Benz). Next on our agenda is a request from ACJC.

Wendy Kyler: Good morning, Wendy Kyler, Budget Analyst or the Allen County Juvenile Center.

Jordan McKinley: Jordan McKinley, JDAI Coordinator for the Allen County Juvenile Center.

Wendy Kyler: Back in January we came to ask permission and to apply again for the JDAI Grant. The whole process began in 2014 and this is our fourth year. We have applied and we have received our executed grant agreement. We come before you today to allocate those funds.

Larry Brown: Okay. Council, are there any questions?

Sharon Tucker: I would just like to comment that this is the standard grant. JDAI is working successfully and we are seeing a huge difference and just need to move the funds to the appropriate line item.

ALLEN COUNTY COUNCIL MEETING MINUTES

Tom Harris: And this would help Jordan by getting them into the right line items, right? I will move for approval of the appropriation in the JDAI Fund 223 in the amount of \$60,256.

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. Next is Superior Court.

John McGauley: Good morning Council. John McGauley, Court Executive for Superior Court.

Leslie Blevins: Leslie Blevins, Financial Coordinator, Allen Superior Court.

John McGauley: Before I get started, I want to tell you that Judge Gull had hoped to be here but she is still in court and so it looks like we might miss her. We find ourselves in an odd position in that the general operating budget that you presented us with last summer is working fine and we are managing to that budget but why we are here today is because of an unusual event that has crept up onto the court calendar and happens once every decade or two. It is something that I don't think you would want us to budget for on a regular basis. The costs that we are presenting to you today are what we are projecting for a trial that is scheduled to begin in September. It is the State of Indiana versus Marcus Dansby. The State is seeking the death penalty. That incurs some pretty extraordinary expenses on our part. You are looking at everything from the cost of a real-time court transcriptionist to the cost involved in sequestering the jury. This is for anywhere between four and six weeks. There are some things that have to transpire between now and then. In order for that to occur, we waited until now to come to you in the event that something did occur and that slid later into the year or into next year. Right now that doesn't look to be the case. The first five items that we are asking you for are to cover what we anticipate to be the cost of that trial. Obviously, if that trial doesn't go off these are dollars that we are not going to spend except for some preliminaries that we are running into right now. Things to get us ready to summon prospective jurors and things like that. I believe we had to give a small deposit to the hotel that we have asked to hold rooms for us for a month. The bulk of these expenses are things that we won't incur unless the trial goes off. That is most of what we are requesting today. We also have another item on the agenda but I don't know if you want me to stop there and discuss the trial expenses. This is the reason why I mentioned that Judge Gull wanted to be here because this is on her calendar.

Sharon Tucker: Will we see any reimbursement from the State?

Leslie Blevins: No, we will not. Mr. Dansby has a private attorney and since it is a private attorney and not a public defender, we will not receive any reimbursement from the Public Defender Commission.

ALLEN COUNTY COUNCIL MEETING MINUTES

Nick Jordan: Is this the one that the Public Defender's Office is trying to seek co-counsel on?

John McGauley: I don't think so.

Nick Jordan: Is Nikos Nakos the attorney?

Leslie Blevins: Yes.

Nick Jordan: I don't know where it stands but if they did, we would get reimbursement.

John McGauley: We met with our liaison, Councilman Benz a few days ago and I believe Judge Gull said at the time that the last one of these trials that we ran into was in 1999. It is an extraordinary event and something that we wouldn't even think about budgeting for. It would artificially inflate our budget and that is something that we so rarely run into.

Larry Brown: This is an Allen County case?

John McGauley: Yes.

Larry Brown: It is not transferred in from another County.

John McGauley: Correct.

Larry Brown: That is why we do not get reimbursed, right?

John McGauley: That is correct. The trial that was venued up here a year ago from Marion County, we did get reimbursed for those expenses.

Sharon Tucker: This is unfortunately one of those times, to quote Councilman Harris, "the bad guys are costing us."

John McGauley: Exactly.

Tom Harris: But the challenge would be if this trial does not happen, will you be returning those funds to the General Fund?

John McGauley: My assumption is that it would just roll back into the General Fund. We have no alternative use for those.

Leslie Blevins: Most of them would roll back. We have already sent out the questionnaires and will be incurring some cost with that. Should something happen at the last minute, there will be some cost that we have already expended.

ALLEN COUNTY COUNCIL MEETING MINUTES

John McGauley: My assumption is that if it slid into next year, we would need to come back to you for this because it would roll back at the end of the year.

Eric Tippmann: John, what would happen if we did nothing? Would it go to the State and a judge would say that you have to fund that? I am just wondering how the criminal justice system works. You can't deny someone justice.

John McGauley: Correct.

Eric Tippmann: So, where would it come from? Somebody would say that you have to pay that.

John McGauley: At some point I think there are several roads that would lead us back into that. I think the first place we would have to look at our existing budget which under no circumstances could take a hit like this \$300,000.

Eric Tippmann: Imagine the County that couldn't.

John McGauley: Exactly.

Eric Tippmann: I am just curious, not trying to get out of paying it. I am just wondering how it would work if push came to shove in a tighter economic environment.

John McGauley: There was a circumstance that we actually had some involvement with last year. It was a small County that had a death penalty case that they were going to venue up to us. Obviously we would have gotten reimbursed for those dollars but we are talking about a very small County for which \$200,000 to \$300,000 is a substantial hit. I think they were wondering how they were going to pay for it. Fortunately it never came to pass because there was a deal worked out.

Eric Tippmann: The State is sitting on \$1.7 billion.

Bob Armstrong: Could we ask for a change of venue?

John McGauley: We can't. I believe that is a request that the defense has to make.

Joel Benz: I would like to point out that there are four separate cases involved in this. It is a substantial cost to us no matter how you slice it.

Tom Harris: With that I will move for the appropriation in Superior Court General Fund, items one through five for \$282,576.

Joel Benz: I will second that.

John McGauley: I will defer the discussion regarding the vehicles.

ALLEN COUNTY COUNCIL MEETING MINUTES

Tom Harris: We need to vote on this part first.

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

Leslie Blevins: That is to replace our Drug Court vehicle which is currently used for home visits. Normally, when a vehicle scores 25, they take it out of service. This one scored 26 and so they shouldn't be driving it at all. It was a hand-me-down that we received from the Sheriff's Department. It is a 2005 Chevy Impala and we are looking to replace it with a Ford Explorer. They need something that is a four-wheel drive or all-wheel drive for home visits in the outlying area.

Larry Brown: I am trying to find the scorecard. Was it part of our packet? I don't see it.

Nick Jordan: I don't believe so.

John McGauley: I think the scorecard will demonstrate that we got our money's worth out of it.

Leslie Blevins: I believe it is valued at \$900 now and the repairs would take about \$1,100.

Bob Armstrong: So it was used when you got it.

Leslie Blevins: Yes. I was told through Purchasing that they are no longer doing hand-me-downs because this is what happens. After several years, you get it and it is not in the greatest shape and now they are recommending people buy new.

Tom Harris: So there are no more hand-me-downs.

Eric Tippmann: Purchasing will not let you buy a used car.

Nick Jordan: If you don't give them money for a new car, it goes back to the funding.

Justin Busch: Four-wheel drive Ford Explorer for \$25,000 is a darn good deal.

Leslie Blevins: That's with a police package also.

Bob Armstrong: State bid?

Leslie Blevins: It is a State bid. I worked with Purchasing and City Ford to get the pricing.

Larry Brown: Council, does anyone want to make a motion?

Sharon Tucker: No other vehicles in the fleet that you can use?

ALLEN COUNTY COUNCIL MEETING MINUTES

Leslie Blevins: That is the only vehicle they have.

Tom Harris: With this scorecard, is it on the road right now?

Leslie Blevins: Yes it is. That is our only option right now.

Larry Brown: Good morning, Judge Gull.

Fran Gull: I am so sorry that I am late. I just got done making people unhappy.

Larry Brown: None of us wants your job.

Eric Tippmann: John, is there another fund associated with Superior Court?

Nick Jordan: Like your special revenue funds.

John McGauley: That we could fund a vehicle out of?

Leslie Blevins: No.

John McGauley: Not that has that kind of balance.

Eric Tippmann: I hate to pay 20% for driving it off the lot but I can make a motion for an appropriation of \$25,594.

Bob Armstrong: Second.

Larry Brown: That would be item number six. Bob.

Bob Armstrong: A couple of meetings ago I requested that we get an updated list of our vehicles. Did everybody get that? The reason I requested that is for this example right here. We have a lot of vehicles that have a lot of miles and there is nothing wrong with them. I agree with handing them down once you get your usage out of them. I can see that this could be a bigger issue as we move into the budget for next year. That was the only reason for that report. I wasn't trying to go out and buy a fleet of vehicles. We are going to get hit on this constantly until we grab and get ahold of that.

Tom Harris: One other question. How often is this on the road?

Fran Gull: Daily.

Tom Harris: So this is going to individuals that have been identified by the courts as having to be checked for drugs.

ALLEN COUNTY COUNCIL MEETING MINUTES

Fran Gull: It is used in all of our programs, for example this morning I have an individual that being transported from the jail to a transitional living facility. Before we can get him to the transitional living facility, we are going to take him to Park Center so we can make sure he gets his medication and gets set up with the treatment. It is daily. They use the vehicle when they go out in the field to do visits on our participants.

Tom Harris: You only have the one vehicle?

Fran Gull: Yes, just one. It is used by the Field Team all hours of the day and night because we do evening visits with our folks to make sure everybody is good.

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

Justin Busch: John, we appreciate your professionalism on this matter. We like it better when you come with cost savings, which you do.

Larry Brown: Next on the agenda is a request from Community Corrections.

Jeff Stevens: Good morning, Council, Jeff Stevens, Senior Finance Manager for Allen County Community Corrections. I am here today asking for your approval of an appropriation request from other funds than the General Fund in the amount of \$28,500. This is regarding our recent award if the Indiana Judicial Center's 2017 Problem Solving Court Grant. If you have any questions, I will be glad to answer them.

Larry Brown: This is a recurring grant?

Jeff Stevens: Yes, sir. We have to reapply annually. Last two years we were awarded different amounts based on our needs.

Larry Brown: Okay.

Tom Harris: With that I will move for approval of the appropriation in Problem Solving Court Fund 852 in the amount of \$28,500.

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. Discussion and Other Business is next.

Nick Jordan: I can take that, the Wheel Tax and Surtax Ordinance. What that is doing, in 2016 we were refunded the Maplecrest Bridge Bonds and when we did that the ordinance specifically addressed the 2009 ordinance. In 2014, Council had passed an ordinance based on the law at that time to impose the surtax at \$20 on motor driven cycles which are 50 cc scooters. It was determined that the 2016 ordinance didn't extend the 2014 ordinance. In order to keep imposing the surtax on motor driven cycles, you would need

ALLEN COUNTY COUNCIL MEETING MINUTES

to pass this ordinance today. The other thing that is in this ordinance is the BMV, as you can see in your packet, there are classes meaning different weights or types of vehicles. It used to be almost three pages long and they have consolidated some of those classes and in doing so, we need to adopt this to their classes. That does have a very minor effect on two individual classes, trailers that are potentially under 5,000 pounds as well as tractors at 26,000 pounds or less. Those fees will go up slightly because of the consolidation that the BMV has done in their schedule. I am not sure but this could stem from the audit they had done a couple of years ago with the hundreds of different fees they had. I don't think it is unreasonable in the consolidation that they did. That is what this ordinance is doing, adopting the BMV's new schedule for the different weight classes and also extending the \$20 surtax on motor driven cycles to match the December 31, 2029 expiration of all of the other Wheel Tax/Surtax.

Larry Brown: Thank you, Nick.

Nick Jordan: I ran it by Fishing to make sure it didn't affect the 2016 Maplecrest Bond Holders and it doesn't.

Joel Benz: I will make a motion to pass Resolution 2017-07-20-06 to Amend Allen County Ordinances 206-08-18-02 and 2014-05-22-01 for County Excise Surtax and Wheel Tax.

Eric Tippmann: Second.

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

Nick Jordan: Sorry to throw it on there in the midst of everything that is going on but it had to be done by July 31st.

Bob Armstrong: Was there not something this morning on the news about the BMV having to pay back fees of like \$62 million?

Nick Jordan: They have been doing that over three years. I think it was something like over 500 different fees that they would be responsible for charging. If you can imagine that there was a schedule that was three pages long and so they have been crediting and refunding. The new Municipal Wheel Tax and Surtax implementation has also resulted in refunds having to be given. I can't blame the Cities and Towns as much as possibly the rollout by the BMV and how they handled it.

Larry Brown: Council, it is 10:15 and I suggest an eight minute break before we get into 2018 budget discussion. Okay Council, I said eight minutes for a break and it has been seven minutes. Thanks for being prompt. Nick, I think this is where you take over.

Nick Jordan: If you have the hard copy of the first couple of pages and if not you still have the allocation notebook that you will need to reference to the individual request. I

ALLEN COUNTY COUNCIL MEETING MINUTES

don't want to spend too much time on the revenue side. Not much has changed from last month when I came with the update. We did get confirmation that the Property Tax Levy Growth Quotient is four percent as we had anticipated. That is the highest it has been in quite a while. The second largest piece that we will be awaiting in the next month or so is our Income Tax Revenue Estimate for 2018. We will get an initial estimate around the beginning of August and then we will get certification a little bit later. I have factored in a four percent increase which is about \$600,000 going into 2018. On the summary, you see estimated revenue of \$96,902,132. The prior year adjusted General Fund Budget allocations; those are where we make adjustments for the various budgets with some of them being Countywide. You see requests of \$94,137,017. We start with revenue exceeding 2017 Adjusted Allocations by approximately \$2.7 million. Some items that I have thrown in here are to begin with the 2017 rollover estimate. Historically, we can pretty much assume that we are going to have about one million dollars of rollover. That is only one to two percent of the overall budget. I will say that was much, much higher this year and we anticipate it to be higher next year but historically, if you wanted to say something to budget it, a million dollars for sure will be there.

Tom Harris: What was it this year?

Nick Jordan: We had almost \$15 million. We know that the Commissioners just sold a building for \$880,000 and that is one-time revenue and not something that you would want to build your budget off of. I think conservatively you can say we would definitely have \$1 million just from unspent appropriations. Two items that I am taking out, the first is \$400,000 that was one-time revenue. \$200,000 is from the Auditor's Ineligible Deduction Fund. That is one-time revenue due to ineligible homesteads. We don't anticipate that ongoing. I am taking that out and think we should put it in your Capital line to fund one-time capital requests. The other piece of the \$400,000 is we have an Internal Service Fund and that is Purchasing buying gas, for example. They will buy it in bulk and then bill the individual departments as they use it. We put \$200,000 into that fund. The fund is fine and is flush and should really have a zero balance. We are going to bring that seed money back to the General Fund and putting that and the other \$200,000 for a total of \$400,000 to go into your Capital line. The other piece adding to the expense line will be a two percent raise. The City is going to propose a two percent raise and the State has already indicated to us that they are doing a two percent raise. That is your discussion to have. When you start with the \$2.7, approximately add one million and then take off the \$1.8, it would leave approximately \$2.3 to fund what is seen there \$1,990,504. I will note the CCP's \$14,534 is gone. That was a worst case scenario. They wanted to add ten additional people and that is not going to happen. We are going to discuss that into next year but even the CCP Board did not approve the ten plus people. Their budget is \$7.8 million and is comparable to prior years and is only a 2.5% increase from one year to the next. They are also estimating a two percent raise for their employees. We can cover that within our \$922,671 budget and so there is no need for any additional CCP money.

Larry Brown: We can change that line item to zero.

ALLEN COUNTY COUNCIL MEETING MINUTES

Nick Jordan: Cross it out. I will note that we are proposing to use the old 911 fees for the Motorola contract. In 2018, we can do that but in 2019 there will be \$500,000 left and then it will be gone. That is something that is on Randy's radar and the City is aware of it. We have mentioned this three to four years in a row. If the CCP were to keep their budget at the \$7.8 region, they could probably absorb that \$600,000 because they are only spending about \$7 million a year. They almost have Jail problems meaning the turnover of dispatchers is constant. That is one of the big things that they have a problem with, keeping all of the seats filled. The rest of these, I will defer to you guys. Obviously I have my opinions and thoughts but I will wait and chime in if you want me to.

Larry Brown: Can I say something about the CCP? I am supposed to be the liaison and I have not done a very good job of fulfilling that obligation in 2017. Nick, I believe you are in attendance quite often. Could you carry back the message that as important as those positions are that Board should consider, in my opinion, hiring or retaining an outside consultant to analyze their working environment, working conditions or whatever to see what they need to do to improve the environment to retain people. There is nothing worse than constant turnover and retraining. Seconds count. If you're familiar with roads, seconds count.

Nick Jordan: Don't get me wrong, it is the same thing in discussion with Randy, I called 911 and they called me back in seconds. They definitely respond as needed with the staff that they are getting. I will check with him and see what he says and they will definitely weigh in more as to what is causing that.

Tom Harris: One interesting thought with that premise is what is the career path for a Dispatcher? When they are not doing dispatching, do they head to the Airport for Air Traffic Control? It would be interesting to find out where they are going.

Larry Brown: Sorry for the interruption.

Nick Jordan: If you want them to come back in September and talk even though they don't need any money, we can do that.

Tom Harris: I was just going to come back to the two percent increase. While I am not opposed to the two percent, a thought is looking at national stats and such that rate of increase for wages and salaries in 2018 are expected to be about three percent. That is coming from World of Work which is a national compensation organization here. The only reason I mention that is that we spent a considerable amount of time this year in trying to make sure that the grids are right and are competitive. If we don't stay competitive or keep the grids up then we start to slide back again to where they are not competitive in the future. I just throw that out for Council's consideration that the two percent, if it becomes lower than a tight market next year, we would be starting to slide a little bit. The flip side of that argument made considerable increases with those grids this year. A lot of people received large increases this year and I will stop with that.

ALLEN COUNTY COUNCIL MEETING MINUTES

Larry Brown: To piggyback on what you are saying, we had multiple years, and Nick would have to dig out the stats, of no increase while at the same time the City did have an increase. This might be an opportunity to narrow that gap between City and County when funds seem to be there. I am just throwing that out for your consideration.

Tom Harris: Nick that number, \$500,000, if we went to a 2.5% it is \$500,000?

Nick Jordan: It is about \$700,000 for one percent so you would be looking at \$1.7 million.

Tom Harris: For the 2.5%.

Nick Jordan: Yes and if you went to three percent, it would be \$2 million flat.

Joel Benz: I would like to add to this discussion. I think one of the things we did with the WIS Study was to fix some of the decompression issues so when you give a two percent raise to someone making ten dollars an hour compared to someone making \$20 an hour, the two percent bumps up the \$20 an hour say 50 cents or whatever. So there are more gaps and I thought we resolved some of those in the WIS Study. I would like to see us not give a percent increase or a one percent increase and \$500 to each individual. I think that fixes or this year we give two percent and next year we give \$1,000 and alternate like that. In the future we wouldn't have some of the issues that WIS encountered with the top end being disproportionate with higher jumps. If focuses more of the wage increase, so to speak, on the lower levels which is where I think we needed more of an adjustment. As we are thinking through this, put that in a thought.

Tom Harris: And let me piggyback another thought is the SPEC OCC's, where we have not done anything with them they could get an across the board increase. If it is a two percent, they are just getting a two percent while the grids all move. SPEC OCC's were looking to move and a three percent or a larger amount would help the SPEC OCC's at a higher level. In other words, if we are not going to make a grid adjustment to the SPEC OCC category, a higher percent would benefit them.

Larry Brown: I guess for this discussion, could we agree on what we want Nick to do with that line item and currently it is at \$1.4. Do we want to take it to \$2.0 or \$1.8 and then the details we can work out at the next opportunity?

Jackie Scheuman: We actually need somewhat of a direction because we are going to direct the departments to submit a budget and they kind of need to know what to do with those salary lines. It would be preferable to make a more precise decision on salaries at this time.

Nick Jordan: We can do it at a later time. Let's say you guys didn't take any action and we would say for them to submit it based on what they have. We could do it later but the Auditor's Office would have to do it before the departments. After tomorrow we will

ALLEN COUNTY COUNCIL MEETING MINUTES

send out instructions to departments to fill out their budget forms. We usually say to factor in two percent or whatever but I don't want that to pressure your decision.

Jackie Scheuman: Thank you, Nick. Jackie can do it later and that is fine. We have done that before and honestly it is fine. It is just more efficient if the departments can turn that in when they submit their budgets rather than change it afterwards.

Tom Harris: The question becomes, with Joel's comment, I am not suggesting this but thinking through it a little bit if we were to do a three percent increase but 1.5 is a percent and the other 1.5 is a dollar amount. Is that something that the Auditor's Office could work through or does that complicate it too much?

Nick Jordan: You want to do some a flat dollar and some a percent?

Tom Harris: If we did that.

Nick Jordan: Would you want the percent to be before you applied the dollar amount? That is what we would need to know. It's easy to say if you want to throw \$1,000 at everybody's salary and then do 1.5 on top of that or if you want to do it vice versus.

Jackie Scheuman: We just wouldn't be able to give you a figure of what that would cost while we are sitting here.

Sharon Tucker: A point of clarification on Joel's suggestion. Because the increase is ongoing, is the \$1,000 for one time?

Joel Benz: Yes.

Nick Jordan: You are saying one time but it will be built in to their base salary.

Eric Tippmann: I was thinking one time.

Sharon Tucker: See there is clarification.

Eric Tippmann: I would be in favor of one time.

Nick Jordan: Bonus, not an ongoing thing.

Eric Tippmann: There is another name for it.

Tom Harris: By the way, Joel, on your point in trying to do the wage compression issue to split those up, you would do it in terms of a bonus rather than add to their base otherwise you are still raising the base.

Joel Benz: I was not suggesting it as a raise to the base. Instead of doing a three percent raise, it is basically the same thing but it doesn't decompress at the top.

ALLEN COUNTY COUNCIL MEETING MINUTES

Jackie Scheuman: A thousand dollars on the lower is a higher percentage than the thousand dollars to a higher paid employee. That is where you were going, correct?

Joel Benz: Correct.

Larry Brown: If you did three percent on \$40,000, use \$40,000 as a mean, it is \$1,200. If you do 1.5%, it is approximately \$600. If you want to do the other \$600 to get to the three percent on the mean then you would do 1.5% plus \$600.

Joel Benz: My suggestion would be to do a \$750 across the board which is a little over 1.5% and then do a one percent across the board also. That would take us to the neighborhood of \$1.5 to \$1.6 million.

Sharon Tucker: Help me understand it because if you are doing it across the whole board, you are still moving the compression.

Joel Benz: All of the gaps stay the same. If you do the dollar amount, the gaps stay the same. If you do a percentage, this gap goes up by more than this gap does. Each step increase is like this and if we do a percent, this increases a little bit and this increases a lot. If you do a dollar amount, they both go basically up the same but the gaps don't change. By doing a percentage, the higher steps jump up more.

Sharon Tucker: But we still haven't closed the gap. We haven't increased it as much but we still haven't...

Joel Benz: Closed what gap?

Larry Brown: Which gap are you referring to, Sharon?

Sharon Tucker: This gap.

Larry Brown: Between the high paid and the low paid?

Sharon Tucker: Right. That is the point as to why you're saying don't go to the percentage but the gap is still there.

Joel Benz: The gaps are the same, yes. The WIS Study fixed those gaps. That is one of the things the WIS Study did. When they came in, they looked and said the top end people had these huge jumps in pay and the bottom end people are probably too low but there are small incremental steps. This doesn't get us back into that problem. Everybody moves up, everybody gets a raise but it is more concentrated to the lower folks which I think is...

Justin Busch: So after a decade, I don't think we have the same problems we did until the WIS Study came and said it was disproportional.

ALLEN COUNTY COUNCIL MEETING MINUTES

Joel Benz: It keeps us from spending another \$350,000 on another study or whatever it was.

Eric Tippmann: I will just throw in my two cents. I am more beholding to the constituents and I am going to react to what they are telling me. I don't get a lot of emails telling me they are dissatisfied with the services they receive in the County. I think they are doing a good job. Except in issues of safety, I would be more reactive than proactive and trying to do large increases and play catchup with the City, for example. I am not interested in playing that game. I am interested in reacting to citizens' concerns and making sure they are happy. I think Joel plan is a good start for me, personally.

Sharon Tucker: Adding to their base?

Eric Tippmann: Something like that. I would almost do it as one time, top up and a percentage.

Tom Harris: But those are different, right?

Joel Benz: I think that would be fine and then look at next year doing something different like, you are saying to do \$750 one time and one percent increase?

Eric Tippmann: Something like that.

Joel Benz: And then look at it again next year.

Eric Tippmann: React to departments' needs and see where we are at hiring-wise, where the economy is and everything.

Joel Benz: I would be okay with that.

Tom Harris: Will that amount to the two percent that is being recommended?

Jackie Scheuman: It depends on your salary. I will have to say that a one-time amount, in the past, has not gone over well with the employees, just FYI. It does not add to their salaries and so essence in their day-to-day paycheck they are only seeing the one percent.

Tom Harris: Bonus does add to the pension, correct?

Jackie Scheuman: Yes, it does.

Joel Benz: So it would come in as a bonus?

Jackie Scheuman: Yes.

Nick Jordan: Back to making \$10,000 and that is saying you are still going to be making \$10,000. We are going to give them \$500 or whatever amount and that is just a bonus.

ALLEN COUNTY COUNCIL MEETING MINUTES

Sharon Tucker: And then if they see increases in our other benefits, it might equate to zero.

Justin Busch: I like it in principle but it seems as though we have a lot more research and ramifications that would come about with this if we went this route this year. Does that make sense to everyone?

Larry Brown: Say it again, please.

Justin Busch: It looks like there might be some other ramifications if we make the decision today that we are, I agree with and understand where you are coming from, doing that today and saying that we will move forward with that there may be other ramifications that need to be looked at further.

Joel Benz: I will back away from the one-time deal, honestly. I don't want to see that one taxed as a bonus. I would say one percent and \$750 would be very equivalent and actually probably more than a two percent increase.

Tom Harris: If it is more than a two percent or at least a two percent, I would want to make sure it is not less than a two percent.

Larry Brown: The higher you make, it is not going to be two percent.

Tom Harris: What I am saying is that the Auditor suggested at least a COLA increase of two percent. I am okay with a two percent or a little bit more. I am not okay with 1.8%.

Joel Benz: The County employees...

Larry Brown: You are saying across the board, top to bottom.

Tom Harris: Right.

Joel Benz: The County employees, approximately 1,000 employees, right?

Jackie Scheuman: There are 1,300.

Joel Benz: The 1,300 times \$750 is \$975,000. And then one percent increase would be half of the 1.4% and so that is another \$500, \$600 or \$700. So that is certainly above a two percent increase.

Jackie Scheuman: For some employees.

Joel Benz: It would be more for the lower end and less for the top end.

Jackie Scheuman: Correct. It would be more like a 1.8% at the top and 2.1% at the bottom.

ALLEN COUNTY COUNCIL MEETING MINUTES

Nick Jordan: It is just like you are saying it may be 1.5% to 1.75% on a \$40,000 salary but less than one percent for the higher end salaries. It all depends on your objective.

Joel Benz: My objective is so that we don't have to go through this WIS Study again. I think this helps us achieve that. That is why I am pushing this as hard as I am.

Sharon Tucker: I am fearful that although I see where you are going and I don't necessarily disagree with it but I think that within the ten minutes of discussion and trying to figure out numbers, we haven't vetted it enough to see what the outcome or effect would be. I don't think it would be a bad move but we are guessing numbers and what percentages would be. I agree with Tom and am okay with the two percent but I am a little leery about the split. It is not thought through all the way.

Larry Brown: We are trying to get to a number that departments can use for their budget preparation.

Sharon Tucker: I agree with the two percent.

Larry Brown: I think the 1,300 employees, times \$750 is \$975,000.

Eric Tippmann: The \$750 is smart because it alleviates the compression issue at the top, correct?

Joel Benz: Right.

Larry Brown: If we use one percent on top of the \$750...

Eric Tippmann: You would be too generous but great.

Larry Brown: If we add one percent increase on top of the \$750 that is approximately another \$700,000 and that takes us to \$1.65 or \$1.7 million. Then we have fulfilled this number that departments can use to move forward and we still have plenty of time to discuss that.

Justin Busch: There won't be taxes on the one-time bonus, right?

Jackie Scheuman: If we increase their annual salary \$750, no. Doing a quick calculation, in our office, Nick and I would receive 1.8%. Our entry level people would actually get 3.1%. That is if you do the \$750 and the one percent. That is just an example.

Nick Jordan: I would just like to say that if you look at the overall news articles of average wage, the County's average wage in 2017 is \$48,720. That is above what the State is and the County's average wage is very well when you look at the Fort Wayne MSA area which is around \$40,000. Our average wage is good and you can slice and dice it all you want, take some of the top off and some of the bottom off any way you want. If

ALLEN COUNTY COUNCIL MEETING MINUTES

you throw in all of the employees including the ones that get a \$5,000 check, the judges, it averages out to \$48,720.

Tom Harris: Joel, was that in the form of a motion?

Larry Brown: Mr. President, do we need a motion to move forward with this or do we just need a consensus?

Larry Brown: I don't think we have to have a motion but a consensus would be appropriate.

Justin Busch: I like the idea. I think it is innovative.

Larry Brown: Okay with you, Sharon? Would you rather have a motion?

Nick Jordan: I think you should do it to get the majority. Consensus and majority is one in the same.

Larry Brown: We will do it in the form of a motion.

Joel Benz: I will make a motion that for the purposes of a salary ordinance and Department Heads' information that we move with a one percent raise and a \$750 base adjustment.

Jackie Scheuman: The one percent first.

Tom Harris: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-2 (Tippmann and Tucker).

Nick Jordan: If you want to change the figures on here, \$1,990,504 is really \$1,576,970 and so it is about \$1.7 million in revenue left.

Larry Brown: The bottom number?

Nick Jordan: No. What was \$2,365,116 change that to \$1.7 million.

Jackie Scheuman: It should be \$2 million and \$1.5 million in requests. \$2,090,116 and the requests are \$1,576,970.

Larry Brown: The next step is to decide what we want to do with the requested increases. At this point, we can either grant or approve the requested increases or not and ask them, if they so choose, to come before Council.

ALLEN COUNTY COUNCIL MEETING MINUTES

Nick Jordan: It would be in September. You have some departments here if you want to hear it now or hear the same thing in September.

Tom Harris: I guess I would be interested in a few of these being moved to September based on a variety of things.

Larry Brown: For the appeal.

Tom Harris: Yes, for the appeal, right. One being the Sheriff's Department and one being the Public Defenders' Office and maybe I can make those in the form of a motion for those two to come back in September.

Joel Benz: I will second that.

Larry Brown: Is everybody clear on what the motion is? Are there any questions or discussions?

Tom Harris: For the Sheriff and the Public Defender to come for the appeal process in September.

Larry Brown: All in favor say aye, those opposed, like sign. The motion passes 7-0. Okay, the remaining, let's go down through them one at a time. What do you want to do with the Treasurer?

Nick Jordan: That is for bank fees. In their letter they indicated a little bit of overtime but that has been changed and is really only related to bank fees. We are getting almost double the interest revenue and so it makes sense that the banks are charging more for fees. This is very, very minimal compared to what we are receiving in interest revenue. I don't see any reason to deny it and I have talked with them and they are going to try to work within their budget and move around the fluff they had.

Eric Tippmann: I talked to Bill and he has tried.

Tom Harris: I will move for approval of the additional \$4,000 in their budget.

Sharon Tucker: Second.

Larry Brown: All in favor say aye, those opposed, like sign. The motion passes 7-0. The next one is the Surveyor, \$32,200.

Joel Benz: I would like to see them come back.

Tom Harris: Second.

Joel Benz: I would also like to put it on the record as a new Surveyor, I was hoping to see him come in and there have been a number of line items that have been unfilled in

ALLEN COUNTY COUNCIL MEETING MINUTES

that for some time and I was hoping to see him come with a complete redesign of his finances. I am still hoping that he will do that.

Eric Tippmann: That is a carryover from the previous two?

Bob Armstrong: Open jobs?

Nick Jordan: There is over \$100,000 in open line items that could more than offset the request.

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 Coroner for \$12,000.

Eric Tippmann: I believe this is due to an increase in autopsies and testing.

Nick Jordan: No, they are looking to potentially hire a part-time. They are exploring that. He did allude to, as they have in the past, keeping the trend of deaths he may need more autopsy money.

Larry Brown: Based on what is going on, personally, I think it is a reasonable request.

Eric Tippmann: I will make a motion that we approve the \$12,000.

Justin Busch: I will second that.

Larry Brown: All in favor say aye, those opposed, like sign. The motion passes 6-1 (Tucker). Next is the Cooperative Extension. Vickie is in the audience. Vickie, do you want to come speak to your increase request?

Vickie Hadley: I will let Nick summarize and then I can add. I am Vickie Hadley from the Purdue Extension.

Nick Jordan: The majority is for a full-time Community Development Extension Educator. The other is for a 1.5% increase to the contractual services I presume Purdue is asking for.

Vickie Hadley: Yes.

Nick Jordan: The bulk of it is the extra person.

Vickie Hadley: In seeing what all is happening in the community, Purdue has made more emphasis on community development. They ramped up the program three years ago and we sat and watched as they developed the programs and have had successes. We took a look at what the needs are in our community and some of the requests we are getting and now it is time for us to step to the plate. This is a position we did have and it was eliminated several years ago. We have picked up bits and pieces of it but were not able to

ALLEN COUNTY COUNCIL MEETING MINUTES

do the quality of work that was needed because it added to our current plates. We felt it was time. We can see the success they have had in other communities and Counties where they have had this and now we need to get our own employee to handle those and we can take on some additional responsibilities that we have not been able to in the past. We would have someone to devote the time and establish the relationships and partnership some of which we have already.

Larry Brown: I would like to see this go to appeal. Here is my reason. Seventy percent of the population lives in the incorporated City of Fort Wayne. The presentation that I have received and has all of Council from all of your Board, they keep talking about programs for City dwellers. It is no longer a farmer organization. The services are no longer just for the rural community. By putting it to the appeal process, it gives you time to come back to us and tell us what kind of money the City is going to kick in. That is my bottom line.

Tom Harris: Also, going to an appeals process, I will ask how President Daniels has responded to your request.

Vickie Hadley: We don't work directly with Daniels. We have our own Director of Extension.

Tom Harris: Through Purdue University?

Vickie Hadley: Yes.

Tom Harris: I would like to see what Purdue University's response to that is. Have you requested that from Purdue the additional money?

Vickie Hadley: Yes and I have met with the Director of Extension. He was here last week because we met with what is currently IPFW. As they are organizing and restructuring, I am doing some partnerships with them to assist them with looking at more engagement and extension of what their staff currently does.

Tom Harris: Was he in favor of funding that position?

Vickie Hadley: That is all things that he will be doing and funding for IPFW and not for us. We are just looking at partnering with them. It is to allow the engagement piece to where the staff and students, especially the students, to work with us on projects and give them hands-on experience.

Tom Harris: The request that I would have as you come back for appeal is what is Purdue University's response? Are they willing to fund some of that? If not, is it through the Extension organization that they are willing to fund some of that? If not, why not?

Vickie Hadley: When we talk about the dollar amount, the University actually picks up in addition to that because they provide the benefits for the individual plus the connection

ALLEN COUNTY COUNCIL MEETING MINUTES

with all of the current specialists and staff that are on campus being able to use their resources and all of that. The University does play a key role in it.

Tom Harris: I look forward to their response.

Sharon Tucker: I think it is a double-edged sword because the County Extension is not like the Courts but they have a role in the community because of education. They are part of Purdue and we are required to have the partnership with Purdue. Purdue funds a portion of it and then, like we see here, every year that I have been on Council, Purdue has come back and said they are pushing more and more down on the Counties to fund it. Every year they have decreased the amount that they are funding and they are requiring us to fund more. That increases the budget that they have to come to us for. We talked about that last year. The role that they now have put the requirements on for the Community Development Educator is because it is more population in the City and they are having more of the urban farms and urban education that they are requiring them to do. We had that but when the economy took a turn, we told them to eliminate their budget and cut the funding and that was the position that they had to cut. Other communities and Counties around us maintained or split that job up and now they are moving beyond Allen County with the education process and what we are attempting to do now is to make the quality of life in Allen County equal to or sell what other Counties around us have. We have the good quality of life in so many other areas but we can't digress in education when it comes to what the County Extension adds.

Joel Benz: I would like to add that when you come back in two months, you have been on the sidelines for a number of years and this is kind of a unique position. I would like to see a list of what value or return on investment has it been for other communities. \$62,000 is a pretty hefty number and should bring some intrinsic value with that position. I would really like to see what exactly has been done in other communities and how has that benefitted their bottom line. We are looking at it as an investment in our community, right? So, what does it give back? The other thing I wanted to ask you about is last year Purdue pushed back a one percent on us and this year it is a 1.5%. Is that correct?

Sharon Tucker: I thought it was 1.3% last year.

Joel Benz: What was it the year before that?

Vickie Hadley: I don't have that with me.

Joel Benz: So this is an ongoing trend and we have shouldered the burden and I think it is interesting that it is 1.5% this year and it continues to increase every year.

Tom Harris: With that I will make a motion for this position to come back as appeal in September.

Joel Benz: I would second that.

ALLEN COUNTY COUNCIL MEETING MINUTES

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-1 (Tucker).

Justin Busch: I grew up in unincorporated Allen County and I know several of the farmers there and those that have called in and we have talked that you can go to Web MD and you can use the internet to try to find things but if you really want to know, you have to go to the doctor. There are a lot of services that the Extension provides and people still use that and call in or come in with a home garden. I think the services and education they have is really great for the County. A position like this that is forward facing is going to talk to people about that and using the services is something that appeals to me.

Tom Harris: I guess one other comment is to watch the Washington spin of cutting your budget when we may end up increasing your budget. We haven't cut your budget and I am getting a lot of emails and calls that we are cutting your budget. Ultimately, if your budget ends up more this year than last year we'll have to talk in September.

Eric Tippmann: On the back of what Councilman Busch said, there is value in it and I think there is so much value in it that people would be willing to pay a user fee for some of those services.

Vickie Hadley: We have those in place because we were asked to do that several years ago.

Larry Brown: Moving forward next is the Election Board with a request of \$46,270. If you read the narrative, it is because of the election cycle.

Nick Jordan: That is one that we estimate early in the year potentially what they will need. As time went on and Beth reviewed it, she needs that much difference and some of that is because of our initial estimate being too low.

Larry Brown: I would like to suggest that we approve their request.

Sharon Tucker: I will second that.

Tom Harris: I don't think he can make the motion and so I will. I don't know if you want to second that.

Sharon Tucker: Let me second that.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-1 (Benz). Next is Voter Registration.

ALLEN COUNTY COUNCIL MEETING MINUTES

Nick Jordan: Their biggest piece, \$3,140, is that the Election Board has asked them to provide paper copies of the poll books as backup on Election Day. They have \$1,500 for postage, \$1,000 for stationery and \$350 for Schools and Seminars.

Tom Harris: I will make a motion for approval of the \$5,990 going to Voter Registration.

Sharon Tucker: If I could, I will 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 Planning Services with an increase in the amount of \$63,902.

Nick Jordan: This one is unique in the fact that they are going to go to Personnel Committee in 2018 for a new position. If it is approved by the Personnel Committee, then it would come to Council. They are coming in advance to fund this position.

Sharon Tucker: I will make a motion to deny that one and bring it to appeal.

Joel Benz: I will second that.

Larry Brown: Bob, did you have a question?

Bob Armstrong: I talked to Kim Bowman about this position and I don't have a problem with them coming for the appeal. What it is for is Planning Services is joint City and County, and right now their permits are up and they are understaffed by six people. They are doing more work with fewer people, permits are higher and to keep in rotation of the building permits and stuff, this is what she was talking about. Like I said, it is fine for her to come back and explain this in better detail but she was telling me that the City will reimburse 40% of what that cost will be. It is a good thing because permitting and planning is growing.

Larry Brown: **All in favor say aye, those opposed, like sign. The motion passes 7-0.** Next is IT in the amount of \$65,000.

Ed Steenman: Ed Steenman, IT Director. The \$65,000 that I have requested has two parts. \$25,000 is for Joint Permitting Oversight Board. As Larry and Joel have been a party to the discussion within JPOB about where to put that budget that has been in the Commissioners' budget and really kind of in a nebulous place. The discussion has been to put it in my budget for use by the permitting departments. That discussion is still ongoing and as you know, we have a meeting coming up in August to further discuss that budget amount and what it consists of. The other \$40,000, I have 35 maintenance agreements that I tend to for software maintenance, hardware maintenance and the like for systems across the County. I have not asked for an increase to that budget but it has come to the point where I can no longer absorb the increases that occur each year from the vendors. Those maintenance agreements tend to rise from three percent to as much as

ALLEN COUNTY COUNCIL MEETING MINUTES

fourteen percent annually. We share some of the cost with the City and we make every effort that we can to do multi-year discounts, some vendors offer us early payment discounts and will continue to do that but those annual increases have caught up. It is about \$865,000 is my budget for those items this year and next year it is looking like it will be over \$900,000.

Tom Harris: I will make a motion for approval of the \$65,000.

Sharon Tucker: I'll second.

Larry Brown: Any further discussion?

Joel Benz: I would like to point out that the first thing he brought up about the JPOB, I just got on that Board and I think they are making an attempt to streamline things. I am grateful for Ed stepping up to the plate so that someone is responsible for this. In the future, he is going to be the one going to bat for that organization and I think it is merited.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0 and is approved. Next is Superior Court and the amount is \$75,324.

John McGauley: John McGauley, Court Executive for Superior Court.

Leslie Blevins: Leslie Blevins, Financial Coordinator for Allen Superior Court.

John McGauley: There are two items that dominate our request for 2018. One is one we can't do anything about. The other, we might ask to withdraw it at this point. We put a position into our budget either last year or the year before and it caused some consternation particularly with the Auditor's Office. It was about the fact that we really ought to start that process through the Personnel Committee. You'll notice in our answers to the questionnaire that our understanding of exactly how much we will need to pay for that was terribly well developed at the time we submitted that. It is a position that is north of \$40,000 but we were hoping that there were some efficiencies that we could develop that might make the sum of our request less than that. I am not sure we are going to be able to answer that question in time to submit our full budget to you. Leslie and I were talking back here and perhaps, if it would help, we still need to request the postage but perhaps withdraw our request for the position until we know exactly how much we will need. Then we can start that process through the Personnel Committee. If that is something that you can consider...

Larry Brown: Do you have a number?

Nick Jordan: At the end of it, then it would just be \$24,000 for the postage.

Larry Brown: Okay, Council, with that explanation what do you want to do?

ALLEN COUNTY COUNCIL MEETING MINUTES

Tom Harris: I will make a motion for approval of the \$24,000.

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.

Jackie Scheuman: The only other thing you might consider or are comfortable with the \$400,000 that we suggested for your Capital line or if you would want to consider increasing that if that number is okay with you. We actually had about \$1.4 million in Capital requests and if you look at the second page it kind of gives you an idea of the requests versus what was actually spent. Requests are typically higher because they are not sure when that piece of equipment is going to wear out and they can generally keep it for another year or so. I just wanted to make sure that all of you are comfortable with the \$400,000 or wanted to change that number.

Larry Brown: I would add that I don't have a level of comfort that we are at the end of seeing those unexpected items knowing that we came off of five or six years of asking departments specifically to make the capital items last as long as they can. We are way past the life cycle on a lot of capital items and I am not sure the \$400,000 is enough. I am thinking it should be closer to \$750,000 or \$800,000.

Eric Tippmann: Mr. President, how do you know we are passed that? Do we have a mechanism to track that?

Larry Brown: Based in your time here and what you have seen come before us with eight to ten year old copiers and the like and eight to ten year old vehicles that is the kind of stuff I am talking about.

Tom Harris: But if we improve that line item, it doesn't mean we are spending it.

Larry Brown: No, right.

Tom Harris: It means that we are just putting it there. Is the thought that with \$800,000 that is doubling it and have we haven't even spent that number this year?

Jackie Scheuman: We are close this year at \$776,000.

Nick Jordan: You had the Election Board at \$500,000 and Sheriff at \$250,000.

Tom Harris: I would be in favor of increasing that to \$800,000. I will make that in the form of a motion.

Bob Armstrong: I'll second that.

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

ALLEN COUNTY COUNCIL MEETING MINUTES

Tom Harris: Just a comment, I think it is important to dive a little deeper particularly in the cars. The comments that we have heard sometimes are that if the garage knows we have money and they simply say let's not work on that car then they give it points and often we are buying a new one. I think we should dig into that process a little bit. It is a simple example but probably works its way through all of those areas.

Justin Busch: How does the County be able to buy on the State's schedule for the \$25,000 Ford Explorer? I think we have some buying power that we could use here. That was cheaper than the Ford Escape. Looking into using the State's schedule or get onto the Federal schedule for when we buy in bulk, I am in favor of that.

Bob Armstrong: In the District, they just purchased a tub grinder and a loader and they came through State and Federal bid and you save a lot of money doing it.

Sharon Tucker: Isn't there a timing though?

Bob Armstrong: Yeah.

Larry Brown: Nick, I think we are done but are we? We are back to our formal agenda. Are there any recent or upcoming meetings that you want to share or liaison reports?

Eric Tippmann: Just in regard to our liaisons in general, I am still in favor of certain items and if the liaison wants to speak to them, for example Community Corrections, to have this individual come down here for three hours for something that is not controversial. I trust all of my colleagues here as liaisons to keep us in the loop. If you are willing to deem it, I am willing to listen to you personally on behalf of them, if you are willing.

Justin Busch: I have one quick comment. We talk about workforce development a lot. We see companies come in here and talk about trying to find the right employees. Part of my day job, I go around and meet with a lot of these entities and one of them that I have worked with is Lutheran Social Services and they have been in the community for over 100 years. They have a new program that is completely privately funded called LSSI Works. It works with people going through behavioral problems with them, finding good employment for them and training and sits with them for the entire year after that. They have a very high success rate of finding people that are down on their luck or can't find the right position. These are real careers and not survival jobs. They have benefits and things of that nature. We are out in the community and all from different walks of life and if you find people or know of people, they are fully funded and have companies that want to work with them and are working for them but the hardest part is finding the individuals to go through that program. Feel free to use me to go through that and I know the Fort Wayne Urban League has programs too and if you find individuals, pass them my way.

Sharon Tucker: I would like to add that I spent three hours on Friday with Soil and Water and going around and looking at some of the projects that they are working on. It

ALLEN COUNTY COUNCIL MEETING MINUTES

was very educational and one of the things I took away from it and thought would have an impact on us in the future was mentioning how Toledo is working on their watershed lines and are putting in technology that will be able to track where the nutrients in the water are coming from so that they can start to charge back communities that are having a negative effect on their algae blooms. Just something for us to keep in mind and Soil and Water thought we should have some radar and we might need to do some of the same so we don't take on costs that are not necessarily our fault.

Tom Harris: Approval to waive the reading on any matter approved today for which it may be deemed necessary for the County Council meeting of April 21, 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.