

ALLEN COUNTY COUNCIL MEETING MINUTES
MARCH 16, 2017
8:30 AM

The Allen County Council met on Thursday, March 16, 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: Joel M. Benz, Larry L. Brown, Justin T. Busch, Tom A. Harris, Eric M. Tippmann. Robert A. Armstrong and Sharon L. Tucker were absent.

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

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

Larry Brown: Good morning everyone. First on the agenda is the approval of the February 16th and February 23rd meeting minutes. Are there any additions or corrections?

Joel Benz: Move to approve the minutes from February 16 and February 23, 2017.

Tom Harris: Second.

Larry Brown: All in favor signify by saying aye, opposed, same sign. The motion passes 5-0-2 (Armstrong and Tucker absent). Next is the financial report.

RECORDING NOT STARTED UNTIL PARTIALLY INTO THE FINANCIAL REPORT.

Nick Jordan: And the other piece is from the Auditor's Office of an Ineligible Deduction transfer of about \$700,000. This is about \$1 million that was not anticipated at this point in time. The other item to note is before we meet in April, we will have tax bills sent out, just an FYI. I can take any questions if you have them.

Larry Brown: Are there any questions?

Joel Benz: I will go ahead and make the motion that we pass the Auditor's report as presented.

Tom Harris: Second.

Larry Brown: All in favor signify by saying aye, opposed, same sign. The motion passes 5-0-2 (Armstrong and Tucker absent). Before us today are appropriations in the General Fund in the amount of \$311,820 and in other funds in the amount of \$4,578,541.

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As our new procedure, at this time, are there any comments from the public? I hear none and so I am going to move forward. We have a Board Appointment Update.

Adam Day: I am Adam Day, Council Appointment to the Allen County Regional Sewer District. I am here to give you a quick update on the happenings of the Water and Sewer District. We have 39 areas that we serve in unincorporated Allen County. Nine of those were completed in the last year or so and services are being hooked up to those homes as we speak. Last Thursday we closed on a \$4 million loan to do five new project areas. We also got \$2 million in grant money from SRF and another \$1 million from City Utilities for a total package of \$7 million for those projects. Those projects are listed in your packet. Pion and Andar Trail which is on the north side of Allen County. Union Chapel Road, Tonkel Road, Lynnbrook Drive and Donlee Court which is also on the north side of Allen County. Glen Elm, Sonata Drive, Woodstone Place and Prophet's Pass which is near the Leo-Cedarville area. The town of Poe which is down in the south part of the County and Carroll-Hand Road which is basically right in front of Carroll High School. Currently we have approximately 2,700 clients and this new round of projects will add about 250 additional clients. The projects have been bid, awarded and preconstruction meetings and construction should start, this is Ben Adams and he is the Engineer.

Ben Adams: Ben Adams with Commonwealth Engineers and I am the District's Engineer. Again, in the packet that we handed out is a press release that we just sent to the papers a week or so ago. The District's existing service areas are identified on Figure One. The new areas are identified on Figure Two and the detailed stuff in the back is the current projects that are getting ready to go to production. It is a graphical representation of the new sewers.

Adam Day: Construction should start when the weather is fit.

Ben Adams: Any time.

Adam Day: Things are going along well and have been getting a lot of people with failing and failed septic systems hooked up to the municipal sewer and that is about all we have going on right now. One other thing we have been working on is a Tap Assist Program. We are trying to come up with a program for people who maybe need some financial assistance can apply once we run the grinder pump to their house. They are still required to pay to connect from there to their home. Generally that costs around \$2,500 and for some people that is a big amount of money. We are in the organizational phase of that and how it would be funded and how they would pay it back. We are exploring that right now to help people that may need help with the tap once the grinder pump gets through their yard. That is one of the initiatives that we are working on as well as getting these projects started.

Larry Brown: Tom.

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Tom Harris: Is that the major controversy? I guess it is the cost and people generally oppose this due to the additional cost that they have to deal with and not necessarily the new system. Is that fair?

Adam Day: That is correct. Wouldn't you agree?

Ben Adams: Yes. The District is nothing more than a financing mechanism to affect the relief of failing septic systems. You are right, Tom, the cost associated with the repayment of the debt is semi-prohibitive. We try to weigh that versus the cost of them replacing their system and quite frankly, the cost associated with the replacement of the systems are creeping ever higher. We have public meetings with the residents of each area and we try to solicit their input. We solicit the survey vote at the end of the day and again, generally speaking, we have a majority of folks who have the desire to connect to sewers.

Tom Harris: It probably has some value increase for their homes, right?

Adam Day: Absolutely.

Tom Harris: The funding mechanism that you are looking at is that State?

Adam Day: For the Tap Assist?

Tom Harris: Yeah.

Adam Day: Some of the ideas that have been kicked around are trying to get the Commissioners to pitch in some money. We have some money in various funds that we were possibly going to pitch in. I don't think we can get the money from SRF or something like that.

Ben Adams: Generally we solicit our loan funding from the State Revolving Fund but this Tap Assist Program is a local initiative and we are trying to partner with other agencies to get some cash.

Tom Harris: Any kind of timeline that you are looking at?

Adam Day: Not necessarily.

Ben Adams: We would like to make it in the next six months.

Adam Day: It generally takes four to six months to get the projects completed and then the people would be in the position to where they would have to hook up.

Joel Benz: What is your timeline for these projects that you listed for this year? Are you expecting to have them done by the end of the summer?

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Adam Day: Yes.

Ben Adams: There is only one project that could run into the winter but we generally hope to issue a Notice to Connect before the end of the fall. They would connect this calendar year. They have 90 days to connect once the projects are complete.

Larry Brown: What if weather is prohibitive and you don't get done with the main line until October or November?

Adam Day: There are still people hooking up all winter long.

Ben Adams: The only thing I would say is that cold weather is not completely a deal killer as far as connections go. Extreme cold and extreme snow is the really nasty part of it all. We have, generally speaking, offered extensions to folks that are weather related.

Larry Brown: That is what I was looking for. Could you try to keep it as simple as possible but explain the rate structure? Does each of these projects have a different rate?

Ben Adams: Do you want me to answer that? We have been doing this for over thirty years and when we first started each area was a standalone and supported their debt structure. As the District has evolved, we have attempted to do a blending of the rates. We are moving towards a structure to where everybody would pay the same rate. We have two separate kinds of relationships. One is with the City of Fort Wayne where we consider those customers retail-type customers where they pay a sewer district bill for twenty years and when it is done they become the City of Fort Wayne sewer utility customers. We have another type of customer that is considered a wholesale-type and they remain District customers pretty much forever. Those are the areas that are farther away from the City. The rate is primarily composed of the debt service component, treatment charge and an operational maintenance component. Again, we are moving towards a blended rate structure where everyone would pay the same rate at the end of the day. We have received a significant sum of grant funding for the last four project groupings of approximately \$14 million to buy down the highest rates as well as to make these projects affordable. Part of that grant funding component was tied to us moving towards the uni-rate. I know I said that pretty fast but that is the direction that the District is heading.

Larry Brown: Eric.

Eric Tippmann: The majority of people are happy to tie in. What about that minority that don't want to tie in because they don't want to be told what to do? Can you take a second and say how those conversations typically go because you have a spiel that you give the people again and again and again related to the property value does go up and there is the argument. Could you just lay that out for the reluctant people?

Ben Adams: I guess the one thing I would say is that we generally have three to four public meetings with the residents of any particular area. We have an informational

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meeting in the beginning where we lay out the program and explain how they would be serviced at the end of the day. We have a post cost estimate type where we lay out the actual physical cost associated with the collection system that would service their area. At that time we attempt to solicit some buy-in with respect to hands held in the air with “Yay, we would like to move forward” or “Nay, please leave us alone and never come back”. We have that conversation with every single area. Generally speaking, we have a majority of folks that want to move forward. We then have a pre-construction meeting which we are beginning to have with the areas that Adam alluded to and we say that now we have bids and a contractor that is getting ready to start and then we have a meeting before we tell them that they have to physically connect. There is a lot of back and forth and I will say, Mr. Tippmann, there is never a project that we do where every single person stands up and say “Hurray you are giving us a sewer.” We have tried to work with everybody. We have the support of the Department of Health and in many areas that is actually a documented health situation with respect to failing septic systems. At the end of the day it is really a health issue. We try to weigh the cost of our sewers versus the cost of a replacement system and they are fairly comparable if you look at the cost of debt repayment assuming that you had to take out a loan to put in a new onsite septic system. We really do our best to have a dialogue with everybody and wherever we can, we work with the people that are most unable to afford the thing. That is why Adam stated that we are trying to develop this assistance thing. I am sorry that his was kind of a long thing.

Eric Tippmann: No, I needed the answer for everybody else’s benefit.

Larry Brown: Council, are there any other questions? Thank you for your service and keep up the good work. Next on the agenda is the Sheriff’s Department.

Dave Gladieux: Dave Gladieux, Allen County Sheriff’s Department.

Brad Kohrman: Brad Kohrman, Deputy Chief of Administration.

Dave Gladieux: I will try to be brief because it looks like you guys are going to be here all day. First I am requesting an appropriation of \$300,000 out of the Commissary Account along with \$350,000 out of the Federal Asset Seizure Fund. This is to go towards the K-9 Facility. I will be ready to start as soon as those funds are transferred. I am going to give the \$300,000 to him.

Nick Jordan: He is writing a check from the Commissary Fund to the General Fund and this will just be put into the same line as the other \$250,000 that you guys have already committed. That way when we are paying the bills we are not paying them from five different funds.

Larry Brown: Nick, where is the money that the Commissioners have committed to?

Nick Jordan: That is sitting in CUM CAP or CEDIT and I have checked with Chris and they are good on their commitment also. It is in its own fund and may stay there for the time being.

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Tom Harris: And this is for a total amount of how much is being set aside for the project?

Nick Jordan: \$250,000 from the General Fund, \$250,000 from CUM CAP, \$300,000 from Commissary and \$350,000 from Federal Asset Seizure Fund. Close to \$1.2 million because the City is doing an in-kind contribution of about \$160,000.

Dave Gladieux: Estimated.

Tom Harris: I was thinking it was coming in under that wasn't it?

Nick Jordan: That was the estimate last year.

Dave Gladieux: That was the estimate and I chose to go on the high side.

Tom Harris: I like the idea of the bad guys paying for this structure out of Commissary and Asset Seizure Fund. That is a great step, thank you.

Dave Gladieux: We have had a pretty successful year with regards to the Federal Seizure Fund. It is getting up there and it is time to spend that down a little bit.

Larry Brown: Are there any further questions?

Tom Harris: One other question. You were going to seek some private funding as well.

Dave Gladieux: I am going to continue doing that but I have \$25,000 so far.

Tom Harris: I will move for approval of the appropriation in the Sheriff's General Fund for the K-9 Facility in the amount of \$300,000 and the appropriation in the Federal Asset Seizure Fund for the amount of \$350,000.

Justin Busch: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent).

Dave Gladieux: Next is consideration of a salary ordinance for three new positions of School Resource Officers. I think all of you are aware that the school systems have requested additional SRO's. I am 100% for that program and it is working well. I can't afford to give up those positions without asking you to have the money flowing back to my budget to replace those bodies. My request is for three additional Police Officer positions at a probationary salary of \$46,774.

Larry Brown: At this time, would you care to afford the opportunity for some explanation from those that are directly involved, the results and that type of thing?

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Dave Gladieux: Sure. I brought one of the SRO's if his dog would wake up. I will have him step in and introduce himself along with AJ Pape, my HR and former SRO. They can explain everything to you.

AJ Pape: I am AJ Pape, Personnel Director for the Sheriff's Department.

Toby Reimer: I am Officer Toby Reimer. I am an SRO currently at Woodlan K through 12 Campus.

AJ Pape: The SRO Program started back in 2004. I was lucky to get one of the positions. Southwest and Northwest are the two that approached us and it is interesting where that has gone because my first day in the school I literally spent the first month explaining what an SRO was. People were dumfounded that we had a Police Officer in a school. It just wasn't heard of in the County schools. The City had done stuff like that and had security in there consistently but we did not. It is amazing that from 2004 to where it has grown now we are looking at getting three more additional. There are four right now in East Allen. It is an awesome program. In 2006, we decided to be more proactive and started the SRO K-9 Program. It was the first ever in the country. Southwest came onboard with it and the school board was kind of shaking their heads that we were going to put a full-time Police Dog in the school but we explained the proactive approach of that. It is not about catching kids with narcotics but is about preventing people from bringing things to school. We had a dual certified dog and it was my dog named Hunter. He could find any street narcotic and could find gunpowder which would be ammunition and firearms and any explosive powders. With that program we received national recognition with it and it kind of blew up across the country. We train dogs from all other States now. Tennessee has been here. We went to Arizona and presented at the SRO Conference because it was one of a kind. It started in Allen County and we brought that to that. From there we have two dogs in East Allen and they have merged from being a non-aggressive like my Lab was to full utility German Shepherds. What that brings is the active shooter or there was one in a school, you have more tools to attack that threat. Before, my dog would lick you to death. At some point in the next year, Southwest is going to have another dog and what happens is when the SRO retires, they take the dog with them. If you do three years of service, you get to keep your dog because the bond is pretty immense when you have that dog. You will see these school districts not have a dog for a while and they get a new SRO. They have to be trained first and we will get them a new dog. I will turn it over to Toby since I have been out of the game for a while and he can talk about what he does on a day-to-day with the program.

Toby Reimer: To give a little history on me, I have been a Police Officer for about ten years. About four years ago I decided to do the transition from Patrol Division with my partner Justice into the school system. I did that with Northwest Allen County Schools. I was kind of trailing an SRO that had already been there and so it was kind of easy to walk in that path and get the adjustment that I needed to do that. He had a non-aggression dog and this was the first time we had introduced an aggression dog into the schools. Like AJ had said, this was not only a challenge for the Sheriff's Department but also the school district to get the right dog in there. Knowing Justice's personality, it wasn't an

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issue. I went into Northwest Allen County Schools and really enjoyed the position but the thing I really struggled with was the Officer to student ratio of about 7,000 students to one Officer. With that being said what ended up happening is your true role as an SRO is supposed to be a proactive role so that you can stop things before they happen. When you have that kind of ratio, what you end up having is that everything is reactive. Similar in the Patrol Division, as much as we want to be proactive out there, a lot of times we are reacting to things that have already happened. What I found out in the school, we have the opportunity to actually go out and talk to the students and parents and actually embed yourself into that community where they feel very comfortable being able to come and talk to you about situations. Parents don't always want to come to the Police and get the Police involved because they don't want something blown way out of proportion. Being in the school, I am able to keep a lot of that stuff in-house and use what would be on the outside a law breaking offense a teaching moment and get these kids back on track without getting them through the court system. No matter how much we want to say that arresting kids is going to fix this problem, we all know that it will not be the case and has been proven time and time again. We have to get these kids back on track and the court system doesn't always help that. With that being said I was a little overwhelmed with that and had an opportunity a little over a year ago when East Allen added two more positions. I have always lived in the eastern part of Allen County and thought this would be a good opportunity to be a little closer to home as well as impact my local community in a more positive way. I am currently at Woodlan and am down to a ratio of about 1,200 to one Officer. This is a K through 12 Campus and makes it very nice. While we are at the school, Justice and I work on the National School Resource Officer Association and the Triad Concept which basically breaks my role down into three different hats that I wear. The first one being a teacher which means I am assisting teachers in things like law related topics. We go in on bicycle safety or summer time safety or whatever it might be. We try to get the little guys on board with that and build those relationships. We do a lot with Justice in the classrooms because he is a good icebreaker for us. The next tier that we do is the mentor counseling portion of my position. The mentor counseling is definitely where I spend the most amount of my time. That is not only working with the Counselors at the school but also reaching out to parents. You have that single parent at home and can't get their kid to school because he refuses to get out of bed. We go out and make home calls and get those kids motivated and we do whatever we can to get them in there. A lot of the situations that we have come up at the school can be prevented with the right communication with the students and that information does cycle back to you. When that does, we have the opportunity to talk to these kids about possible consequences if they did choose to take those actions. We also have the opportunity to eliminate that problem from even happening, most of the time. The third tier is the law enforcement side of things. What I stress to parents and students alike is that we are not in the schools to arrest kids. The worst part of my job is arresting kids and so we want to take every opportunity that we can to transition these guys back in and make these teachable moments and not life changing moments. On the law enforcement side of things, we also assist the school administrators in doing things such as keeping them up to date on incidents that are occurring outside of the school that might concern them such as bank robberies and things like that. I am also a bridge between the school and the Sheriff's Department for things such as school safety plans and things like that and law

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enforcement investigations. Obviously we are still Police Officers and still have to make arrests at certain times but that is not our goal. I often get questioned as to why I do this, being a kiddie cop per se, but we cannot arrest ourselves out of this situation and we need the right Officers in the right positions and the ratio of students to Officers in order to accomplish this mission and make the positive impact on our community.

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

Tom Harris: The SRO, is that always with a K-9?

Toby Reimer: Not always with a K-9. Right now we have two K-9's in our schools and we have five School Resource Officers. There are three in East Allen and one in Southwest Allen and one in Northwest Allen. Although Northwest and Southwest previously had SRO's, they would be the typical SRO dog which is a Lab. Fortunately for us, the two dogs we have now are what you would call an aggression dog or a full utility Police Dog. Those are both in East Allen County Schools.

Tom Harris: Is it the initiative to try to get K-9's into the schools?

Dave Gladieux: We plan on increasing that. We have some younger guys and are giving them time to get comfortable in the position and then add the dog later.

Toby Reimer: One thing that I can say has made my transition from Road Patrol into the school is hands down having Justice. He allows kids to approach me in the hallway. It gives them an excuse in the lunchroom. Whether it is showing a new kid around the school or going to staff members and begging for treats, it is all about opening that line of communication. When we wear our uniform, it is obviously for our own safety and to make sure it is a safe learning environment for the kids but anytime that we can break that and allow those students or staff members come up and feel comfortable with us and 80% of the time, I think it is because of Justice that they feel that comfort.

Larry Brown: Dave, I have a question. Is funding a problem or obstacle in getting a dog?

Dave Gladieux: We've always taken on that issue. Commissary or drug seizure fund as well. I have always been willing to do that and I know the previous Sheriff was too and really on down the line. There may be an issue but I am willing to cover it but transportation, adding to my fleet, I am going to need to add to my fleet. That may become an issue later on but I will take care of that for right now.

Larry Brown: I bring it up because this Council sees, almost on a daily basis, the cost of ACJC and Court related and so any effort we can make to keep these kids out of the court system is well worth the investment.

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Dave Gladieux: I really do believe it is a great program just like the Dare Program was years ago. This one is a step above, in my opinion. I guess what he is trying to tell you is that they are not just security guards. There is a lot of responsibility on their parts.

Larry Brown: I see in the audience that we have members from Southwest and I believe Northwest Allen and if anybody would like to make a comment, feel free to come up and speak.

Brad Kohrman: For the record, we have Dr. Himsel and John Miller from Northwest Allen and Anita Gross from Southwest Allen.

Eric Tippmann: While they are settling in, Dave, can I ask a question? We were first in the country to do this kind of K-9 thing?

Dave Gladieux: Yes, back in 2006, I believe.

Eric Tippmann: So other Police Departments have come here. Do you train them as a courtesy or do they pay for that?

Dave Gladieux: They pay for that. We put on a six-week for SRO and K-9 Program as opposed to 14 to 16 week for a Utility Officer.

Justin Busch: And they come back to the normal Police Force during the summertime, right?

Dave Gladieux: Absolutely. These guys go back to normal shifts where they are needed and most times it is Road Patrol.

Justin Busch: It seems to work well with scheduling vacations and such?

Dave Gladieux: Oh, yes.

Brad Kohrman: Related to that I would like to explain that the funding was 100% when we started with the schools. We looked at it and said it wasn't really fair because we do have access to those Officers for almost two months in the summer and snow days when the schools are closed down, those Officers are out working accidents and those sorts of things. We backed that off somewhat and the schools pay 92%. They are paying the bulk of it. It has worked out quite well.

Larry Brown: Good morning. I guess what I had in mind and I thought it was good to afford this opportunity, with all of the bad press we hear on a daily basis about law enforcement this is a very positive thing with a proactive approach. I thought maybe the school systems would like this opportunity to maybe share some results that they have seen or some experiences to help us better understand and appreciate what is going on.

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Anita Gross: I am Anita Gross from Southwest Allen County Schools. I want to compliment the Sheriff because they have been so supportive of the schools and working with this program. The Officers do become a very important part of the school community. As the Officer was explaining, it is not just about the law enforcement side of it but is about building those relationships, mentoring students and being the resource for staff and parents when questions come up on legal issues. They are great at giving that support to the school and helping us improve on school safety issues and what we are doing on a day-to-day basis.

Dr. Himsel: This is John Miller, our Chief Operations Officer who is at Northwest Allen County Schools and is overseeing our entire safety program. I am Chris Himsel and am the Superintendent for Northwest Allen County Schools. This process where we are getting to the point of asking for two Officers actually began back at the Sandy Hook Elementary incident that occurred a few years ago. At that particular point in time that is the first time anything like that had happened at an elementary school. That is when we had an ongoing conversation with some of the parents in our community that we needed to make sure we had enough resources that we could have a first responder situation in an elementary and middle school situation and not just at the high school. In the past, it had always been a high school issue. Sandy Hook changed that. There were lots of different solutions that were put forth but we think that the best opportunity is the School Resource Officer program. We have been working for the last couple of budget cycles to try to set some money aside so that we can make this a recurring expense in our budget and so we could support it. That is why we didn't come to you immediately because we needed to make sure that we could live up to our bargain and it was sustainable for a long period of time. There is a lot of negative information out there about school to prison pipeline. I couldn't disagree with it more. I appreciate your comments earlier. I believe what the School Resource Officer program does when you combine it with guidance counselling and mental health services is that it is prevention to make sure that we keep people out of the system instead of encourage putting people into the system. It is proactive in how we look at cyber bullying and drug use and other types of issues. It is not just School Resource Officer. It is School Resource Officer with mental health services and what we typically do with teachers and you have the entire gambit around it, I think we are more effective at reaching more people. I also appreciate the comments about the K-9. I think the dog is a great icebreaker opportunity to get people to open up and talk who maybe wouldn't have done so otherwise. We have seen that on the mental health services side and on the School Resource Officer side that having a dog around just breaks the ice and gets people to open up and talk about things that need to be talked about. It is a great first responder situation. It is a great mentor situation and a great proactive situation. Officer Reimer is one of the cream of the crop. We were so disappointed to see him move to a different school district. He did an awesome job. Bike Safety, Stranger Danger and all of those different things that we begin in the elementary schools are more complex issues when we get into the high schools. We can never prove why a person doesn't get involved in drugs. I have to believe that there is a multi-valued approach with parents, teachers and guidance counselors and SRO's. I don't care what causes a kid not to get involved, I just care about the fact that they don't get involved. This helps with that. The biggest thing that we deal with is attendance interventions, divorce cases that can

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sometimes get out of hand, child abuse issues and our SRO's are invaluable in helping us deal with those kinds of reports and help get social help and things we need to get it done. The number one threat that we have is two divorced parents who just can't get along and it explodes to the point where they feel that their only recourse is to do an abduction or something like that in a school setting. It sure is nice to have a School Resource Officer to handle that versus a teacher who is not trained to do that. For all of those reasons, we are grateful for the program and we hope you agree to expand it.

Larry Brown: Very good, thank you.

John Miller: That is why he is the Superintendent, he speaks so well. I have to make one correction though. Missing Toby, the kids miss Justice a lot more. The lockers are open and they still have the baseball cards of Justice in their lockers and the K-9 component is something that we are very, very interested in. We are hoping to get Kristin, our current SRO, trained for that. To echo, we appreciate the Sheriff's Department and all that they do to support us. To bring it to light, between the two school districts there are 14,000 children in our buildings. That is where good community oriented policing should be.

Larry Brown: Thank you very much.

Tom Harris: With the three positions, how are those broken out?

Dave Gladieux: Two at Northwest and one at Southwest. And they are additional.

Dr. Himsel: To give you some background. We are now at 7,350 students and are projected to be at 8,500 within the next six to seven years.

Anita Gross: We are just over 7,000 and not growing quite as fast but growing some. We do have strong community support for our program and this was one of the factors in our tax referendum a year ago. It was supported by 75% of our community and so it is something that is strongly supported by the community.

Larry Brown: Personally I think it is fabulous that we hear positive things like this when we are hearing regularly issues that are related to the court systems, ACJC and on and on and on. I appreciate the effort that is going on here.

Tom Harris: With that I will make a motion for the approval for Resource Officer Police Officer-Probation at \$46,744 for 40 hours per week.

Eric Tippmann: Second.

Larry Brown: **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent).**

Dave Gladieux: Next up is consideration of reclassification of numerous positions. I am going to step aside and let these fine individuals take over.

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Tracy Mitchener: Tracy Mitchener, Assistant Human Resources Director.

Tom Fox: Tom Fox, Compensation Specialist, HR Department. I have several positions to be reclassified. As you know, Council has tasked the HR Department with reviewing County positions. The Sheriff's Department has stepped up and gone through this process. I think there are only two more to go.

Brad Kohrman: Four more.

Tom Fox: Four more to go and we will be complete. All of these positions completed the process. They did job analysis questionnaires, we did desk audits and we revised some of the job descriptions. It had been a long time since some of these positions had been reviewed and we didn't even have job descriptions on a couple of them. We recommended that they all be moved to an OSS 4 position and this goes across all of the divisions, Jail, Vice and Narcotics, Civil, Warrants and Operations. It also recognizes the changes that it has gone through over time. It also creates equity throughout the department. These reclassifications passed unanimously in Personnel Committee last week and were endorsed by the HR Department.

Tracy Mitchener: Just to add to that I want to thank the Sheriff's Department for letting us go in and do the desk audits. They are on their way to being almost complete. We have a few minor ones that we need to see and then they will be on the list of being complete. I just wanted to thank them for allowing us the opportunity and I think it is great that we are working together to get this done.

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

Tom Harris: I have some questions. I just want to understand in terms of substantively, when you look at all of these positions and they all moved from a three to a four, what was it that is moving them up? Why the shift? What happened?

Brad Kohrman: Can I take a stab at that?

Tracy Mitchener: Yes.

Brad Kohrman: Tom, to let you know where this all came from, we came before Council last June along with Judge Gull to get another Clerk for the Bureau of Identification. There were some changes in statute and the fingerprinting requirements exploded and they were overwhelmed down there. When we worked on that project, we found that all of those Clerks were classified as OSS 4. That kind of struck us because we knew from some of our other dealings with the department that several of the other positions were OSS 3 yet they were almost identical in nature to what the jobs were. We started looking at it across the entire department and we found twelve positions and we have to take responsibility for that but we dropped the ball. These positions had fallen through the cracks many years ago. These jobs had been merged and other duties added

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to them years ago and were left in the dust. When we saw that the Clerks in the Bureau of Identification were all 4's and looked at these other twelve positions that were left years ago, we started the process with HR. I can't think them enough but they helped us with the job analysis questionnaires and helped us redo all of the job descriptions. Part of the situation is that with our move downtown, when we were at the Kidder Building we had the Detective Bureau at one end of the building and the Traffic Division at the other end. The support personnel for both of those divisions were in separate wings of the building. When we moved down here, our main plan was to put everyone together for efficiencies. Part of the plan was to take those four positions and put them in one area. Now we had started something that we wanted to do which were to cross-train those positions and then everybody can do everybody else's job. The job descriptions of those twelve jobs were pretty specific to one job that might have been in the 1960's. Through this cross-training, the Detective Bureau and Records doing individual things, they have been cross-trained and so they are now Operations Clerks and all four have the same job description. When we did that we said for equity, it is not fair to have been left in the dust years ago. We take responsibility for that because they fell through the cracks and should have been evaluated years ago.

Tom Harris: And this represents about how many people?

Brad Kohrman: Twelve.

Larry Brown: If you care to make a motion, we can do items two through seven as one motion.

Tom Harris: With that do we need to read each one?

Nick Jordan: Just do reclassification of items two through seven. They are all going to an OSS 4.

Tom Harris: With that I will move for reclassification of items two through seven.

Nick Jordan: To OSS 4.

Tom Harris: To OSS 4.

Joel Benz: I'll second that.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent).

Eric Tippmann: Sheriff, before I let you go, do any of your SRO's express a newfound appreciation for the teaching profession?

Dave Gladieux: Oh, yes, absolutely. I haven't lost any Officers to become teachers. It might be because teachers don't come with dogs.

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Brad Kohrman: Dr. Tippmann, we don't have one at the college yet.

Larry Brown: Next on the agenda is the Surveyor's Office with a request to shift some funds.

Jeff Sorg: I am Jeff Sorg, Allen County Surveyor.

Karen Couture: Karen Couture, Administrative Assistant.

Jeff Sorg: We are here today to transfer some money from the Hydrologist position to Contractual. Historically this Hydrologist position has been almost impossible to fill. The requirements for the job require a Professional Engineer and it is paid \$66,000 a year. It has never been filled. You can't find a Professional Engineer willing to work for that amount of money. It is my position that it is best to transfer that money to Contractual and when the projects come in, I can sub it out to one of the local engineering firms to review on our behalf. It will expedite things. I have tried to hold them to a two-week turnaround period. When a project comes in, be it a subdivision, shopping center, factory or whatever, we need to have a two-week turnaround. These folks are just beside themselves when they wait more than that. They have a window of opportunity and they need to meet that. I have done my best and we have kept up with it so far but it appears to me that we are going to have a pretty busy summer. I don't see the turnaround coming and I think the economy that we are in right now has some legs and is going to last a while. This is going to leave me \$30,000 still in the Hydrologist position which two things could happen with that. After six months, I could look for a Hydrologist and it is doubtful that I would find one that would meet the qualifications and be willing to work for that amount of money. I may be back, see how things go, to transfer that into Contractual. With that I would take any questions that you might have regarding my request to transfer.

Larry Brown: Council, are there any questions?

Tom Harris: Jeff, we talked when you were before us the last time and mentioned that you had a Hydrologist at that time. Didn't you? There was a Hydrologist onboard.

Jeff Sorg: Right. I don't have a Chief Deputy. That position was classified as a Hydrologist. The Chief Deputy pays 75% of the Surveyor's salary which was done 20 some years ago. The position was changed to Hydrologist and actually it is my Chief Deputy and he serves the same role. He is with us today if you would like to talk to him.

Tom Harris: So he is a Hydrologist.

Jeff Sorg: Right and he is reviewing plans but we are not going to be able to keep up with it though. I have been around long enough to know that.

Tom Harris: We were showing that the position had been filled and that you had a Hydrologist in that position. At least that line item has been filled.

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Jeff Sorg: At one time it was. That didn't work out too well.

Karen Couture: There used to be two.

Nick Jordan: You had two Hydrologists and one Hydrologist Storm Water for the last three years with exception of one leaving last year.

Jeff Sorg: Right. Now we are down to zero and I think we can do this for less money. If we do this contractually, I think we are actually going to save money. You look at a \$66,000 salary and add the benefits to it, my guess is you are somewhere near \$80,000. I anticipate with the Hydrologist that I have onboard between him and the \$30,000 that I am requesting for Contractual we may be able to handle that.

Tom Harris: Do you have a contract, at this point, for the \$30,000?

Jeff Sorg: No we don't. I am working with the County Attorney to see if we need contracts and if we do, he can prepare them.

Tom Harris: Do you have a vendor that you have selected, at this point?

Jeff Sorg: No. I don't want to use any one vendor. It is professional services and I don't believe we are required to have a contract with one vendor. I am working with Charity, the County Attorney, on that. Most of the engineers in town are quite capable and are local. We like to keep it local. In the past, they have been sent to a firm that was based out of Indianapolis and Chicago. We have good engineers in Fort Wayne and they do a fine job. I would much rather contract locally.

Tom Harris: One more question. Kind of getting down into the trenches, if you will, understanding that individual that works with they are an independent engineer or are they working for different companies here? In other words, are they watching over and approving things that their company may be working on or they may be involved in?

Jeff Sorg: That is an issue where you don't want the fox guarding the henhouse. I am very careful about that.

Tom Harris: How do you prevent that in this scenario?

Jeff Sorg: I will probably try to use Engineering Resources fairly frequently. They are mostly structural engineers and don't get into this type of stuff. They do occasionally but they will not be considered for reviewing their own submittals. We have other firms that are quite capable and most of them have approached me. DLZ and a few other ones and they all like some of the work. I have no problems spreading it out a little bit. No, there would be no conflict where you have someone reviewing something that they are involved in.

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Tom Harris: But systematically, how do you stop that?

Jeff Sorg: Quite simply, when a set of plans come in, if the engineer is DLZ, I am obviously not going to have DLZ review their plans. That is why we use different firms. This isn't anything new. This has been subbed out for years. A portion of what the Surveyor's Office couldn't handle.

Tom Harris: Right but for the last several years you have had a Hydrologist doing some of this work.

Jeff Sorg: When I came onboard, there was none. The Hydrologist position had been posted forever without any luck of getting it filled. Talking to folks in the industry, it is just difficult to find somebody that is a professional engineer and will work for that amount of money. Does that answer what you are asking, Tom?

Tom Harris: Yeah.

Larry Brown: Council, are there any more questions?

Justin Busch: I will make a motion that we transfer in the Surveyor's General Fund from the Hydrologist to Contractual in the amount of \$30,000.

Joel Benz: 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 5-0-2 (Armstrong and Tucker absent).

Jeff Sorg: Thank you very much, folks.

Larry Brown: Next on the agenda is Department 42, County Council. Nick, do you want to handle that?

Nick Jordan: Yes, I will take that one. Back in January, if you recall, you approved the increase in the Surveyor's salary. Therefore we are just taking this out of the County Wide Compensation and then re-appropriating it into the Surveyor's General Fund in order to pay Mr. Sorg at the higher salary.

Larry Brown: Council, are there any questions? I will entertain a motion.

Joel Benz: I will make a motion that we do an appropriation reduction in County Council General Fund in the amount of \$11,820 and appropriate it into the Surveyor's General Fund in the amounts of \$9,945 for Surveyor, \$761 for FICA and \$1,114 for PERF.

Justin Busch: Second that motion.

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Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 4-1 (Harris) – 2 (Armstrong and Tucker absent). Next is the Prosecutor's Office.

Karen Richards: Karen Richards, Allen County Prosecutor. This is pretty simple. I am just here to ask Council for their permission to apply for a grant going through the Indiana Criminal Justice Institute for our full-time position of Domestic Violence Coordinator. I think this is the thirteenth year. It is the same person in the position as well. I can elaborate on what she does if that is something of interest but we have found her to be valuable in our office. We are just asking for permission to apply for the grant and the grant will begin this July and go for a year.

Larry Brown: Council, are there any questions?

Tom Harris: General trends continue to be going up?

Karen Richards: You know, the one area that and there are a lot of areas that continue to increase but we are seeing more and more and more domestic violence. Just as you see more homicides, I think we see a lot more intense violence in domestic violence cases. We have men burning down their girlfriend's houses and all kinds of craziness out there. To have a specific advocate for those felony level cases is really important. I think the other thing we are seeing too when we have these populations of folks that are coming from different countries and different cultures where things may happen in those cultures that we don't live like that and especially women who don't have English as a first language and don't understand that in this country law enforcement is your friend. A lot of places they are coming from are where law enforcement is not your friend. We have been doing an awful lot of training in these communities on what constitutes domestic violence and the fact that there isn't supposed to be physical abuse in the household and you can call the Police and bad things won't happen to you. There is a huge educational process for the folks that we get from other countries. This position fulfills that educational component as well.

Tom Harris: And this is an Indiana grant.

Karen Richards: Actually, this is money that comes from the Feds, Violence Against Women Act and so the money comes from the Federal government and comes to ICJI and then ICJI hands it out to various Indiana organizations.

Tom Harris: No sign that they are trying to cut back or anything along that line.

Karen Richards: Not so far.

Larry Brown: Are there any other questions?

Tom Harris: I will move for the Prosecutor to apply for the Domestic Violence Coordinator Grant.

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Joel Benz: 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 5-0-2 (Armstrong and Tucker absent). Next is the Wayne Township Assessor.

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

Tom Fox: Tom Fox, Compensation Specialist.

Bev Zuber: Bev Zuber, Wayne Township Assessor.

Tom Fox: This is a reclassification. As you know, Chief Deputies, when they are hired begin at 75% of the salary of the Elected Official. The Wayne Township Assessor is requesting that it be increased to 85%. This passed in the Personnel Committee meeting 3-0. Bev is here to explain why.

Bev Zuber: The average person coming in off the street begins at 75%. Eric Baca, the current Chief Deputy, is not the typical person off the street. He comes with a Bachelor's degree, eight years of experience in assessing, eighteen months of which has been serving as Chief Deputy. He is doing a fabulous job and seamless job since losing my last Chief Deputy. Eric has brought to the table experience, knowledge about the State deadlines and compliance issues that we have to deal with on a regular basis. He has also taken on the Personal Property Department. I have two ladies who cover all of Wayne Township and Eric has given them tools that have saved time and money in mapping and daily work process. We have gotten to eliminate overtime and I attribute it all to Eric. I would like to see him rewarded for everything that he has brought. Do you have any questions?

Larry Brown: Council, I think it is important to remind everyone that the way this has been handled in the past is when an Elected Official has a Deputy that they, we leave it up to the Elected Official to come before Council to request a percentage change. Initially they go in at 75% of the Elected Official's salary and so this is common.

Tracy Mitchener: In looking at the salaries, if the person holds a Bachelor's degree, it has also been considered and has been kind of standard as to why you increase the pay.

Tom Harris: You mentioned the eight years of experience, was that in your office?

Bev Zuber: In my office.

Tom Harris: And you said eighteen months...

Bev Zuber: Serving as Chief Deputy.

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Tom Harris: Okay, thank you.

Joel Benz: I have a couple of questions. Your previous Chief Deputy was at 90%?

Bev Zuber: He was at 90%.

Joel Benz: Moving forward, do you see yourself adjusting your current Deputy's percentage or leave it at 85% for a while?

Bev Zuber: I am going to leave it at 85% for a while. I have been in the job for twelve years and at 90%, my last Chief Deputy had been with me for ten years. He had earned two designations from the IAAO which is the International authority on assessing. If Eric proves himself to be more valuable, I will be back.

Joel Benz: That is fair enough. I will go ahead and make a motion if you guys are okay with that. I will make a motion on the reclassification of an existing position, Chief Deputy to 85% of the Elected Official's salary at \$56,351.52, exempt.

Justin Busch: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent).

Bev Zuber: Thank you very much.

Larry Brown: Next on our agenda is the Extension Office.

Vickie Hadley: County Extension Director for the Purdue Cooperative Extension Service.

Tom Fox: This is very much like the Sheriff's Department. The Extension Office has gone through the review process and done the JAQ's. We have done desk audits and evaluated the positions and determined the two Administrative Assistant positions should be reclassified from OSS 2 to OSS 3. It was passed by the Personnel Committee 3-0.

Vickie Hadley: In preparing for this, we realized the last time we had any reviews done was back in the early 1990's. Needless to say, we are way behind. Technology has changed extensively and job responsibilities have changed extensively. We have two individuals with a lot of service. The Administrative Assistant has 28 years of service. The Administrative Assistant/Receptionist has 14 years of service. It is due time that they get recognized for the work that they do.

Larry Brown: Council, are there any questions?

Joel Benz: I will go ahead and make the motion to reclassify the existing position from OSS 2/7 to OSS 3/7 in the amount of \$38,440 and OSS 2/5 to OSS 3/5, \$35,540.

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Justin Busch: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent).

Tom Harris: Vickie, I have a question. In terms of some of the changes going on with the IPFW Campus, how are you positioned and what might we expect coming at budget season this next year?

Vickie Hadley: Since we are not part of IPFW, we are directly associated with Purdue at West Lafayette, nothing has been indicated. We lease our building from them and with it appearing that Purdue is still going to be the financial agent, I don't anticipate anything but I never know. They have not shared anything with me yet.

Larry Brown: Next on the agenda is the Commissioners' Office.

Chris Cloud: Chris Cloud, Allen County Commissioners' Office. I have three items before you today. Hopefully all of you got my email earlier this week. The first one relates to an action that the Commissioners took last year. We have historically had four County Attorneys that were paid out of the Commissioners' General Fund. Over time, we have transitioned two of the four to contractual arrangements which saves the County health insurance, FICA and PERF. We had a third County Attorney late last year resign to leave her law firm and go to work for Old National as a Trust Attorney. It was great for her but left us in a lurch but it left us the opportunity to transfer one more to Contractual. Because the budget had been advertised, we were requested to come back this year for the actual transfer. I would like to amend, we really only need the salary line. The FICA and PERF are just going to roll back to the General Fund at the end of the year so we only need the actual salary transferred. That lowers our request to \$39,664. We are then left with one County Attorney from our budget that is still on the payroll. Whenever a transition would take place there with resigning or retirement, we would move that final one to Contractual. It seems to have worked out well for us and saves the County money. I think in yesteryear it was harder for the small law firms to provide health insurance but that is a little easier now.

Larry Brown: Are there any questions on that?

Joel Benz: Yes, for the second part of this the Public Information Fund 218. Will the FICA and PERF come off that as well?

Chris Cloud: That is a separate issue.

Joel Benz: I will go ahead and make a motion for the transfer from County Attorney, \$39,664 to Professional Services.

Tom Harris: Second.

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Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent).

Chris Cloud: The next one is a little awkward for me to discuss. Last year you increased the PAT grids and departments who are funded outside of the General Fund needed to come to you for the additional appropriation. I am on the PAT grid and so we are complying with that. I am paid out of the Public Information Fund 218. Both the Public Information Officer and I are paid from this fund. This just puts it where the grid is for the year. I would appreciate your approval as would my wife and kids.

Joel Benz: I see why I didn't recognize it because it only said Executive Assistant.

Chris Cloud: They had to shorten my title because they couldn't put them all on there.

Joel Benz: I will go ahead and make a motion that we appropriate in Public Information Fund 218 in the amount of \$1,457 for Executive Assistant, \$112 for FICA and \$164 for PERF with a total of \$1,733.

Justin Busch: On behalf of Mr. Cloud's wife and kids, I second that.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent).

Chris Cloud: The last thing is an appropriation in the CUM CAP Fund 321. Hopefully you got my attachment with all of the pretty pictures. A couple of years ago or maybe five or six, our Superintendent of Buildings and Grounds had come to the Commissioners and had let Council know as well that the flat roof under the plaza at the Rousseau Centre was probably reaching the end of life and needed to be replaced in the coming years. It has been 25 years and we are kind of at that time. It never made sense to me why we have a flat roof under those removable tiles but it is just how the building was designed back in 1969. The project is to on the west, south and east sides for now remove all of the tiles, remove the pedestals which are cast in plates in concrete and lift the tiles off the roof and then remove the membrane. Sort of like if you think of your roof and where the chimney comes in there is a flashing around there. There is flashing around 1,200 of these things. It is not the best way to do waterproofing. The project is pretty labor intensive. Remove all of the concrete cast pillars and make one single membrane of waterproofing and then put new pillars on top so they won't penetrate through it. There will be less space for water to get through. The west and east is sort of standard roofing but the south is over some sensitive areas such as Police records. It is important that we don't allow flooding or leaks to take place. On the north side is the parking deck and some other things and we have already seen some of the water seep through. We know it is better not to wait on this. Because we knew about it years ago, the Commissioners have been sort of doing a sinking fund and putting aside some money each year. There is plenty of money in CUM CAP to do this. We already have \$700,000 in that line and we are requesting an appropriation of \$2.5 million. The project estimate is about \$2.5 to \$2.6 million but we still have to do the north side, eventually, and you never know when it is going to come

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up. We want to make sure that we have some extra, just in case. The architect on the project, Martin Riley doesn't foresee finding anything new. Our maintenance guys have removed these tiles over the years and so there is nothing mysterious. They know where the bad spots are. We don't expect to find anything worse than it is now. That is the request before you today.

Larry Brown: Do you anticipate that this will be a 2017 summer project?

Chris Cloud: They hope to bid in early April and yes, it would be a this-year project. It will be inconvenient for people walking around the building because we will have to close off sections.

Tom Harris: This is a one-time fix.

Chris Cloud: It is reroofing a house. Another 25 years we will do it again. By having a monolithic membrane with less penetration through it, they think it should last longer than this current one.

Larry Brown: I don't think today's designers would have designed it that way. We can be thankful that Dan Freck was thinking forward enough that he recognized the problem and the expense related and that the Commissioners were frugal enough to pigeonhole money so that this is on hand and ready to go.

Joel Benz: I will make a motion for the appropriation in CUM CAP Fund 321, City-County Building Renovations for \$2.5 million.

Justin Busch: Second.

Larry Brown: **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent).** Next is Youth Services Center.

Chris Dunn: Good morning, Chris Dunn with Youth Services Center. Today I come before you because my long time Office Manager/Finance Manager is retiring in June. She has been with the County for over 30 years. She started out with the Auditor's Office. I need a temporary salary ordinance so that I may bring somebody in to train alongside her. My goal is to have them there for some time between four and six weeks, depending on whom we hire. I am not asking for any funds because we are taking them out of existing funds that we already have. It is 737 Fund, our placement funds. Some of our salary line items are already paid out of that fund and she is one of them.

Tom Harris: I have had the opportunity to work with her for years and it is truly going to be a loss. We have done this before in terms of assisting in the transition of an employee moving out and the need to bring someone else in. It is kind of a standard process that we do in the County. I will move for consideration of a temporary salary ordinance for the purpose of training for the Office/Finance Manager. Effective until June 30, 2017.

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Joel Benz: I'll second that.

Larry Brown: Are there any further comments or questions? All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent). Before you get up and leave, did you personally know Dick Kryder?

Chris Dunn: Yes, I was at his funeral yesterday.

Larry Brown: For those of you that don't know, Dick Kryder was very supportive of Youth Services and the Kryder House. He passed away this past week.

Chris Dunn: He has been providing Christmas at the facility for 58 years. When he first started, it was the Allen County Children's Home and we didn't have Glenbrook Malls and those kinds of things. He and his wife would bring out the Sear catalog and the kids would pick stuff out and they would order it for them. I have been there for every Christmas for 26 years and every year he calls me, sets a date and he shows up. If we have a lot of kids, they get at least three presents from him and his family. If we have a lot fewer kids, he lets them get more. He has actually set this up so it will continue. I was at the showing and the funeral and the family reassured me that it is going to keep going. He was an amazing man. If I do half of what he has done in his lifetime, it would be impressive. He showed up last spring, on a sunny day, and I can still picture him driving which his sons didn't want him doing anymore. He didn't feel he was doing enough and showed up with 20 gift cards and he wanted to start giving the kids presents on their birthdays. Shortly after he left, his sons called and they were asking me where he got the money because they were trying to watch stuff for him and they didn't know he was out driving either. He never felt that he had done enough. He was constantly giving. He was an amazing man. It is very sad but again, his family is going to keep coming and giving gifts for the kids.

Larry Brown: I had the pleasure of living across the street from him for five to eight years and you couldn't ask for a better neighbor.

Chris Dunn: Thank you.

Larry Brown: Thank you, Chris. Next on the agenda is ACJC.

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

Tom Fox: Tom Fox, Compensation Specialist.

Judge Heath: Judge Heath with ACJC.

Jill Carboni: Jill Carboni, Educational Director with the Allen County Juvenile Center.

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Tom Fox: There are several positions that the Juvenile Center is requesting to be reclassified. They are the Assistant Director of Education and several teacher positions. Currently the requirement for these positions is to be not only licensed teachers but also Probation Officers and the current climate and teacher shortages, it has been very difficult for ACJC to recruit and retain qualified teachers. What we are attempting to do here is to make that task easier by dropping the requirement to be Probation Officers and removing them from the UPROB grid and putting them on the PAT grid. It would be a PAT 5 for the Assistant Director and PAT 4 for the teachers. This reclassification passed the Personnel Committee 3-0 last week.

Judge Heath: Just to piggyback on what has been said, we have two schools in our center. We have a school on the secured detention side. We have a school called the Allen County Learning Academy for the kids who are pending expulsion. The get into trouble at school and they have expulsion pending and they agree to attend our center and they attend for what would be the period of expulsion until they regain admission back into the school. It is a way to get kids to continue going to school rather than just be expelled and not taking any credit hours at all. In other words, they would be expelled and not attending school and probably getting in trouble and then being joined at the hip with one of my Probation Officers. It is kind of like the Fram Oil Filter Commercial, pay me now or pay me later. We want to keep them going and getting their credit hours because that helps them become tax paying citizens. They are typically behind anyway when they get into trouble and if they are expelled and not in school they are going to fall further and further behind. They might not even get their GED or what is now called HSE. We want to keep them on track. They have made mistakes and done stupid things but they need to get their credit hours so that when they do reach some maturity, they can become tax paying citizens instead of being on government services which could be the rest of their lives. That is our aim, to keep them out of trouble and in school in the classroom instead of out in the community doing what they might do. This school comes out of our old Deer Run Academy from many years ago. When the Juvenile Center was built, we put together classrooms. It then became the Allen County Learning Academy. We have had teachers hired by the County for many years. The Academy, however, its anchor is the four school districts. Each school district gives us a teacher with the right to have space for 25 students from their district as long as they pay for the teacher. Four of the teachers are provided by the school districts and the others are provided by us. The idea here is to be able to provide all of the credit hours they need to keep going on their classes. If we just had those four teachers, we would not have sufficient licensure to keep their credit hours going and keep them on track. That is how this all works. It is a cooperative venture with the school districts and the County to keep kids in school and be on track to get their HSE or graduate. It has been pretty successful. I have counted over the last four years we have gained nearly 1,000 credit hours among the students that have come through the Learning Academy. About 100% of students earned at least one credit. About 50% of the students acquire the credits that they attempt which among these kids is actually a pretty high rate. I have a chart here with data if you want to see it. Essentially we take the toughest cases in the County and these are the kids that get expelled and been in trouble, off and on probation and we are getting them on track to graduate. We have a vigorous HSE program. When the school year is over, these teachers

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go to the secured detention side during the summer and work with those kids through software called Grad Point Credit Recovery where we continue to push those kids along to getting back on track for the credit hours they need. You need 40 hours to graduate and they may be at ten or fifteen and we want to get them back on track. We work pretty hard on that during the summer. Is there anything else you can add, Jill?

Jill Carboni: The kids that we work with have generally been through the alternative schools that are offered through each of the districts. These are the kids that have brought knives to school or assaulted their teachers or an administrator. These are the kids who are gang members and are bringing drugs into the schools. These are the kids that we have in ACLA and at ACLA we are working on getting the kids the credits that they need to graduate but also because our class sizes are small, we are teaching these kids how to interact. We are teaching them how to interact with other students and adults and at times we have kids that want to go and get a job and we have teachers who will work with these kids and explain how to go to a job interview. These teachers are amazing. They have to have a lot of patience. The teachers that we employ currently are all in high-demand areas for teachers. Every single one of these teachers could go into a school district easily and make more money than they are making now. It is a phenomenal program and I would like to see the teachers compensated for what they do.

Judge Heath: The hourly wage has been considerably less than what has been paid in the school systems. We are just trying to match the hourly wage by making this move from the UPROB grid to the PAT grid. If we can match the hourly wage in the school systems or come close to it, we think we can keep them with us. They're experienced and do nice work. The other thing I can tell you about this school is that it is a no-nonsense environment. Mr. Joe is our Probation Officer in charge of student discipline. They start misbehaving in one of our classes they are out in a minute. I feel sorry for the teachers in the public districts because they have to work with these kids patiently and with little or no discipline. We pull them out, there is a violation and they appear before me and there are consequences. It is a learning environment and is meant to be that way. This school helps me have a very good relationship with our four Superintendents. I meet and talk with them frequently and we have our mentoring programs in the high schools as well. They depend upon this school to help them keep their own school environments working well. We take their worst cases so that the rest of the kids can have some education. It works and I think it is one of the best programs in the country.

Joel Benz: I just have a couple of comments. In the Personnel Committee, we had the chance to discuss this more at length and you had several examples of kids that had come in and gone on a little bit and improved. It also showed decreases in recidivism. I think it is a win-win program and I think taking them off the UPROB grid and putting them on the PAT grid makes it more in line with the work that they are doing.

Eric Tippmann: I have a question. The 1,000 credit hours, any idea of how many of those were applied to graduation?

Jill Carboni: All of them.

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Eric Tippmann: All of them. All of those kids eventually graduated?

Jill Carboni: Oh, to the actual graduation, I am not sure. All of these were applied.

Eric Tippmann: To their 40 hours.

Jill Carboni: Yes.

Eric Tippmann: How many applied to their total 40? I mean graduated?

Jill Carboni: That is information that I do not have.

Judge Heath: I should mention that we need to get that kind of data. The thing here is this is a very fluid environment. We have kids that come in for a while and then they may be back in the system. It is hard data gathering and is a little bit more difficult than a normal school would have. I can tell you that we do mount a lot of credit hours toward their diploma for them while they are with us. To put it differently or more to your point is that probably with us they get more credit hours than they do at any time during their education. It is accelerated because of the way we handle them in our system. We don't mess around with them. We also have an HSE Early Release Program. If they get their HSE while they are with us, they can walk out. That is a real incentive. They might still be there 30, 60, 90 days or whatever but they pass that HSE and they can walk out. That program has been a godsend in terms of getting more and more kids their HSE. There are other places in the community that you can get it but when these kids get the HSE but for that program, probably not.

Jill Carboni: One thing I can address on here is that we work very closely with the districts and when we get a student, we basically get their historical grades and the classes that they are currently in and Molly Flood, our Assistant Director, works closely with the schools to make sure that we have them on track to graduate. When they come in and earn these credits here and go back to their school, these credits transfer with them and they can continue on with the path. Unfortunately, having the four districts and kids moving in between districts, we haven't been able to track this information but when the kids come to us it is definitely the path that they need to continue on to graduation. Most of the time the kids don't come back to us and they do go back to school. I have had kids that I worked with and have come in and had basically little to no knowledge about the subject matter that I was teaching. I taught Integrated Chem-Physics. One example I had was a student that came into my class about a month after we had already been through class and gone through the basics of chemistry and atoms. This particular young man was basically "I have no idea what you are talking about and I have never heard this before." Because our class sizes are small and because we built in study halls and have study tables for kids so they can work with teachers as often as they need to work with them, we were able to get this young man caught up with the rest of the group. Eventually watching him, his whole demeanor changed because all of a sudden he was learning and he can see that he is learning. It is an opportunity that in a class of thirty, they don't get

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that one-on-one attention. At the end of the year, the student came in and ended up with an A- or a B+ in the class. He had the confidence when he left from ACLA that he was going back to high school with a good solid base.

Tom Harris: You mentioned these positions about reclassification but how many additional teachers are there?

Judge Heath: There are four school district teachers and those that comprise the Learning Academy.

Tom Harris: The four school district teachers are paid for by the school district?

Judge Heath: Yes, the school district.

Tom Harris: We talked some time ago this but in terms of a diploma, when they receive that diploma if they are still with you...

Jill Carboni: They are still technically on the rolls of their own school so if we have a Southwest Allen County student, they get a Southwest Allen County diploma.

Tom Harris: And from a headcount standpoint, Southwest Allen still counts that student as part of their headcount.

Jill Carboni: Yes.

Tom Harris: So they are being reimbursed from the State for those individuals. That is a financial thing we have to think about in the future.

Judge Heath: I think that is why they supply the teacher. We started it that the requirement was they supply the teacher. The real problem was you couldn't get enough accreditation from those four to get the job done and so Judge Sims, years ago, brought other teachers onboard as Probation Officers. He made them go through Probation training but they were actually teachers.

Tom Harris: Got ya and you mentioned a minute ago that when they receive their diploma, they walk.

Judge Heath: That is the HSE program. Not the diploma program.

Tom Harris: When you say walk, you are talking about getting the diploma.

Judge Heath: When they are sentenced at a dispositional hearing, they are told that if they acquire their HSE, let's say we sentence them to 90 days. If they get their HSE, they get an early release.

Tom Harris: Oh, I see.

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Judge Heath: The incentive is for them to go back there and for the first time in their life, perhaps, really concentrate on getting something done. We have a pretty good success rate with that because they want to get out of secured detention.

Justin Busch: When you have those individuals there, do you have to have Probation Officers to watch these folks even if this school programming was not available?

Judge Heath: My very strong hunch is, looking at the profile of kids that we are looking at, if they are expelled and not in school, they will be receiving stolen auto parts, committing battery, at the mall converting, doing dope and other things. This is what they are going to be doing. Yes, they would be on probation.

Justin Busch: I think we talked about this before about anytime that we can have proactive dollars to keep these folks out of the system and I think it is a fantastic program. We also talked about some of the programs earlier in the meeting about mentor programs and you and your staff are doing a great job. We very much appreciate it.

Judge Heath: Thank you. These teachers are good people.

Larry Brown: Does anyone care to make a motion?

Nick Jordan: Do one and two separately because number one is going to PAT 5 and the other ones are going to PAT 4.

Joel Benz: I will make a motion that we reclassify an existing position of Assistant Director of Education Supervisor, exempt to PAT 5, \$59,278.

Eric Tippmann: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent).

Joel Benz: Move for approval of reclassification of three existing positions, Program Assistant UPROB to Teacher PAT 4, \$51,324, non-exempt; Probation Officer UPROB 5 to Teacher PAT 4, \$53,388, non-exempt and Probation Officer UPROB 1 to Teacher PAT 4, \$48,897, non-exempt.

Eric Tippmann: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent).

Eric Tippmann: Judge if you could get that number, what is a good metric to keep track of? The 1,000, are they applied to what we want it to be to.

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Judge Heath: Yes. We might be able to do that either in cooperation with the schools or if they are still in our system some way. As Jill mentioned, part of the problem is they move. This is a transient population. Not easy but we can try.

Eric Tippmann: Absolutely but it is ultimate metric of success to some extent versus recidivism.

Judge Heath: We will try to start tracking that for you.

Larry Brown: Thank you. Next on the agenda is Superior Court.

Judge Pratt: I don't think I am here on the first part.

Nick Jordan: I don't know who is here on the first part.

Joel Benz: I believe on this one we told them they didn't need to come back.

Jackie Scheuman: This was part of a grant that was going into this fund and runs on the State's fiscal year, July 1 to June 30. At the end of December, end of our fiscal year, the appropriation went away and so basically we are just re-appropriating the rest of the grant from the previous year.

Larry Brown: Okay, thank you for the explanation. Is everybody okay with that?

Tom Harris: Yes, and with that I will move for appropriation in the User Fees Fund 741 in the amount of \$70,187.

Joel Benz: I'll second it.

Larry Brown: **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent).** Next on Superior Court is consideration of a salary ordinance for a new position.

Judge Pratt: Judge Charles Pratt, Superior Court.

Tom Fox: This is listed as a new position but actually it is a position that has been around for a while and has just been considered an independent contractor, the Coordinator for the Great Kids Make Great Communities. Recently the definition of independent contractor has changed and no longer qualifies. We are bringing this to put on the grid as a PAT 3 position. It will still be grant funded but will be a County employee position. It passed the Personnel Committee three to nothing.

Judge Pratt: I can add that we are fully funded on this grant position including benefits.

Tom Harris: Is this from a State or Federal grant?

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Judge Pratt: It is the Foellinger Foundation. It is an ongoing grant that we have been sustaining for a number of years.

Eric Tippmann: If you were to lose the grant, are they put on the County roll?

Judge Pratt: No. Not without your permission. The terms of the employment would be made clear that it is subject to the ongoing provision of the grant.

Justin Busch: Making the motion for the salary ordinance for the Great Kids Make Great Communities Coordinator, PAT 3/2, \$39,867.

Tom Harris: I'll second that.

Larry Brown: **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent).**

Nick Jordan: How long has this individual done this position?

Judge Pratt: We don't have it filled at this point in time.

Larry Brown: Next on the agenda is the Highway Department.

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

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

Kim Yagodinski: The first thing on the agenda for us today is an appropriation in Local Road and Street Fund 255. We are asking for a million dollar appropriation. \$500,000 of that we would like to use towards our HMA Resurfacing Program. The additional \$500,000 is to our Road Reclamation Program. Last year we were able to do about 19 miles in both of those categories, excuse me, in reclamation. In the HMA program 15 miles. With this additional appropriation, we would be able to do 14.5 miles of reclamation and in the HMA program about 9.5 miles.

Bill Hartman: We are still catching up from two winters ago. Fortunately we have had another light winter this year and that is going to save us money in salt and sand, overtime and fuel. Maybe a little later in the year we might be back.

Larry Brown: It is still Indiana so don't spend it all.

Bill Hartman: We realize that in this budget cycle we have to be prepared for December. A couple of years ago it started in mid-November. We keep enough salt and sand in our storage units for about three events.

Larry Brown: Do you want to go ahead and explain items three and four?

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Kim Yagodinski: Sure. The second appropriation that we are asking for is in Fund 329 which was previously known as our CEDIT Fund. We are asking for \$510,000 to do a Coldwater Road widening project that the Commissioners approved last week and \$146,622 for additional money that we are going to need for our bridge inventory plan. This is a total of \$656,622. This would be from our CEDIT reimbursement that comes back in. This particular group makes up reimbursement for Bass Road, Tillman-Minnich Roads, General Mills TIF Fund, Gump Road and Flutter Road. Some of those projects are winding down as far as funding that we need for them and so this is a way to put them into a new project.

Larry Brown: Council, are there any questions on those four items? Does anybody care to make a motion?

Joel Benz: I will make a motion that we appropriate in Local Road and Street Fund 255, \$500,000 for HMA Resurface and \$500,000 for Road Reclamation and also appropriation in Fund 329, \$510,000 for Coldwater Road Widening and \$146,622 for Bridge Maintenance.

Justin Busch: Second.

Larry Brown: **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent).** Council let me interrupt slightly on the agenda. The next three items are not really reclassification but are pay adjustments.

Kim Yagodinski: Correct.

Larry Brown: This is of existing positions and existing employees that are in the Special OCC category. They work for the Highway Department. To be quite clear and frank, the numbers that are being requested match the Waggoner, Irwin, Scheele compensation study. It has been suggested; I guess I am throwing this out for your comments and approval that we handle consideration of the Special OCC category as a group and consider each Special OCC position on its own and that we do it first through the Personnel Committee and then bring it to full Council. If you agree with that then that would require the Highway Department to pull and hold these three positions until a later date.

Nick Jordan: I don't know about the last part of that because these were just at the Personnel Committee.

Larry Brown: I understand that. I can only speak for myself. I know what the words say but in my head these were PAT positions. All along, I have thought that Special OCC should be dealt with as a category and dealt with individually. There is nothing that the Highway Department did wrong. I just think we need to put this on hold until we go through all of the Special OCC's. Maybe that is in April or maybe it is in May.

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Tom Harris: I would throw in my support for that. I think the challenge that we have going in the County is that we have identified two from the WIS Study, two particular grids that needed adjusting and we adjusted them. The second two came through with a lot of emotion. A lot of people were upset that we didn't consider them. The additional two came before us and in my opinion we needed to take action and we took action. The next group is now before us and starting the process would be the Special OCC's, which are Special Occupations. How many is in that category?

Nick Jordan: It was like fifteen. You have already addressed the majority of them with the three percent raise. There are probably fifteen of them. My frank opinion is that it doesn't make any sense to do it in a group. They are not the same. To say a Highway Barn Supervisor or Engineer is anywhere close to a Prosecutor. It makes no sense.

Tom Harris: The challenge becomes we are going to have each one of those come before us, one after another, I suspect, for arguments that they too should receive some additional compensation.

Nick Jordan: They should because they are on the Special Occ.

Tom Harris: What they are going to say is that the WIS Study provides some justification why they should get some kind of an increase. Larry's point is that these fit that study but there are others, to your point, identified as Special Occupations but are already either at or above what WIS recommended. Not these.

Kim Yagodinski: These three individuals, in the Highway Department, according to the WIS Study are below the midpoint. Our two Barn Supervisors are about \$2,200 below the midpoint and our Engineer is the only PE in the Highway Department and he is about \$6,000 below where he needs to be. All three of these individuals, Council had made the determination when you raised the OSS grid that these are people who would be very difficult to retain, very difficult to recruit and these are our top managers in the Highway Department. They are in positions that are very crucial and very important. They are on call 24/7, they are non-exempt and don't get the overtime when they are called in and so forth. As the market continues to grow and unemployment continues to drop, we are at risk of losing these individuals in the Highway Department.

Tom Harris: Kim, where would they go?

Kim Yagodinski: They could go to the City of Fort Wayne, the State offices...

Tom Harris: These guys are involved with Highway design, development, maintenance...

Bill Hartman: Our Engineer could go to the private sector. It is like what happened with the Surveyor earlier. When the economy was low, they were able to keep a PE. The economy is great and so the guy went out to the private sector. Now, the State is

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considering increasing the stipend for County Engineers from \$20,000 to \$40,000. Right now they give us \$20,000 towards retaining a County Engineer. With the complexity and volume of projects that we do here in Allen County, I would not want to be without a Professional Engineer. Right now there are less than a third of the Counties that are able to retain one. This is very, very crucial to me.

Tracy Mitchener: I think they can look at this in two different ways. These positions are a little bit different than looking at the entire group just because this is the WIS recommendation of the midpoint. This is one adjustment that you could do. Then I think you need to look at the whole as a Special Occupation. I have to politely disagree with Nick because if you start picking and choosing within that group, you open yourself to equal pay for equal work lawsuits. You open yourself to discrimination because how are you going to say this person can get it but this one not? You have to have some kind of consistency here. It kind of can be taken in two different ways. You can go ahead and pass this to the midpoint and then reconsider these positions and if you are going to move anything in the Special Occupations as a group or you can address this issue when you look at the entire group and adjust it then. That is kind of the perspective from our compensation team here of ways that you can handle it.

Nick Jordan: Council, if you think, Kim and Bill went to Personnel Committee and are presenting why these three people should increase. To Tracy's point, if you had a fair compensation issue, Bill and Kim are presenting why these three people should be increased. If the Prosecutor was to come or the Memorial Coliseum was to come, they can present why their position should increase. They are Special Occupation and there is some reason they are on this grid and at some point in time they were deemed special and moved off PAT or OSS onto this special grid. They are justifying or lack thereof, depending on how you vote, to increase these people. This is part of the process. If you change it by saying let's blanket this and say they should all go up, you are increasing in a broad brush when there may not be justification as to why the Solid Waste Director should go up. At Personnel Committee, didn't you vote 3-0?

Joel Benz: Yes.

Larry Brown: You totally misunderstand my point, Nick. I said each position in Special OCC should be dealt with individually and justified individually to follow the recommendation of the WIS Study or not. I personally did not feel that we approached it that way.

Nick Jordan: You are doing that by hearing their three positions. They are going the route that you are saying.

Larry Brown: You and I can agree to disagree and it is up to Council. Council, what do you want to do?

Justin Busch: I think we have these on this special grid because Special Occupations have a unique skillset as deemed by their department. I think that on an individual basis,

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as they come to us on Personnel Committee we can save some time and hash that out and also use the WIS Study as a guideline for us to see if really there is a need there or not, according to the professional. I think what the Highway Department did is they have a need where they thought these individuals and they needed to retain top talent, to up their salaries to a certain amount and they used the WIS Study in a way to kind of justify where they are to move up to that midpoint. They took a lot of time and thought in doing that. I didn't have a problem with the explanation that they had to increase these salaries and then we bring it to full Council. I think the Special Occupations would certainly deem a further explanation to the complete Council. Within that structure, I wouldn't have a problem with it as opposed to looking at Special Occupations into their own grid. I think they are special and that is the reason why they were separated in the first place. My personal opinion, I would not have a problem supporting this and moving it forward today.

Joel Benz: I do have a couple of comments. In Personnel Committee, we did reject or it was withdrawn, a similar application however that one was over the WIS Study by several thousand.

Tom Harris: From what department?

Larry Brown: For this discussion, it doesn't matter.

Tom Harris: Okay.

Larry Brown: It exceeded the WIS Study considerably.

Tom Harris: And it did not come before us today.

Larry Brown: Correct.

Joel Benz: They withdrew it. I guess the onus is on us. Do we want each department to come to us, individually, as the Highway Department is doing and say hey, we think they are out of line with the WIS Study and they need to do it or do we want to paint it with a broad brush and say that we are going to deal internally and be the ones to initiate that conversation? I guess today the option is which approach do we want to take? Do we want to let the Department Heads come in which has probably been the traditional approach or do we want to say as County Council we are going to take the initiative and review and set the parameters and move forward that way. I think that is the impetus for halting maybe what the Highway Department is bringing up. It is just kind of changing that approach a little bit. I agree that their request is in line with what we have done but I think the question for us is how do we want to proceed as a body?

Justin Busch: I think it is also important that whatever this body decides, we be consistent just for planning purposes so the departments understand where they stand and the process.

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Tracy Mitchener: And maybe the best way to do it is trying to combine both of those things. Maybe we need to step back because I don't think we have looked at Special Occupations as much as we should but just because we have been so busy looking at everything else. Maybe we should set the parameters or maybe you guys should set the parameters of how you are going to deal with them, how you are going to determine what you think would be a great range to pick from and then have the departments come individually that want to take advantage and have their positions looked at. That way you kind of get both ways. You have the parameters set and you kind of know so that we are not starting to give these people this huge range but these people are going to narrow down. Maybe we kind of figure out the strategy that we want of that and we can still have the departments come in and justify why they believe those increases should be implemented.

Kim Yagodinski: Another thought. I think that is what the WIS Study did was to look at those salaries and determine that this should be the midpoint. I am not sure why we would look at the other grids differently than we would look at this group of people that were evaluated by the professionals. I am not a professional in determining what the salary range should be. I would look at some kind of study like this to help me determine what that range should be. I am not sure that I am qualified unless you are going to do another study or something like that to look at those. I am not sure we should discard what the WIS Study has said.

Eric Tippmann: You are using the WIS Study to just get up to some median that they created.

Kim Yagodinski: Yes that they created. These people have 30 years of experience and are way past the midpoint.

Eric Tippmann: We are not infallible. We are within two percent of the median and I don't think that is the reason to run here and go that we are out of line with the study because it is not infallible. We are pretty close already.

Larry Brown: To be clear, the whole reason I brought it up this way is because we did two different things in Personnel Committee. We approved the Highway Department's request in Special Occupations and we denied another, no we didn't deny it but asked them to pull it until we had time as a Personnel Committee to study the Special Occupations as a whole.

Tracy Mitchener: I think the justification for that is these were just asking to go to the midpoint of the WIS Study and the other one was asking to go above that midpoint. I think this would get them to the midpoint and then we need to address the whole, perhaps. They are kind of two separate or could consider being two separate ways to look at things.

Larry Brown: I don't think if this goes back to the Personnel Committee that anything is going to change on these three positions. It is just the timing.

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Joel Benz: Other than they are going to have to come back and sit at the Council table and go through this discussion again.

Larry Brown: They are here most of the time anyway.

Justin Busch: To be clear, WIS only provided a middle point, correct?

Tracy Mitchener: Correct.

Justin Busch: I think if it would have appeared before us at Personnel Committee and they presented a good argument to even be above that I think it is us to judge whether that argument is valid on a case-by-case basis, at least in my opinion.

Tom Harris: I agree on the case-by-case in Special Occupations. The reason they got pulled into that category is that they are unique enough not to be in the other grids, right? WIS comes back and says that these are sometimes very hard to compare and contrast to the market because there are such unique skills and such. They said this is the best we can come up with and we might not get it just right but this is kind of where we are at. What we found in looking at the whole list, to your point Eric, was that we are not very far off and in fact in many cases we were over. That was before we applied a three percent increase across the board to all employees. Once we applied that three percent, it moved even more of the Special Occupations either up to or just over. That is probably why there is minimal numbers that we really need to look at.

Tracy Mitchener: I think it is 55 or so total Special Occupations and I think out of the ones that are not at least at the midpoint is roughly 14 or 15.

Kim Yagodinski: And we have three of them.

Tom Harris: From a Council perspective, once this is resolved we can anticipate at least two other categories to come forward and lining up right behind these.

Joel Benz: One thing too that we kind of agreed to or said we would before the July budget cycle was to take a look at the Special Occupations and make sure that we were in line and take a little bit deeper look at it. I think that is on the table. I hate to make you guys come back again and go through this same process but I think in the interest of doing our due diligence and being fair across the board I think that is what we need to do. I am sorry but I think that is going to be the way we go on this. I appreciate your time.

Tom Harris: We will probably want to move for some action, maybe. They would withdraw or we would table it.

Joel Benz: I will make a motion that we table this for further discussion and send it back to the Personnel Committee.

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Eric Tippmann: Second.

Tom Harris: I do have a comment. I don't know that I would vote no on these but I think from a Council perspective we have to have some direction in the mechanics of handling these kinds of requests as well as what I project the next two categories to be coming forward. I think we ought to huddle to be able to do that effectively and efficiently. I would be in favor of tabling that.

Larry Brown: Any further comments or discussion? All in favor of the motion to table this request say aye, those opposed, like sign. The motion passes 4-1 (Busch) – 2 (Armstrong and Tucker absent).

Eric Tippmann: How often do you guys meet?

Joel Benz: Quarterly.

Eric Tippmann: How reactive can you be if the Engineer...

Joel Benz: We will have a meeting before July.

Eric Tippmann: Their Engineer has a job offer, how reactive can you be to adjust these in an ad hoc way rather than proactively but reactively?

Larry Brown: I don't have an answer to that.

Tom Harris: I think some further discussion ought to be had about the timing of that meeting or do you do something different?

Larry Brown: We can call a special meeting.

Tom Harris: And that answers your question, I think. They can come together as a Personnel Committee.

Joel Benz: I think honestly that it merits that meeting and Mr. Fox would probably agree that outside of the regular Personnel Committee meeting that we could get together and discuss some of that.

Tracy Mitchener: I think it would be kind of good to have a strategy that you guys kind of talk through and then present that strategy to Council. I think we still have to have that big all Council meeting just because that is what we did for the other grids. We need to vote as a whole. I think it is good in this aspect to kind of have a strategy out because I think otherwise that whole Council meeting is going to take forever. Just to be honest. Because I think the next ones that we are looking at are very complicated. They are not simple with this is what WIS recommended and just pick something. This is possibly going to involve ranges and how you are going to put each employee into that range. I think there is a lot of talk about it.

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Larry Brown: I think the burden is going to shift onto you two. When you get prepared, let's call a special Personnel Committee meeting.

Tracy Mitchener: We will arrange that.

Larry Brown: Thank you. Next on our agenda is Community Corrections.

Kim Churchward: Good morning, Council, I am Kim Churchward and I am the Director of Community Corrections. If I may just take a moment and say how much I appreciate your support of the Sheriff and his K-9 facility expansion. What you may not know is that the Sheriff also supports Community Corrections and we also have a K-9 Officer and partner. We utilize it in all of our training and is provided by the Sheriff through that facility. Our Home Detention Officer trains alongside the Sheriff's K-9 teams. While he certainly didn't ask me to, I wanted to thank you for your support of that expansion.

Tom Fox: This is listed as a new position but it is actually an existing part-time position that is being moved to full-time. It is a Male Drug Screen Technician. It has been evaluated and we have established it to be OSS 3. This passed in the Personnel Committee three to zero.

Kim Churchward: I would be happy to talk about that position a little bit if that is helpful. I know it has been a long morning for everyone.

Larry Brown: For those that didn't attend the Personnel Committee meeting, just make it brief.

Kim Churchward: I'll do my best. We have a responsibility to ensure the abstinence of those that are under our supervision. We have taken what is an evidence based system with frequency and expanded that to our risk informed supervision model. What that equals at the end of the story is about 1,500 observed urine drug screens a month. We piloted a process through utilization of part-time funds and found it to be an integral part of our business plan because our supervision is about 70% male it makes sense to have this as a male only position. Piloted the process utilizing part-time funds and it is now part of our daily business. We are seeking a line item position, obviously, for that employee.

Larry Brown: Very good. You kept that brief.

Joel Benz: In Personnel Committee, she made it pretty clear that their volume has increased and there is clearly the need for a full-time position here and so I am going to go ahead and make a motion that we consider a salary ordinance for a Male Drug Screen Technician, OSS 3/2 at \$32,748, non-exempt.

Tom Harris: Second.

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Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent). Next on the agenda is the Board of Health.

Tom Fox: The Board of Health has two positions that they are seeking reclassification for, Finance Director and Informatics Division Director. The Finance Director, HR didn't make a recommendation on this but we do acknowledge that the Finance Director in the Health Department has some unique duties that separate it from other County positions. It has responsibilities for health insurance, Medicare and Medicaid reimbursements and those types of things that normally County government doesn't deal with. It is more in line with a doctor's office or hospital. Those duties are combined with the more typical government Finance Officer duties. It is currently at a PAT 5 and was recommended to raise it to a PAT 6 and Personnel Committee approved it three to zero. The Informatics Director, we struggled to do this. It is a very specialized position and deals a lot with IT, databases and our Health Department is becoming more and more data driven and deals with statistics and trending and those kinds of things such as diseases and conditions and all of those kinds of things. Also analyzes their technical needs and makes recommendations as far as software and hardware that would be needed by the Health Department. It is really difficult to compare this to any other position. Hospitals have these positions but the recommendation was to move it from PAT 5 to PAT 6. HR endorsed that and Personnel Committee approved it three to zero.

Joel Benz: Coming from Personnel Committee, one of the main issues on the Finance Director is that they are getting ready to accept private insurance which is a whole new branch for them and that is a significant amount of time and effort to get that up and running. That is the impetus for the change. As far as the Informatics Director, I think their thought there was with all of the healthcare and privacy issues, they need to have an expert in that position and they felt this would enable them to maintain that position with someone who had the qualifications.

Tom Harris: I have a question on the Finance Director. Are we now competing with doctors?

Joel Benz: They are not competing with doctors. They are just billing the private insurance. Now instead of just billing Medicare and Medicaid, it is now that if they have private insurance instead of saying they have to pay us, we can bill their insurance. It is a huge chunk that they were previously not doing because...

Tom Harris: That is going to benefit the taxpayers and the County because if you had your own health insurance, you could come to the County Health Department and free services. They are saying that if you have insurance, we are going to now utilize that.

Larry Brown: Council, are there any further questions? Does anyone care to make a motion?

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Joel Benz: I will go ahead and make the motion for consideration of reclassification of an two existing positions in Department 285, Board of Health, Finance Director, PAT 5 going to PAT 6, \$65,937, 37.5 hours per week and exempt and Informatics Division Director, PAT 5 going to PAT 6, \$68,575, 37.5 hours per week and exempt.

Justin Busch: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent). This one skirted right past me when I reviewed the agenda.

Becky Butler: Neil Wisler, the Board Appointment to the Leo-Cedarville Regional Sewer District resigned and they want to put Rick Neff in to serve out the remainder of his appointment which would take him to the end of August.

Larry Brown: Okay. I guess I did read that. And we need to approve that appointment. Does anybody have any questions or comments?

Eric Tippmann: I will make the motion to approve the new appointment to the Leo-Cedarville Regional Sewer District.

Justin Busch: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent). Tracy, will you handle the discussion on the next item, the exit interview form?

Tracy Mitchener: As requested and as we have been going through grids, it has been requested that we have some data and unfortunately at this time we offer exit interviews but they are seldom used. With that being said I have come up with a form that is very easy to fill out so that we can perhaps get more participation. I have created two different questionnaires. One would be given to the exiting employee and then have the employee deliver it to HR directly. If we do not get it at that time, we can email it to them after they leave. With that being said, there was still a little concern that we might not have employee participation because you can't make an exiting employee fill out this questionnaire. I still wanted to be able to provide data to you and I thought of an idea of the department filling out a questionnaire. I think a lot of times the departments know at least maybe where the employee is going, maybe they have addressed some concerns that they have had, why they are leaving or if it was a termination and it wasn't the employee's idea to leave. I thought that we could ask all of the departments, as they are filling out the termination paperwork along with the exit checklist, they could fill out for every employee then we are guaranteed more and have data to give to you. I think this data will help everyone and it is a good program.

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Tom Harris: First of all I have not had a chance to meet with you and my apologies. I have some thoughts, ideas and suggestions for this particular form. Does the form have to be passed by Council or this was just a review?

Larry Brown: It is a review of the form. I was hopeful that we could agree on this and then the next step is to coordinate with the Commissioners for a joint rollout, if you will.

Tom Harris: If I may, Mr. President, I would like to offer some suggestions to HR about the form. I have done these for twenty years.

Larry Brown: I understand and I think we took your comments that were mostly electronic, into consideration.

Tom Harris: And there may be a few others. One being that when you ask people when they leave, you can go about it as why did you leave or what was your experience with the County. You take a look at number one and pay is the first item that you can check. I don't know if you did that alphabetically or why did you put pay first but there are ways you can set this form up to get better data and maybe not skew results. I would like to offer that to HR. They can either accept it or deny it. I think we will agree on it. Once we sit down and talk and I had not had a chance to meet with you. I have designed these over the years and I think I can add some value to the discussions.

Tracy Mitchener: We did these questionnaires and Personnel Committee approved them and the Commissioners have approved them.

Joel Benz: I think the impetus to, Tom I don't discredit you and I know you are very knowledgeable but I really wanted to have this in place so that we had a trial period before the July budget cycle.

Tom Harris: We can do that and meet...

Joel Benz: The sooner we start getting data back... I don't mind if you tweak this at all but let's get this rolling.

Tom Harris: I agree but I also want to make sure it is valid data. I think there are ways to do this differently that you will get better data. I would like to offer that to HR.

Larry Brown: Joel, are you okay if we make this determination or decision at our next meeting?

Joel Benz: That is okay with me or can we do it offline and say with some minor adjustments?

Tom Harris: Absolutely.

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Tracy Mitchener: Should I then send it to all of you to make sure you approve it? We will also have to take it back to the Commissioners. The longer we postpone this the longer it is going to take. I want you to be aware of that because we have been tossing this back and forth for a couple of months. I don't want everyone to look at me when I don't have it done yet because I then have to get it approved again by everybody.

Tom Harris: You will not be delayed.

Larry Brown: If you would, copy all of Council and let's give them two weeks from today.

Tracy Mitchener: Also, at the Personnel Committee we suggested that our thoughts were that we would be sending out a letter to all of the employees letting them know that this exit interview questionnaire does exist so that if it is not offered, they can request it. Also have a separate letter to Department Heads and Elected Officials with you guys supporting this effort and is a joint effort between you and the Commissioners. Human Resources is just collecting the data. We would have the Commissioners and all of you signing this joint letter. Are you all okay with that? I will also send that letter for approval and signatures.

Larry Brown: So you will be electronically sending this to all of Council giving them until two weeks from today to make their comments and then we will consider those comments and come up with the final document and have it before Council at the April meeting.

Tracy Mitchener: Yes. Tom and I will meet after this meeting so that I can get you the adjusted forms.

Larry Brown: Tom, is that timetable going to work?

Tom Harris: Absolutely.

Larry Brown: We need to waive.

Nick Jordan: This is from the last meeting.

Tom Harris: Mr. President, if I can just mention that Sandra Houlihan passed away earlier this week and I just wanted to mention that. I had the honor and privilege to work with her and she served on County Council two times and I was here as HR Director and worked with her closely. She was an individual that gave a lot to this County and community and did so holding her position many, many times when people disagreed with her.

Joel Benz: I will make a motion that we waive the second reading of the motions from the special meeting on February 23, 2017.

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Justin Busch: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Armstrong and Tucker absent). Do we have any recent or upcoming meetings to discuss? Are there any liaison reports?

Joel Benz: I do have one from Superior Court. They have the possibility of another capitol offense, death penalty trial coming our way and would be significant expense to our taxpayers. Hopefully justice is done there.

Larry Brown: Local or transferred in?

Joel Benz: Local.

Tom Harris: A second piece is that I think everyone received something from Beth with the Election Board. The election machines need to be updated and that is another half million dollars. We have some big ticket items coming at us and we need to be aware of some of those.

Larry Brown: The machines, we have known about that.

Tom Harris: Yes and the litigation is still being resolved.

Larry Brown: Maybe Joel can update us on that but it is still unresolved. The expense continues on.

Joel Benz: I believe our expense so far is about \$64,000 for our legal counsel. It doesn't look like it will be drawing to a conclusion anytime soon.

Eric Tippmann: The Treasurer and IT won't need any more than a copier.

Joel Benz: Approval to waive the reading on any matter approved today for which it may be deemed necessary for the County Council meeting of March 16, 2017.

Justin Busch: Second.

Larry Brown: All in favor please signify by saying aye. The motion passes 5-0-2 (Armstrong and Tucker absent).

Joel Benz: Move to adjourn.

Justin Busch: Second.

Larry Brown: All in favor please signify by saying aye. Opposed like sign. The motion carries 5-0-2 (Armstrong and Tucker absent). There being no further business the meeting was adjourned at 11:05.