

**ALLEN COUNTY COUNCIL MEETING MINUTES
NOVEMBER 15, 2018
8:30 AM**

The Allen County Council met on Thursday, November 15, 2018 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, budget approval and any other business to come before Council.

Attending: Robert A. Armstrong, Joel M. Benz, Larry L. Brown, Tom A. Harris, Eric M. Tippmann and Sharon L. Tucker. Vacancy for Justin T. Busch was unfilled at this time.

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

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

Joel Benz: Good morning everyone. First on the agenda is the approval of the October 18, 2018 meeting minutes. Are there any additions or corrections?

Tom Harris: Move to approve the minutes from September 20, 2018.

Sharon Tucker: Second.

Joel Benz: All in favor signify by saying aye, opposed, same sign. The motion passes 6-0-1 (unfilled Council seat). Next is the financial report from Auditor Nick Jordan.

Nick Jordan: Good morning, Council. In your packet are the financials through October. You can see the Miscellaneous Revenue is trending above the year-to-date as it has all year. Some of the items are below the year-to-date of 83% but that is because they only are received two times a year or possibly quarterly. There are quite a few that are well above the 84%. As in years past, we will probably get very, very close to 100% as we have estimated.

Tom Harris: Or 102%.

Nick Jordan: Some make up for others. As we have talked about all year, the prisoner reimbursement as well as the interest rates rising, I have seen a significant jump in our interest revenue and significant cash balances that we have also. As you look through at the individual financials, we still have in quite a few funds we have significant cash balances and if you compare them to the cash balances of 1/1/18 some have almost been static and in essence they are spending the revenue that is coming in or have not spent anything at all. I can take any questions, if you have them.

Sharon Tucker: I move that we accept the Auditor's report as presented.

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Larry Brown: Second.

Joel Benz: All in favor signify by saying aye, opposed, same sign. The motion passes 6-0-1 (unfilled Council seat). This morning, total appropriations in the General Fund are \$142,000 and in Other Funds is \$7,500. At this point, I would like to open up the meeting to public comment on any of the issues that will be presented this morning. There is no one coming forward so I will close the public comment portion.

Nick Jordan: If they aren't ready, I can do a couple of things that we can handle real quick.

Joel Benz: Okay.

Nick Jordan: On the second page you have the Public Defender. There are two salary ordinances and if you recall from the last meeting, we discussed their 2019 budget and the restructuring the salaries for a selection of the Public Defenders as well as hiring a new Admin Assistant. Those were approved by the majority of Council and in order to pay them next year, we had to have a salary ordinance. They already have the money in their 2019 budget because you approved it but we need the salary ordinance to pay them.

Tom Harris: I will move for consideration of a 2019 salary ordinance establishing the pay for Administrative Assistant, OSS 3, \$31,166, 37.5 hours per week and also the consideration of a 2019 salary ordinance reclassifying the pay for Public Defenders.

Bob Armstrong: Second.

Joel Benz: All in favor signify by saying aye, opposed, same sign. The motion passes 6-0-1 (unfilled Council seat).

Nick Jordan: Do you want to do one more?

Joel Benz: Go ahead.

Nick Jordan: I will do the one that is yours. On the last page is an appropriation for County Council. It is for Legal Services, \$15,000. We continue to be in the Public Defender's litigation and we have exhausted the funds that we had budgeted and so I need this \$15,000 to continue to pay Attorney Posey. This will carry over into 2019 because the next status date isn't until January.

Joel Benz: Hopefully we will have that resolved soon. It seems to be dragging out just a little bit.

Tom Harris: But that is coming a little to the end, I guess?

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Nick Jordan: Supposed to be. If you guys remember about three or four months ago you signed your end of the settlement agreement but we have had issues with the two individuals that were on the plaintiff side signing the settlement agreement. That is what is now dragging it out. The Commissioners and County Council have all signed it but now we are paying the attorney because they are dragging this out.

Tom Harris: I will move for approval of the appropriation in County Council General Fund for Legal Services in the amount of \$15,000.

Larry Brown: Second.

Joel Benz: All in favor signify by saying aye, opposed, same sign. The motion passes 6-0-1 (unfilled Council seat).

Larry Brown: Nick, do we need to prod those that are dragging their feet?

Nick Jordan: I don't know if you can. Posey is doing what he can. We can tell Posey that it is nothing against him but we don't want to keep paying because of the faults of the plaintiffs' issues with their parties signing the settlement agreement. That is what happened. They thought they were going to get money and they have backed out when they realized that is not how it works.

Larry Brown: Okay.

Joel Benz: I do see some members of the Allen County Board of Health and if you would come forward, we are ready for your presentation.

Deb McMahan: I am Dr. Deb McMahan and I am the Health Commissioner for the Allen County Department of Health.

Brian Henriksen: I am Dr. Brian Henriksen and I am the Director of Research and Scholarly Activity for the Fort Wayne Medical Education Program.

Kevin Hunter: I am Captain Kevin Hunter with the Fort Wayne Police Department, Vice and Narcotics Division.

Greg Eigner: Dr. Greg Eigner with the Fort Wayne Medical Educational Program.

Jana Sanders: Jana Sanders, Informatics Director with the Allen County Department of Health.

Deb McMahan: We really appreciate the opportunity to come and speak to you all about the study we have been doing for a number of years since we became aware of the whole opioid crisis. It first started out as a crisis and we started working with the Coroner's Office and Fort Wayne Medical Education and some other folks to begin to analyze our data to see if we can identify any trends or if there is anything that we can do any

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interventions about. We started this about four years ago and have been looking at the data every year to keep it in real time. We noticed some trends and I would say in the last analysis we did that we really felt were worthy of folks like you in leadership really becoming aware of because we might want to be doing some things differently. Again, we appreciate the opportunity to talk to you about this. As I mentioned, this is a continuously evolving crisis and one of the things that we really want to make sure of if people are aware of if they don't have somebody that they are personally involved with and struggling with it or are professionally involved that this is really affecting all socioeconomic groups. It is really important to realize that. I want to briefly highlight because there is so much talk about how we got into such a predicament. I think the important thing to remember is that you don't have a crisis of this magnitude without a lot of people getting it wrong. That is what happened here. A lot of well-intentioned people trying to eliminate suffering and as you may or may not know at any given time in the United States, about 100 million people struggle with chronic or acute pain from having surgery. This was a well-intentioned effort to eliminate suffering because we weren't doing a very good job of controlling that. A lot of entities got involved to make this wrong, physicians prescribing, pharmaceuticals manufacturing, FDA approving too quickly and the Joint Commission getting involved making reimbursement based on satisfaction of pain control. A lot of entities got it wrong. The reason I think it is important to highlight that is because it is going to take an equally large number of diverse groups getting involved to resolve this. This is going to take a lot of different folks coming together and I am proud to say that in Allen County this group has been coming together. We have law enforcement, medicine, mental health, social services, the judiciary and a lot of folks including government.

Larry Brown: Are you open to be interrupted?

Deb McMahan: Sure.

Larry Brown: There is a big dot on the blue display, the prior screen and that is the doctors. When you go the orange one, I don't see that word.

Deb McMahan: I have Medicine and Mental Health.

Larry Brown: So that includes doctors.

Deb McMahan: Definitely. This is a medical problem and this is something that we are trying to help physicians understand as well as the community that this is a medical problem and needs a medical solution. No question about it but I am glad you pointed that out. I feel that if you don't have any personal or professional experience with addiction when you think of who is this population that we are dealing with we typically think of someone who started with drugs very young. Maybe because they were exposed because their parents did it and had easy access or they were someone who was diagnosed with untreated mental illness and they turned to addiction to feel better in the moment. That is one population and quite frankly that is a different population than what is causing this huge problem right now. They have their own trajectory and their own

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preventions and are certainly a group we need to be working with. A lot of them are involved with the criminal justice system. What makes this the problem of magnitude and scope that it is, is the fact that there are a lot more people involved now. That is because people were trying to treat the chronic pain and acute pain by prescribing opioids pretty liberally. Now you have a whole sector of the population that would have never gone there and would have never been in this position if they had not been prescribed these medications. What is important to remember is that these were for legitimate reasons. A young guy has a sport injury, has an ACL tear and gets a little Vicodin. He doesn't know that he is genetically predisposed to that and gets addicted. An older man gets a heart bypass and goes on pain medicines for the pain or the woman with the chronic migraine or the C-Section. There are so many opportunities for people who don't know that they have a genetic predisposition to become addicted to these medications and that is how you see a problem of this magnitude. The important thing to know is these people look a lot like you and me. That is what makes this hard. A lot of these people, because they were started for legitimate pain reasons, they don't think of themselves as addicts or struggling with substance abuse disorder. That is why it is so important that the medical community gets involved and helps them realize this and get them into the appropriate treatment. I really want to make sure that people understand who we really are dealing with now. In reality, we are dealing pretty much with everybody. So, why care? This is really impacting our community. The Kelley School of Business did a great study of really looking at the economic impact and it is huge. It is \$11 million a day that we are spending on the opioid crisis. We also have increased infections that we have to treat because, remember, we are all linked to the person in our community making the worst decisions ever through the IRS. We are going to pay for that treatment and incarceration. We are going to take care of their children and give them housing. When we have increased infections, just know that you and I are going to pay for that. These are very expensive infections, HIV and Hepatitis C. There are more kids going into foster care than ever before. The thing we think about most and the most dramatic impact on the family and workplace and community are those people that die of accidental overdose. That is what our study really looked at.

Jana Sanders: As Dr. McMahan mentioned, we did collaboration with Fort Wayne Medical Education Program and looked at the overdose deaths that were occurring in Allen County. To give you some perspective on overdose deaths, in the late 1970's motor vehicle accidents were identified as the number one leading cause of preventable accidental deaths. As a result, many rules and regulations came into play such as speed limit laws, safety belt rules and mandatory airbags in vehicles. Another indicator of community safety is the number of homicides it experiences. The blue line shows how many homicides Allen County experienced over the same ten-year study period. We put the overdose deaths on top of both of those indicators and you will see in 2017 we had 128 overdoses. That was a 45% increase over 2016. That far exceeds motor vehicle accidents and homicides. The ten-year study had an increase of 220% overall. Two-thirds of our population was males but we also looked at the age of the individuals that had died from overdose. You see that most of them fall within the 25 to 54 age range. When we look at the employable age range you will see that almost 90% of our study fell within that age range. We also looked at the employment status of the individuals based on their

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death certificates and we found that 71% of them were employed at the time of their death. This coupled with the fact that the average age was 41 years of age indicates there are a lot of primary breadwinners that are no longer providing for their families.

Greg Eigner: When we look at some of the medicines or substances that showed up on the toxicology screen, we see that opioids topped the list and in almost 80% of the cases opioids were present. When you have some of these other drug classes present, Benzodiazepines are medicines that are often used in treating anxiety or help with sleep along with alcohol, these are medicines that when you put them together with opioids, you significantly increase the risk of overdose death because of the effect they have on respiration. This is a slide prepared by the CDC which basically shows the progression since the late 1990's in terms of the development of the opioid crisis. The first phase of that is the purple line that shows on top and illustrates the increase in the number of prescriptions issued and the number of patients being treated reflects why we were increasing the number of prescriptions. Also when you are treating a chronic pain population especially with young people involved, you are going to develop tolerances to the medicine over time and so you require an increase in dose over a longer period of time. That contributes to the higher number of opioids that those patients were taking particularly if other classes weren't utilized to help with the pain. In about 2011, you can see the escalation in the supply of illicit heroin coming to us from Mexico and China. In 2014, the third wave was the use of synthetic opioids that were produced illicitly and supplied via the street. A lot of the Fentanyl is used to replace the heroin. It is marketed as heroin on the street but can actually be Fentanyl. It is a much more potent drug and if mixing isn't done properly on the supplier end, you can end up with a flurry of deaths as we have experienced in Allen County in the past. This reflects our study now and mirrors the national study in a lot of ways. You see the escalation in prescribing that went on over the course of time to 2014. Basically this is looking at the drugs and the substances that were present in the system and then mirroring that with looking at our inspect data which is the registry that we use to monitor the prescriptions that were issued for patients and seeing how often those prescriptions were present in people that died. In late 2013, we enacted opioid prescribing rules that guided prescribers in how to prescribe more effectively and more safely for opioid prescriptions. You can see that after that there was a decrease in the number of prescriptions issued. In our study it reflects that the number of prescriptions present was much lower and was only in 45% of the cases in 2017. If you see a 45% increase in deaths there is a decrease in the number of opioids issued in the same time frame.

Tom Harris: When you say the number, is that the quantity?

Greg Eigner: It is both actually. The number of prescriptions and the quantity that is present in the prescriptions. There is a significant effort underway to try to reduce the opioid burden and use other medications in their place. One last thing on this slide is you can see the starred areas. Those are pain management clinics where they were inappropriately treating patients and were shut down. That also helped in reducing the burden. Just to summarize some of the toxicology, there was significant increase in the

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use of illicit substances and particularly heroin and the last year or so Fentanyl. On the next slide you can see heroin and Fentanyl on the next slide.

Brian Henriksen: Bringing up physicians and looking at the actual prescriptions, we wanted to look at how many people that died from a fatal drug overdose had an active prescription at the time of death. In our study we found that only 20% of overdose deaths actually had an active prescription at the time that they died. This will become important because when we look at the toxicology report, if we saw they had a prescription opioid on there, we would assume that it came from a physician. Looking at the prescribing drug database plus the toxicology report we can see that a number of these overdose deaths that involved opioids obtained them illicitly because they did not have a prescription at the time of death. We wanted to look at the changes in prescribing habits as a result of increased provider education and the prescribing laws that have gone into effect. In the overdose death population, in 2014 they had an average of eighteen prescriptions per year and as of 2017 it was down to eight opioid prescriptions per year. That is a substantial drop by more than half. Going back to the question that we have fewer prescriptions but just for a larger amount and it ends up that this is not the case. It is half as many prescriptions and for half as much opioid as it used to be. The daily morphine equivalent, which is the way we calculate opioid burden, was also cut in half. Physicians have responded admirably to the changes in the prescribing habits, the laws and the education. This is why we now need to include law enforcement and leadership in the community. Not only have opioid prescriptions gone down but all controlled substance prescribing has dropped substantially by 66%. Being aware of the dangers that controlled substances propose, the physicians have responded by reducing controlled substance prescriptions across the board. Because Fentanyl is so powerful and potent and a problem, we wanted to look to see how many of the overdose deaths was prescription Fentanyl involved. In 2017, it was zero. None of the people that died from an overdose had a prescription for Fentanyl yet Fentanyl was present in 50% of the toxicology reports. This means that the synthetic and illicit Fentanyl being manufactured in Mexico and other places is being imported. Again, this is not physicians inappropriately prescribing Fentanyl but synthetic Fentanyl being obtained on the street. For sake of reference, in 2017 the Fort Wayne Police Department seized 3.3 pounds of Fentanyl with a street value of \$300,000. That is enough to get each person in Fort Wayne one dose of Fentanyl and getting them high. And that is just what was seized. There is substantially more out in the community as evidenced by its presence in the toxicology reports. Illegally obtained opioids account for the majority of overdose deaths because only 20% of the decedents actually had a prescription at all and no prescriptions for Fentanyl were present.

Kevin Hunter: We have seen an increase in non-fatal overdoses and overdose deaths over the last few years. In 2014 we had 310 non-fatal overdoses and 44 deaths. In 2015 we had an increase to 567 non-fatal overdoses with 73 deaths. In 2016 we had 804 non-fatal overdoses and 68 deaths. Last year was a huge spike with 1200 non-fatal overdoses with 127 deaths. This year, as of the end of September, we have had 801 non-fatal overdoses and 68 deaths.

Tom Harris: And this is Allen County?

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Kevin Hunter: Yes. We have seen a rapid increase in heroin seizures. In 2016 we had 247 grams and if you think of heroin as one point is 1/10th of a gram. That is a lot of doses. This year, so far at the end of October, we have seized 1,518 grams of heroin. We are also seeing a huge spike in Fentanyl right now too. We started seeing Fentanyl in 2015 and in 2016 we seized 10 grams of Fentanyl. It takes a very small amount of Fentanyl to overdose and kill somebody. Two milligrams is the amount. In 2017, we saw a record year of Fentanyl seizures and seized 1,504 grams and that is 3.3 pounds and that is a lot. This year, as of the end of September, we are at 759 grams of Fentanyl and we have started to see a huge spike in Fentanyl seizures this last month. Meth is really on the rise as well. Meth used to be manufactured in the one-pot Meth but what we are seeing now is crystal meth being manufactured in Mexico and transported to the United States. Right now we have seized a record amount of Meth with 2,700 grams of Meth so far this year. Spice is also a continuing problem. Spice is a synthetic cannabinoid. We are seeing a lot of people overdose on that and have other mental health problems as a result. We seized quite a bit of it in 2016 at 15,739 grams. We did 6,000 grams in 2017 and this year we are at 3,000 grams right now. Cocaine is also on the rise. They are producing more of it in Columbia and shipping it to the United States. Right now we have seized 859 grams of crack and 240 grams of powder. We are seeing more crack being produced on the street. The evolving drug trends, we are seeing spice is very popular with the homeless population. It causes numerous mental and medical issues. Cocaine is certainly rising in popularity. Heroin and Fentanyl are still popular, still common and still causing overdoses and overdose deaths. The picture on the left is the amount of Fentanyl that can cause an overdose and kill somebody. Again that is two milligrams and doesn't take very much. The picture on the right is one dose or one point of heroin and is one-tenth of a gram. Meth is the rapidly evolving next drug trend. It is extremely common, popular and cheap and easy to obtain. It is made and imported from Mexico. If there is any silver lining in this, it is that the one-pot Meth labs are way down. We are at seven right now for the year and that is way down. In 2016 there were 64 Meth labs. That is very expensive to clean up. The issue with Meth is there is no medical treatment for that and so there is no medical treatment for those cravings. It is just cognitive behavioral therapy. Narcan does not reverse the effects of Meth. There is no way to bring someone out of an overdose situation with Meth. Our main concern is what the next drug trend is going to be. It is hard to say.

Deb McMahan: In summary, what we have seen here is that this has a lot of impact. This is a medical, social and economic problem and is not only affecting families in our community but employers as well. They are having difficult time finding employees. I think what we are also seeing is this is evolving from primarily a prescribing problem to now it is a law enforcement and cartel problem. That is going to require some different resources and different approaches to be able to resolve this problem. One of the issues that I am particularly concerned about and we are seeing over and over again in different venues is really moving from the cartels. I think have really appreciated that we are now able to increase our capacity to treat opioid addiction and so they are moving to Meth. The reality is there is no treatment for Meth addiction and they don't care to be treated because it is the most addictive substance and creates a very intense euphoria and they

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don't go through the withdrawal like you do with opioids and so they never feel bad. So they don't have much of a desire to quit. The problem with this, in addition to the fact they have addiction issues and have to support their habit is that it is hard for these people to stay employed because they are mentally different. Meth affects the brain differently than opioids. They are very impulsive and they are going to have a very difficult time being able to stay employed. When we see this shift, it not only becomes a prescribing problem and law enforcement problem we are now dealing with a substance which we don't have very many tools in the tool belt. We need to get very aggressive in shutting this down or we will see some very long-term consequences. A lot of this stuff does not go away when they stop using the drug. That is what is different about the stimulants like Meth and cocaine and spice. They are very different than the opioids. Our current infrastructure is improving and our capacity to be able to treat is improving. It was so wonderful what you guys did in supporting that sober living environment because it is really important that we create some opportunities for people to go into rehabilitation but we need to do more, better and faster. I think the attention that we have placed on prescribers, we have seen the success that we want and we want to keep working on that. We do need to find ways to be able to bring more primary care doctors to be more comfortable about treating addiction in their office. We need to be able to do that and do a better job at identifying people who are at risk for addiction. We still have 100 million people with pain. We have to continue to find ways to address that so they can stay working and employed. We still have a lot of work to do but we really need to focus, support and equip our law enforcement to be able to handle this issue from a law enforcement perspective. With that we are happy to answer any questions.

Tom Harris: One from the City of Fort Wayne, you are having active involvement with the County as well and everything.

Kevin Hunter: Yes.

Tom Harris: And everything is working effectively in both directions.

Kevin Hunter: Yes. We have a good working relationship with the Sheriff's Department.

Joel Benz: I certainly see this in my day-to-day job, I am a paramedic and we regularly run into that. I started in 2002 and in almost every year I have seen an increase in the number and a sharp spike recently. I appreciate the work you guys are doing. If you have things, feel free to come to us and we are certainly supportive. This is certainly a threat to our community. Thank you for your presentation this morning. Keep doing what you are doing. Next up we have the 2019 budgets of the Allen County Capital Improvement Board of Managers and Visit Fort Wayne.

Doug Johnston: Good morning, Council, my name is Doug Johnston. I am the attorney serving the Allen County-Fort Wayne Capital Improvement Board of Manager. Pursuant to our statute, we are required annually to appear before City and County Councils for our budget approval. That budget was passed recently at the Board level. The Capital Improvement Board, as you all probably know, operates the Grand Wayne Center and we have information to present on that. Also, the statute has Visit Fort Wayne sort of under

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our wing in terms of this budget approval process. Today we have the CIB Board President, Jim Cook and the CIB Executive Director, Bart Shaw. We also have Visit Fort Wayne Treasurer Mike Mushett and its Executive Director Dan O'Connell to answer questions. With that I will turn it over to Mr. Cook.

Jim Cook: Thank you for having us this morning. I work for Chase in my day job and I have been in my role for almost two years now. It has been a very exciting year for the Capital Improvement Board and the Grand Wayne Center had a great year. We are doing some things now to look at the next stage of the Grand Wayne Center but I will let Bart talk about this year and what we are looking forward to in 2019.

Bart Shaw: Good morning, Council. Just a couple of highlights, we have stayed steady on the number of conventions over the last years but what has changed is the makeup and type of those conventions. We are attracting more national conventions and regional conventions. A great example is next year we will be hosting the National Association of County Agricultural Agents. This is a big time convention and it has been on the books for a number of years and worked hard to get that. We are very excited about that next year. The staff continues to perform well and we continue to get great marks on all of our surveys. We are happy to serve the community in that way. I am certain to answer any questions on the Grand Wayne Center and our operations.

Tom Harris: I always like to ask what your biggest challenge was in 2018 and what do you anticipate in 2019?

Bart Shaw: Surprisingly it is a great challenge to have but we are running into struggles with our own success from a community standpoint. We have one new hotel coming online next year but we struggle to make sure we have enough room nights. The popularity of downtown has the hotels filling up with non-convention room nights. It is a great problem to have. Parking has become an issue and that is a great problem to have.

Tom Harris: I am sure there is some kind of level that once you increase the number of rooms that you move to a larger kind of convention. Have we moved up into that next tier?

Bart Shaw: I think we will when we get the boutique hotel online. I think that will get us to where we can start looking at some of those. What we have been able to do with the prospect of the Hampton opening is to do more multiple events at the same time. We have an issue next year where we have the Rotary coming in and they are having a convention at the same time as Brick World. Brick World was able to get some rooms at the new Hampton during that time because the other hotels were sold out with the Rotary.

Tom Harris: And then one of the things that we also look at is the wage increases. Do you have a projected wage increase?

Bart Shaw: We did a three percent. We tend to match where the City and County are.

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Joel Benz: It is interesting that you raised that issue of the nights because it wasn't too many years ago that one of the downtown hotels closed because they basically said they didn't have enough to sustain us and they became an assisted living facility. It is good to see things trending in a different direction. Council, are there any further questions or comments for these gentlemen?

Tom Harris: Just one comment, thank you for the CIB support of local economic issues recently.

Jim Cook: We have had a busy year and have made a commitment to New Allen Alliance which has some very exciting things going out.

Nick Jordan: Mr. O'Connell will come up for Visit Fort Wayne.

Mike Mushett: Good morning, I am Mike Mushett, Treasurer of Visit Fort Wayne. My day job is CEO at Turnstone.

Dan O'Connell: I am Dan O'Connell, CEO of Visit Fort Wayne.

Mike Mushett: Bart Shaw is also a Board Member of Visit Fort Wayne. We would like to give you a quick overview of the 2019 marketing plan and budget. Some quick facts, on tourism, it is worth \$619 million to our local economy and sustains 11,200 jobs. It plays a key role in enhancing the quality of life and place for our community. It raises our community profile across the State and across the Nation. I will hand it off to Dan to give it a little more detail.

Dan O'Connell: Thank you, Mike. As the Capital Improvement Board representatives remarked, we have had a very strong year. The hotel occupancy is up over 11% from the previous year. That is why currently there are ten hotels under development in Fort Wayne in some capacity of planning, building or under construction. We have seen our employment rise in those areas and we have seen our popularity rise. I can forecast that 2019 will probably be the busiest year in our community. As he indicated, there are some very large and prestigious and national organizations coming to Fort Wayne for the first time ever. The NCAA selected us for next year on the Final Four in basketball and continuing the Hoosier heritage of basketball. It is at the D-3 level and is smaller schools but it will be the Final Four played at the Memorial Coliseum. We are also hosting two international events next year. One is hosted by Turnstone using the Grand Wayne Center as a large site for the qualifying event for the Paralympics in Tokyo in 2020. About 30 or 40 countries will be sending blind, Judo athletes to Fort Wayne to compete to qualify to play in the Olympics. This will be one of the most prestigious things we have ever hosted. It is not that large but it is prestigious in how the Olympics are using Fort Wayne, Indiana. There are some great things going on in tourism and we also do the leisure side. The Zoo is very strong and our festivals are strong and our restaurants are doing well. All in all Fort Wayne is performing very well and we are very proud to represent that. In the booklet that we put in your mailboxes is our budget. We are forecasting a revenue increase of about 2.5%. That is primarily from the Innkeepers Tax which is levied on people who stay in hotels. We also will get some grants and advertising revenue of \$2

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million. Our expenses are ten personnel, marketing, advertising and that is all laid out in the booklet that we gave you. We have a goal of spending about \$2.2 million so the deficit is covered by a reserve that we have when Innkeepers revenue comes in higher than expected. We save that until times of years when we can put it back into marketing. We will do that in 2019 by adding \$228,000 additional into marketing and sales. We are available for any questions and comments.

Joel Benz: Councilman Tippmann.

Eric Tippmann: Dan, when you go and market our City to one of these national organizations, are there other enticements you can give them besides just giving them glossy folders?

Dan O'Connell: Yes, sometimes it depends on what their needs are. We don't get into buying the business too much. What we promise is excellent hospitality. I will use the example of the NCAA event. They were looking for a Midwest location and we demonstrated to them that we are going to have an outstanding experience for student athletes. We are working with Turnstone and so before the game they will be working with some wheelchair basketball athletes. We have talked to them about ensuring that the coaches and referees have an opportunity to interact with communities. We are planning sort of a Fan Fest for that event too. The same thing is when we have a large convention in town. Sometimes we have to provide an incentive of defraying some of their rent or cost and so we make some contribution to pay for that. The reason we do that is to help keep their costs down so it is comparable to other communities. It is a stipend and not a large amount of money. We usually do it because we realize we are actually paying our building or paying ourselves to get this piece of business here. It is defraying their cost of using the Memorial Coliseum or the Grand Wayne Center. Those are usually reserved for very large groups.

Eric Tippmann: Thank you.

Tom Harris: I have a question. I think I may have asked this a year ago but I am not sure. A couple of years ago there was some concern about the Innkeepers Tax and how much was being tracked. Is that problem resolved?

Dan O'Connell: Not resolved but still in discussion. Thanks to Nick Jordan here we are trying to evaluate with the Department of Revenue, which collects the money and disseminates it back to us on a monthly basis through the Capital Improvement Board who is paying what and how much. Nick has been in communication with the Department of Revenue to get the accurate data because it is proprietary information. We don't see it.

Tom Harris: So, in other words, you might explain how that works a little bit.

Dan O'Connell: If I run a hotel and I collect my seven percent on a room, every month I submit that to the Department of Revenue. They account it for all of our hotels and return that seven percent to the County Auditor. They then cut a check to the Capital

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Improvement Board who then splits it. They get about 75% and we get about 25% to do our marketing and operate the building. When we get those receipts, we get a chunk but we don't know who paid what. We are investigating the possibility of auditing randomly to ascertain the amount being paid. Some other Counties in the State of Indiana have done that quite successfully. It also puts some properties on notice that they had better cross their T's and dot their I's that they are paying the right amount. It hasn't been done in Allen County but we are investigating it.

Tom Harris: Okay.

Joel Benz: Thank you for your time this morning. Continue doing what you are doing to make this a better community.

Tom Harris: I will move for the approval of the 2019 budgets for Allen County Capital Improvement Board of Managers (Grand Wayne Center) and Visit Fort Wayne.

Sharon Tucker: Second.

Joel Benz: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-0-1 (unfilled Council seat). Okay, Economic Development.

Elissa McGauley: Elissa McGauley, Department of Redevelopment of Allen County.

Rachel Black: Rachel Black, Allen County Economic Development.

Andy Boxberger: Andy Boxberger, Carson LLP Attorney for Sweetwater Sound.

Chuck Surack: Chuck Surack, owner and founder of Sweetwater Sound.

Rachel Black: First on the agenda is the resolution approving a Statement of Benefits for Sweetwater Sound and Sweetwater Holdings. The applicant is requesting approval of a Statement of Benefits at 5501 West Highway 30. The proposed project is located within the City of Fort Wayne as well as unincorporated Allen County. The portion located within the County for improvement is just over \$23 million while the personal property investment is over \$8.8 million. The total investment for the entire project is just over \$82 million. It is a very exciting project for our community. The investments will include a 350,000 square foot warehouse facility, a 1,000 person conference center and the current warehouse will be renovated to create additional sales floor and campus improvements. The City of Fort Wayne Common Council heard the introduction of this project this past Tuesday and they discussed the resolution as well as an interlocal agreement which Elissa will discuss in a few moments. The public hearing and confirmatory resolution as well as the interlocal agreement will be heard by the City of Fort Wayne Common Council on November 27th. Sweetwater plans to create 1,009 new jobs while retaining the 1,003 that are currently there. Construction is expected to be completed in December of 2022. Based upon the review system, the company is eligible for a ten-year tax phase-in for both real and personal property.

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Tom Harris: Chuck, it is great to have you hear this morning and congratulations on your success and maybe talk to us a little bit about what is happening and a little bit about your business and why the expansion.

Chuck Surack: Sure. We are growing like crazy and even as our numbers get bigger, we continue to grow at 20% to 25% each year. It is pretty amazing. January will be 40 years that I started very humbly in my VW bus. I could have never envisioned this sort of success. We actually have close to 1,500 employees in our building today and about 300 in other businesses that we own. The business that we do is selling music equipment to the most famous of famous musicians, not so famous musicians and schools and churches and nightclubs. Anything you would see on stage from guitars, drums, keyboards, lighting and sound equipment is what we sell and we have become number one in the United States at selling more music gear online than anyone else. We are just a couple of years away from being a billion dollar company. It is a long way from the VW bus. I just really appreciate that the community has been so supportive the years. It really is a team effort of the community and our great employees and ultimately the customer gets to decide. I would say our model is unique. There are 8,000 music stores across the country and there is Amazon at the high end. We are fitting real neatly between the two and having the same growth as Amazon which is typically hurting the growing business or big box business. We are able to compete because we have the expertise and we focus on the relationships that we have with our customers. When we have Sales Engineers who can really talk about all of the 800 different brands of products that we sell that is something that Amazon hasn't figured out how to do. As great as they are, they don't have that personal touch with expertise. You have to know what you want when you go to Amazon.

Tom Harris: A thousand employees, where do you plan to find those?

Chuck Surack: I did a tour this weekend in New York with the Regional Partnership and we were trying to sell northeast Indiana and that was a common question. We talked to a Wall Street Journal Reporter and a Forbes Reporter. What is unique about our business and I don't mean this arrogantly and I am very thankful but if you want to work in the music business, you have a couple of choices. You can work at a local music store and there are 8,000 of them across the country and you are probably going to work for minimum wage or close to minimum wage. If you are really, really lucky and are really very good, you might have a job as a musician on the road. That is an interesting lifestyle. I have done it for several years and so I get that. But we are only one place where you can have a career and make real income and buy a home and that entire sort of stuff. Right now about 90% of our Sales Engineers have been relocated to Fort Wayne from all over the country. About 50% of our overall staff has been relocated and so a lot of the technical jobs with background. They don't have a lot of places they can go and frankly we have done a really good job with culture in our company and building. Finally, I would say this region and quality of place is absolutely resonating for the kind of money they can buy a whole home in Fort Wayne they couldn't make a down payment in Los Angeles or New York. I was telling the folks in New York that it took me an hour to go twelve miles and on a Friday afternoon when it is really, really busy, it might take you

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twenty minutes. There is so much quality of life and quality of place here that all we have to do is show applicants what Fort Wayne is all about. We have a pretty good job of getting them with the combination of what we do and what our region has done in the last few years. I am thankful that I am not competing with a lot of other businesses that are looking for staff. It is a little bit harder when it comes to the warehouse jobs and that sort of thing but one of the ideas about this new building is that it is going to be more automation in the warehouse. We will still need 100's but most of the new jobs that we are talking about are higher end jobs for marketing, accounting, Technical Sales Engineers and that sort of thing. They are going to have that expertise. The other thing I will say is even if you are a computer programmer or accounting person, you would be surprised how many of the folks in our company are also musicians and that is also a draw because they could go to an accounting elsewhere but they would be doing it with something they are not necessarily interested in. That is the extra pull that we have with computer programmers, accounting folks and all the way around.

Eric Tippmann: I am not just a Councilman. I have one of your amps.

Chuck Surack: Thank you.

Tom Harris: I have bought cymbals.

Eric Tippmann: Chuck, when do you plan on your first group of students graduating, the Purdue students that you have in that program.

Chuck Surack: We started a specific program with Purdue this fall and that is when it really got off the ground. We had a program with IPFW for several years and we have hired many students from out of there. This is just more formal and more specific and they are going to have the Purdue certificate and so on and so forth. We have a similar program with Saint Francis which is about seven years old. We are typically hiring ten to twelve people out of those two schools. There are about 48 students in the Purdue program right now.

Joel Benz: Councilwoman Tucker, did you have a question?

Sharon Tucker: Not really a question because Tom asked the one I always ask but more of a statement. I just love what you have done. I think one of the things that people miss is your statement that you kind of breezed over which is 40 years. A lot of people look at where you are right now and think that this happened yesterday but you have invested 40 years of time and energy and that is awesome.

Chuck Surack: Thank you.

Sharon Tucker: I think that is wonderful and I will be supporting your request.

Larry Brown: I think another thing under Chuck's leadership and Sweetwater is doing and needs to be shouted from the rooftops is their involvement with schools and school

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kids and continuing to expose them to the music industry or the music world. I am lucky to have a grandson that takes lessons at Sweetwater. The opportunities that they provide at a very reasonable cost are to be commended.

Chuck Surack: Thank you. Children are our future and there is absolutely nothing more exciting to me than to watch those young ones come in and eventually join a band and just have fun. There are a lot of studies that show the benefits of playing instruments. I love that I am able to plant that seed in young folks without them quite knowing the other benefits that we are going to get out of it.

Larry Brown: And guess what? They become good citizens and taxpayers.

Sharon Tucker: With a beat.

Joel Benz: I have to concur that your business is quite a bright spot for Fort Wayne and I look forward to the continued growth here.

Tom Harris: We congratulate you and your senior staff for all of the success there and thanks for all you do for the community. I know you are involved in numerous ways of giving back to the community. With that I will move for approval of Resolution 2018-11-15-01 approving a Statement of Benefits for Sweetwater Sound, Inc/Sweetwater Holdings, LLC.

Sharon Tucker: Second.

Joel Benz: **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-0-1 (unfilled Council seat).**

Elissa McGauley: The second part of this is when we started down the road Andy Boxberger engaged with Greater Fort Wayne a few months ago and approached us about this potential project. We work collaboratively with our Greater Fort Wayne partners and our City partners with this project being a little different than some of the ones we are dealing with. They are usually all in the City or all County. This one kind of hugged the line where about 2/3 of the warehouse will be in the County and part of this will be in the City of Fort Wayne. Since I have experience on both sides of this, I was very familiar with the City's policies and so we worked collaboratively with our partners upstairs in coming up with a solution to make it a little bit easier for Sweetwater going forward. Now that this is approved, City Council has to consider their designation for property tax phase-in on their agenda in the next couple of weeks. We thought going forward would be the best way on how to handle the necessary compliance paperwork as well as the deduction paperwork. One of the things we thought about was putting together an interlocal agreement where one entity would receive that information and would be responsible for reporting it out to the Councils. We are taking on that and what you see in front of you today is an interlocal cooperation agreement where the City of Fort Wayne will cede its jurisdiction or its authority responsibilities for receiving the compliance paperwork and the deduction paperwork over to us so that going forward, on this

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particular issue, there will be one filing that we would review and then pass along to the City Council so they know they are meeting their goals in regards to jobs and investment. That is what this is all about.

Tom Harris: With that I would like to express that we can do it in one meeting where Fort Wayne does two meetings. I will move for approval of Resolution 2018-11-15-02 approving an interlocal agreement with Fort Wayne.

Larry Brown: Second.

Joel Benz: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-0-1 (unfilled Council seat). Next up we have the Sheriff's Department and a couple of appropriations.

Charlie Edwards: Good morning, Council. Charlie Edwards, Chief Deputy of the Allen County Sheriff's Office.

Angela Terry: I am Angela Terry, Comptroller.

Charlie Edwards: We are here to ask for more money, in certain areas. Last year when we came to set up the 2018 budget, we had originally set \$300,000 for overtime. We have surpassed that and I think you approved \$200,000 at that time and told us to come back if we needed more. We have surpassed the \$300,000 and are actually in the negative at \$82,000 using unused salaries. We are going to be closer to the \$400,000 and that is due to the jail. It is so fluid but it is still overpopulated. With the opioids and everything else that we have talked about here today, we are where they end up. The other part is matching the new employees on the 401A. Right now the most important is the overtime.

Tom Harris: A couple of questions. One of the things that offsets is that you need the overtime because you don't have enough staff?

Charlie Edwards: Basically that is what it is. The turnover is phenomenal. We hire the people and get them in there and in about two weeks, they decide they are not doing this.

Tom Harris: The piece that offsets that is the fact that you have positions that aren't being filled.

Charlie Edwards: We have minimum staffing that we have to meet per jail standards.

Tom Harris: But why wouldn't those funds then become available to cover some of that overtime?

Angela Terry: They are and we have used \$82,000 of unused salaries to cover the deficit but we are still short.

Tom Harris: How many people are you short?

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Angela Terry: I think we are only one or two positions down right now but the turnover is never ending.

Charlie Edwards: Constantly onboarding new. What causes that is in order to train someone, it takes another Officer. You really don't get a new person for about two or three months because of the training. Every week we onboard about three or four people and it is a constant turnover. It is hard to find someone to stay and do that job.

Tom Harris: If you are only a couple of people down now, in other words, if you are turning them over they are not helping with staffing.

Charlie Edwards: Not at all.

Tom Harris: So you are using existing staff to cover through overtime, those holes while you are training and trying to get people up to par.

Charlie Edwards: They have to be certified in certain areas before we can release them to do the job because it is not an easy job to do. It takes two to three months to get someone by themselves and a lot of times they don't stick around.

Tom Harris: So what is your long-term plan? How do you fix this?

Charlie Edwards: Dr. McMahan was up here earlier talking about it but I don't know what the answer is. The worst of the worst is in jail and they try to put some into alternative sentencing that is for sure. It is exhausting. The population is growing and there is going to be a certain percentage that is going to be in the jail. I don't know at this point other than add employees. And it is hard to retain.

Nick Jordan: Potentially, in this legislative session, they are going to collectively, through the State, ask for prisoner reimbursement from the State that we received from the Feds a couple of years ago now bringing that \$30 up to \$55.

Tom Harris: That is at the State level?

Charlie Edwards: Yes, because of the Level 6 and House Bill 1006 from a few years ago that is where most of our population is from. The per diem that is there since I started as a Police Officer, they are looking at it with the ISA and County Councils and Legislators to see if we can bump that up to a more realistic cost.

Tom Harris: Do you have any idea what the State population is in the jail? We are housing people from the State.

Charlie Edwards: I don't have the numbers in front of me but usually about 150.

Tom Harris: Out of how many?

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Charlie Edwards: Our bed space is 740 and we are averaging 50 to 60 over every day.

Larry Brown: As Council knows, I often talk about things that are on our radar and I am going to add this to the list. First of all, our jail is on prime property and it was deemed necessary to go up and not out when it expanded. When you go up, you create inefficiencies galore. Meaning it takes more staff maybe even disproportionately as the population grows. Where I am headed is that sometime in the future, and I won't begin to speculate whether that is five years, ten years, twenty years or fifty years but at some point that jail is going to have to be replaced. When that happens, it needs to be the most efficient design and that is pod style. You reduce the staff ratio from persons confined to supervisory staff. There are many examples around the State and around the country of new designs that do just that and they house a much greater percentage of staff to detainees and are much different on the new designs. We are probably talking \$100 million. It is going to be staggering. It needs to be on our radar. We need to begin talking about it because you are not going to come up with that kind of money overnight.

Joel Benz: Councilwoman Tucker.

Sharon Tucker: Charlie, it is concerning to me and I know we are preaching to the choir but how much have we spent already on overtime? We approved \$200,000 before and now we are asking for this.

Angela Terry: We have spent \$289,000 and we have the \$82,000 that we are negative and so it is over \$300,000 already.

Sharon Tucker: This will take us through the end of the year?

Angela Terry: Yes.

Sharon Tucker: The other thing I think about and I know we are asking what ideas do we have to bring in staff but we also have to think about what ideas do we come up with to retain the staff that we have. We can't keep working people to the level and degree that we have been working them. They can get burnt out and say they are done too.

Charlie Edwards: The pay is pretty decent and they may argue a little bit but compared to what a lot of other jails do the pay is fine. It is the environment. It is the way the jail is designed. It is the safety. It takes 75 Officers in Elkhart County to watch 1,000 prisoners and we have 130 Officers doing the same thing. It is just the way it is set up and for the safety of the Officers. It is just the environment. The pay is pretty decent and they could always use more, I can guarantee it. It is not a good place to work.

Sharon Tucker: Have you ever thought about going to some of the smaller communities and enticing their workers?

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Charlie Edwards: They have applied all the time. We pull from Elkhart and Dekalb and it is because of the pay on the jailer's side. But they don't stay. When you are in Adams County or Elkhart or Dekalb dealing with 45 prisoners or 100 prisoners and you come to Allen County that has 800 inmates plus lockup, it is probably closer to 900. It is overwhelming to a lot of people.

Sharon Tucker: Will there be a reduction of any of our inmates with the new opioid facility that is coming along?

Charlie Edwards: I would hope so but unfortunately a portion of our population is the mental that is a result of some of the spice and so on. The Work Release Center is going to be opening hopefully in the next six months and should reduce our population a little bit but we are going to have to come back and ask for personnel. We are going to double what we can take into Work Release but at the same time, it is going to cost us. It is a little bit better situation because they actually pay to be there and that offsets some things. That will be a band aid for a while and we will reduce the population in the jail. I am hoping we will be below the 740 but it will be short-term. A year from now the population keeps growing and our business grows too.

Joel Benz: Councilman Armstrong.

Bob Armstrong: That overtime number is that departmental or is it just jail?

Angela Terry: It is just jail.

Joel Benz: To tie into that if you were fully staffed and didn't have any turnover, would you be able to reduce your overtime budget zero or not? Is there still some overtime built into that?

Angela Terry: I don't think it would be able to be zero.

Charlie Edwards: We have never been there. I don't know if I can give you an honest answer on that. The overtime, a lot of times, is the emergency stuff. It is the stuff where you have to use a Transport Officer or a situation where the jail has to be locked down or like the drugs that got into the jail a few months ago. It is always moving and I think it would go down but I don't know because we have never been there.

Joel Benz: That might be something that we have to look outside the box and maybe figure something out to help you. That might be an offline conversation.

Charlie Edwards: It is a very difficult place to work and if you have ever enjoyed the time down there during a visit, you would see. We have some very good people working for us and some have been there for 20 plus years. It is just the new generation doesn't want to work as hard as the past generations. I am not picking on the younger folks but they get in there and they would rather do something else. It is not worth the money to them.

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Tom Harris: Charlie, you know the drumbeat that I have done is looking at fees from individuals that are incarcerated. You are still looking at that and continue to look at that in terms of the price of flip flops or whatever.

Charlie Edwards: We have to be very careful on that because if we overprice, we are going to get sued.

Tom Harris: I am not saying overprice.

Charlie Edwards: We are very competitive. A lot of the inmates that are in there are indigent and rely on family members to give them money. A lot of times their resources are small. We don't overbill too much because we are a captive audience and there is nowhere else.

Tom Harris: I am not suggesting overbilling them but trying to get it as high as we can.

Charlie Edwards: Absolutely.

Tom Harris: That goes to the commissary, correct?

Charlie Edwards: Correct.

Tom Harris: Any time I look at additional fees in that area or expenses, we should also look at the revenue process. It is horrible to think that way but gosh, if we have an opportunity to make additional to offset that I would rather make the bad guys pay for that.

Charlie Edwards: Sure. Per State laws we cannot pay salaries out of commissary. We offset everything else with it. I know the Sheriff is very generous about using commissary funds for vehicles and equipment and such. Any time we can make it up any way that we can we try. We kind of forecasted this coming and I was hoping it would change but it is not. We are overpopulated and business is booming.

Joel Benz: Why don't you talk about the remainder of the items on here real quick since we are missing a member and will hold the vote?

Charlie Edwards: The return of fugitives is extraditions from outside the State of Indiana. We use a private firm to do the transports. It is a lot cheaper and smarter with our money to have a private company that does this for a living to bring inmates to other States. The other is for Chemical Testing and that is for Work Release, correct?

Angela Terry: Yes, we buy books for the counselling for Work Release inmates to go through their substance abuse counselling. We needed to buy more than we thought we were going to because we had more Work Release inmates than we anticipated.

Joel Benz: How many books does that \$500 account for?

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Angela Terry: I don't know.

Sharon Tucker: Are the books reimbursed through their Work Release fees?

Angela Terry: Yes, they pay the fees and it goes into their account. We have the money in the cash line and just needs moved into the contractual line.

Charlie Edwards: We are not asking for money but just to move it. They do pay fees for court fees and fines and stuff but this is part of their program also.

Joel Benz: Do you want to talk about the grant too?

Charlie Edwards: The SCAAP grant can be used for any kind of equipment from jail vans, breathalyzers or any equipment like that. It keeps reducing down. I think it is about \$5,000 or \$6,000.

Joel Benz: Every little bit helps.

Charlie Edwards: It does.

Nick Jordan: Do one and two together. Three, four and five have to be done separately because they are all different funds.

Tom Harris: I will move for approval of the appropriation in the Sheriff's General Fund for Overtime in the amount of \$100,000 and County Match 401A for \$12,000 for a total of \$112,000.

Bob Armstrong: Second.

Joel Benz: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-0-1 (unfilled Council seat).

Tom Harris: Move for approval of the appropriation in the Extradition Fees Fund 204 for Return of Fugitives in the amount of \$7,000.

Sharon Tucker: Second.

Joel Benz: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-0-1 (unfilled Council seat).

Tom Harris: The last one is the appropriation in the Chemical Testing Account Fund 212 for Contractual in the amount of \$500.

Bob Armstrong: Second.

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Joel Benz: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-0-1 (unfilled Council seat).

Tom Harris: I will move for the Sheriff's Department to receive permission to apply for the State Criminal Alien Assistance Program grant.

Sharon Tucker: Second.

Joel Benz: Some people tend to not bring this to use ahead of time and it is just nice to have you come ahead of time. **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-0-1 (unfilled Council seat).** Next on the agenda is the Coroner.

Mike Burris: Mike Burris, Chief Investigator for the Allen County Coroner's Office. I am requesting additional funds for Autopsy Fees of \$15,000. I was able to transfer out of our existing budget \$10,000 from other lines but we are still going to be short. Bills are paid up-to-date but we have bills on the desk ready to be paid.

Joel Benz: Remind me of last year.

Mike Burris: Last year was about \$30,000 that I requested.

Joel Benz: And we really didn't change your budget at all.

Mike Burris: Our numbers of autopsies are actually down but what is up is the number of toxicology cases that we have done. If we have somebody that is a suspected drug overdose case and with medical history, we will do a tox draw as opposed to a full autopsy. We have reduced costs that way also.

Joel Benz: Again, another cost related to the opioid thing.

Mike Burris: Correct. A lot of that is in July the State passed a new law ordering the Coroner's Office to do further investigations into overdose deaths. That included mandatory drug testing which is something that we already did. With that there are also funds that the State is covering the cost of that toxicology testing. They are only paying for blood but when we submit, we also for urine and vitreous which gives us a wider range of the activity of the individual.

Bob Armstrong: There was some talk on how the State and the Coroner's Association on how you guys report. A drug overdose, I am sure, there are all kinds. I know there was a discussion on how the Coroners' offices were going to start reporting. Did they every implement something?

Mike Burris: With the Indiana State Department of Health, we work closely with John O'Boyle who comes to our office and on drug overdose cases and violent deaths. He collects information out of those cases which is then shared with the Board of Health.

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The Department of Health is the one that assists with the drug overdose testing. That is how that is tracked. With our office, mandatory toxicology testing on drug overdose cases and we also run an inspect report on all of our drug overdoses. We know what the prescriptions are and who the prescribers are and along with what is in the toxicology testing, we can see what is illicit and what was prescribed.

Bob Armstrong: So it is broken down and reported out from there.

Mike Burris: Correct. The presentation that the Board of Health did has a lot of information that came through our case files.

Bob Armstrong: I will make a motion for the appropriation in the Coroner's General Fund for the amount of \$15,000 in Autopsy Fees.

Sharon Tucker: Second.

Joel Benz: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-0-1 (unfilled Council seat). The Cooperative Extension is next.

Vickie Hadley: Good morning, Vickie Hadley, Health and Human Science Extension Educator and the County Extension Director for the Purdue Extension Service. I am here to ask for a transfer of \$650 from our Supply line item to Telephone. As I shared with you during the budget season, on July 1 our telephone costs went up nine dollars per phone per month. Obviously we are going to be running short to be able to cover those bills through the end of the year.

Tom Harris: I will move for approval of the transfer of \$650 from Supply to Telephone.

Sharon Tucker: Second.

Joel Benz: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-0-1 (unfilled Council seat).

Vickie Hadley: Also, on your table I have given you our poinsettia fund raiser. Those orders are due by next Wednesday, right before Thanksgiving. The pickup is December 5 and 6 in our office. You heard Chuck report about quality of place and the gold sheet that you have is we have partnered with AARP in looking at age-friendly community when we talk about quality of life. We have a survey that we are putting together and if you happen to be 46 or older and live within the city limits, you can participate in the survey. As you age, we would like you to stay in the community and it is about what your needs are at that point. We will tally all of those responses and begin to take a look at what we need to do to truly make it an age-friendly certification.

Sharon Tucker: So those of us under 26 can't complete this.

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Vickie Hadley: 46. Also, you all received electronically the invitation to our annual meeting we would appreciate your response to let us know if you are coming. You also heard them talk about the National Ag conference coming to Fort Wayne and that is actually the national conference for Extensions and is for all of our Ag and Natural Resource Educators throughout the whole nation that are coming. We are very thankful that we could bring a national conference to Fort Wayne.

Joel Benz: Now we are on to the Soil and Water District.

Eric Tippmann: I will talk about this, if you don't mind. This is not going to cost us anything. It is a joint position between Soil and Water and the USDA and IDEM for a couple of years. They are all chipping in and so we won't see any kind of appropriation coming for this later.

Joel Benz: This didn't go to the Personnel Committee, right?

Sharon Tucker: We just opted to bring it to the table.

Nick Jordan: They already had two of them and so this is adding a third because they got more grant money. There are actually two different salary ordinances because there is the potential that they could hire somebody in the next few days for the 2018 payroll. More than likely it will just be for 2019 but I did two of them just in case.

Eric Tippmann: With that I will move for consideration of a 2018-2019 salary ordinance establishing the pay for the Watershed Project Manager, PAT 4, \$45,163 for 2018 and \$46,518 for 2019, 37.5 hours per week, non-exempt.

Bob Armstrong: Second.

Larry Brown: This is grant funded, correct?

Joel Benz: Absolutely. **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-0-2 (Tucker abstained and unfilled Council seat).** Superior Court is up next.

Leslie Owen: Good morning, Leslie Owen, Financial Coordinator for Superior Court. I am here to request a transfer \$5,500 from Maintenance Agreement to Furniture and Fixtures for \$4,135 and Office and Computer Equipment for \$1,365 for a total of \$5,500. We have two Judges that are retiring at the end of the year. One actually has his personal furniture and will be taking it with him when he goes. We will need to replace that and we need to replace several chairs that are long past repair. The docking stations that the Judges use in the Courtrooms, they are having difficulties with a couple of those because they are clicking in and out of them so much and they need to be replaced. We need a color printer for the third floor of the Courthouse.

Bob Armstrong: So the Judge is taking his furniture?

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Leslie Owen: He brought it with him when he came.

Bob Armstrong: I understand that and so the Judge coming in won't have any furniture. I am just looking at the considerate side.

Leslie Owen: Actually I am not sure who the replacement is going to be yet.

Larry Brown: Is that a motion?

Joel Benz: Councilman Armstrong?

Bob Armstrong: I will make a motion for the approval of the transfer in Superior Court General Fund for \$5,500 from Maintenance Agreements to Furniture and Fixtures in the amount of \$4,135 and Office and Computer Equipment for \$1,365 for a total of \$5,500.

Larry Brown: Second.

Joel Benz: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-0-1 (unfilled Council seat). One thing that we do need to discuss, Council, with the resignation of Councilman Busch and his moving on to the State Senate, we have an opening. The County started working on a strategic planning process revisiting some of the work that was done a number of years ago. They have a retreat planned for December 10th and 11th.

Nick Jordan: They are half-days.

Joel Benz: We need someone who would be willing to take this on. It is not a one-time deal. It is an ongoing commitment and would probably go into next year and there would be continuing meetings. I don't know if any of you have an interest in that and if you do, we can appoint you. Otherwise we could appoint one of the two new Council members to that. I am part of the process, as Council President.

Tom Harris: I thought I was too. I am probably available to go to one of the two.

Joel Benz: So you would consider the appointment?

Sharon Tucker: I think Tom is an excellent choice.

Joel Benz: I will email them and let them know you have been appointed.

Larry Brown: Just a quick comment. I am not against sticking the new guy, so to speak, but I think it is important that somebody with some Council experience is in that so it is a quality contribution.

Tom Harris: The newer ones wouldn't have had this in quite some time.

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Nick Jordan: 2011 was the last time we had a strategic plan.

Joel Benz: Thank you for stepping up to the plate there.

Nick Jordan: Last month I brought up the Board appointments and unless there are any issues, I will bring in December for you guys to approve unless I hear someone before the December meeting.

Joel Benz: Will you have your staff contact each one of those and make sure they are okay with being reappointed?

Nick Jordan: Yes.

Joel Benz: I know that most of them probably will but a personal touch would be good.

Nick Jordan: I think you guys chose January 3rd as the organization date at the last meeting.

Joel Benz: Are there any liaison reports?

Bob Armstrong: I have one question. Next month we don't spend any money?

Nick Jordan: You don't appropriate in the General Fund.

Bob Armstrong: Can we get Chris Cloud to come to the table about what happened to the employees' survey thing they did?

Joel Benz: That is part of that strategic planning process that we just appointed Tom to.

Bob Armstrong: It seems that it took off and then has come to quiet.

Joel Benz: This is part of the two-day retreat. They will be discussing the results of that.

Nick Jordan: Right now, there were 40% of the employees that answered the survey and they are going from department to department to discuss them. I just had mine yesterday. The culmination of it and tying it all together will be part of the two-day retreat. It will spill over into January for sure.

Tom Harris: Approval to waive the reading on any matter approved today for which it may be deemed necessary for the County Council meeting of November 15, 2018.

Sharon Tucker: Second.

Joel Benz: All in favor please signify by saying aye. The motion passes 6-0-1 (unfilled Council seat).

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Sharon Tucker: Move to adjourn.

Bob Armstrong: Second.

Joel Benz: All in favor please signify by saying aye. Opposed like sign. The motion carries 6-0-1 (unfiled Council seat).