

**ALLEN COUNTY COUNCIL MEETING MINUTES  
SEPTEMBER 20, 2018  
8:30 AM**

The Allen County Council met on Thursday, September 20, 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 and any other business to come before Council.

Attending: Robert A. Armstrong, Joel M. Benz, Larry L. Brown, Justin T. Busch, Tom A. Harris, Eric M. Tippmann and Sharon L. Tucker.

Also Attending: Nick Jordan, Auditor and Jackie Scheuman, 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 August 16, 2018 meeting minutes. Are there any additions or corrections?

**Sharon Tucker:** Move to approve the minutes from August 16, 2018.

**Justin Busch:** Second.

**Joel Benz:** All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. Next is the financial report from Auditor Nick Jordan.

**Nick Jordan:** Two things to note before I go over the financials, the Environmental Management appropriation has been pulled as well as under the Discussion is the Commissioners moving forward with consideration of purchase of real property. Those items will not be heard.

**Tom Harris:** Can you repeat that?

**Nick Jordan:** The Department of Environmental Management, Department 80, can transfer money and don't need new money. Under Discussion, the approval for the Commissioners to move forward with consideration of purchased of real property. They are holding off on that right now. In regards of the financials there are no significant changes from the last couple of months. You will see Miscellaneous Revenue is trending a little ahead, year to date. Some of the biggest ones are Building Department, Care of Federal Prisoners as well as the interest revenue. We have been very conservative but we all know that as interest rates are now rising and that is definitely indicative of being almost double our estimates as well as our fund balances continue to be significant. A larger fund balance and interest rates generates that higher interest revenue. I can take

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any questions otherwise we know that later on this afternoon we will go over the 2019 budget.

**Tom Harris:** I will move for approval of the financial report.

**Larry Brown:** Second.

**Joel Benz:** We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. This morning, our regular Council meeting will take place and then we will have a recess for lunch. After that we will have the budget hearings at 1:00. Those of you that are looking forward to that stay tuned. Total appropriations requested in the General Fund are \$750,000 and \$59,341 is requested in Other Funds. At this point I would like to open the floor for any public comment on any of the issues we will be chatting about today. Is there anyone who would like to come forward? First up is Economic Development.

**Rachel Black:** Rachel Black, Economic Development, Allen County.

**Scott Frederick:** Scott Frederick, CFO of Primco, one of the tenants of a new building project.

**Rachel Black:** I have two items today. I will keep my introductions brief as I know you have a long day today. The first item we have is consideration of Resolution 2018-09-20-01 approving a Statement of Benefits for Concrete Plant Properties LLC. They are requesting an approval at 5250 Lower Huntington Road and is located at the northeast corner of Smith Road and Lower Huntington Road. You may also know them as Primco. The company plans to build a two-story office 16,000 square foot building for the expansion of their business. The proposed project involves an investment of \$1.6 million in real estate improvements and construction is expected to be completed in the spring of 2019. They plan to create 25 new jobs with salaries expected at \$1.8 million. They currently have 20 employees with salaries at \$1.3 million. Based on the point system, they are eligible for a ten-year tax phase-in and if approved, they will save approximately \$161,000 over that ten-year deduction period. I know Mr. Frederick has already introduced himself but if you have any questions for either of us, we would be happy to answer them.

**Tom Harris:** I just want to give you the opportunity to tell us about your business and what the exciting news maybe is.

**Scott Frederick:** Primco is a heavy highway construction company. We primarily build roads and bridges. You probably see us in more places than you would like to see us because it is taking you longer to get places. We work primarily through northeast Indiana, south central Michigan along the I-69 corridor and northwest Ohio. Our home office is at Smith and Lower Huntington Roads and has been there since about 1974. We are a second generation company started by my father who has been retired for a long time. We have been busting at the seams, which is one way to put it and have been

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discussing the investment into a new building for a long time. Buildings are hard for us to invest in because we don't always see immediate benefit of the use where if we buy a crane or an excavator, we can turn around and use it to further our cause and create a bottom line immediately. We realize if we are going to grow and be competitive, we are going to have to invest in our infrastructure and technology. Every piece of equipment we run is technology driven and that we are going to have to take advantage of an opportunity. We see a lot of funding in the future for roads and bridges and we expect to be a player in that market and if we are going to be a player, we are going to have to invest in our product, people and the service in order to continue to operate.

**Joel Benz:** Go ahead Councilwoman Tucker.

**Sharon Tucker:** Congratulations on expanding. That is awesome to see businesses grow in our community. You mentioned that you are going to add 25 new employees. Will those be 25 special skilled, I am sure, in roads and bridges.

**Scott Frederick:** Information Technology, Engineering whether they are Civil Engineering degree candidates or Construction Management candidates. There will be some accounting positions as well. Those will be the bulk of the positions located at Smith Road. Most of the jobs will require at least a Bachelor Degree or a lot of experience.

**Sharon Tucker:** Will you be working with the local colleges to fill those positions?

**Scott Frederick:** Yes we will be. In the current 25 folks in the current office where we are, 23 have a degree from IPFW or the University of Saint Francis and a couple from Indiana Tech.

**Sharon Tucker:** That is what we are looking for.

**Scott Frederick:** There are only two of us with degrees from a main campus or another university.

**Sharon Tucker:** Awesome, thank you.

**Tom Harris:** I will move for consideration of Resolution 2018-09-20-01 approving a Statement of Benefits for Concrete Plant Properties LLC.

**Eric Tippmann:** Second.

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

**Rachel Black:** The second thing we have on the agenda is consideration of Resolution 2018-09-20-02 approving a Statement of Benefits for WaterFurnace International Inc.

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**Ashley Kenworthy:** My name is Ashley Kenworthy and I am the Senior Staff Accountant at WaterFurnace International.

**Rachel Black:** WaterFurnace International is requesting approval of a Statement of Benefits at their location at 9000 Conservation Way. They plan to install a new commercial equipment test lab within their current facility and so this is personal property. This is the first of a multiphase project that they are looking to do. The proposed project involves an investment of \$750,000 in personal property and is expected to be completed by the end of this month. They expect to create five new jobs with salaries around \$225,000 as well as maintain their current staff of 244 with salaries at \$16.4 million. Based on the point system, the company is eligible for a five-year tax phase-in and they will save around \$17,000 in that deduction period. Ashley is here if you have any questions.

**Tom Harris:** Tell us a little bit about your company.

**Ashley Kenworthy:** We were incorporated in 1983 and we manufacture geothermal equipment. We manufacture all of our equipment at our Fort Wayne facility. In 2014 we acquired a chiller company called Chill It Chillers out of Goshen and last year we brought those operations back down to Allen County. With that we have been able to expand our commercial equipment portfolio and at the beginning of 2018 we have largely expanded the equipment that we can offer to the market. It is larger ton equipment and our facility hadn't been equipped to handle that and so that is what this lab is going to do for us. It will allow us to test the equipment here in Allen County versus sending it out. We are going to get this lab certified by AHRI which is a highly accredited institution within our business and will be very prestigious and a lot of our bigger competitors have this lab throughout the country and the world. It will be very great for our business and we will be able to keep things all here within our facility.

**Tom Harris:** And your footprint, regionally or nationally or internationally?

**Ashley Kenworthy:** International.

**Tom Harris:** Any ideas in terms of percentages, is it more overseas or more in the States?

**Ashley Kenworthy:** It is more in the States. We do have a lot of distribution in Canada as well.

**Joel Benz:** Councilwoman Tucker.

**Sharon Tucker:** You mentioned this was part one but of how many phases?

**Ashley Kenworthy:** Two. We have made a \$1.2 million investment. There was half a million that is real property but we had already pulled the permits and stuff before we filed our application. We have made a big investment and our hope is that once this is

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successful and we have gained traction on increase revenues that we would like to do a second phase at the same value of \$1.2 million.

**Sharon Tucker:** Okay, will Phase Two then come before us? Rachel?

**Rachel Black:** If they decide to apply.

**Ashley Kenworthy:** Yes if we decide to move forward with that.

**Sharon Tucker:** Thank you.

**Tom Harris:** I will move for consideration of Resolution 2018-09-20-02 approving a Statement of Benefits for WaterFurnace International, Inc.

**Bob Armstrong:** Second.

**Joel Benz:** We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Next up is Department 8, Prosecutor's Office.

**Nick Jordan:** Council, I am going to take this one so that they didn't have to come now and then again later in the afternoon. This is simply amending the range which is in the Adult Protective Services Fund and is tied to a grant, in essence. What the Prosecutor does, even though the County may give a three percent raise is if the grant doesn't permit for that kind of increase, she obviously has to stay within the confines of the grant. This is simply amending the range from \$20.19 to \$28.72 and bumping that top end up to \$31.06. That is for four positions and the Director is going from \$35.83 to \$38.61. Again, she always works within the confines of the grant. If you do have questions and don't want to do anything now, we can bring it up this afternoon but I told them I would handle it.

**Tom Harris:** We have handled this kind of thing before.

**Nick Jordan:** It is no different than any other salary ordinance but this is tied to the grant and they can't always go with the three percent. For example, this year the State has not approved the three percent and so they won't give the same percent that the County is. In years past, I am not sure if that top end has been bumped up but they feel that it needs to be bumped up to give them the leeway for these Investigators.

**Tom Harris:** What I am looking at says see attached.

**Nick Jordan:** What they are doing is the four Investigators are increasing the top range from \$28.72 to \$31.06 and the Director, the top part, is from \$35.83 to \$38.61.

**Joel Benz:** It is listed out on page 51.

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**Tom Harris:** I will move for consideration of a salary ordinance amending the pay for Prosecutor employees paid through the Adult Protective Services Grant Fund.

**Larry Brown:** Second.

**Joel Benz:** We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Moving right along, we have the Building Department.

**John Caywood:** John Caywood, Building Commissioner. I want you to note that I came alone this morning. Thank you for consideration of the first two parts. Construction has already begun and there is excitement amongst my staff. I wish I could say the same for contractors but being of a suspicious nature, the number one question I have had so far is where are the building permits at? I am coming for the third part of the request which was tabled last meeting. I have reached out to as many members as I could and some of you have even come up to see what we have going on. I just ask for your consideration of this third part.

**Joel Benz:** I will say that I had a lot of heartburn initially when you requested this because this is a significant amount of money to spend on office equipment. I asked for this to be tabled and then I had the time to walk through your office. To see the arms of chairs broken off and just the wear and tear on all of that stuff, the office equipment is certainly in need of upgrading. I see what you are doing in your office, as a whole. You are trying to make a more professional appearance and I respect that. I told you I wouldn't give you any trouble on this and I intend to move forward and vote for it. I know you have a lot of orange chairs and they are dated from the 1960's or 1970's and they are still in good shape and could probably drag them out to get more years out of them but at the same time I understand what you are trying to do to present a professional appearance. When, from the top down perspective, have that kind of mentality it encourages your employees to step up and be better employees, be more efficient and do a better job. I appreciate what you are doing.

**Sharon Tucker:** I too walked around and I see the need to get rid of it because it is very sterile in there. I am glad that piece is on the way. I also agree that you need to do something or have some type of filing system installed for the plans that are just kind of sitting around. Those are items I see a need for. I am not so sure that I agree with the number of televisions that you requested but it is probably not as big a deal. I do think you need a filing system installed.

**John Caywood:** Councilman Benz and I discussed that also. I relayed to him and maybe also to you that something we looked at in 2018 at the Unsafe Building Fund. It starts every year with \$50,000 and that is the maximum I can keep in there. Since the beginning of 2018, it has grown through fines and penalties to mostly contractors from out of town who failed to follow the rules. There is close to \$100,000 more in there and barring any large commercial emergency demolition will like divert to the General Fund at the end of this year. It is almost equal with what I am requesting today.

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**Joel Benz:** You said historically it had been about \$18,000 to \$20,000 and this last year you were able to get over \$100,000.

**John Caywood:** Correct. We had been more determined and put a policy in place to tackle those. I think a couple of months ago I came and said we were changing some things and are now actually using a collection agency. Before, there was no method. If somebody got a stop work order or found unlicensed contractors, for example the storm in North Carolina if we had something like that here, we would have people from South Bend, Michigan or Ohio coming in and taking advantage of our citizens. Now we have means in place where it is looked at afterwards and is followed up on and we were able to collect those penalties. The result of that is close to \$100,000 and it is late September and we will probably exceed that this year.

**Justin Busch:** I will make a motion for reduction in the Council General Fund in other capital in the amount of \$95,250 and the appropriation in the Building Department General Fund for the same amount.

**Bob Armstrong:** Second.

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

**John Caywood:** Thank you and I hope I don't visit you much in 2019.

**Joel Benz:** Department of Planning Services.

**Kara Simonoff:** Good morning, Kara Simonoff, Human Resources Generalist.

**Kim Bowman:** Kim Bowman, Executive Director Department of Planning Services.

**Tracy Mitchener:** Tracy Mitchener, Assistant HR Director.

**Kara Simonoff:** We are here today for reclassification of an existing position. We have an Associate Land Use Planner at a PAT 4 moving to a Principal Land Use Planner at PAT 5. This is due to some additional responsibilities as well as some organizational restructuring.

**Kim Bowman:** To give you a little background about the Department of Planning Services, we are a merged City and County department as of 2008. An interlocal agreement between the City and the County established the merger of the Department of Planning Services. There was a funding mechanism through the interlocal agreement where the City of Fort Wayne reimburses Allen County 40%, the cost of the Land Use Division that we work with the Auditor's Office in billing that. For 2019, it is estimated that the difference is budgeted at about \$7,500 of which \$3,000 of that will come back to Allen County. The person who currently holds the position coordinates all of the zoning violations and represents us in court. With the influx in the permitting, we have not had to

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hire additional staff. We have cross-trained staff to handle the permitting system. I can answer any questions that you may have.

**Tom Harris:** Kim, maybe start out with telling us about the demand of permitting and such with the City and the County.

**Kim Bowman:** Well, as we all know, permitting is up. I don't have the exact numbers but we are at least at the level of last year. We are seeing a lot more commercial and industrial and the projects are getting more complicated just with the available land is becoming more difficult to develop and redevelop with utility issues, flood plain issues and access issues. It is a little bit more on an intensive review in coordination with our agencies that are the primary focus like transportation. We coordinate with City and County and also provide planning services for the four incorporated areas of Huntertown, Grabill, Monroeville and Woodburn.

**Tom Harris:** That 40%, what is the split in terms of what is done in Fort Wayne versus in the County?

**Kim Bowman:** That is really difficult to say.

**Tom Harris:** Even though Fort Wayne is in Allen County.

**Kim Bowman:** Fort Wayne is in Allen County and so is Huntertown. It is difficult because we don't keep track of our time. Is it City time or County time? Raw numbers can be distorted because we have fence permits in the City and County and maybe we have more fence permits in one jurisdiction versus industrial site plans and so it is very hard. One other thing to note is we do capture all of the City fees and those go into the General Fund and is in addition to the quarterly billing for the Land Use services. Our annual revenue is around \$800,000 with both of those sources.

**Tom Harris:** This went through Personnel Committee?

**Joel Benz:** It did and in the Personnel Committee we just kind of looked through their structure and essentially what she is saying is that the person is doing the job and have been with them for some time as a Land Use Planner and is kind of listed as an Associate Land Use Planner although their job is basically that on an equivalent level of the other Principal Land Use Planner. In order to make the salary equal with what they are doing, this change needs to be made.

**Sharon Tucker:** It passed in Personnel three to zero.

**Tom Harris:** I will move for consideration of a salary ordinance amending the pay of a Land Use Planner from Associate at PAT 4, \$60,318 to Principal at PAT 5, \$66,350.

**Sharon Tucker:** 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 7-0. We are skipping the Commissioners and next up would be Youth Services Center.

**Bob Armstrong:** We are skipping the Commissioners?

**Joel Benz:** Oh I'm sorry; we will come back and pick that up. I saw Commissioners and automatically thought to skip all of that.

**Chris Dunn:** Chris Dunn with Youth Service Center. I am here to request a temporary salary ordinance as we try to replace a Cook that is retiring. Our Head Cook has been with us for about 28 years and I would like to bring somebody in to train alongside her. There is a lot of paperwork with ordering and meeting food nutrition requirements. We have the funds to cover this within our 100 Series since we have had some turnover.

**Tom Harris:** This isn't a new position but simply the range allowing you to bring in individuals as pay ranges. The pay is going up in the market place and you have to pay a temporary a little bit more to be able to work it.

**Chris Dunn:** I am going to be paying someone to work alongside the person they will be replacing.

**Tom Harris:** Oh, I see. We have done these before.

**Sharon Tucker:** I will make a motion for consideration of a temporary salary ordinance establishing the pay for training a Cook at LTC 3, \$35,939. Effective until December 31, 2018.

**Bob Armstrong:** Second.

**Joel Benz:** We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. We are going back up to the Commissioners.

**Beth Lock:** Beth Lock, Director of Government Affairs for Allen County.

**Marcia Haaff:** Marcia Haaff, CEO of the Lutheran Foundation.

**Beth Lock:** I apologize for just stepping out. Judge Davis will be over here and so she had recessed her courtroom. Before you is a really unique ask. Normally you guys are asked to consider money that would directly impact a department for operations, for salaries or equipment. That is simply not the case here. We are here to discuss whether or not County Council wants to provide match money to a \$1.5 million appropriation that we received from the State of Indiana. Secondly I would say it is a very collaborative approach. I have multiple departments that are here in support of this particularly from our Criminal Justice Division as well as the Judiciary. I am super excited about why we are coming before you today. The issue at hand is something that we hear about in the

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news every day. The U. S. Senate just passed a very bi-partisan appropriations bill regarding this and will go back to the U. S. House for reconciliation of differences and that issue is substance abuse and opioid abuse. Just to give a little bit of history, this came about in 2016. Superior Court Judge Wendy Davis was a part of then Governor Mike Pence's Drug Task Force. As they began to study the issue of where Indiana was trending in regards to addictions and opioid abuse disorders, they realized there was a robust system already in place in Allen County to potentially have a pilot come here. As a result in 2017, Senator Jim Merritt of Marion County authored Senate Enrolled Act 510 which passed both houses with unanimous support. I will give you a little background on what this bill does. It is going to serve justice involved individuals who have substance use disorders. They will be directly ordered by the Court into sober living facilities. I know you may or may not have heard from our alternative sentencing programs as well as our Courts that we are severely lacking in sober living and recovery living in Allen County. Oftentimes an individual will sit in the jail as they wait to be released so they can have a bed to go to for services. Our hope is to expand and have approximately 79 new sober living beds available at various levels of treatment. There is high intensity treatment and is called 3.5. A mid-level treatment which is called 3.1 and has never existed in Allen County. Lastly is expanding the traditional recovery beds. The other part of this bill that I think is great is that it holds us accountable. We have to have an evaluation done over four years, once the pilot begins. That is going to look at several things. Number one is did we save any money by putting these individuals into treatment rather than traditional incarceration. Secondly it is going to look at can this be replicated across the State and third it is going to look at the recidivism rate of these individuals for a three year period of time. We have to return those reports to the Legislative Council every summer as they move forward in their legislative process. The Legislative Council is comprised of both the Majority and Minority in the House and Senate at the State level. I will have Marcia talk about this because I have her at the table with me because their foundation will be the overseer of all of the funding that will be coming from the State as well as the community money that we have raised locally. She will be able to talk about what we have raised so far and then I will continue with some other comments.

**Marcia Haaff:** I tell everybody I am not a fundraiser. Our foundation does not raise funds but I am so committed to this project and this pilot. The Lutheran Foundation, so far, has approved \$610,000; Sweetwater Sound \$5,000; Parkview Health \$250,000; the Community Foundation of Greater Fort Wayne \$25,000 and we just learned yesterday that the Mary Cross Tippmann Foundation has contributed \$100,000. We have raised \$990,000 of the \$1.5 million to date.

**Beth Lock:** With that being said, the reason the Commissioners are here is that we are named in this legislation and had to do several pieces in order to get this pilot up and running. One, we had to pass a resolution establishing the pilot saying there is a need in Allen County for that. We also had to enter into a contract with the fiscal agent. From the very beginning, the Lutheran Foundation has facilitated meetings and task forces at the local level and has brought the community together to do that. When this was moving through the General Assembly, it was very much understood that the General Assembly wanted to partner with the Lutheran Foundation in moving this forward. I want to be very

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candid that there was never any discussion until recently about asking for funding from the Council but when some of you were exposed to this program and learned that it would have great impacts for our community, the discussions began. I then worked with our other departments and asked what we could do here. I am here today to ask for support of this and am happy to answer any questions. I do have a lot of people in the audience that are willing to answer questions if it is more Criminal Justice involved or if it is related to funding of the pilot but with that will take any questions you have.

**Joel Benz:** Let me start out with saying thanks for coming. You talk really fast but I want to hit on a couple of highlights. One, this program is going to be administered by the Lutheran Foundation and then the boots on the ground are going to be a couple of other organizations that have had long standing success of rehabilitation and one of those being the Shepherd's House. Remind of the name of the other one.

**Marcia Haaff:** We are working with Redemption.

**Joel Benz:** Yes, Redemption House, thank you.

**Marcia Haaff:** Park Center as well.

**Joel Benz:** Then the component that I see too is there is a study to be done to make sure as this program moves along that it is not going to drop by the wayside. We are going to actually have data and we are paying for this so that we actually see the results and will be a peer reviewed data that we will get back. It is not just that we are going to throw money down and hope it sticks to the problem. The opioid, I am on the front lines part-time as a Paramedic and I am constantly dealing with the fallout. It strikes across all demographics from the wealthiest individuals in this community to the very bottom. It is something that tears at the fabric of our community and has such a drag and the fallout from that is just tremendous for our community. I am excited to be a part of a program that might make a difference and we can have some actual data and feedback on it. Is this actually working and I am a huge supporter of this. This isn't the kind of let's hand out needles but this is let's get you help. I think that is a proactive approach that we, as a community, can take and we have the funds to be able to do this because we have been very conservative as a community and if we can give back and help some of these folks get rehabilitated and off the streets so I am not dealing with them on my day job. It is a messy scene every time I come into contact with those and if I can avoid it, this is something I can be proud to be a part of. Council, do you have any thoughts?

**Tom Harris:** I just read this morning that the Fed's are providing the State some funding on opioids and such addictions. How does that come to us and would that play a part in any way of funding some of this as well.

**Beth Lock:** Absolutely and it already has. In 2016 they passed the Cures Act and the money was made available to the State of Indiana, about \$10.9 million. Park Center applied for that and so they received back an RFP for about one million dollars. Some of that money is going to be used for this pilot. It is specific to opioid use and so there are

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some delineations there but there is another pot of money that DMHA received from the Feds of about \$17.9 million a couple of months ago. There is also the appropriations package that was just passed by the Senate and will be reconciled by the House and that is funding to the State as well. I will also tell you that we have had communication with both of the Senators from Indiana as well as Congressman Jim Banks and Congresswoman Susan Brooks of Indianapolis who is on the Commerce Committee. We are making sure that we are expressing the need for this in the community and have talked about this pilot and are continuing dialogue with the Feds and State to make sure we can leverage as much as possible from the Federal government back to Allen County.

**Tom Harris:** We also read this morning that the Health Department indicated that meth is our number one concern and this will also deal with meth?

**Beth Lock:** Yes because this bill is specific for substance abuse and not just opioids.

**Tom Harris:** But the funding that I mentioned a minute ago coming from the Feds is specific to opioids.

**Beth Lock:** It is and we have talked to them about that. No matter how much we combat opioids, there is always going to be something new that comes down the pike. One of the things that we have said is to not just look at opioids because we are behind the eight ball on that. We need to look substance use disorders across the board and mental health issues across the board. That is one of the messages that we are taking back to our Federal delegation.

**Joel Benz:** Councilwoman Tucker.

**Sharon Tucker:** We have had a long discussion about this, like really, really long and I am going to go public with a portion of it. Although I am very, very, very happy we are looking at the substance abuse program, I also pointed out that I am angry that it is taking communities so long. Before, it was the war on drugs and a lot of people in the community that I represent are currently being incarcerated because of the exact abuse problem that they have. I am very glad that we are looking at this in a different way and I wish there was a way that we could go back and help provide services to those that in my opinion have been unfairly incarcerated for the exact same abuse that is going on right now. I just think I would be doing a disservice to my community to not speak to that although I sit here torn because it is just hard for me. I am one of the ones that recommended that you ask for the funding so we can stop the incarceration and make sure that we are treating the mental issue.

**Beth Lock:** Absolutely.

**Sharon Tucker:** I am glad to see it come and I am saddened that it seems a little too late for a lot of people.

**Joel Benz:** Councilman Busch.

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**Justin Busch:** I want to echo the comments of President Benz. I too will be voting in favor of this. For me it kind of scratches an itch on both sides. I think there is the compassionate side of us who have seen the faces of the folks and the families that have been affected by this. One, we are going to reach out and help them. In respect to Ms. Haaff, you are a fundraiser when you rattle over \$900,000 and I think you are doing pretty well. Not only that but we all know what you foundation means to this community. You have also rattled off the names of some people in this community that are respected and a part of this. The other side of me also looks at this and this body has been pretty fiscally sound and prudent with taxpayer money that we do have additional funds like this to look at projects of this nature. For me, anytime government looks so short-term on things, we are looking long-term too and if you look at the numbers, these are the folks that are incarcerated and in jails and not getting the help they need to turn their lives around. For me it is something like that which touches the compassionate side and long-term will save us money and is why you will have my support today.

**Tom Harris:** I forgot to ask but do we see this as a one-time ask or will this become an annual thing? The problem is not going to go away. We are going to deal with this for some time. What happens when they funds run out?

**Marcia Haaff:** We have built this model to be sustainable but quite honestly there is never enough money. Even the 79 beds we are adding, it's not enough. They have waiting lists to get into these types of housing and if we can do another ask, we would.

**Beth Lock:** I want to echo what she said that there is never enough money. My intention today is a one-time ask, however, I am happy to come back with the evaluation piece and if Council would wish to fund it and continue that it is up to you guys but today is a one-time ask.

**Joel Benz:** Councilman Tippmann.

**Eric Tippmann:** Would lobbying the State for a higher per diem at those three levels be a better long-term solution?

**Beth Lock:** That is out of my bailiwick but if I could defer that to Paul Wilson of Park Center and does a lot of the billing, I would be happy to do that.

**Eric Tippmann:** Who would do the lobbying?

**Beth Lock:** You could have a number of organizations but let me say this, one of the funding pieces to this is Recovery Works. I have long advocated for Recovery Works but I have also said there are some caveats there. For example, they do a lifetime cap of \$10,000 per individual. That has got to go away and I have said that to our Legislators. There are those issues from a State perspective that we have to look at. I am also with Medicaid and Medicare and they say only thirty days, we have to look at that. Does that really cover the need? That conversation has been had with both the Federal and State.

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That is the overarching but if we have to get into the weeds, I would defer to Paul Wilson.

**Joel Benz:** Councilman Brown.

**Larry Brown:** I don't want to say I don't have a heart but my job on Council, I see it as a numbers person and to manage the taxpayers' money. I see this as a pay me now or pay me later kind of puzzle meaning that the dollars that we spend now on combating addiction and reform saves dollars down the road on incarceration. It costs a whole lot more to incarcerate than it does to treat. I will be voting for this and I know there is never enough money or never enough beds. The part of it that I like is the reporting and the proof will be in the report. Maybe it will repeat and maybe not. We will see.

**Joel Benz:** Thank you, sir. I see Judge Davis is here and has joined us. Since she took the time to come down here, do you have a few words that you would like to add about this?

**Wendy Davis:** These two get all of the credit. The only thing I would add is that the other piece of this is that we are beginning to hold meetings almost monthly now with the Commissioners about the jail overcrowding. I don't know if you discussed that a little bit but that is another piece of this that as we do the analysis of the individuals that I am holding incarcerated right now are individuals that both the Prosecutor and Defense Lawyer stand in front of me and say do not let them out until they have a facility. I will give you an example just to humanize it a bit. I had a pregnant woman and as you all know we do not want pregnant women in our jail. It is too costly and too many liability issues. She had her baby in the jail because the Prosecutor and her lawyer said that if you let her out she will use heroin and will kill herself and her baby. We had nowhere to put her, absolutely nowhere to put her. The problem is daunting and I think in the Court system, without this, I am not sure how we are going to help these people. I become almost a tad of a welfare or social worker type on the days I do my drug cases. We keep our drug cases out from our violent offenders because we treat them so differently. The problem is that many of these drug cases continue to come back every week on my drug day because we are still waiting for a bed and waiting for a bed. The problem is getting better. I am a taxpayer in this community and I don't like you to use my money in a way that I think is inappropriate. I will tell you that as a taxpayer and doing what I do, seeing the long-term effects of this it is a sad day when the Prosecutor calls a case and says we no longer have to worry about this person because they overdosed last night. We can cross them off my docket. It is a daunting, daunting problem. The fact that you are supporting it means a lot and not just to me but everything to the community. I don't think you know one family that this has not touched. You may think you don't know but I guarantee that I don't know one family that this has not touched. This is a really strong message that you are sending to the community about how much you actually care about the community. I know, Councilman Brown, this is not something you want to be known for necessarily, because of your heart this morning but I think this is going to go a really long way for the people that need this help and can't get help without this.

**Joel Benz:** Council, would one of you like to make a motion?

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**Larry Brown:** I will make a motion to approve the appropriation request, 100-4010-411.31-13 for the Commissioners in their General Fund for \$500,000 for Contractual.

**Bob Armstrong:** Second.

**Joel Benz:** We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Next on the agenda is ACJC.

**Tracy Mitchener:** Tracy Mitchener, Assistant HR Director.

**Kara Simonoff:** Kara Simonoff, HR Generalist.

**Andrea Trevino:** Andrea Trevino, ACJC.

**Wendy Kyler:** Wendy Kyler, Budget Analyst, ACJC.

**Kara Simonoff:** For the first item we have a new position which would be the Administrative Assistant for the Field Services Division. This would be OSS 3. At Personnel Committee, it was approved 2 to 1. This position is needed. After several months of Judge Trevino being there, this division actually needs most of the help and so they are asking for the new position.

**Andrea Trevino:** This one passed 3 to 0.

**Joel Benz:** It was 2 to 1. I was the holdout.

**Andrea Trevino:** This position, before I came there were three Office Managers. One was in each of the field offices. As part of the transition plan, I think they went to armed security presence at each of the field offices. We reclassified the one remaining position from OSS 4 to OSS 3 and that person is housed at the north field office and services all three field offices currently. Since I have been there, we have had an uptick in the filing of cases to over 200 more cases filed this year from when I started in May until August versus where we were in 2017. Because of the number of cases filed, we are in need of some administrative help because we have had Probation Officers and Security Officers doing work that is not part of their job descriptions. I don't think we need to hire both at this point but am asking that we hire one who will serve primarily at our south office which is the heaviest caseload. They will also float to our New Haven office as needed to kind of perform triage there. Not asking to rehire all three but to give us some help because we are overburdened. We will then have two servicing three offices.

**Joel Benz:** Councilwoman Tucker, I am sure you have some thoughts.

**Sharon Tucker:** You know you should not read my mind. Do we really have to say it is a new position because these were the three that we eliminated?

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**Tracy Mitchener:** Yes because we eliminated the other ones and it is a new line item.

**Andrea Trevino:** They are coming back differently because we had them as Office Managers at OSS 4. The reclassified position is Administrative Assistant-Field Services is OSS 3.

**Sharon Tucker:** As I said in Personnel Committee, I am sorry you have to go through this because this is one that I recommended that we tabled to allow the new Judge to be able to reorganize as you saw fit. I will be supporting this and I think that was part of the conversation and why Joel was on the fence. Instead of bringing back all three positions you are bringing back one because you kept one in place, correct?

**Andrea Trevino:** That is correct.

**Sharon Tucker:** I wished we could have tabled it then and not re-line item it and create additional work.

**Joel Benz:** I guess I do have a question for you. Do you intend to make any further changes to your staff following this or is this the one thing you see needs done?

**Andrea Trevino:** The two that I have come for today are the only ones I foresee in the near future. Today is the culmination of what I see my core team being in place and being ready to do the operations that we need to do. I have cases to hear and while I enjoy all of your smiling faces, I am hoping that going forward that these are vehicle replacement requests and those things going forward.

**Joel Benz:** I don't really have any significant hang up with this one, honestly.

**Eric Tippmann:** Wasn't this part of Judge Heath's realignment of that whole department and this is undoing that to some extent? What is a better word?

**Andrea Trevino:** I don't think it is undoing that because the armed security presence is needed. We had these buildings and they are basically out on islands, such as Creighton and Fairfield and the area is not the best. We are servicing the most dangerous of caseloads from our south office. They are gang related juveniles and violent criminals and we did not have an armed presence. We basically had a door lock and County employees in there. Judge Heath and I felt they were vulnerable. I am not undoing because I am not asking to get rid of the armed presence. I think that was a good move and is still necessary. What we are seeing is just the administrative work piece has grown in volume and people whose job description is not part of that should not be doing the work.

**Tom Harris:** Judge, as you had the uptick in cases and such, when that drops do you eliminate this position?

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**Andrea Trevino:** This is twofold; you can't really predict the ebbs and flows. There is certainly an uncontrollable aspect to the ebbs and flows of crime rates and things like that. What I would like to say is that from the moment I took this office, I have been meeting constantly the State of Indiana, Prosecuting Attorney's Office and the schools and their faith in us and the relationship building is going to stay the same or grow by those efforts. I have been in constant communication that we are handling their concerns and efforts and how ACJC handles those referrals and the State referrals and that they are comfortable in our handling of them. It may be premature but I think it is going to have a long-term affect. Those efforts, I believe, will justify the longevity of this position. I am always going to be looking at the efficiency and effectiveness of our positions.

**Eric Tippmann:** Can I ask after we approve this that you do a McGauley and report back on these efficiencies for us?

**Andrea Trevino:** Absolutely.

**Bob Armstrong:** I will make a motion for consideration of a salary ordinance establishing the pay of Administrative Assistant-Field Services at OSS 3, \$31,468.

**Larry Brown:** Second.

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

**Tracy Mitchener:** Can we go back to the vehicles?

**Andrea Trevino:** I just want to make clear that this is the only item of the three that I am asking for real money from you guys. The vehicle replacement request has to do with our 2006 Chevy Trailblazer. That was red-lined by the Service Department back in August. It has been in and out of the Service Department several times in the last few months and actually scored a 34 on the point system. Twenty-five is immediate replacement. We actually listed this on our capital expenditures for 2019 but we were a few months off on our projection on this one. We do have one of the oldest fleets if not the oldest fleet in the County. I think our next one is scheduled for 2020. This is one we use for placement visits, training and backup for our Transportation Officer. We are looking to purchase a 2019 Dodge Caravan.

**Tom Harris:** What is this one used for? Transporting youth?

**Andrea Trevino:** Yes, our placement visits and it is not caged so it will not be used to pick up juveniles on warrants. This is basically for placement visits and this is for places all around the country. We go to Tennessee and Ohio...

**Tom Harris:** It seems to me there was one that was totaled a few years ago.

**Wendy Kyler:** That was a couple of years ago.

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**Andrea Trevino:** It is just repairs and got too costly.

**Sharon Tucker:** For this vehicle, you said you had included it in your 2019 so are you going to reduce that?

**Wendy Kyler:** Actually, we had projected it in 2018 for 2019.

**Nick Jordan:** What happens is that each department will complete those and we have \$900,000 sitting in your capital line for 2019 and at some point they had projected to come to you and ask for a replacement. Instead of the 2019 coming out of the \$900,000, it will come out of the 2018 money. They don't actually budget it.

**Sharon Tucker:** Okay, thank you.

**Tom Harris:** I will move for approval of vehicles for \$25,998.

**Sharon Tucker:** Second.

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

**Nick Jordan:** You need to do the reduction too.

**Tom Harris:** I will also make a motion for the reduction in Council General Fund from Other Capital for \$25,998.

**Sharon Tucker:** Second.

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

**Tracy Mitchener:** Next up is the Director of Detention at PAT 7 going to Director of Detention and Operations at SPEC OCC with a range of \$87,500 to \$97,500. We did have a lot of talk about this position. The Superintendent left and those job duties needed to be absorbed and the Director of Detention was the lucky one to get those duties. They have an increase in duties and the duties are very similar with other positions that are classified as SPEC OCC. What we have been trying to do is be consistent throughout the County and make sure that everyone is similar. The amount of people supervised, the amount of work, et cetera and HR felt SPEC OCC was where it should be. There is discussion and we would be fine if you wanted to continue it on the PAT grid and make it PAT 8 but we really feel SPEC OCC is where it should be. The Judge is here to explain why she feels there should be an increase in this position.

**Andrea Trevino:** Before Jamie Mann had combined the Chief Probation Officer and Superintendent, the Superintendent was a stand-alone at ACJC. It was a much larger salary and a stand-alone salary. She stepped away from our employment and I am just

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looking at the combined. When looking at where she was on the UPROB as Chief Probation and what we added to the pay was about \$6,300. Mr. Armstrong, who is the Director of Detention and no relation to the Councilman, is sitting in a good spot in PAT 7 but we would like to compensate him fairly for the extra responsibilities that he took on back in May. This Personnel Committee was the first one since he had started doing that and this is the first meeting that we could talk about getting him compensated for the responsibilities that he has taken on. This is a pretty big gig out at ACJC. We turned in our organizational chart but he has ten subordinate supervisors and he oversees 125 to 130 staff. It is a big endeavor and a lot of risk and liability down in the Detention Center and he has taken on a lot with the Superintendent piece. I initially sent it in for scoring and anticipated that it would stay on the grid. We had some really great discussions and they were pretty spirited. There are very valid points to either of these avenues. I am fine with either and if you look at PAT 8 and my proposal of where I wanted to put him, they are within \$1,000 to \$2,000 of each other. We have money to absorb this for 2018 and for 2019 we are not asking for more money.

**Joel Benz:** I have a copy of the PAT grid here but I am not sure it is the current one. Currently he is a PAT 7 and we are looking at PAT 8. He is at what step?

**Nick Jordan:** Six.

**Andrea Trevino:** On November 2<sup>nd</sup>, he will go to Step 7.

**Joel Benz:** Currently that number is \$84,722?

**Andrea Trevino:** Yes.

**Joel Benz:** If we were to move him to PAT 8, it would be \$91,500.

**Andrea Trevino:** Correct.

**Joel Benz:** A couple of things when we were looking at this, the thoughts in my mind were back and forth. They are asking for a range...

**Larry Brown:** \$87,500 to \$97,500.

**Joel Benz:** Right and with the intention of putting him somewhere in the middle if it was on the SPEC OCC grid, right?

**Andrea Trevino:** More towards the top. With HR's input, we were thinking \$93,000 to \$94,000.

**Joel Benz:** I think for me, eh most important piece of this is getting, this is a position that is similar to other positions to a certain extent. Looking at where those individuals would fall in the range, one of those would be the Administrator in the Health Department. That salary is \$91,600. The Community Corrections head is at \$94,999. There are several

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others but they are all right in that range. I do feel that we need to adjust it and I guess my thought is will it be better to leave them on a grid or put them in SPEC OCC. I have been supportive of keeping people on the grid and I think it is a good idea to move people off the SPEC OCC. We started doing this range thing not too long ago and I am more of a fan of just setting the number. If a new employee come in and they want to adjust the range they can come back to Personnel rather than just having a range. Councilwoman Tucker.

**Sharon Tucker:** To kind of piggyback and redirect what you were saying, if we take those positions that you just mentioned and they are on SPEC OCC, and we are trying to keep parity amongst those departments then the placement would be appropriate to put in SPEC OCC. I believe that is where HR was coming from with that recommendation.

**Tom Harris:** A couple of thoughts. One is the incumbent and how long has he been in that role?

**Andrea Trevino:** Director of Detention? Do you know how long?

**Wendy Kyler:** I am not sure.

**Andrea Trevino:** It was prior to my time but he is coming up on 20 years. He started as a Youth Care Worker making \$10 an hour.

**Tom Harris:** But how long in that role though?

**Nick Jordan:** Six years.

**Tom Harris:** In the course of those six years, the occupancy or number of beds that you have had, are they up or down from that time?

**Andrea Trevino:** I would venture to say down or about the same. Six years ago was prior to JDAI. The last four to five years is when we saw the major impact of JDAI and the reduction in our detention population. The number of folks we have there and the enormity of the operations, the gravity of this position is a lot of regulations to follow and a lot of risks and liabilities dealing with these kids. Also, making sure that the holds we are using is protecting the County from lawsuits and liability. It is a really important role that he plays for us.

**Tom Harris:** The percent of occupancy now, where are you in the term of beds?

**Andrea Trevino:** Despite being up a fair amount of cases, our detention numbers have remained about the same. We are running somewhere between 45 and 50. That does not include our out-of-County holds which are sort of our bread and butter. We get a good penny for those out-of-County holds. I know they like to say our true availability is 119 or 120. That is not a safe occupancy.

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**Tom Harris:** But you are at about 50% and he has been in that role for six years. You know that we have had the discussion of the amount of resources increasing in systems and security we have been doing for the last four or five years with substantial amounts of money. And the numbers of beds are at 50% right now and he was doing that role while you had more people in the building. I would be in favor of keeping this on the PAT grid and not moving it to SPEC OCC. Secondly, as we talked a little bit ago, you wanted to increase the Admin position because of the uptick of cases. Here is an example of the amount of youth in your facility has been down 50% and yet you want to increase his rate significantly. I can't support that today.

**Andrea Trevino:** The uptick in cases and the detention numbers remaining the same actually shows how much probation work we are doing. The work for the Probation Officers and the Admin has increased. The detention numbers have remained the same because we have put so much effort into the rehabilitation side and probation side and the servicing side. He was scored as PAT 7 based on your objective scoring mechanism. I submitted it for objective scoring and that is where it came back as a level 8 based upon his duties, who he oversees and the supervision.

**Sharon Tucker:** I think it is important to note too that I am not sure I understand your range because one has nothing to do with the other. When the lights come on, they all come on and you can't leave half of the building empty. His role and responsibility is based on the number of people he manages and not on the number of beds.

**Tom Harris:** I understand that and I guess my point is that we have been doing a lot of things for ACJC over the years and I feel it is going to have to slow down or stop based on what the strategy is and everything. I am supportive of the staff and such but I would move to keep this on the PAT grid but not supportive of the increase.

**Larry Brown:** Tom, help me understand a little more. Our goal has been to get these kids out of detention and back into the home. Basically the effort that Judge Heath and now Judge Trevino have made is accomplishing that goal. Help me understand why you are concerned about the numbers. The objective is to go down. I am not following your thinking.

**Tom Harris:** The overall funding of the operation. You know we have been doing this for eight years and the amount of dollars and investment and everything we continue to do there and I told Judge Heath that at some point we cannot continue to keep putting more and more money in when the overall operation and he said he understood they would be coming to a halt. Unfortunately our new Judge has to deal with some of that. I am struggling with putting more and more money there.

**Sharon Tucker:** Let me help ease your struggle because they are not asking for additional funds but are asking to move money around. This portion was coming out of their budget.

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**Andrea Trevino:** I am just moving the money allocated to Jamie Mann and moving that to the person that took over her responsibilities.

**Sharon Tucker:** The vehicle was more money but this part is just dollars that are already in the budget.

**Larry Brown:** I have another comment. I am not hung up either way as to whether it is SPEC OCC or PAT. I think Judge Trevino and her staff are caught up in the incumbent and it occurred to me when I was thinking about this after our conversation yesterday, what about the new person? You have to take the incumbent out of the scenario. I think on the grid is the place to be. When this person retires or moves on or whatever happens and the newbie comes in, being on the grid is the best, I think. I guess I do have a stronger opinion now to put this position on the grid as PAT 8 and not put it on SPEC OCC.

**Tracy Mitchener.** As long as you guys do decide to do something with SPEC OCC that this position will also be included in that. He is very similar with all of the other SPEC OCC positions...

**Sharon Tucker:** His position is very similar.

**Tracy Mitchener:** His position is very similar, right? There has been a lot of talk about whether we are going to create a SPEC OCC grid just as long as this position will be allowed without the Judge won't have to come back and it will also be considered with the other SPEC OCC. That is my biggest concern for it going on the PAT grid because I don't want this position to not be looked at with all of the other SPEC OCC since it is similar to the other SPEC OCC. This PAT grid has not been totally calculated for all of the SPEC OCC. When we did the WIS study, the SPEC OCC were pulled out and not considered with the rest of the PAT grids.

**Sharon Tucker:** Okay.

**Joel Benz:** Do you want to make a motion?

**Larry Brown:** Sure.

**Tom Harris:** Are there two issues at hand? Is one whether they stay on the grid and two whether there should be movement or is it all in one motion?

**Larry Brown:** All in one motion. I will make the motion to amend the salary ordinance of the Director of Detention at PAT 7 to Director of Detention and Operations at PAT 8.

**Bob Armstrong:** Second.

**Joel Benz:** We have a motion and a second. Is there any further discussion?

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**Eric Tippmann:** I thought you wanted to be on the grid because you got automatic increases. There are increases that you don't get when you are SPEC OCC. What does that mean?

**Nick Jordan:** You get longevity increases. If you look at the position, it doesn't matter because as the Judge noted, within a month he will be at the end of the grid. The biggest concern is if Shane was to leave tomorrow and they hired someone externally, they would start at \$73,000 which is quite a bit below the range on here. That is something to keep in mind.

**Joel Benz:** We would address that when we get to that.

**Nick Jordan:** That's fine.

**Tom Harris:** Once they hit the max on the grid, as we do a percentage increase on an annual basis that max goes up with that percent.

**Joel Benz:** It comes down to a strategy for me. Is our strategy to move people onto the grids or leave them in SPEC OCC? To me it makes sense to move them onto the grid.  
**We have a motion and a second.**

**Sharon Tucker:** I just want to remind us that we are setting a precedent and we have to make sure that across that board because we are going to create a new floodgate that we just opened.

**Bob Armstrong:** And should have been fixed when we talked about it back when the report was done.

**Justin Busch:** Whether this body makes the decision that this works or not doesn't mean that we have set a precedent.

**Joel Benz:** All in favor say aye, those opposed, like sign. The motion passes 5-2 (Harris and Tucker).

**Bob Armstrong:** Still in my eyes, are we going to go back and re-look at cleaning up some of those SPEC OCC and "re-gridding" them?

**Sharon Tucker:** We need to.

**Joel Benz:** In my mind we leave it to the departments to bring them to us.

**Bob Armstrong:** Okay.

**Joel Benz:** As they do, I think our strategy should be to move them onto the grid.

**Eric Zimmerman:** Eric Zimmerman, Director of Court Services for Allen Circuit Court and Chief Probation Officer. I am here to put this 853 Grant to bed. I am seeking an

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appropriation that didn't come last month. Last month was the salaries from the grant. This month, due to posting notices and so forth, I had to come back this month and the three things I am requesting from this grant are for drug testing supplies, contractual services and travel. The contractual services are basically for computer software and programming and updating to make sure we are getting the information we need to. The travel allows Probation Officers to travel to receive the training for evidence based programming. With that I would entertain any questions.

**Tom Harris:** What is the timing of this grant? You have already received this grant.

**Eric Zimmerman:** We received it in July.

**Tom Harris:** Is that a 2018 or 2019?

**Eric Zimmerman:** 2018. It is on the State fiscal year from July through June.

**Nick Jordan:** Same as Community Corrections.

**Tom Harris:** That makes sense.

**Eric Zimmerman:** I was under the assumption that once the money came in, I thought it was already appropriated. I was informed by the Auditor that wasn't the case and I actually had to come for an additional appropriation after we received the grant.

**Tom Harris:** We are all learning.

**Nick Jordan:** Going forward, when we do Community Corrections, we will appropriate Eric's piece at the exact same time.

**Justin Busch:** I will make a motion in the Adult Probation Grant Fund 853 for Drug Testing Supplies for \$25,000, Contractual Services for \$12,341 and Travel for \$2,000 for a total of \$39,341.

**Bob Armstrong:** Second.

**Joel Benz:** **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0.** Council, we have been at this for two hours. Let's take a ten-minute break.

BREAK

**Randy Hammond:** Randy Hammond, Chief Public Defender.

**Cathy Serrano:** Cathy Serrano, I am the Commissioners' appointee to the Public Defender Board and I am here in support of my Chief Public Defender.

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**Randy Hammond:** After some discussion this morning, I think we have several things on the agenda and I think the suggestion was made to table one for further discussion. That included the proposal to reallocate some existing money and carry it over into next year and pay some of our Criminal Public Defenders additional money. We are going to table that topic.

**Tom Harris:** Number two under Public Defender. Technically, are we tabling it or are you withdrawing it?

**Randy Hammond:** Whatever you tell me to do, Tom.

**Nick Jordan:** You guys need to make a motion to table it.

**Tom Harris:** I will move to table the second item under Public Defender.

**Bob Armstrong:** Second.

**Joel Benz:** We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Let's go back to the first item.

**Randy Hammond:** The first item is a request for additional money associated with the CHINS Public Defenders in Superior Court. We are out of money and the current system is an hourly based compensation of \$90 an hour. We have bills we can't pay. The original budget amount was \$570,000 and we project an additional \$250,000 to pay through the end of this year. Another item on the agenda was an effort to consider reconstructing how we compensate the CHINS TPR attorneys and I think we are tabling that as well. All we are asking for today is some additional money to be able to pay through the current year and there will be an ongoing discussion on how to revise the system going into next year.

**Joel Benz:** You provided some documentation that said since 2015 the number of CHINS cases has doubled nearly every year. In conjunction with that your costs have risen basically astronomically. You have at least one Public Defender on each one of those cases and maybe even up to four, five or six maybe. That is a significant cost. Last year you spent \$710,000 and this year you are already over your \$500,000 allocation.

**Randy Hammond:** We are projecting \$820,000 for this year.

**Joel Benz:** With the \$250,000, you may have to come back again or we will have to figure something out.

**Randy Hammond:** Hopefully that will carry us through the end of the year without an additional request.

**Tom Harris:** We have had a variety of discussions but that \$250,000 some of it has happened as a result of the beginning of this year needing \$250,000 to carry to last year's expenses. In January they were already in a hole. With that I will move for approval of

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the appropriation in the Public Defender's General Fund for Pauper Attorney in the amount of \$250,000.

**Bob Armstrong:** Second.

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

**Randy Hammond:** We don't need to be back this afternoon, right?

**Tom Harris:** That is correct.

**Joel Benz:** The Auditor is next on the agenda.

**Nick Jordan:** As you have heard from Planning and the Building Department, when their permit levels are up that is tied to a plat. Quite often on new construction when there is a new lot needs to be drawn and whether it is the 600 homes in Perry Township or just one place, we have to draw those in the Auditor's Office. I have two staff that has been doing that for years and we are training a third in order to keep up with demand. You have to be specialized or know what to do with the maps and read legal descriptions to know where to draw the lines. All this is transferring from Computer Software to Contractual for \$2,800 which was the cost of the training for the third party to come in and train a young lady in my office.

**Larry Brown:** Nick, is that a GIS-tied function?

**Nick Jordan:** Yes. When you go out and see the public layer of the property lines, those are drawn by two ladies in my office. One of them is retirement age and so we are trying to get ahead of the game and when she decides to retire we will have the new lady know what she is doing. If you go to City Utilities, they are not happy with us but there are four plats waiting because if that is 200 to 300 properties, they have to be drawn. For each neighborhood, depending on how many it is that is what Mr. Zehr is proposing in Perry Township and that is almost 600 properties. If he does it in sections, it can take a week to draw and that holds up contractors who want to come and permits and because City Utilities uses an address, we have to put the property out there in order to establish the address. We are not looking to have three indefinitely. When one retires, we will go back to two.

**Tom Harris:** I will move for approval of the transfer in the Plat Book Fund in the amount of \$2,800 from Computer Software to Contractual.

**Sharon Tucker:** Second.

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

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**Nick Jordan:** Council, we are in a lull period until the Airport or Southwest Fire District gets here and my estimates didn't consider the Public Defender being pulled as well as the other two. I can go through some of the budget stuff but I would rather wait until the County departments come this afternoon. The Airport and Southwest Fire are in a separate notebook and if you want to take the time to pull that up, I guess you can finish up this meeting if you want.

**Joel Benz:** Council, are there any recent or upcoming meetings or liaison reports?

**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 September 20, 2018

**Bob Armstrong:** Second.

**Joel Benz:** All in favor please signify by saying aye. The motion passes 7-0. The next County Council regular meeting will be held October 18<sup>th</sup>, 8:30 a.m.

**Bob Armstrong:** I have a question. I don't know if I misunderstood this. Were we to approve or discuss the meeting schedule for next year?

**Nick Jordan:** No, we will do that next month.

**Tom Harris:** Move to adjourn.

**Bob Armstrong:** Second.

**Joel Benz:** All in favor please signify by saying aye. Opposed like sign. The motion carries 7-0.

**Justin Busch:** So we are basically out of here until 11?

**Nick Jordan:** That is the time they are scheduled for.

**Joel Benz:** We are now into the Binding Review and before us is the Southwest Allen County Fire District.

**Ellis McFadden:** Good morning, Council and staff. I am Ellis McFadden, the Financial Officer.

**Larry Owen:** Larry Owen, Trustee.

**Don Patnoudé:** Don Patnoudé, Fire Chief.

**Ellis McFadden:** As you look at the budget, for the salaries we did a three percent increase. We have had two full-timers retire and so with that three percent, our salary category is less than last year. What we are hoping to do this year is get a new ladder

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truck. One of the things I saw in the press about a month ago, a fire department in West Lafayette with the tariffs they argued over when they signed the agreement and they argued over \$75,000 and whether the tariffs kicked in or if it was signed before. I think we are going to be stuck with that. I know one of the things the Chief has followed up on is that we can get one this next year with the CUM Fund and we may transfer that \$62,000 Rainy Day Fund to do that also. I will let the Chief talk about what he has found out the ladder truck.

**Don Patnoudé:** When we go to do that I think we have to come to you anyway for the Cumulative Fund to get approval to move that money out. But I think it will be within the next year. The truck, we actually have two ladder trucks and one is 105 feet and the other is 75 feet but with the industry that we have out there the biggest issue is the Walmart facility. The 75 footer doesn't quite meet the top of their building. They have a high-rise section on there and the means of egress out of that building is limited because it is a refrigerated building and how many openings they can have. That kind of upped the price for us because we were going to go with a 75 foot aerial and now it is going to be about 111 feet. We are looking at a spec truck which lowers the price considerably. We have been talking with the manufacturers and it looks like we will be able to do this next year and probably early next year. If they come way down on price, it could be this year but we will see.

**Tom Harris:** The need for the new truck, is that based on that one wearing out or the fact that you need more equipment?

**Don Patnoudé:** The truck it is replacing is a 1997 and believe it or not we have a 1989. The 1989 is in better shape than the 1997. The 1997 runs a lot of calls. It was one of the first quint concepts in this area and so it runs as an engine and as a ladder truck. It has a lot of corrosion on it. You can literally stick your finger through the side of the truck. It has been, on average, the last few years \$5,000 to \$6,000 just in repairs. I know it was three years ago that we were close to \$12,000. It is a very expensive truck to maintain.

**Tom Harris:** You have regulations it has to pass and it was still passing those?

**Don Patnoudé:** It has been passing the ladder test. In order to do that there has to be repairs to that ladder literally every time. What happens is they find the defect, we have to go in and fix it and the one year was the \$12,000 repair. We have one pending on it right now with the lift cylinder. That will probably be \$4,000.

**Tom Harris:** The risk is that in the heat of the battle you don't want those things going wrong.

**Don Patnoudé:** Correct. That truck makes 200 to 300 runs a year and it is on the road for training and so forth. Pricewise ours is going to be just under \$900,000 which is good, believe it or not. The recent purchase Aboite made was like \$1.3 million and if we can get in under \$900,000 that is a good deal for us.

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**Ellis McFadden:** It also does the big flag for the veterans that go to D.C. The other thing we just got shot down was a grant for air bottles.

**Don Patnoudé:** We are going to apply for that this year. I think I talked to you a couple of years ago and those are the bottles that have a fifteen year lifespan. We received a grant back in 2005 and in 2020, those are up. That is about \$100,000 plus to replace them. When you are putting them on a fifteen year old air pack, if we get the Federal grant, it will replace everything. We are in a good position to get that and are going in as several departments in Allen County as a regional grant. Hopefully next year we will get some good news on it.

**Sharon Tucker:** What is the life expectancy of a truck that makes the number of runs that you were talking about?

**Don Patnoudé:** For instance, we have the 1989 and it is in good shape but it doesn't make near the amount of runs. Typically, if you go by standards, fifteen years is supposed to be the maximum. Both of our trucks are over twenty years and so we have to sign a release on the testing companies because they are too old but they are still good trucks.

**Nick Jordan:** Council, today, if you wanted to they don't have a majority of an elected Board and so they have to come to you on the budget approval. You can reduce or modify it but in October you will approve their budget with the County's and with the Airport.

**Tom Harris:** The CUM Fire Fund is what you were talking about but yet you went down in terms of the budget next year. Maybe I missed that.

**Nick Jordan:** Earlier the Chief had noted that if they do decide to purchase the truck and it was over \$304,000, they would have to come back to get the additional appropriation. They are just like the County Departments and would have to come before Council. If it is anything above the \$304,000 that is budgeted, they will have to come before County Council.

**Joel Benz:** Unless you guys have anything else, thank you for your time this morning.

**Ron Portis:** I am Ron Portis, Controller.

**Robin Strasser:** Robin Strasser, Director of Administration and Finance.

**Doug Robertson:** Doug Robertson, Accounting Manager.

**Joel Benz:** Thank you for being here this morning. We are running a little bit ahead of schedule and we will go ahead with whatever you have.

**Robin Strasser:** We are here to present our budget for 2019. We have continued marketing our airport and trying to continue community awareness. Our passenger traffic

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is currently up 3.1% year to date and we are coming off eight continuous years of growth. We have some runway improvements going on and some more budgeted for next year as well. We are continuing to invest in our GA Airport at Smith Field. Per our agreement with the airlines, we have presented our budget to the air carriers and they have all approved the 2019 budget as presented. We have also presented it to our Board of Directors and they have approved it as well.

**Joel Benz:** Can I ask a quick question? You said 3.1% in the foot traffic. Is that all commercial or is it commercial and private flights?

**Robin Strasser:** That would be just commercial air service. Just to overview the budget, we presented a conservative budget. When it comes to our revenues, we have budgeted to meet the regulatory requirements of many agencies. We continue to focus on air service and maintaining safe, clean and reliable facilities. We have presented a balanced budget. The increase in our budget is mainly due to capital projects. Capital projects at the airport tend to be expensive. A couple of the biggest ones for next year are terminal apron improvements and a service entrance road. We are currently doing the passenger entrance road. Those two projects are \$9.2 million. We have terminal building expansion design and a few equipment purchases as well. Over at Smith Field, we have the East ramp rehabilitation. We need to do some things there to satisfy the FAA as far as airplane access to the runways. I said a balanced budget but we are projecting a slight surplus however that is subject to weather and how the capital project cost goes. Our budget meets the ongoing operational and financial needs of the Airport Authority and provides us the ability to meet our regulatory obligations. I am more than happy to answer any questions.

**Tom Harris:** First of all, the biggest challenge for the airport right now if you had to identify one or two things.

**Robin Strasser:** The biggest challenge continues to be the pilot shortage. That affects the airlines' ability to give us new routes and sometimes even keeping the routes that we have. They are very sensitive to yield and if our yield isn't where they want it to be or they can get a higher yield at another airport, it is not uncommon for them to pull the route.

**Tom Harris:** It is not necessarily tied to demand but is tied to availability of pilots. From the standpoint of carriers and others coming into our facility, are we increasing the number of airlines wanting to work with us?

**Robin Strasser:** We continue to meet with them. There are conferences set up for that specifically plus we reach out on our own to try and develop relationships. We meet with airlines that are not currently serving our market. Some of them have told us that we do not meet their business profile but some have become more open to talking to us. We continue that and are always knocking at the door. We are very actively pursuing them and are planting seeds and waiting for the time to be right.

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**Tom Harris:** I remember it was New York or Philadelphia that was a little bit on the bubble in terms of direct flights out of Fort Wayne. Did I get that wrong?

**Robin Strasser:** Our direct flight to Newark which got you into New York was pulled this year. Philadelphia came back June 7<sup>th</sup>.

**Justin Busch:** The New York route was aided by some money from the State. Is that correct or not?

**Ron Portis:** That was Philadelphia.

**Robin Strasser:** Yes that was Philadelphia.

**Justin Busch:** Wasn't there some pass through money from Economic Development or something?

**Ron Portis:** That was a couple of years ago for Philadelphia.

**Justin Busch:** I guess this is subjective but how close do you feel we are to getting the larger airlines to look at some additional routes that would be a direct line from Fort Wayne? Are we at a cusp where we could see us cross over that? Is it a population or industry thing? What else could we do to attract those kinds of folks?

**Robin Strasser:** To be honest that is not my area that I work in. Even if our Executive Director was here today, I don't think he is going to tell you that he is 75% there because you can be talking to them and feel like you are making some progress and something changes. We keep going back at them and pursuing it. If we had more population in the area and you had more people to fly, it would be better.

**Justin Busch:** I understand. I am just naïve about the process.

**Larry Brown:** Can you give us an update on where you are on the runway upgrade? It seems to me it was a three phase thing depending on Federal money and it came in faster from the Feds than you anticipated and you were able to speed up the process. What is the latest on that?

**Ron Portis:** That was Runway 1432 and we have pretty much completed that. Now we are working on Runway 523 and have completed the first phase. The second phase, we will be doing next year after the air show.

**Larry Brown:** Is that...

**Robin Strasser:** The one that we are working on now is the main long runway.

**Larry Brown:** Is that runway shut down then?

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**Ron Portis:** Not right now.

**Sharon Tucker:** I just have a question. With the airports that are about the same size or in the community of about the same size as we are, where do we fall within that scope? Do we know?

**Robin Strasser:** Within the State of Indiana, our number of employment exceeds the others. We are the second busiest airport in Indiana. We are a little bit competitive and so we try to keep that number two slot. We know we are not going to overtake Indianapolis but we try to make sure we stay on top of South Bend.

**Tom Harris:** You have had the campaign where you are trying to fly from Fort Wayne rather than drive to Indy and such, how do you track whether you are successful?

**Robin Strasser:** We ask our advertising partner a lot and how you measure that. They say if your enplanements are up, then it is helping. I think it is one of those things that we continue to market and we can't sit back and think we have seen eight years of growth but we have to keep actively pursuing. Sometimes when you talk to people in the community, you realize that some people don't much about our airport or where we fly to. We are going to try to make a push in the next couple of years to get out and tie a little bit more into some of the other attempts that are going on with trying to expand the whole region.

**Tom Harris:** In the past, the Executive Director has talked about the idea of the fees from the airlines. Are they up or down? It's when they are coming into Fort Wayne that they charge us or do you charge them?

**Robin Strasser:** We charge them.

**Tom Harris:** In that process, we want to keep that number low to further enhance them coming to us. How do we compare? Are we doing okay?

**Ron Portis:** It is flat compared to the last two years.

**Tom Harris:** Nothing on the horizon in terms of another carrier?

**Robin Strasser:** Nothing definitive.

**Joel Benz:** Thank you for your presentation. We don't have to make anything on your presentation and they come back to us next month, right?

**Nick Jordan:** They don't come back unless you want them to come. It is just a procedural approval. Ron is retiring so this is the last time we will see him.

**Joel Benz:** Congratulations. Council, we will recess until 1:00.

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BREAK

**Joel Benz:** Nick, did you want to go over the budget things?

**Nick Jordan:** Yes, I will do a quick overview. This is in a separate notebook, the budget hearing notebook. I will just walk through the top section and the lower half is the appeals part of it. Between now and then we will have Highway and have Economic Development for the Commissioners or their Chief of Staff come up here. Looking at the top you see our 2019 General Fund Projected Revenue of almost \$107 million. That is comprised of the three pieces below which is the 2019 property tax of about \$63 million. That is a 3.4% increase from the prior year. That is the growth quotient that you are allowed to grow by. The second piece is the Other Fund General Revenue and that is the Miscellaneous Revenue of the Sheriff, Building permits, Planning, care of Federal prisoners and so forth as well as the LIT (Local Income Tax) Certified Shares and the LIT Public Safety. Those two pieces, the \$23.2 and the \$20.5 million combined is almost an eight percent increase over 2018. The largest piece of that is almost one million in local income tax and that is determined by the State based on collections in the past. They lag about eighteen months and so they are processing collections during a very positive economic time. We will find out what 2019 holds when the time comes. There is also a million dollar increase for the care of prisoners' reimbursement and that is based on our current trend as well as not hearing anything to the contrary. There is also \$400,000 reimbursement from the City elections that will be held in 2019. That makes up the revenue piece and we can go into any details you guys would like. On the expense side, you see the 2019 General LIT Public Safety Fund allocations of approximately \$103.5 million. This includes the three percent raise as well as \$900,000 that we have budgeted for capital expenses into your account. We have found \$900,000 worth of one-time revenue that we have tied to the one-time capital expenses. In the box in the middle of the page, you see the 2019 surplus we have of about \$3.5 million of revenue exceeding allocations. If you were to take into consideration the lower half of about \$1.4 million in appeals or almost \$1.5 million in appeals and offset that we have always like to recognize the departments that turned in lower budget submissions. Offset that by the over \$400,000 budget reductions then the appeal amount is \$1.047 million and some change. Of that \$3.4 million, you have more than enough to fund the appeals should you decide to do so. I can take questions if you have them now but if not, the plan was to have Highway and Economic LIT do their pieces and then you go into the appeals.

**Tom Harris:** I just wanted to ask in terms of the Public Defender, does that item need to be tabled today as a department submitting appeals.

**Nick Jordan:** When it comes to it, I would look at it the same as we did this morning. I would just table it and then next month, we always budget at the appeal amount because we have to advertise at the higher amount. In October, you can revisit it. As I told Joel, even if it is not decided in October, we can always do additional appropriations next year. There is no rush and it is on you guys' timeframe and the Public Defenders. You budgeted for 2018 the \$250,000 for CHINS and TPR. The \$168,000 that they are

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requesting is a little different scenario than 2018 and it is a similar dollar amount they are planning on using the money a little differently.

**Joel Benz:** Any other questions, Council?

**Nick Jordan:** If not, we will have Highway come up first.

**Joel Benz:** I am surprised you have time for us today considering all of the projects you have going on this summer evidenced by the road closings.

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

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

**Kim Yagodinski:** In the handouts that I just gave you, the first one is our budget booklet for 2019. Then there is a list of road projects. Page 11 in our budget book has a lot of small print and so I made it bigger. The fourth attachment with the gold at the top is our Federal projects. I will turn it over to Bill as he has some notes.

**Bill Hartman:** We have about \$25 million projected revenue next year and you can see all of the categories on the first page. You can compare that to previous years and you can see we are down about \$1.5 million. We attribute that to the bridges that we are not going to be taking care of for the City, primarily. Even though the State raised the gas tax by ten cents and we got additional income this year, we are told that it will actually go down a little bit. The State is taking their money first but our overall income is going to still be down. We had the challenge this year to take MVH and LR&S and we have to have at least 50% in projects and so we adjusted some of the line items in the budget to make sure we indeed had projects in the right categories and that we don't exceed the 50% in personnel cost over construction cost. Unfortunately, when we have money in other items like CUM CAP and Surtax/Wheel Tax, we don't get any credit for it for the 50%. We feel that we are doing a pretty good job. Page 11 tells the story of what our plans are for next year. If you look at proposed 2019 dollars for gravel, road work and chip and seal, etc., the first line shows what we would like to accomplish by mileage. We are getting pretty close. Some of them have gone under. What this is based on is we do an asset management program and the State gives us a life cycle for the different types of roads, bridges and culverts. We develop our goals based on those life cycles and what we are responsible for. The dollars are coming very close to matching. That is just to keep everything the way it is. When you look at our Federal Aid where there is \$60 to \$70 million worth of projects that is new construction. This goal is maintaining where you are and maybe getting a little ahead on some conversion projects and that kind of thing with CREDIT money. Here is where we are getting ahead with the Federal Aid. Right now we have \$73 million worth of work that is projecting out about four years so we are putting \$14 million to \$15 million every year of new construction on the ground every year for the next four to five years.

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**Joel Benz:** Those are big projects and I am glad you are trying to stay ahead of things.

**Tom Harris:** On that last part you said spending \$4 million to \$5 million each year over the next...

**Bill Hartman:** \$14 to \$15 million.

**Tom Harris:** Is that the LIT that is driving that or...

**Bill Hartman:** That is the match and it comes out of LIT.

**Tom Harris:** We are doing that because we have additional funds and not doing it because the roads have gotten substantially worse, right? Are we being proactive or reactive?

**Bill Hartman:** It helps drive economic development and when you look at the roads we are doing, like Bass Road from Hillegas out to Scott, will all fill in with residential. We are doing Ryan and Bruick Roads out east of New Haven and that is an industrial complex out there.

**Tom Harris:** It is just a matter of timing that these are landing and we need to do something with them now.

**Bill Hartman:** We have a 2040 plan that NIRCC puts together that says where we ought to do major improvements to spur economic development. We try to attach the Federal Aid that is available to us every year, to those projects. Right now we have a lot of them covered. We still have Witmer Road by Grabill in the future. There are some improvements on Tonkel Road that we would like to do. Possibly Adams Center Road to the south that we would like to do and we are projecting ahead to know where we can put these Federal dollars. The Commissioners are very gracious to give us money to match those so we can get these accomplished.

**Tom Harris:** The chip and seal is costing us a bunch now but ultimately it is going to reduce some of your cost in the future? As I understand it, and correct me if I am wrong here, because of some of the LIT revenue it would provide us an opportunity to chip and seal a lot of the County roads which from a short-term perspective it is a lot less costly. I am saying it backwards. It costs a lot more to do chip and seal initially but over the long run it is going to save us more.

**Bill Hartman:** As our Amish community seems to be industrializing, there are a lot of pallet factories and logging and manufacturing, the more traffic they have on those gravel roads and in those areas and we have to grade them and the more maintenance there is, once we get the roads chip and sealed, it is a lot less maintenance.

**Tom Harris:** We could anticipate that the expenses are higher now and they could come down in the next number of years because we are not doing so much each year.

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**Bill Hartman:** Right.

**Joel Benz:** Unless you have anything else, thank you for the presentation.

**Tom Harris:** I have been against the roundabouts but I am almost feeling better about it. I do watch traffic flow on some of them and they do seem to work better. I know we are headed into the Bass area and a lot of people were not in favor of some of that down there but in the long run, it helps.

**Bill Hartman:** We have one at Flaugh and will have one at Hadley and the once out at Scott and one at Thomas Road on Bass. Tillman and Minnick will open later this summer.

**Joel Benz:** There will be a brief discussion about the LIT Economic Development Budget.

**Chris Cloud:** Chris Cloud, Chief of Staff, Board of Commissioners. Tom, to expound upon the two questions you asked, the additional increase in LIT that the County received due to City Council's decision to raise income taxes was all allocated to the Highway Department. I think that was an additional \$2.6 million and of the roughly \$10 million each year, I think \$5.7 goes to Highway. It represents money from unincorporated Allen County and goes back on the roads in unincorporated Allen County. You received our budget for 2019 and it doesn't look horribly different from years past. One of the different things about the CEDIT budget from the Highway budget, per se, is Highway will come to you with the numbers of roads and miles. LIT historically work like that. It can be proactive but is often reactive in things that come our way. When I first started, the LIT Shares budget was \$4 to \$5 million a year and now it is up to \$10 million. That is an indicator that we have a very healthy and strong work force in Allen County. It was a lot easier to budget \$4 million a year than \$10 a year. Highway's proportional share has grown as time has gone by. Of the things on our budget next year, the largest item is we put Stellar in our budget. I fully assume we will be one of the designated communities based on the amazing work done by the East Allen folks. We have slotted \$4.25 million into the Commissioners' CEDIT budget for next year. That will not be given at one time but will be given over the course of the timeline of the Stellar program which I think is four years. I prefer not to spend money twice and not have money in the future years that we have promised. That money will be locked in a PO and used as needed. The other thing we did, starting last year, was as Highway gets Federal reimbursement checks, we have transferred money from our budget to their budget so they don't have to come to Council to get those checks reimbursed. They were coming to Council every two months to get checks reimbursed and where it was causing confusion was when we looked at our monthly available cash balance, some of it was Highway and some of it was Commissioners. Now everything is the Commissioners cash balance and Highway is good to go and put that money back in their lines. Our concrete line is \$3.5 million and so far this year we have done \$1.7 million for Highway. I think they may end up at \$2.5 million at the end of the year. It has been helpful for them and prevented Kim from coming back every month to get those checks appropriated. Should we need the money,

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we know it is in our appropriated cash and get it reallocated again. That internal bookkeeping has helped out on both sides. Outside of that I would be happy to answer any questions about economic development in general or anything else you may be concerned about.

**Sharon Tucker:** Am I the only one who didn't have this budget?

**Nick Jordan:** I can send it to you again.

**Chris Cloud:** I assumed you all had a copy of this.

**Joel Benz:** Thank you for the overview. We appreciate it. We are moving on to the next section here of the appeals process. I want to point out that we had eight departments that came in under budget for next year. I think that is unprecedented. I don't think we have ever had that many and that is a significant number.

**Larry Brown:** It is actually under the allocation.

**Joel Benz:** The first department will be the Sheriff's Department.

**Dave Gladieux:** Dave Gladieux, Sheriff.

**Angela Terry:** Angela Terry, Comptroller.

**Dave Gladieux:** I am one that didn't come in under budget. Out of the \$677,873 that we are requesting, most of it is inmate increase throughout the year. Two weeks ago I had 100 inmates over our population and today it is down to 38. It fluctuates all the time. That also affects Work Release. We have had some increases in the food budget. We have an increase from our health provider but it will be a \$5,000 savings because we will do away with the contract with our doctor and allow the health provider to provide the doctor at a lower cost. We have done everything throughout the year to try to keep things flat as possible but with 100 more inmates for a good portion of the year, it really caused us some problems. The only good news for the Jail is that we are fully staffed.

**Joel Benz:** That is the first in a while, I think.

**Dave Gladieux:** Yes, we do it and then in a few short weeks we are doing the hiring process again.

**Joel Benz:** I know you can't probably totally answer this but part of the impetus to switch over to a contractor for the medical side of things was the hope that we would see a reduced cost savings. I know you probably have the numbers there to say that you have seen that. Obviously you have had a higher number of individuals and that correlates into a higher cost but do you see this year, they are probably going to have a higher percentage cost increase but where do you see that going in the future? Do you see any significant jumps in the future or staying pretty flat?

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**Dave Gladieux:** Don't we have an increase coming up from them due to the population? Their contract is based on average daily population and we have not touched it all year. They have been operating under what they should be. I am sure they will ask for an increase this year due to the population. Everything seems to revolve around the population. With regards on savings with going private, I think we have had quite a savings to be honest with you. You guys know that a salary is one thing but it is all of the benefits. We had 13 to 14 nurses and we went most of Sheriff Fries' administration with four nurses because we couldn't get anyone who wanted to be a nurse in a jail. Not when you can go down the street and work at Parkview for substantially more money. That has to come into play as well.

**Joel Benz:** The other question I have is the overtime holiday tech pay line that you are requesting an increase in. That is a significant amount of increase and I am sure much of that is correlated to the population in the jail. I guess, talk about how being fully staffed might play into how much of a budget...

**Dave Gladieux:** Being fully staffed, like I said before, is a moving target. I say we were fully staffed today. Probably in a staff meeting two weeks from now I will be told that we are four short because they quit for one reason or another or have other employment opportunities. The jail is used as a stepping stone to law enforcement employment. We lose a few to other agencies that offer them advancement in their career field. Overtime, we were not fully staffed for a good portion of the year on top of people being off for medical disability issues. I have had four or five Confinement Officers hurt in fights at the jail and that has an awful lot to do with overcrowding. Tempers flare and issues in the blocs. We do the best we can with light duty stuff and bring them back to work in a less dangerous situation until they are fully healed but they have to be replaced and so overtime is offered. That will be an ongoing issue and we will never get away from overtime. It is not going to happen. Also with that number was the increase in pay and everything goes up from there.

**Joel Benz:** I guess strategically, how do we want to handle that piece of it? Do we just want to put it in there or back it out and say when you utilize your funds, then come back in the fall and we will make an appropriation? Council, do you have any thoughts on that aspect? Do you want to approve it and move forward here or back that one out?

**Sharon Tucker:** I have a question on the Work Release portion. This might just be my naiveté but food supplies for Work Release, how does that work?

**Dave Gladieux:** They do a meal count every day on who is going to be there for the meal. That meal is more expensive than the jail because of transportation issues. They have to prepare the food at the jail and a company has to drive it up. They have to use special containers to keep it warm and things like that. That is why, under the contract, we do pay a little bit more. It is \$1.64 per meal as opposed to 92 cents in the jail.

**Sharon Tucker:** So when they are on Work Release, the County is still responsible to make sure they have their lunch or dinner or whatever?

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**Dave Gladieux:** If they are working as a third shift employee and they come back during the day, we have to feed them. If they are second shift and come back late in the evening, we still have to feed them breakfast in the morning and then lunch.

**Joel Benz:** Is that a statutory requirement?

**Dave Gladieux:** Yes, if we are incarcerating them, we have to feed them. It's the same with the medical stuff but the nice thing about that is most of them are insured and we don't have to a huge medical cost out there. That is another advantage of getting as many as we can on Work Release and out of the jail.

**Tom Harris:** I have a few questions. In regards to understanding the medical provider, the strategy a couple of years ago was to outsource that and has provided some savings. I was reading their letter and trying to understand it. They show a 94% savings or returned \$39,000 as a reduction of 94%.

**Dave Gladieux:** I have no idea what you are looking at.

**Tom Harris:** This is a letter from Quality Correctional Care referring to that savings and I am thinking how. Without going too far into that they are saving us money from having that contract and we now are looking at it from a strategy standpoint of working with a doctor that they would provide. The savings is we are not paying as much in medicine and such but are going to turn that around and apply it to the doctors' fee or wages. Then ultimately the idea would be that we have savings by not having our own doctor.

**Dave Gladieux:** Our own doctor was \$197,500.

**Tom Harris:** So the idea is we are headed right but have they increased their contract fees to us? One of the challenges, as you recall, we discussed where a provider will come in and give you a really low number that first year and then the second year they start to ratchet up to make up for the first year savings, right? Is that happening?

**Dave Gladieux:** I don't think that is happening. Their letter is referencing the average daily population and that is why they have an increase there. I don't see them taking advantage of any other type of situation.

**Tom Harris:** It is fair to say that with these changes we are going to see additional savings from both the doctor as well as meds and we should be on a trajectory of savings in both of those areas.

**Dave Gladieux:** I would say that is an ongoing thing with the meds. I don't know if you were around before we moved to Diamond Pharmacy and their savings in the first twelve months was 50%, if I remember correctly, and was over \$400,000 in savings. They buy in bulk and that is how the savings are passed on. I don't anticipate that changing or in any major increases in pharmaceuticals.

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**Tom Harris:** I like that approach and you do the same thing year after year and you get the same results and we are trying to do something different for effectiveness and efficiency and savings and I appreciate your attempt at that. What is your thought on the Work Release and how that building is coming along?

**Dave Gladieux:** I believe that was just awarded a week or two ago. I don't know that they have done anything out there yet other than what County Maintenance has done. They have gutted the building and ripped out all of the ceilings and such. They are getting prepared and it is probably a cost savings thing by letting the County prepare the building before the general contractor comes in.

**Tom Harris:** Any timeline?

**Dave Gladieux:** I was told when they break ground that ten months was the target.

**Tom Harris:** Then we would anticipate that for 2019, right? Then Work Release would be moving in there by the end of 2019.

**Dave Gladieux:** Yes.

**Tom Harris:** Is the idea that we are trying to figure out how to reduce the population in the jail and one of the strategies is to work with Work Release and Community Corrections to have that as an opportunity to put more people in the new Work Release facility and reduce some of the population in the jail? Where is that at?

**Dave Gladieux:** I only have 103 beds at the current facility and I wouldn't use all 103 because that building is that dilapidated. I don't feel comfortable with that. I think we utilize 96 or 97 beds. As soon as the doors open at the new facility, I will more than double the capacity for Work Release which will give me the opportunity to get these Level 6 inmates out to Work Release that we have been tasked with from the State of Indiana. They are sitting in there with much longer jail sentences and can be in there from one to three years. Before, they would have been going to DOC.

**Tom Harris:** They don't have to go to Community Corrections to end up in the Work Release program.

**Dave Gladieux:** No. My people go down and interview people...

**Tom Harris:** What was going through my head was part of the strategy to move with coordination from Community Corrections into that facility so that if people ended up in Community Corrections they could go to your facility rather than go into the jail, per se.

**Dave Gladieux:** You are talking about saving some beds for Community Corrections.

**Tom Harris:** Correct. That is not happening now, right?

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**Dave Gladieux:** It is not happening now. I don't have the room for that.

**Tom Harris:** Community Corrections is not going to be at the Cook Road facility.

**Dave Gladieux:** No. You might want to take that up with them but I believe their funding was turned down but I am not sure.

**Tom Harris:** I think that is accurate but I didn't know how that impacts you because...

**Dave Gladieux:** It was more about getting people out of the jail and out there, in my opinion.

**Tom Harris:** But you don't have the revenue coming in to pay for that facility I guess is where I was headed.

**Dave Gladieux:** We will have the revenue if I can put 220 people in Work Release. They are going to be paying clients.

**Tom Harris:** Okay. We have heard a little about the Sheriff's Association and the State going after additional funds. Where are we and what are your thoughts on it?

**Dave Gladieux:** My thought is it is a very strong possibility that you will see State Legislation increase our per diem. It has been \$35 a day since I have been around. It is costing me upwards of \$50 a day to house somebody. When 1006 was passed, the big cost shift came from the State to take their inmates and they would give us \$35 a day but it costs us \$50 to \$52 a day.

**Tom Harris:** When was the last time it was changed?

**Dave Gladieux:** Twenty-five plus years.

**Tom Harris:** When I first heard that I wondered who determined \$55.

**Dave Gladieux:** I think they are asking for \$55.

**Tom Harris:** Why \$55 and why not \$60. Are we going to wait 20 to get that same reimbursement?

**Dave Gladieux:** I think they will stay on top of it and I think \$55 is a fair amount that will take care of every County. They may end up tiering it with population and things like that. Smaller Counties wouldn't get as much as larger Counties and things like that.

**Tom Harris:** Then the last question was the fourth floor. In 2019, are we going to be able to maintain the strategy of moving them to Work Release and such and maybe doing something else with Community Corrections in order not to have to do the fourth floor?

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**Dave Gladieux:** I think what we have going on right now should keep the Commissioners busy for quite some time on projects they have going on. Ten months or eleven months from now when Work Release is finished and we can start filtering some people out of the jail, I don't think there is going to be a strong push for doing anything at the jail at this time. Unless something catastrophic happens and we need space in trying to avoid any Federal lawsuits.

**Tom Harris:** That is where I was thinking from a strategy standpoint and we are under pressure to do something with the fourth floor and yet in the next ten years, does the jail meet the needs of where it is at and does it meet the needs and all of those things.

**Dave Gladieux:** Two months ago, finishing the fourth floor would not have fixed that problem. When I was 100 and some inmates over, you could stick a million dollars into the fourth floor and you didn't really help yourself. Today with 38 over that would help. It is a moving number. Personally, I don't think I would look at adding any floors to the jail. If you have to do anything to try to avoid getting sued, you could throw \$800,000 to a million into the fourth floor and call it a day. That is a big number and it could be smaller and I don't know if we could redesign that area and make it more of a bunk style. The entire infrastructure is there. You have pipes coming up through the concrete and anything can change but it is probably going to cost you more to change it.

**Justin Busch:** To address your point, Joel, do we allocate the funding now or do we look at having them come back to us in the fall? As the liaison for the Sheriff's Department and you look at the fact that I believe they have been good stewards of the taxpayers' money if you look at the amount of money they have returned to the General Fund. I don't think we are looking at a department that is going to take the money and try to spend it somewhere else. You also look at the fact that the Sheriff's business is good and has a lot more clients. When you have a lot more clients, you have to make sure you have the folks to make sure those clients are served. I would be in support of the additional money and I think over two-thirds of that money is due to the fact we have a higher population that we are dealing with. Hopefully there will be less and we will move onto who are paying us to be taxpayers with the Work Release. Right now I don't think we see an end in sight. I think this money will be used to make sure we have the proper resources to handle the higher population.

**Tom Harris:** While I agree that the Sheriff has done a good job in managing a lot of those funds, I look at maybe we gave too much in last year's budget for some of that to come back to us this year. So the question in hand is, you have two questions?

**Joel Benz:** It is up to however we want to move it forward.

**Sharon Tucker:** I had asked for the number to see what the increase was last year and originally it was \$249 and it was pulled as not needing it and this year we are three times what that amount was. I do think the Sheriff does a lot and he has looked at all of the numbers and contracted out what he can but I am perplexed about the Work Release part.

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I think having him come back would be a good idea too. Not perplexed that you aren't doing it right. Just perplexed about how that system works and saves us money.

**Dave Gladieux:** Are you talking about the whole \$677,000 or just...

**Joel Benz:** The overtime portion of it.

**Sharon Tucker:** This is new news for me as to how Work Release works. In my mind I am going what is the benefit to the County? If we release them to go to work which helps them maintain a job, what is the benefit to us?

**Dave Gladieux:** They are paying to stay there. They are paying to be part of the program.

**Sharon Tucker:** Oh, it is a cost to them.

**Dave Gladieux:** I will let you tour the facility. You would really like it up there. Not at all.

**Sharon Tucker:** They pay and a portion of that comes back to us.

**Nick Jordan:** Just to clarify, the payment they pay is less than the per diem the State pays us, correct?

**Dave Gladieux:** Right.

**Nick Jordan:** They pay \$22 and if they were in the jail, we would get \$35. It is less but paying the process to get back to normal life.

**Dave Gladieux:** Currently it would cost us more to have them in the jail than Work Release.

**Joel Benz:** This side of the table is being awfully quiet. Do you have anything?

**Larry Brown:** It's a good discussion.

**Joel Benz:** I guess we can make a motion and see where it is.

**Tom Harris:** Can I ask another question? Each year we have the opportunity to talk about cars and how are you doing on vehicles?

**Dave Gladieux:** Last year, you guys gave the standard \$300,000 and I doubled that with Commissary money. I picked up as much as you did and so it gave me 24 or 25 cars instead of the usual 12 or 13. That got us caught up but I caution you that those 24 cars will be 24 cars that need to go through in three to four years and be replaced.

**Tom Harris:** So the \$300,000 is good.

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**Dave Gladieux:** It is never enough, Tom.

**Justin Busch:** I am going to make the motion for the additional \$677,823.

**Bob Armstrong:** Second.

**Joel Benz:** We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 4-3 (Tucker, Tippmann and Benz). Next up is the Prosecutor.

**Karen Richards:** Karen Richards, Allen County Prosecutor and Mike McAlexander, our Chief Deputy. Let me start out with a tad bit of history. I think, just to brag on us, we have been doing really well since I took office in 2003. I have never received a budget increase. I think I have done really well with managing my money but things have gotten to the point where I just felt that this year we had to come and ask for an increase. The last increase we received in our budget was 1998 and that was five years before I took office. We have had a flat budget, as far as County General, ever since then. Things have changed dramatically. If you have read the newspaper it is pretty clear that we have a huge drug epidemic in this County just like they do in every other place in the United States. I don't think we are different from anyone else. That drug issue is also driving our homicide rate. Technology has changed quite a bit and what that means is that now we are solving cold cases that we never would have been able to solve before but that comes with its own unique set of issues in going back and recreating something that is 30 years old is not necessarily easy. In addition to that technology is a wonderful thing but with technology comes huge differences in the way cases are investigated, the way evidence is collected and the way evidence is presented and what kind of information we need to give defense attorneys. All of that has led us to where we are and our request for an increase is just shy of \$514,000. What that means is we are asking for more attorneys and more investigators. I want to give you a snapshot of what I mean. One homicide case that is under investigation and on one cellphone we have reviewed 2,514 pages of cellphone records. That is one phone and one case. That doesn't include all of the social media, Facebook, Snapchat, Instagram and any of the in-car videos from the Officers, the hundreds of jail phone calls that defendants make every day or their witnesses make every day. What that means is when I started in this office years ago, what we had was a Police report and some photographs. And we maybe had some fingerprints, maybe. Now we have all of the ballistics, complicated DNA and all of cellphones and the cellphone pings. And all of the technology that the Police Department has and it has gotten to be incredibly complicated to review and prosecute most of these cases. What you have to remember is that evidence is not a snapshot in time. It is not what was gathered on day one but what came in on day two, day three day four and day five and is a continuing process. You come in on a Saturday or Sunday and probably 95% of my attorneys are working six and seven days a week. It has gotten to the point where I am going to start losing people. I don't even care what I pay them but I can't keep asking them to work those kinds of hours. On top of that we are all on-call one week out of every seven in groups of three and four because we write search warrants for all of the Detectives, search warrants for blood draws and drunk driving. Neither Mike nor I are immune. He

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was out at 3:30 in the morning on a homicide. That is just what we do. We are hiring and training good people. One of the reasons I need another top level person is because I have lost several people this year, all of whom had 25 or more years of experience. Two of them became Magistrates. If you look at the criminal bench, I hate to brag but I will, every single Judge on the criminal bench with the exception of Judge Surbeck started in my office. Some of them went directly to being a Magistrate from my office. Steve Godfrey did this year and so did Carolyn Foley I think we are training and keeping good folks but you get to that point in your career that it is time to do something new. I have lost a lot of good people to good jobs. That is pretty much where we are. I think it is also important to note and I put it in my letter that out of our discretionary funds we are supporting 31% of the payroll in my office. That doesn't even include all of the services, equipment and capital expenditures. Those all come out of my funds. When we needed to remodel you guys didn't pay any of that. I think the fact that I have not gotten a budget increase before tells you that I think we are getting at the breaking point. I have got to be able to add people, I just do. One of the folks that I need to add is an Investigator that has some technological experience. It is taking hours and hours and hours and hours to go through cellphone records and jail phone calls and all of that kind of stuff. You have to get a warrant to even get all of this information. We are writing search warrants like crazy and then you have to find someone from Facebook and Verizon and Frontier and find who the business person is and find a way to get them here. We now have dollars in a Witness Protection Fund that we have used several times this year because people don't want to testify. I don't blame them. The drugs in this and every other community have engendered some pretty dangerous places out there. Things are different and more complicated and that is why I asked for the additional positions that I did.

**Mike McAlexander:** If I could just add one thing, the reason we asked for extra people and what Karen alluded to with all of this technology that we are coming up with and the reason that is important is we have ethical rules that we follow as attorneys. Anything that the Police do it is implied that we know about it. If they do an interview, we have to make sure that there is no exculpatory evidence in there and that all relevant evidence does get turned over and that we notify the defense attorney of that as well. That is why it is so important that we have enough personnel to listen and watch all of these things. A lot of Police interviews, the standard now is they interview almost all of the witnesses onto video and when they start the tape, it goes until they are completely done. It is not a ten-minute interview. It frequently is a two or three-hour interview because they start the interview and then they go back and confer with other Detectives or other witnesses. They leave the person in the room and they may be sitting there for a half hour or 45 minutes with nothing going on but we have to watch it to make sure nothing is going on. That is why it has become so time consuming on our staff and it is not the kind of thing that you can take home with you and do while you watch the football game. It has just become very labor intensive in this last decade with all of the social media and other electronic data that we are faced with.

**Joel Benz:** Do the Investigators do that part?

**Karen Richards:** Both Investigators and Attorneys do.

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**Tom Harris:** In terms of your turnover, how many people have you lost this year?

**Karen Richards:** We will probably lose six experienced attorneys this year.

**Tom Harris:** You mentioned that was a reflection of their career paths.

**Karen Richards:** Two of them were young Deputies that wanted to try out private practice but in addition the Public Defenders' Office was lucrative enough and so given what they made part-time with the Public Defender and what they could make full-time in private practice, I lost two fabulous young attorneys.

**Tom Harris:** With that turnover, is that driving more pressure?

**Karen Richards:** Oh yes.

**Tom Harris:** If those positions were filled...

**Karen Richards:** I filled them and it is still not enough. Our homicide rate, at the rate we have a drug epidemic in this community I unfortunately don't see our homicide rate getting better. Those are probably the most labor intensive cases. For example, if you find a gun was used in a homicide or any other crime, we are required to take any information that we have on that gun and find out every single time that gun has been used by anybody and track it back through Spillman and provide all of those Police reports as well. That may mean that the person you arrested for the homicide isn't really the person that committed it according to the defense attorneys. We are providing incredible amounts of information. You can't really expect Police Officers to do it because they are not lawyers and as much as we would like them to understand the law, and they are pretty good, they are not lawyers, we are. They don't get disbarred if they don't do it right, we do.

**Tom Harris:** The challenge for Council is that this morning we gave money for the opioid and abuse issues and we are giving to the Prosecutor and to the jail dealing with all of the same kinds of issues. One of the issues are the fees and four or five years ago we talked about and it is not going to help these kinds of numbers here but are there any further thoughts about fees?

**Karen Richards:** Most criminal defendants are indigent. If they had money, they wouldn't have Public Defenders.

**Tom Harris:** I think we talked years ago that if you got caught for speeding, the pretrial...

**Nick Jordan:** Deferral Program.

**Karen Richards:** That is the money that we use for the 31% of our budget.

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**Tom Harris:** When was the last time the fee was increased?

**Karen Richards:** The problem is they have been increasing the fees for the Deferral Program but not always the court costs and so sometimes it is cheaper to pay the ticket than it is to go on a Deferral Program. That has not been particularly helpful to us.

**Tom Harris:** There are no thoughts to do anything with the fees, at this point?

**Karen Richard:** There is a point of no return on those too.

**Mike McAlexander:** The Legislature did raise the fee on the Pre-Trial Diversion on Misdemeanor and Felony cases on the Diversion program. It just took effect July 1 and at this point we don't know what the impact is going to be.

**Karen Richards:** I don't necessarily see it being significant because a lot of folks, if they are indigent you have to let them in for free. We have a limited base of folks that we can get those fees from.

**Tom Harris:** The last question is in regards to systems improvements. This doesn't talk about any systems you might need or feel is needed. You don't see that at this point?

**Karen Richards:** There really isn't anything that we can do to change this. This is really a somebody...

**Tom Harris:** I am talking about IT.

**Karen Richards:** No matter how the information comes to us, you still have to review it. Whether it all comes to you on one disc or you have to go in and pull it from two or three places, you still have to review it. 2,514 pages of cellphone records are still 2,514 pages of cellphone records.

**Tom Harris:** What we are talking about today is eight new positions. You don't see any process improvements or savings.

**Mike McAlexander:** That is what we are saying. No matter how the information gets to us, we are working on getting easier ways to get the information to us but once it hits us, we have to have someone look at it. It can't be done automated because we are under these very severe discovery rules. If we miss something and it is later found to be exculpatory to a criminal defendant, it is a cost ethically to the lawyers involved and also to the system. That can get cases reversed or dismissed and then we have to retry.

**Tom Harris:** One final question. These eight new positions, will this make the Public Defenders jump to the Prosecutor's Office?

**Karen Richards:** Probably not.

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**Joel Benz:** Councilwoman Tucker.

**Sharon Tucker:** Of the \$513,000 that you are asking for how much of that will be for payroll compensation?

**Karen Richards:** The whole thing is payroll.

**Sharon Tucker:** The only reason I ask is because part of your presentation you mentioned the Witness Protection Program.

**Karen Richards:** That is out of our discretionary funds.

**Sharon Tucker:** And it will continue to come out of there?

**Karen Richards:** Yes.

**Mike McAlexander:** Just so you know, Indianapolis City and County Council just allocated \$300,000 for a Witness Protection Program there. We believe we can handle it at this stage with our existing resources. Until it becomes really consistent, I don't think it would be appropriate for us to come in and ask for specific money until we have a record we could give you and say we are averaging so much per month or per year.

**Sharon Tucker:** I saw the breakdown that you provided for individual people but then when you mentioned that I thought that something had changed.

**Joel Benz:** Councilman Tippmann.

**Eric Tippmann:** How many Attorneys and Investigators now?

**Karen Richards:** Depending on if everything is full, we have approximately 30 lawyers and about 20 investigators.

**Mike McAlexander:** As a matter of fact, I went through last night and dug out old files and tried to go back and we have been in the 28 to 30 range depending on somebody may have quit or we added a couple of younger ones but it has been very consistent for certainly the last 16 years.

**Eric Tippmann:** So you are adding capacity-wise just over ten percent. Normally in situations you saw this big problem and you would come for one and then two and so you are like the little Dutch boy with your finger in the dike?

**Karen Richards:** That is what I feel like.

**Eric Tippmann:** That is the picture that you painted.

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**Karen Richards:** I have never really wanted to come back and ask for more money. I have tried every year not to.

**Eric Tippmann:** My point is that I don't want your back to break. Last year maybe two. Why weren't you here last year?

**Karen Richards:** Probably should have been. One of the reasons, like the Misdemeanor position on here is a brand new just about out of law school position. You want to have these in your budget because you never know when the right person is going to come along. One of the reasons for the upper person right now is that there are going to be some Prosecutors that lose elections in November and unfortunately that is how we tend to get our upper level people is to take them from offices because of an election that they no longer have a job. One of the reasons I would like to have these positions is to see who, if anybody, is going to be unemployed due to the November elections.

**Joel Benz:** If you would expound on that just a little bit because you could essentially divide that in half because you have some in there for \$50,000 and you ask for \$100,000 and get two. Do you have certain cases that only the higher level can try and feel that those are increasing like the murders?

**Karen Richards:** The homicides and we try an awful lot of sex offense cases and those almost always go to trial. Those are very complicated as well. We are starting to get the sex trafficking cases with the FBI. Things have just gotten so complicated and much more than when I first started out. It takes someone trying homicides, I have been here a long time, and you don't want to put anyone on homicides with less than ten or fifteen years of experience. Sex crimes are pretty much the same. I don't even train those folks until they have been around four or five years so they can take the training in forensic interviewing and everything. They are a pretty complicated area of the law and about the only way you are going to find someone with that kind of experience is to get them from somebody else's office. The new kids, a Misdemeanor Deputy, just come out of law school. A Level 6 Deputy might be somebody who has been in somebody else's office for a couple of years or the Attorney General's office or something like that. When those people come up, I like to have a line item so there is somewhere to put them.

**Eric Tippmann:** Can you easily fill these?

**Karen Richards:** To tell you the truth, I have an offer out on the \$100,000 position and depending on whether or not I get it or he takes it, I don't know. It is someone who is not going to be employed after the first of the year. I may not employ them all January 1 but I think by the end of next year and two years of graduating law students and some shakeups in the elections, I hope to.

**Sharon Tucker:** With all of the departments that come before us, 20 years is a long time to keep a flat budget. I would like to make a motion for the acceptance of the increase to move it forward for the October consideration.

**Justin Busch:** I second that motion.

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**Joel Benz:** We have a motion and a second. Councilman Harris.

**Tom Harris:** I just want to make a couple of comments. One is that I am in favor of this based on the challenges that we are dealing with in the Fort Wayne community and the drug problems. The community wants results in this arena and you guys are facing that challenge every day. You haven't asked for this in a long period of time and we are trying to right the ship, if you will, between the Prosecutor, Public Defender and the jail. We want to make sure we are getting all of the bases covered. The challenge we have on County Council is these funds are just depleting our ability to do other parts of running government and running the County. The challenge that we continue to give to this arena which is demanded upon us reduces our ability to help other areas that might want additional funding.

**Joel Benz:** We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Next up is County Extension.

**Vickie Hadley:** Vickie Hadley, Health and Human Science Extension Educator and the County Extension Director for the Purdue Cooperative Extension Service.

**Dick Conklin:** I am Dick Conklin, President of the County Extension Advisory Board.

**Jason Henderson:** I am Jason Henderson, Associate Dean of the College of Agriculture and the State Director of Purdue Extension.

**Vickie Hadley:** We come to you today to thank you for the financial support that you have given us in the past. You can see the additional appropriation in our budget for 2019. Back in July I indicated to you that we had three key areas in our budget that we needed to increase for next year. One was the telephone expense because they are increasing the cost per line. Also a 2.5% increase for the five Educators because we are thankful and very blessed that you gave the County employees the three percent increase and two of our employees would not have gotten an increase because they don't have a step increase and I have one who is at the very top of the grid and so she never sees an increase until you are very generous and provide that for them. I appreciate that. The key part of that additional appropriation is for a sixth Extension Educator to focus on community development. The request is less dollar-wise than what I requested last year. In taking a look at that change, Dr. Henderson will talk about that appropriation as well. The key thing is that as you took a look at the line item in my budget comparing it to 2018 and what I proposed for 2019, you will see that some of the line items have been adjusted to compensate for reductions in cost for items that we had not anticipated would be and so we reduced those for 2019. I have absorbed some of the expenses that we are looking at as well. That sixth Extension Educator, focusing on community development, we are looking at three focus areas for the first area just to get them started because we know we can get some quick results with that. That is taking a look at Leadership and Civic Engagement because we know that getting individuals to step to the plate and serve on councils and things in the community is a challenge and so how can we mentor and

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train some of our younger folks to do that. I am also taking a look at Community Organizational Planning, grant writing and grant funds to do many of the projects and activities. Also quality places and taking a look at what their true assets are in the communities. You have gotten letters of support in your budget workbook. New Allen Alliance, Chris has already talked about that today and I believe today was the application date for their Stellar funds. That is an avenue where we can be a key part in that. Our mission is education and making people aware of resources and opportunities. I also have one from Purdue Fort Wayne College of Professional Studies and Department of Public Policy. We have always partnered with Purdue Fort Wayne when it was IPFW. Now with Purdue Fort Wayne, we have already seen our partnership since July 1 strengthen more. We are doing more with them and have interns in our office from Purdue Fort Wayne. We talk about workforce development and other opportunities for career possibilities. We are also very thankful for three key reports that just came out of research that we really need to sit down and take a look at to see where we need to partner with agencies in the community to address the regional workforce development report, the vulnerability report that came out from St. Joe Community Health Foundation and the updated report from United Way. If we had someone on staff that could focus on all of this, it would be a key part. Our Extension Board is very supportive of this and so Dick will talk about the activities that we have done to connect some of the partners already and looking at where the Community Educator can play a key role.

**Dick Conklin:** As the President for the Extension Advisory Board, I want to express our thanks for your previous support. Also, I trust you have taken the opportunity to review the materials that we sent in as part of the packet. I want to make sure that it is understood that as a government agency, which we are, we are not a governing Board. We are an Advisory Board and within the last six to eight years, our Advisory Board has taken that responsibility much, much more seriously at the County level, northeast Indiana area level and at the State. Being involved in these kinds of discussions has allowed us to see new capacities. One in identifying resources both from Purdue as our parent organization as well as from within the community and it has allowed us to engage in new community relations. I think that has probably been the most beneficial part of the Advisory Board work especially in this last year. It has also encouraged us to look at new programs and take on new challenges because when you sit down and talk with people from within the community as to what the needs of the community are and how you best address those, opportunities percolate up through that conversation. We have presented letters of endorsement to you from various organizations that we have had new relationships with this last year. The summary is that it has forced us, as a Board as well as the Educators to reassess what we are doing now but also what we need to be doing in the next five to six years. We have had numerous meetings in this last year because you said to us at the conclusion of last year's budget meeting that we needed to come back and be better prepared to talk about this position. I think we now have a better understanding and a better interpretation of what this position represents to the County and the Extension programs. Today we are asking for your support for that new position and at this point I am going to transition this over to Dr. Henderson because he brings to the table not only the understanding of the position but also some good examples of how that position has made a difference in other Counties.

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**Jason Henderson:** Thank you. It is my pleasure to be here today. The Cooperative Extension is a partnership between Federal, State and local governments to provide basic capacity to do educational delivery and for us to grow beyond that. What it starts with is the Smith-Lever Act of the Federal government out of the USDA. It provides funding that is required to be matched at the State level. In Indiana we take that money and match it with County funds and distribute the State funds across the State, a lot of times based on population and different aspects of it. So, why the readjustment in terms of the request for \$60,000 instead of \$42,000, I have been here five years and we have looked at population distribution across the State and we need more in Allen County. It is always a partnership when we think of new types of activities. The second thing is why and we believe with an additional investment of seed money from the County, we will match with the State and we can showcase Allen County as a national showcase of what Extension can be. For example, in 2019 we are hosting the National Agricultural Conference for Ag and Natural Resource Educators here in Fort Wayne. We are going to be taking them across Allen County and throughout the northeast showcasing what we are doing here in Indiana but more importantly what is happening in Allen County as a national example of what can be done. I think in many different ways of the investments in the community development, we can do more here as well and be a national showcase in that endeavor as well. What am I talking about? We will match with the \$42,000 from the State. That is not going to cover a full salary. We will match the salary and pay for the fringe and we will be putting up the SNE that we call it in the university but it is really dollars to fund program. What are some of the programs that we are looking at? There are three that we are focusing on, Leadership and Civic Engagement and what is that? The first one is a community leadership program. There are a lot of different leadership programs out there and many here in Allen County. We participate and partner with them as to how we can develop and help that. Our focus is reaching places that haven't been reached before with leadership development. Our tradition is rural and we have to think of those rural communities and how do you create that pipeline of leadership. I used to work for the Federal Reserve Bank and focused on their rural development. When people showed me a strong rural community or even a strong neighborhood in an urban center, there is strong leadership. That is where it starts and we focus on that. The second thing we focus on is quality places and this we have done some things at the State and some things here of enhancing quality places. Yesterday I spent time in the Agricultural College and spent a whole classroom period talking to our top incoming freshmen. I asked a simple question of how many of you are going back home? Not many raised their hands. What would make you want to go back home? They said they wanted a quality place to live. We want it to have good schools and good job opportunities and good healthcare. When we think about quality places that is what we try to do from a university standpoint. How do we help bring people together to accomplish that? That is where enhancing the quality of the value of public spaces programs that we have done to help people do that and sometimes it is an aligning interests and focusing on the neighborhood level, community level or even across a broader region. It is also rebuilding your local food system. We have done some good things at the State level and it is conceptually about bringing people together. What we have found is if you really want to take it to the next step and really drive it within

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communities, you have to have someone embedded in the community to be able to drive that next step. That is something we don't have in Allen County. Finally it is Community and Organizational Planning. That is structuring facilitated conversations from neighborhoods to communities and all the way to regions. Our focus has been on a couple of different things and that is the beginners guide to grant writing. Two years ago we brought people together to focus on grant writing with the idea that there was a USDA grant that we were going to target farmer's markets. There were about 20 people that came from across the State and we helped train them to participate and get ready for that proposal process to come out. That next year there was \$600,000 that came to Indiana. Not to the Extension but to the different entities that passed through that grant writing process. I am not going to say that I am going to bring \$600,000 to Allen County.

**Tom Harris:** How much came to Allen County?

**Jason Henderson:** There was none on that one because we didn't have anybody participate in it. That was part of the challenge but we do grant writing for other different things.

**Eric Tippmann:** How much from the USDA came to the State for people who did not attend your seminar?

**Jason Henderson:** That was significantly lower. I don't know the exact amount but the \$600,000 was a plus. We received some the year before and that was the increase. The other program we have is Hometown Collaboration Initiative in which we have always partnered with the State of Indiana and the Lieutenant Governor's Office. The goal for that program was for smaller rural communities but what it has been used for is to get communities ready Stellar. I know Allen County has already presented their proposal and so they are not where that is. We have also used that to set up and get communities ready for other funding opportunities such as USDA Stronger Economies Together Program. It is a regional program and we have four regions in Indiana that have gone through the Purdue University process and have been successful in getting USDA funds coming in. That is usually six figure type of grant funds that help community development facilitation. Our best success was in Corydon, Indiana that went through the process and was able to put together a proposal plan and have raised \$900,000 to redevelop their downtown. These are just some examples of where we are going. The other part of it though is I just want to put out there what our vision is. When I talk about a national model, it is doing things a little different from what we have done. A lot of times what we do is take hard core funding, our government funding that is Federal, State and local and that is what we use to run our operations. Going forward we have to view that as seed funding. It is generating some traditional free programs but then generating fee-based programs which we have opportunities to partner with for example the manufacturing program. It is not the Cooperative Extension but with a different part of Purdue. We partner with them on putting on a two-week boot camp focused on workforce development and introductory manufacturing skills. Given the low unemployment rate, we have been focusing on correctional facilities, for example Kokomo or Evansville where the women's facility is. We have been highly successful as inmates transition out

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of giving them the skills to find a new job and a new pathway in life. Two inmates delayed their release date because they wanted to finish that program in Kokomo. One lady went on a job interview on Thursday and demonstrated that she could use a caliper that she was taught how to use on Wednesday, she got the job. Those are little things that we were able to do. With correctional facilities and given the opioid crisis, we are going into drug treatment facilities as well as people are getting ready to transition out and how to get them on a different trajectory and to different places. Those are some of the things that we are looking at and doing but what we are requesting today is that seed funding of \$42,000 that we can leverage and build off of. We are going to directly and right now match it with State dollars in order to build but then we are going to go out and look for grants. That person is going to be heavily involved in that and we will be partnering with our communities on grants to bring additional money and funding into Allen County. Our goal is to create a showcase, a national showcase that we can do with community development just like we are doing with Ag and natural resources. How can we make this the focal point that is looked on nationally and hopefully tap the national resources through our networks.

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

**Sharon Tucker:** You kind of answered it but I want to make sure I understand it. The \$42,000 seed that you guys are looking for and are going to match and carry the excess that goes beyond there, is that a one-time ask or will it be in the budget year after year or will the grant funds pay for the salary?

**Jason Henderson:** My perspective is that it would be a recurring expense. I hope when the grant funds come in it allows us to build the program by hiring more program assistants so we are not coming back here to grow the program for additional money. It is that we already have the seed money and we grow it that way. I envision that we would hopefully have two to three different people working on community development with part of it paid by the seed money coming from the County.

**Joel Benz:** Councilman Tippmann.

**Eric Tippmann:** This isn't meant to be disparaging. It is just an observation. A lot of these platitudes that a lot of people are already doing, development and training of leaders and the litany of stuff that you listed and what is happening is you are starting to step on other people's territory and toes as you try to remake yourself. You are moving into these other spheres where people have already gone pro and other people do these functions, economic development especially. I don't, quite frankly, see the need for that. Why shouldn't we give those that have been there and done that the resources to get out in front of these problems? That is why I am quite hesitant to support this.

**Dick Conklin:** Dr. Tippmann, I would like to respond to that because that is a concern that came before our Advisory Board. One of the things that we came to discover, especially because of a very lengthy conversation we had with John Stafford, is the difference between economic development because community development is a piece of that process. Right now because of initiatives that we have already taken this year, those

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are in the letters that you previewed I hope, we have new relationships not to duplicate and not to complicate but to further support those initiatives within the community whether it be Purdue Fort Wayne and the School of Policy and with the New Alliance. The New Alliance has an interesting format but they know and we know in working with them that this kind of position helps accomplish what they need but also it becomes a base for further expansion of the communities within the County. It is not a duplication issue. It is a development issue of community and not economic development although it has an enhancement for the economic developments within the County. They will tell you, the people that provided the letters of reference that it specifically avoids the very concern that you have.

**Jason Henderson:** All across the State, our community development works closely with the LEDO's to work with them in doing different aspects of it. At Purdue Extension we have embedded ourselves and some of the small business development centers are already within us and we work with them and the economic development network. Ours is all about partnership and if there are people here and the local need is already satisfied, we are not there. If we can partner with them and help leverage them up, bringing our Purdue expertise and national system of connections, we can open up more opportunities to help Allen County that is our goal.

**Vickie Hadley:** To give you an example, Eric, I met with New Allen Alliance and Cherie Becker with the Leadership Fort Wayne program and many of the rural communities were looking because they needed some kind of leadership development because they looked at who was sitting on their Councils and for some it has been a life sentence. They would like to mentor and get some new people and they approached Leadership Development for that opportunity. The key issues that they address in the local rural areas are different than in the cities. They were looking to see if the Leadership Fort Wayne can be modified to address some of the issues that they have.

**Eric Tippmann:** Can you speak more about the leadership program?

**Vickie Hadley:** What they are looking at is mentoring new individuals to come to the rural area.

**Eric Tippmann:** I understand that. Who would be doing this mentoring?

**Vickie Hadley:** They were looking to develop a partnership with Purdue Extension or Leadership Fort Wayne or whoever else...

**Eric Tippmann:** What gives you the expertise to be able to provide that mentorship?

**Vickie Hadley:** We have a community leadership program that is offered through Purdue Extension. It is a multiple sessions that we can offer.

**Eric Tippmann:** And it has been running for years and years and years?

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**Jason Henderson:** We have been experiencing this for quite a period of time. In terms of the community development program, we are in a partnership with Purdue Regional Development. That is a center on campus. A lot of it is funded by us. If you look at their expertise in terms of Beau Beaulieu, most of his career was at Southern World Development Center, leadership development activities and he designed the collaborative leadership programs that have been utilized nationally by USDA.

**Eric Tippmann:** How long has this been running?

**Jason Henderson:** Beau has been with us for six years.

**Dick Conklin:** He was our principle speaker at our annual meeting last year and that was part of the reason we brought him in is because we wanted to make sure we understood what is the difference between Leadership Fort Wayne and what would be offered here. There are significant differences because it is designed for immediate implementation and activation of the people that are going through the process. It is not a matter of saying this is ideal, it is making it happen.

**Eric Tippmann:** How many participants have gone through this?

**Dick Conklin:** Statewide?

**Eric Tippmann:** No, just locally. Maybe you can point to someone that has gone through it.

**Vickie Hadley:** We have not offered the community leadership in Allen County because we don't have the community development educator to do that and so we have not offered it.

**Eric Tippmann:** Correct and so you do not have the expertise.

**Jason Henderson:** That is what the additional seed funding is so that we can hire that expertise to deliver the program. Another County where it has been implemented is Dubois County and they have 15 to 20 people that go through each and every year. They have been running at four years and now it has been sponsored and paid for by a local bank because they thought about the benefit of it and reinforcing it that way too. They have also done it in Clinton County and they have been in cooperation with the local economic development and the Chamber to run this type of leadership program. They have their own which is different and is focused on getting people involved in terms of the community. Usually we target 15 to 20 a year otherwise the class just gets too big. The strength of these classes is also building cohorts with the people that remain in the community and provide leadership going forward.

**Eric Tippmann:** This would be another thing where we already have in the County. There are several leadership programs, I can't remember the acronym but we have these.

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**Dick Conklin:** Have you been through that?

**Eric Tippmann:** I have not been through it.

**Dick Conklin:** I have.

**Eric Tippmann:** What is it called?

**Dick Conklin:** Leadership Fort Wayne. It is predominately focused on people within the community of Fort Wayne and not outside of Fort Wayne. If you go back and look at the New Allen Alliance, what happens with that is they have come forward and said we need those kinds of skills being brought into New Allen Alliance not only for what we do but what we anticipate will be happening within the communities that we serve. We make the assumption that leadership is going to percolate up through the community. It doesn't. You have to go out and find that potential leadership and make it meaningful for them to get involved. Leadership Fort Wayne has marvelous classes and it was great ideals of leadership skills but this is a skill base with mentoring course.

**Sharon Tucker:** Isn't Leadership Fort Wayne put on by Greater Fort Wayne?

**Dick Conklin:** Yes.

**Sharon Tucker:** I wouldn't imagine they would support something that is duplicating their efforts.

**Dick Conklin:** There is no need for duplication because the need is beyond what is already being provided.

**Tom Harris:** A couple of questions. Our challenge, as we have talked about, just today we have spent over \$1 million in additional funds to agencies in this community based on real needs facing us to keep government running. A couple of thoughts and we have had these discussions each year. Purdue has now taken over IPFW and is the fiscal agent and running the campus and such. Is Purdue providing more funding to you this year?

**Dick Conklin:** You are talking apples and oranges.

**Tom Harris:** I just want to find out. Each year, with a little bit of history, we find that Purdue pulls back a little bit and we have to fund a little bit more. That has been going on for eight years, for me. So the concern I have is that Purdue is now stepping up and we are going to run this campus more efficiently and effectively and I would anticipate that trend would turn around and go a different direction.

**Jason Henderson:** As the Extension, we are not eligible for tuition dollars. Those are usually the dollars that run the campus for different things. It is the State funding and the County funding that go through and match. Purdue's contribution is providing additional support and Purdue's support for the Extension is increasing. It allows us to ask for State funds for additional funding opportunities. Number two it is also in many different places

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with these grants. There is usually some overhead which the Extension has lower overhead than some of the places on campus. Purdue's contribution comes from in-kind contributions. Some of those in-kind contributions...

**Tom Harris:** They don't charge you as much for the property.

**Jason Henderson:** Very good. Those things kind of tend to increase and that is how Purdue's contribution comes from that aspect.

**Dick Conklin:** As far as Purdue Fort Wayne, I had this conversation less than a week ago, Dr. Jim Burg and the education program at Purdue Fort Wayne has gone through a massive restructuring to be not just education but public policy and a few other focuses. What he has proposed and what we have currently is that through the new professional studies program we are not able to pursue and receive interns but they are interns for the learning experience and exposure versus getting directly involved in program.

**Jason Henderson:** The other one I want to add is a little more significant. Prior to me coming here, there was no university development officer that was assigned to Purdue Extension. Now I have a university development officer that has been assigned.

**Eric Tippmann:** Statewide.

**Jason Henderson:** Statewide but development is done individual by individual. How do we tap the development officer's potential if we have unique programs going on in different places and use those resources to find funding as well?

**Tom Harris:** We are pleased with what goes on here, at least I am. I have real heartache in expanding those costs particularly we always talk about fees. How are we doing on fees? Have we raised the fees for different services?

**Vickie Hadley:** Yes, you requested that we have fees and we do.

**Tom Harris:** Have you increased those from last year?

**Vickie Hadley:** No, we have not.

**Dick Conklin:** But we have increased the responsibility of the Advisory Board to do additional fund raising. Some of the increase that might have come through those additional fees, the Advisory Board has done additional fund raising. We are the only agency of the County that is asked to do its own fund raising. How does that happen with other agencies not being expected to meet the same standard?

**Tom Harris:** Fund raising is an issue and I talk to departments every day about their fees. You guys have done a great job and are looking to Allen County to be an example and we hope you can continue the same emphasis despite what the vote is today. We

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think we can be a great example to the rest of the State but I am not sure I can support this today.

**Jason Henderson:** I think some of the things that you will see going forward on the fee based issues is that we are going to have some of the special programs that we put on have fees for them. It is all based on cost recovery. For example, in the 4-H space when we have makers' events and we get 50 youth to come in and play with the toys, you put out all of the technical toys it is more fee based and is not free. We are in an environment today where government coffers are tight but to reach our potential and know what we can do, we have to push out a different model where it is going to have to be charging fees for those things. That is starting to happen and will be happening more going forward.

**Justin Busch:** I have a question about the mentoring or the succession planning for Town Councils, training for elected officials and things of that nature. I think there are a lot of overlapping things besides Leadership Fort Wayne, Leadership Forum in Indianapolis, there was a women's only thing about campaigning just last week, there is the Lugar Series and I have spoken several times. I have extensive experience in campaigning and currently mentoring three people that came out of that. One guy decided not to run but his wife who lives in unincorporated Allen County. I have a hard time looking at funding a position with taxpayer money that has a succession plan for elected offices. To me there is just an overall bad feeling of if you are going to run for office you have to find the right people instead of having folks that are paid by taxpayer money to have a succession plan. That just strikes me as undemocratic. I understand the grant side and there is a lot of money on the State side and Federal side that can be flowed back. I know there are elected officials in offices that if you called them they would walk you through that process. I just question if Purdue has to have this and want to help the rural Counties, why can't these grant professionals, which by the way is a very unique skillset. They have to look for grants and how to write the grants and how to shepherd through the process that we would require one per County to just work with that County as opposed to looking for X when we could call to a central number at Purdue and have individuals that could handle that. I have been supportive of the Extension in the past but I see a lot of overlap here as well with what we are offering.

**Jason Henderson:** I want to be clear that our model is not to have one grant writer for every County. Allen County is unique in the State given its size and scope and potential.

**Dick Conklin:** I would like to respond for the idea of developing leadership. I look at the Town Councils, I look at the Trustee Councils, I look at various leaderships and I think you and I know in order to get people involved, you have to ask them to get involved but you also have to give them the skills to do the job. Whether it is in a small town or a neighborhood, how are we developing those leadership skills so that it percolates up through? When we see the same people for 40 years serving in a capacity, it does not reflect the growth of leadership within that community. That is the challenge that a lot of communities are facing right now.

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**Eric Tippmann:** I don't think longevity is a problem. How long was Dick Lugar in there and a lot of us still wishes he was there?

**Dick Conklin:** Dr. Tippmann, I appreciate your comment but come on, we are talking about smaller communities. Dick Lugar is not there but he needs to be there.

**Justin Busch:** I am not saying I disagree with your point. I just don't know if it is our responsibility to find a young challenger to take on the 20-year incumbent.

**Dick Conklin:** Within our purview of responsibilities, I would disagree with you. I think we do have that responsibility and opportunity. It is a challenge that is not being addressed.

**Justin Busch:** We are using taxpayer money to take on the 20-year incumbent and that is not how we do it in America.

**Jason Henderson:** Our leadership program is not about finding the next elected official. The leadership program is talking about building leadership throughout the community. It might be the small town banker or the co-op manager that is going through there. It is an opportunity to teach them more about what happens in government. Then they can learn how to interact with elected officials.

**Sharon Tucker:** You are looking to do that for the rural communities which mirrors what Leadership Fort Wayne does and they have a whole political piece and we are a resource of funding to Greater Fort Wayne who funds to Leadership Fort Wayne, right? Okay, it is similar.

**Larry Brown:** If we were to join in and make this investment, can you create measurable objectives and goals that can be checked off so that a year from now when this comes before us again, we have a report card?

**Jason Henderson:** Yes, they will be required to document the number of learning events they have each year and document the number of people that have gone through those events. Those events will have measurable in terms of knowledge gain and evaluations and will be able to be reported back. Long term we will go back to those individuals so that we can know about behavioral changes that helped them.

**Dick Conklin:** I think our experience, even in this last year, has been because of the work that the Advisory Board has done and also specific key things that the educators have done shows that we have generated the results that were beyond our expectations and yet presents the challenge of keeping this going.

**Larry Brown:** One last question. I think I hear that this will be focused on the rural area but what demographics do you see the participants coming from?

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**Jason Henderson:** If you want to take leadership on that we will tend to focus those that are out of high school and in the early stages of their career. In some of the other Counties we have had mid-career and they are looking for the next step. We do a lot of things through 4-H on leadership development but where is that bridge to the next thing? If Greater Fort Wayne wants us to partner with them, we will. Our focus is going to be on the rural communities because that is the area where people are talking to us and saying that want demand.

**Larry Brown:** One more question. You have said that we need to train and expose potential individuals and so that tells me we also need to recruit for this program. Speak to that for a second.

**Jason Henderson:** Recruiting for this program is we would interact with existing businesses and who the emerging leaders are in those businesses. We will look with the other partners that are on here. We will start with New Allen Alliance because we want to partner with them on this program. We will work with Purdue Fort Wayne because it is within our system but focusing on the community leaders and the business leaders within those communities to identify the emerging leaders.

**Larry Brown:** Council, I share with what perhaps two or three of you have already said about overlapping. I also think that an investment in our community and reaching out to those potential leaders is a good thing. I can support the request with the clear understanding that I expect a report card.

**Joel Benz:** Let me ask for a breakdown of some of your numbers here. What is the salary of this position?

**Jason Henderson:** The starting salary is \$49,000 if you have a Master's Degree. If you are going to do it right, you have to hire someone who is experienced. For example we hired one recently in Indianapolis and the salary was more along the lines of \$60,000. At Purdue, because of the benefits package, you are talking about \$85,000 to \$90,000. We will pay for the professional development so that they can grow and get better.

**Joel Benz:** So you will provide the matching funds for one year or five years?

**Jason Henderson:** It is for the duration. If you do this and I don't report back, I don't expect you to fund it the next year.

**Larry Brown:** Then we understand each other.

**Sharon Tucker:** I am in the same thought process as Councilman Brown. I will support this year for the seed. If the right measurable are not presented next year then I will not support next year. I also think it is important for this body to remember that we have funded programs that are preventative or responsive to the opioid crisis and this becomes a preventative program to help educate. The biggest thing that attracts me is for the rural community and having walked many of those communities in the last three months, we

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can't forget that we have a responsibility to those communities. For that I will be in favor of this.

**Eric Tippmann:** So you are willing to spend \$42,000 to get a handful of people through a program?

**Sharon Tucker:** We just spent \$500,000 to get 78 beds and so 78 people will go through that program.

**Eric Tippmann:** Unsustainable numbers.

**Joel Benz:** Councilwoman Tucker, will you make that in the form of a motion?

**Sharon Tucker:** I will make the motion for the Educator for \$42,346 with the caveat of measurable coming with it.

**Larry Brown:** Second.

**Dick Conklin:** I have a question. For this to move forward, it seems to me that it would be appropriate to wait for a year. I would like to know three or four months from now where things are going.

**Sharon Tucker:** You are always welcome to come back and give us an update.

**Joel Benz:** We have a motion and a second. All in favor say aye, those opposed, like sign. The motion fails 3-4 (Harris, Busch, Benz and Tippmann). The next item on the agenda is IT.

**Chris Cloud:** Chris Cloud acting as the spokesperson for County IT. Ed is on his honeymoon. Ed has 43 software agreements in his budget and he takes care of all of them for the departments, everything from Spillman to iMAP. As his agreements go up and fluctuate, his overall request for increase is \$42,000 and part of that is a guess because he has 40 agreements where he budgeted a four percent increase which may be enough and may not be enough. He may have to come to you if one of those goes higher. Software is that they want to give you updates as you go and the business model requires money every year. As their cost goes up and programmers go up, those agreements tend to go up every year. One positive is our Atos contract has built-in decreases. That is their challenge to save money and there was a \$42,300 reduction in the Atos contract for 2019.

**Eric Tippmann:** I will make a motion for approval of the maintenance agreement of \$42,015.

**Justin Busch:** Second.

**Joel Benz:** We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Now we have Homeland Security.

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**Bernie Beier:** Bernie Beier, Office of Homeland Security. My request is an additional \$7,500 for travel. The Homeland Security Office since 2006 and outside of personnel costs we have kept our budget flat and generally have given back money. In the last two years I have been a member of a National Association of Counties and just recently I was reappointed to the Justice Public Safety Committee and the International Association of Emergency Managers to their Board. With that comes additional travel and workshops that are mandatory and we have not budgeted for before.

**Eric Tippmann:** Before I make a motion I will say that I have had a lot of good conversations with Bernie and he has a unique viewpoint of the County and of a lot of different departments. I also encourage a lot of other departments to do these kinds of conferences. It may seem like a waste of time and money but you want people that are active in their profession. With that I will make a motion for the approval of the increase in travel in the amount of \$7,500.

**Justin Busch:** Second.

**Joel Benz:** We have a motion and a second. We have a question from Councilman Harris.

**Tom Harris:** In terms of the taxpayers of the County, how does your involvement in all of these positions benefit the taxpayers of the community?

**Bernie Beier:** Personally it is the professional development of understanding the job. Homeland Security is all about the connections. That is what is different. It is not what I do individually but what we do collectively. That is a different type of leadership that the system of Federalism, local, State and Federal becomes an art to work. You can't sit idle and become stagnant behind a desk. Personalities change and policies change and this is a lot of legislative work to help develop and lead those policy changes. When we hear about the challenges of overcrowding in the jail and opioid that is all part of the work to lead those discussions at the national level to try to bring back relief and resolution and being in the driver's seat is always better than being in the back seat.

**Tom Harris:** Obviously you need to follow the right processes and such but keep in mind if there are any grant opportunities to come back to this community that might be an opportunity.

**Bernie Beier:** We do those. Ten or twelve years ago we got a lot more. Grants are free dollars but those free dollars had to come from somewhere and we are pretty cognizant of that and we do about 10% of what we did twelve years ago in grants.

**Joel Benz:** We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. I think the final thing on our agenda is the Public Defender.

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**Tom Harris:** We had some previous discussions that we are going to table the Public Defender request at this time. I will make that motion.

**Larry Brown:** Second.

**Joel Benz:** We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-1(Sharon)-1(Tippmann absent).

**Tom Harris:** Move for adjournment.

**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(Tippmann absent).