

**ALLEN COUNTY COUNCIL MEETING MINUTES
SEPTEMBER 19, 2019
8:30 AM**

The Allen County Council met on Thursday, September 19, 2019 at 8:30 am in the Discussion Room at Citizens Square. The purpose of the meeting was for additional appropriations, transfer of funds in excess of the current budget, grants, budget approval and any other business to come before Council.

Attending: Robert A. Armstrong, Joel M. Benz, Larry L. Brown, Kenneth C. Fries, Tom A. Harris, Kyle A. Kerley and Sharon L. Tucker.

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

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

Tom Harris: Good morning everyone. First on the agenda is the approval of the August 15, 2019 meeting minutes. Are there any additions or corrections?

Sharon Tucker: Move to approve the minutes from August 15, 2019.

Kyle Kerley: Second.

Tom Harris: 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: I will make it quick since we will be talking about the 2020 budget later. We have the financials through August and as you can see the Miscellaneous Revenue is still trending about 13% above year-to-date. The care of prisoners and interest are the two that are way above year-to-date. Building permit revenues are also about 23% greater than year-to-date. If you have any questions, I can specifically address those.

Tom Harris: Based on information to date, are there any thoughts as to where this might end?

Nick Jordan: As usual, certain ones are below and certain ones are well above. I definitely think with the way it looks now, I believe Miscellaneous Revenue will be at least a million or two above. Property tax should come in close to if not a little bit above by one or two percent above but that does translate to almost a million dollars. I encourage you, as I have in prior meetings, to look at the bottom of the financials to look at the amount left for appropriation as well as the cash balance, year-to-date. You can see the percentage of expenditures compared to the budgets because that will flow into the rollover. As you can see with the General Fund, we have only spent about 67% through 67% year-to-date. That will correlate with what you will see in the rollover line.

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Tom Harris: Council, are there any other questions?

Sharon Tucker: I will make a motion for the approval of the Auditor's report as presented.

Larry Brown: Second.

Tom Harris: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. This morning, the total appropriations requested in the General Fund are \$24,522 and the total appropriations in Other Funds are \$463,900. At this time we will open up for public comment. We have some gentlemen coming up.

Bud Mendenhall: Bud Mendenhall, Fort Wayne, Indiana.

John Modezjewski: John Modezjewski, Fort Wayne, Indiana.

Carl Dietsch: Carl Dietsch, Fort Wayne, Indiana.

John Modezjewski: We have a couple of questions. On page 37 of your meeting notes from last month, the County Attorney was explaining the Vera Bradley land deal. If you turn to page 38, we have been asking about the deal for the last three or four meetings.

Sharon Tucker: John, can I ask is this from the Commissioner's meeting or County Council?

John Modezjewski: County Council. The County Attorney, Bill Fishering, his statement was that actually they owe us \$2,200,000 and something of which the \$200,000 represents the value of the lot according to the appraisals. If I read your agreement with the City and with Vera Bradley, it is \$2 million. There is still a discrepancy of about \$200,000. But what is \$200,000 among friends? It's only taxpayer money. The questions still haven't been answered. Where did the \$2 million come from in the first place? Where did the \$2 million go?

Nick Jordan: The \$2 million is from LIT Economic Development.

John Modezjewski: That is the first time we have gotten an answer.

Nick Jordan: Have you ever asked me?

John Modezjewski: I have sat here, you there and everybody else has been here. The important thing is that this ties with the Fort Wayne City Council Resolution R2718. There is another \$5 million in economic development money that was approved for the Vera Bradley. The project is a \$23 million project. Roughly \$8 million has been given from the taxpayers whether it is loans, guarantees or however it is structured. Then we have the TIF Districts and personal property. How much are we paying for economic

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development? What is the cost of economic development? In the southeast part of Fort Wayne, nothing and there is nothing there. Out in the County, Huntertown, New Haven, Woodburn and Monroeville, what are we doing there? It seems that the focus of both the Allen County Council and the City Council is on the downtown areas. If I am speaking out of turn, Sharon, please feel free to correct me. What are we doing in the southeast part of Fort Wayne and Allen County? Allen County Council and the City Council talk about economic development but for whom and for what? We have Monroeville, Woodburn, Huntertown and New Haven and they are all in Allen County. Why are we fronting a third of a \$23 million project and we are not done yet. We have the Maiden Lane. The new project was County property. Hall's, who is this economic development or dare I say corporate welfare, who is it for? Is it for Sharon's area? Huntertown was brought up with the Irene Byron. Nelson Peters, in the article that Kevin Leininger wrote said there are going to be millions made out there. That is a lot of money but is it for Huntertown or Fort Wayne? Who is it for? Where is this stuff going to stop? When is it going to stop? The majority of us here are so-called Conservative Republicans. Capitalists I guess, if you want to say. Business should stand on its own or fall on its own. We seem to be picking winners or losers doing everything that we can except for where the TIF Districts, and Larry and I have had this conversation. The TIF Districts were started for an economic generator for at-risk areas. Vera Bradley is a publicly traded company. Doing well and we give them almost \$8 million dollars. We are handing money out like it is candy. No one seems to really say anything about it. Then we have the \$114 million and once again in Mr. Leininger's article Nelson Peters put it squarely on your shoulders as the fiscal body of Allen County. What are you guys going to do with it? What are you going to do? Are we all just going to sit here and pat ourselves on the back for 14 more parking garages or more apartments when probably a fourth of our County and City is being ignored? What I found out with this bridge tax, in going out and talking to the everyday people that are angry about taxes, if you are the fiscal body there are going to be some repercussions at election time. We are not paying attention. As a community, we have chosen to focus on downtown Fort Wayne and forget about Sharon's area and the other Cities and Towns within Allen County. Where is the equity? It goes back to the neighborhoods. The Fort Wayne City Council is arguing over \$3 million and the way that is going to be divided between four quadrants. That is \$3 million and we spent that on the Civic Center parking garage and were you informed of it? Was Fort Wayne City Council informed of it? No. That went through a vote because it is only three million bucks.

Tom Harris: John, you are at about five minutes at this point so maybe another minute.

John Modezjewski: I have one more point. I owe Councilman Armstrong, I don't think it is an apology but we have been going back through the conflicts of interest in campaign contributions. It has been interesting to see where everything is going. We are starting alphabetically. We are going back through the Allen County Council, the Commissioners and Fort Wayne City Council. Councilman Armstrong, how do you run a campaign on \$329? You need to be commended for your honesty, I guess? Thank you.

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Tom Harris: Thank you John. Are there any other public comments this morning? We are going to make a slight change to the agenda. The Assessor has to be in another meeting this morning and so we are going to have the Assessor up first.

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

Kara Simonoff: Kara Simonoff, HR Generalist Compensation.

Tracy Mitchener: Tracy Mitchener, Assistant HR Director.

Kara Simonoff: We are here today for the reclassification of the Senior Data Analyst from PAT 4/5, 37.5 hours per week, non-exempt to PAT 5/5, \$61,605, 37.5 hours per week, non-exempt. This position was approved at Personnel Committee 2-0-1 as Joel was absent. This position was reviewed by HR and due to the level of responsibility that this position has for managing all data and technology required and related functions in-house, including preparing data and file transfers, updating, maintaining and auditing, HR supports this increase.

Stacey O'Day: Thank you, Council members. I appreciate you moving me up as we have appeal hearings starting at 9:00. This position very well needed to be increased. For the record, this is a Data Analyst but also the Database Administrator. We have several computer systems and CAMA systems which are all of our assessments along with pictometry and field tablets now. This individual has taken on all of the technology needs of this office as well as Wayne Township. It is very time consuming and we all love technology and has reduced our staff by many over the last several years. At the same time, the detail of it also takes a little bit more time and you have to understand what you are doing. We have lost three people in the same position over the last nine years to our software vendors because they are in such dire need. I think it is important that we maintain our own database system for a County that is the size we are and that there is a sufficient person there that is trained to do it. There is a lot of sequel scripting that goes into it and we really need to retain this position before it gets taken out to the public.

Tom Harris: Stacey, with this position, do they actually develop software or programs?

Stacey O'Day: We do programming constantly especially with public requests. Those are very time consuming.

Tom Harris: Is this the only position Senior Data Analyst or are there several Senior Data Analysts?

Stacey O'Day: He is the only senior. He is also the Database Administrator. We have a few more in training because we have learned the history of what the needs of the office are. We are constantly training but also constantly losing from this position due to the pay.

Tom Harris: Is it due to pay?

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Stacey O'Day: I believe it is. All of the other ones that were taken were offered a lot more money.

Tom Harris: Council, are there any questions or comments?

Sharon Tucker: I have a comment. When we met in the Personnel Committee meeting and there was truth in them saying it was 201 and I am disappointed. Part of the thing in agreeing to move this forward is that we have a potential \$5,000 increase and then turn around and get a three percent COLA on top of that. We talked about moving the COLA but realized there is no way we can do that because of how the grids are set up. That was part of my agreement in moving it forward and that information wasn't provided at that time. I do support the need that Stacey has but being so close to the end with budget time, I am not going to support moving it right now. They can just move into the new position in 2020 and not get that pay for the last three months. That is my reasoning in why I am changing. On all of those that came forth, we had that discussion and it was not included in those notes. Stacey, I do support your person getting the increase but for me it has to be January One.

Stacey O'Day: Understood.

Tom Harris: What we are voting on this morning is reclassifying and making it immediately.

Stacey O'Day: When we were at Personnel Committee that was our understanding. We have the money in our budget to accommodate that. This position also being moved to Reassessment for next year and the Assessor's Office is decreasing the General Fund budget.

Tom Harris: Council, are there any other questions at this time?

Sharon Tucker: I will make a motion that we move the Senior Data Analyst, PAT 4/5, \$56,004, 37.5 hours per week, non-exempt to PAT 5/5, \$61,605, 37.5 hours per week, non-exempt to be effective January first of 2020.

Bob Armstrong: Second.

Tom Harris: We have had a motion to move this position to be effective January first of 2020.

Nick Jordan: Just for clarification, you want this for the first pay of 2020, right?

Sharon Tucker: Yes.

Nick Jordan: For the salary ordinance I am going to make it first pay of 2020.

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Tom Harris: We have a motion and a second. All in favor say aye, those opposed, like sign. Are there any other questions or comments?

Larry Brown: Let's slow the train down a bit. I share Sharon's concern. I hate to change our past in the middle of the stream, so to speak.

Ken Fries: To add to that if this conversation had come up in July, the question wouldn't have come up about changing it to January First. We would have just approved it at that point and it would have taken effect immediately. I think if we are going to approve it, let's approve it to take effect immediately. With a motion and a second on the floor, let's see how the vote goes.

Kyle Kerley: As Stacey said, beginning next year this position is moving over to Reassessment and as far as the County is concerned, we are approving this for three months because it is going to come out of her own generated funds.

Sharon Tucker: Keep that in mind because you have several others coming that won't drop out of the General Fund. I am going to have the same outlook on those.

Tom Harris: Any other questions or comments? All in favor say aye, those opposed, like sign. The motion did not pass, 2 (Tucker & Armstrong) – 5.

Kyle Kerley: I will make a motion for the consideration of a salary ordinance reclassifying the Senior Data Analyst from PAT 4/5, \$56,004, 37.5 hours per week, non-exempt to PAT 5/5, \$61,605, 37.5 hours per week, non-exempt.

Kenny Fries: Second.

Larry Brown: The big issue is effective when?

Kyle Kerley: Immediately.

Tom Harris: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-2 (Tucker and Armstrong). We will resume our regular agenda and next up is Economic Development.

Rich Beck: Good morning, I am Rick Beck, Allen County Commissioner and President of the Allen County Redevelopment Commission.

Elissa McGauley: Elissa McGauley, Director of Redevelopment with Allen County.

Bill Fishering: Bill Fishering, County Attorney.

Rich Beck: Thank you for your time this morning. What we are bringing to you is a process change that we will be making in the Redevelopment area and wanted to run it by you. When these deals come in, you will know where we are coming from. Economic

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Development is a competitive environment. I am not a big fan of incentives but if you don't have incentives, you don't get to play in the game. If we don't provide these kinds of things, the other communities will. We have decided that as a community, we want to grow and this is an ideal way to do that. It's not ideal but the only way to grow a community. We have been fortunate in the last three years to exceed a billion dollars in building permits in Allen County. That means we have a great deal of momentum going forward. In order to keep that momentum going forward we have to stay competitive in the environment and that means that we have to add tools to our tool kit. What we are looking at now is a little bit different tool than what we have been using in the past. During this process, we also looked at our existing process and determined that it really wasn't user-friendly and a little bit clunky at times. We have decided to modify that. Instead of reinventing the wheel, we went to the marketplace to see what other communities were doing. We found a couple of examples around the State of Indiana, one of which we really liked and so we modeled our program after that one. That was Elkhart County. What you have in your packet is essentially a user guide, a matrix and an application as if someone is applying to a TIF agreement. We are more formalizing the process than what we have had in the past. This makes it smoother for the end user and for all of us as we look at this process. The part that is new about it is Commercial Retail TIF. If you think about it we provide incentives to the industrial world and also to consumers with their Mortgage Exemption and Homestead Exemption. Now we are looking at doing it for the retail and commercial side of things. We resisted that in the past but now recognize that competitive speaking it is happening around the State. We are also aware of the fact that the Legislature passed a law on Residential TIF this year. We are not certain that Allen County even qualifies for Residential TIF. We are still investigating that. It is a poorly crafted piece of legislation. We are trying to get our heads wrapped around that. The trend is to provide these incentives across the board. This will allow us to remain competitive in this environment by adopting this. The City of Fort Wayne has been doing this for some time and has had some projects where the developer is up-fronting the cost of the infrastructure. They are paying with their money to build the infrastructure and what we are going to do is let them do is receive part of the TIF back to cover the cost of doing that. We have public infrastructure being built by the private sector that eventually we'll take over. Elissa is going to get into the details of how this works for you but that is essentially what we are doing. It is performance based and if they don't perform, they don't receive anything. And there is delay in the fact that they will get it done. If the infrastructure is going to take a couple of years to get it built, it will take some time for the increment to start the flow and then their payback ends in ten years. The maximum we will pay out is 70%. As you see in the matrix, it is going to be guided by the nature of the business that took it. They can either do the TIF or apply for abatement. They can't do both. What we are trying to do is mitigate the risk for the County. We are in this to bring new opportunities to this community, new jobs which broaden our tax base which improves our position and lessens the burden on the consumer. We need to attract the new businesses to the community. Elissa, I will let you take it from there.

Elissa McGauley: As Rich said we have been working for the last several months with our staff as well as the Redevelopment Commission and our Board of Commissioners on

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this. We have been taking our cue from other communities that are doing this. Close to home is the City of Fort Wayne with reimbursement agreements that are a little simpler than what we have executed in the past. We have used reimbursement agreements. The Redevelopment Commission does this a lot with the Board of Commissioners. They loan us money and we repay them through the tax increment that is generated through the redevelopment project. The agreement for such as the Diebold Road improvements was done through a reverse agreement arrangement. Most recently we amended those to include the second half of that project which will be improvements on the south end of Diebold Road and improve the curve at Clinton. We have had similar agreements going all the way back to a TIF that we created at Mayhew and Tonkel Roads to pay back the County Commissioners and Highway Department for road improvements there. This is something different and a departure from what we have done in the past and this is an agreement with a developer or business that is looking to expand or put together a development plan. The new property taxes that are created from the new development will pay the developer back over ten years. They won't receive all of the increment that is generated. Up to 70% is available depending on the type of company or business that is requesting this. The rest will be passed through or released to the other taxing units. How we envision starting the process is that interested developers ask us questions all the time. We will discuss their plans with them and bring in Redevelopment Commission members in at the same time prior to them making an application. We wanted something formal that they would fill out. What you have in your packet is an application that asks for details of the project, a timeframe and job information. We want to know what they expect the benefits from their project will be in terms of new jobs created and what the salaries are envisioned. This is similar to what you see from property tax abatement applications. The developer would then proceed with filling out an application. We will review the application and get it scheduled on our Redevelopment Commission schedule. If it is approved by the Redevelopment Commission, we would work with our attorney putting together an agreement that you would eventually see. Under the guidelines, we will see how much will be reimbursed and as Rich alluded to, it may take several years for that process to begin. This is similar to the way the abatement process works. It is kind of an added step and may take a little longer than a typical abatement would because the company would have to pay their property tax bill, we would have to have received that property tax revenue and then reimburse them for that. Most of the tax increment financing districts is industrial by nature but some are commercial and that is why we included in our guidelines the matrix that is there includes commercial, retail, professional services and manufacturing. We also included a municipal category because there may be an occasion where we might want to enter into an agreement with a community like Monroeville or Woodburn for improvements that might be in conjunction with a project. I spoke to most of you over the last few weeks about this and I have put together a couple of examples. Since we are most familiar with road projects, one of the examples is more of a manufacturing and the other is more of a retail-commercial example. As Rich had said, a manufacturer may have the option of pursuing property tax phase-in and I showed in the manufacturing example how that may work if they pursued the tax abatement alone. You can see that if the real property tax abatement was offered instead, I projected a ten-year savings with the standard deduction that we always offer and assessing the improvements at 70% of the construction cost. The real

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property tax generated, just with the abatement, \$276,720. Using the TIF reimbursement, they would be eligible for a reimbursement of \$350,000. When we meet with them, we will see what their choices are. As we normally do with projects, we typically involve our local Economic Development partners such as Greater Fort Wayne. If it is a utility project, we will involve City Utilities in the discussion to determine if the project costs that the developer is projecting are real and that their numbers are realistic, I guess.

Tom Harris: We will open it up for a couple of questions but help us understand from a developer's standpoint why they would choose this route versus the other? What is the advantage for them to select and go in this direction? And the second piece to that is you had mentioned this has a different impact on the other taxing districts. Does this change what they would receive if a developer goes this direction? Does that make sense? Let's go with the first one first. From a developer's standpoint, why would they want to do this versus the other direction?

Elissa McGauley: We have gotten requests from developers that are looking at installing infrastructure and they wanted a way to get reimbursed for that based on the increase in taxes that they generate from their development. It is a way for them to pay themselves back for the investment that they make. In our case, we may see that there is a need for infrastructure that serves the entire area and this is a way for us to jump ahead and get those infrastructure improvements done faster rather than later.

Tom Harris: And it will be our infrastructure decision and not theirs. Is that fair?

Elissa McGauley: This is public infrastructure.

Tom Harris: It would be our guidelines and not the developer's.

Elissa McGauley: Yes. We will be following guidelines as to how the project is bid and awarded. They will have to follow State guidelines.

Tom Harris: From a developer's standpoint, it is a speed issue. They are looking at this as getting it done faster.

Elissa McGauley: Correct.

Tom Harris: Is anything different for the other taxing districts?

Elissa McGauley: No.

Rich Beck: This is really designed, not to be offered to a Franklin Electric because of the number of jobs and level of pay for those jobs. It is also not going to appeal to the really small one. It is kind of a middle market niche is what this is designed for. It is also designed for the retail side which is something that we have just not done in the past. This is why it is a little bit different but it is a tool that we need to be competitive.

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Tom Harris: Council, I will open it up for questions.

Kenny Fries: When it comes to infrastructure, I will take a prime example. We will a developer to develop a property up off Coldwater Road and anyone who lives up north knows that Coldwater Road needs a lot of enhancement. Are we going to be able to tell that developer that we are not only talking about infrastructure on your property but we want you to also improve Coldwater Road?

Elissa McGauley: We don't have any TIF's there so that is my simple answer.

Kenny Fries: But we are going to give a TIF District to this developer if we approve this.

Tom Harris: Does this have to fall under a TIF District?

Elissa McGauley: Yes, it has to be in an existing TIF District. Allocation areas, we have to put together a plan that is approved by Plan Commission and the Board of Commissioners and the Redevelopment Commission. It is about a two to three month process to put together a plan.

Kenny Fries: A plan could be put in place.

Elissa McGauley: There could be depending on what the phasing is.

Kenny Fries: Could we then tell them that Coldwater Road needs to be improved so that people can get to your development?

Bill Fishing: No. That is commonly referred to as an impact fee where you require a developer to pay money to address things like school needs etc. That impact fee, the State legislation on that is draconian and awful and virtually unusable. We have looked for people who have implemented impact fee ordinances and we can only find like two in the entire State because it is so bad. It is a lovely thought but not currently allowed under State law.

Kyle Kerley: Can I jump in because I am going to piggyback on his?

Sharon Tucker: Go ahead.

Kyle Kerley: You said it is not a current TIF so let's use a TIF that does exist. Let's use the Diebold Road TIF area because we know Parkview and some of those hotels are going to be looking for TIF Districts. Earlier this year we gave Parkview or had an agreement with Parkview to make the turn lanes. How would this process have differed if we had used this process instead of what we used with Parkview? I know you are talking about different sizes or whatever but since that is fresh in our minds, how would this process have differed if we used this example? Is that fair? Can you answer that?

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Bill Fishering: Sure. First of all, the major difference is that this new process requires the owner to run through the IC 36-1-12 public bidding process and is cumbersome. In the Parkview process, we are doing the IC 36-1-12 process because it is our process totally and we are running it. That is a significant difference. Parkview is also significantly larger overall and is not subject to the 70% limitation or the limitations you see in the schedule. We are paying or they are paying for the entire project and getting it entirely reimbursed. Those are the two significant differences and it gets back to Commissioner Beck's discussion about size. This is not for the Franklin Electric, Parkview, General Motors which is a big TIF. Pleasant Center Road is a big TIF with big projects. This is a small project tool.

Kyle Kerley: The reason I mentioned that TIF District is not necessarily for Parkview because of their size. I think you answered the question that had it been a smaller developer, someone building a hotel, in a roundabout way Parkview loaned the County the money and we are paying it back. They took a bond and basically loaned us the money and getting 100% back. Had it been a hotel that was smaller and fell into the 60% guideline, they would basically have paid for the egress lanes and turn stuff and over ten years gotten 60% of that back. Right now the only tool would be to have the County bonded out and we are on the hook for 100% of the bill, correct? The way our toolbox is now, if we would take that on for the hotel and agree to put it in the TIF and we bonded that we would be on the hook for 100% of the bill. Under this new system, we are paying less of the overall project.

Bill Fishering: We are paying less and have no true obligation.

Kyle Kerley: It really is a better deal for the taxpayers. That is what I am trying to point out.

Bill Fishering: General Motors and Pleasant Center Road are the two best examples of where we have outstanding bonds. General Motors bankruptcy could have been a very significant problem for our TIF Bond for General Motors which I think pays off next year. We don't have those kinds of problems in this scenario because the developer is fronting the money and are only getting repaid from what taxes get paid. If they don't get paid, they don't get reimbursed.

Kyle Kerley: And there is no interest on that? If they put in \$500,000 and the reimbursement is 70%, the most they are going to get back is \$350,000.

Bill Fishering: Correct.

Kyle Kerley: If we bond \$500,000, it is going to cost us \$800,000.

Tom Harris: Sharon.

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Sharon Tucker: In the packet that you gave us, you noted that if they receive abatement, they are not eligible for the reimbursement. On your presentation here you were saying for real property. Could they get abatement for personal property?

Elissa McGauley: That would be up to the decision making body which would be yours if you would choose to allow the business to pursue personal property abatement on the same development. At the point of application we would make sure that is what want and convey that to you so that you are aware of it. There are only a few TIF Districts that we collect personal property on and I would say that the majority are not collecting personal property. It would not be a factor.

Sharon Tucker: But it could be, right? After this meeting is over, it is kind of out of sight, out of mind and somewhere down the line that possibility is there if they could get both the TIF and the abatement.

Elissa McGauley: You are the decision making body.

Sharon Tucker: Not on the TIF though. The other thing I was looking at said the Redevelopment Commission if this agreement goes through...

Elissa McGauley: We would decide how much. The actual agreement that is put together between the County, Redevelopment Commission and the developer would go in front of you for approval. We are just trying to show you that if we put together a more formal program that is open and clear and you have an understanding of what the decision making process is behind that before you see it.

Sharon Tucker: I am just trying to understand it.

Elissa McGauley: The personal property is always a possibility but it would have to be run through you.

Rich Beck: If I am not mistaken, what I think you would see happen is the developer may take advantage of TIF but the end user, his tenant, may be the one to come to you for the personal property. That may be the scenario you find.

Sharon Tucker: But in some cases, and maybe I am confused about what you are saying. Maybe you are saying two different things because some of it I was hearing is that the developer is the end user.

Elissa McGauley: It could be.

Rich Beck: It could be but it may not be.

Sharon Tucker: I am just trying to make sure that they don't get the opportunity to double-dip on the taxpayers. Although Kyle is accurate in saying that it could be a benefit for the taxpayers, it also is a downside because as we TIF these districts and those tax

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dollars don't go into the General Fund other projects get delayed because those are dollars that we don't get to capture. While this neighborhood might be booming, in my opinion we are using TIF to spur economic development in areas where we normally wouldn't see it but I see we have a new definition here. While that area is booming, other areas are being disinvested because they don't have those dollars to capture to spend there and attention is not being directed there. I just want to make sure that should this go through I want to make sure there is no loophole where someone can double-dip the pot.

Kenny Fries: Piggybacking on that, I thought not only about the guy building the hotel but I also thought about the guy developing the ground to build the hotel. He is going to get the TIF so he can put in the road, infrastructure and sewer lines but then you are going to have other companies come in and they will want the abatement on the personal property. Would we be notified that this is in this TIF District that you were giving to the developer?

Rich Beck: Sure.

Elissa McGauley: The agreement for the TIF in the first place would come through you. Any subsequent abatement requests for personal property would come through you. To make sure that you understand, there are only certain types of personal property that are eligible for abatement. A commercial project will not be eligible. The only types of equipment that are eligible for personal property abatement are manufacturing, research and development and logistical distribution and IT equipment.

Kenny Fries: But a developer could develop the ground and put those companies on that development.

Elissa McGauley: Yes. The best case example of that is the North Pointe Development across from General Motors. They are a company out of Kansas City that traditionally does these and knows that there will be multiple tenants in their building and they may have equipment that may follow them.

Tom Harris: Council, from my perspective, I like the idea that we can add to the toolbox as long as it comes back before us for approval. For us to remain competitive, I like the idea of providing more tools in the toolbox in the competitive nature of development.

Larry Brown: To follow up on your choice of terms there, as your representative to the Redevelopment Commission, I recommend passage of this. It is indeed another tool in the toolbox. It is the right thing to do and offers more transparency.

Tom Harris: Council, are there any other questions or comments?

Nick Jordan: There is no action required.

Joel Benz: I have one comment before you go. Rich, you said something at the start that I disagree with a little bit. And that was that this is the only way to spur economic growth.

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I don't know that this is the only way. There are other ways out there but this is the way we have primarily functioned because of the TIF Districts that are in our community.

Rich Beck: The only way, what I was referring to was incentives. Those seem to be the requirement, incentives in general and not just this one here. Incentives across the board seem to be what is needed to be competitive.

Tom Harris: Should one of these come before us, if you can make note of that and this is the first one that will help us.

Bob Armstrong: When you talked about the neighborhood bill that we don't like, do you have a bill number for that?

Elissa McGauley: It is 566.

Bob Armstrong: Senate Bill?

Elissa McGauley: House Enrolled Act.

Nick Jordan: It is SEA566.

Larry Brown: This should have an effective date on it.

Nick Jordan: Unless it has an effective date on it, the date is today.

Tom Harris: Next is a presentation by the New Allen Alliance. Is there anyone here from New Allen Alliance? I don't see anyone here at this time. We will move forward and if they arrive later, we will talk with them. Next up is the Treasurer.

Bill Royce: William Royce, Allen County Treasurer.

Kara Simonoff: Kara Simonoff, HR Generalist Compensation.

Tracy Mitchener: Tracy Mitchener, Assistant HR Director.

Kara Simonoff: We are here today for a salary ordinance request to increase the Chief Deputy's salary to 90% of the Treasurer's salary to \$78,628. It is currently at 80%. This was approved at Personnel Committee 2-0-1, Joel was absent.

Bill Royce: The Chief Deputy Treasurer is a longtime Allen County employee. She served Allen County for some 20 years now. She has been three years in the Treasurer's Office during which she has mastered the policies and procedures and statutes that govern that office. She has continued to improve her knowledge in that she has completed the first phase of the Certified Public Manager's Course and has received the Supervisor's Certificate. She is currently enrolled in the second phase of the Certified Public Manager's Course which is offered by Ball State. She is also going to be finishing

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her Bachelor's Degree in Accounting in the coming year. In the Treasurer's absence, she is the Treasurer's legal representative and she has performed all duties that are requested of her. She is a solid decision maker. I think the Good Book tells us that the worker is worth his hire and in this case it is really true. As far as budget impact, the increase to 90%, the budget that will be presented this afternoon is built with that anticipated increase in there and still being reduced by \$25,000. It is through efficiencies and lowering of bank fees and things like that we were able to produce that and still pay our workers what they are worth.

Tom Harris: Council, any questions or comments this morning?

Nick Jordan: Just to note, Council, you are not passing a salary ordinance because it is effective the first pay of 2020. In October you will adopt the 2020 salary ordinance. All you are doing is approving them to put it into the 2020 Salary Ordinance. That is with the Treasurer and the Circuit Court and Superior Court as we get later into the meeting.

Kara Simonoff: As well as Environmental Management. If you look back at the recap that I sent out, it says effective 2020.

Nick Jordan: He said he wanted it effective this meeting.

Kara Simonoff: Tom did?

Nick Jordan: Yes.

Kara Simonoff: Oh, okay.

Joel Benz: I appreciate you coming in under budget. I think that is exemplary. Other departments continue to request but you are not one of them. Secondly, in regards to this position I think it has been pretty standard if the person does a good job and you are in your second term and they are stepping up to the plate more and are looking to the future. I think this has been the pattern and I certainly support it.

Sharon Tucker: I will make a motion to approve amending the pay for the Chief Deputy to 90% of the Treasurer's pay to \$78,628.

Kenny Fries: Second.

Tom Harris: **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-1 (Armstrong).** Next is the Cooperative Extension.

Vickie Hadley: Vickie Hadley, Health and Human Science Educator and the Director for the Purdue Cooperative Extension. I have two requests for you here this morning. The first one is capital. A year ago, when I submitted my budget, I put in a capital expense request for replacing the office chairs. I started this process four years ago and did three chairs each year. We are at the end of getting them all replaced. I went to Office 360

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which is the company which has done all of the chairs. They know our situation and know that we have no carpet in our building and with the tile on concrete we need to have different wheels on our chairs. They offered a bid to us of \$1,210. Purchasing had contacted Allen Business Machines and Seely Office.

Tom Harris: You have a second request as well.

Vickie Hadley: Yes that is just moving funds from Contractual to Supplies. We have exhausted all of our Supply funds and so we are moving Contractual funds into that to get us through the end of the year.

Tom Harris: I have heard a rumor that you will be retiring at the end of this month.

Vickie Hadley: The State Purdue Extension Service has offered an early retirement incentive program for employees and statewide they had 69 staff that were eligible for it and 23 have taken it. In our office, Barb Thuma has 32 years of experience with Extension Service. She has accepted the offer. I have 41.5 years as an Educator and 25 of those have been in Allen County and will be taking the offer as well. When they made the offer, they indicated that if we chose to accept it, September 30th will be our last day.

Tom Harris: Congratulations to you. Congratulations for all of the effort that you have done. I know you have probably sensed that coming to Council was kind of like getting beat up but as you know this has never been a personal thing. I have challenged the President of Purdue University a number of times as I will probably continue to do. Thank you for your commitment and dedication to come here and take some of the things that we have thrown at you.

Vickie Hadley: It has been a learning experience because the 7.5 years as County Extension Director was added on to my Health and Human Educator position. Every time I come here, it is different. We do appreciate the support that you have provided over the years.

Tom Harris: Council, are there any questions?

Sharon Tucker: I will make a motion for the appropriation reduction in Council General Fund for \$1,210 and the appropriation in Cooperative Extension General Fund for \$1,210.

Kenny Fries: Second.

Tom Harris: **We have a motion and a second.** Are there any questions?

Kyle Kerley: I have a question. Earlier in the year we had appropriated you about \$5,400 and there was some confusion on whether it could be spent or not. What ever happened to that money?

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Vickie Hadley: That appropriation was for the increased cost of our telephone by Purdue University and that was to cover the additional cost this year. The other part was for contractual services. Purdue had requested a 2.5% increase for the Extension Educators. Even though you approved three percent for the County employees, it is two pools of money. That is put into the contractual line.

Nick Jordan: Do you anticipate paying Purdue anymore?

Vickie Hadley: Nope.

Nick Jordan: There is still \$5,990. There was \$160,025 in Contractual and you have only paid Purdue \$154,035.

Vickie Hadley: We will be moving that \$5,990 to other accounts to cover additional expenses.

Tom Harris: All in favor say aye, those opposed, like sign. The motion passes 7-0. The second item is to transfer.

Sharon Tucker: I will make a motion for transferring \$1,500 from Contractual to Supplies.

Kenny Fries: Second.

Tom Harris: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. The next item is the Election Board.

Nick Jordan: Beth asked if I would handle this one. I messed up on the New Allen Alliance. They actually aren't coming until October. This is coming from the Election Board's Campaign Enforcement Fund 295. What Beth would like to do is put some fobs, similar to what we have in the Auditor's Office where you have to use your badge to come into the office. This is to keep track of who is accessing the poll books and election related materials. She is hoping that the cost of \$3,900 is high but she is working with Building Maintenance and the vendor to see if that will be the case. This is not coming from the General Fund but from her campaign fund.

Tom Harris: Is this something that the County has decided to do or is this a mandate coming from the State or Federal?

Nick Jordan: That is a good question but I can't specifically speak to that.

Sharon Tucker: I will make a motion for the appropriation in the Campaign Enforcement Fund 295 for \$3,900 for Election Expense.

Larry Brown: Second.

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Tom Harris: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Next is County Services, Purchasing Department.

Dawn Rose: Dawn Rose, Purchasing Director. I am here to request a temporary salary ordinance for the Senior Buyer. Actually it is going to be retroactive because I didn't understand that I needed to do this. I thought if I had the money I didn't need to come. Mary Stone has retired and we have her replacement. We were able to get her here for training for four weeks with Mary before she left.

Tom Harris: So this is dated from 8/19 to 9/14.

Sharon Tucker: I will make a motion for the consideration of a temporary salary ordinance for Senior Buyer, PAT 5/2, \$53,217, 37.5 hours per week, exempt. Effective 8/19/2019 to 9/14/2019.

Bob Armstrong: Second.

Tom Harris: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Next is the Commissioners.

Chris Cloud: Chris Cloud, Chief of Staff, Board of Commissioners.

Rich Beck: Rich Beck, Allen County Commissioner.

Charity Murphy: Charity Murphy, Director of Human Resources.

Kara Simonoff: Kara Simonoff, HR Generalist Compensation. We are here for a new position of Staff Attorney, Special Occupation range of \$75,000 to \$85,000, 37.5 hours per week, exempt. This position was approved 2-0-1 (Benz was absent). This position is needed due to the increased responsibilities of contracts, grants and bid compliance placed on the HR Director and the position grew with increased Board involvement, department hearings and increased legal needs.

Chris Cloud: A little background to tell you how we got to where we are now. In 2014 the Commissioners opted to convert County Attorney Bill Fishing and Assistant County Attorney John Feighner to contract employees from salaried employees. Due to some circumstances of their age, we could make that change. It was not a harm to do that but it also saved the County money. When we did that it resulted, in 2015 dollars, in a savings of \$18,000 in payroll, FICA and PERF along with dropping two families from our health insurance. In August of 2016, Assistant County Attorney Carrie Gutman left private practice and went to a bank in their Trust Department. The Commissioners opted not to fill her position. That is the model that we continue to operate under today. We went from four to three County Attorneys. Additionally, in July 2017, the Commissioners promoted our Risk Manager/HR Manager to HR Director. The unfortunate thing for our HR Director is that the Commissioners never asked her to stop doing other attorney work. Charity is still the Drainage Board Attorney and she is the Hearing Officer for Township

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Assistance. In the past she was the Hearing Officer for the Unsafe Building Fund. Charity also reviews all of the grants that come before us. There are lots of things that Charity finds in these grants that we have to comply with that have nothing to do with the grant. An example is that one of Bernie's grants required pamphlets be available in more than just English and Spanish. It had to be the other predominate language and so he had to get them made in Burmese. We need and want an attorney reviewing these documents. Unfortunately that is a lot to put on one person's plate that is also our HR Director. The Commissioners have pushed HR in new ways and new areas to do more things and take on more tasks. It is a little unfair to also ask the HR Director to take on other attorney work that is not really part of the job. Finally, one other bit of background information is that County Attorney Fishering may have been present at the signing of the Constitution and has been around a very long time. Those of us who work with him daily dread the day he chooses to retire. For the County I think it will be a problem the day he chooses to retire. His is an area of law that is not commonly practiced. There are not a lot of lawyers who do municipal law outside of bond work. Bill has been a help for the County for several decades and so we really need to worry about succession planning when it comes to that position. Thankfully with John Feighner who has another Associate also named Feighner along with him all of the time and so we didn't lose continuity of that. The Sheriff can tell you that they get sued a lot from the Jail and having a competent attorney is helpful. All of that background information gets us to where we are today. We are asking for a new position but also asking to fill the open attorney position that has been there for a few years. We took the duties and divided them up amongst everyone else and in hindsight we were probably asking too much of those folks. Where we are finding the most need is day-to-day legal grunt work. That is where we are missing somebody. The City has a legal department with several lawyers and this is what they do, day-to-day legal grunt work. We draft County ordinances and review County code and contracts that come before the Commissioners for approval. As we do public purchasing, there are a lot of legal requirements and items that go with bids and RFP's. We are more and more relying on attorneys to review that stuff. We are finding that we could really make use of someone who is in house. The big advantage for the County is an HR Director whose time is not taken on other legal matters that are not HR related and someone who can learn from all of the County attorneys that we currently have. We are finding ourselves in more complicated situations in things that used to seem simple. We have a lot of red tape that we have to walk through. I can't say that this will save the County money but it will save us time. It will also save us from the heartache of going back to redo some things where we made a misstep with departments and they made a wrong decision.

Tom Harris: Charity, what percent of your job has been tied up in these areas?

Charity Murphy: It is hard to put a percentage on it because from week to week it may vary. I was trying to run a few figures just to get an idea. We have two Drainage Board meetings a month and at a minimum I would spend three hours at the actual meeting. That is not counting the hours spent outside of that doing the legal work which I would say is probably six hours a week.

Tom Harris: For Drainage or all...

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Charity Murphy: For Drainage.

Tom Harris: How about the others.

Charity Murphy: Township Assistance is a weekly meeting but not all of the time. That would tie up a morning.

Tom Harris: Maybe 10 to 15 hours a week for all of these?

Charity Murphy: Probably closer to 15 when you talk about taking calls from departments on legal issues and you are talking about random departments stopping in to ask about getting a code for them or interpret a code for them.

Chris Cloud: Because she is the Risk Manager, we have also had her draft leases for groups that want to use our properties. That is normally stuff that we wouldn't have an HR Director do. We pull her into things because it is handy to have somebody here.

Tom Harris: I like the idea of the cessation plan is thought through a little bit on this and I agree that the current County Attorney has been here for a long time and knows about anybody who has a question and generally turning to him when they can't get it answered somewhere else. Council, are there any questions or thoughts?

Kyle Kerley: Short term we will see an increase in cost. Long term, will this new position assume all of Mr. Fishing's duties as well so that we will only be paying for one attorney?

Chris Cloud: No. Historically, before 2016 when Carrie left, we had four. We had a County Attorney and three Assistant County Attorneys. We are down to three now and I could see three being a number that we would stick at. One is purely dedicated to the Sheriff. He also does Community Corrections too. I can see a cost reduction though. We have the County Attorney doing that day-to-day grunt work. We can do that long-term, with an in-house Attorney. The City is a really good example of this of how they used this model. City Council still has their Attorney. The Mayor still has his own Attorney. They are on an hourly basis. They only use them if they really need them. I could see down the road, as people retire or move on, where we have a County Attorney, person focused on the Criminal Justice folks and one or two people inside but the County Attorney is not doing the day-to-day grunt work. The contract amount would be lower than it is now. He is doing right-of-way and some other stuff that we could, someday, pawn off to someone else. I could see two to three but I can't see us doing just one. We cover a lot of ground with our Attorneys.

Sharon Tucker: Bill has been with us a long time and has provided great service. His billable hours may be higher than a new person that we are bringing in and so we would be seeing a savings.

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Chris Cloud: The nice thing is that we don't have a billable hour with Bill but we do when it comes to Redevelopment and whatnot. Redevelopment is not something that we would have this person touch because it is a very complicated thing. There are things that Bill does that we could have someone do cheaper and is not as experienced. You don't need someone with that many years of law to do some of the stuff that we are asking him to do but it would be nice to have a resource to ask. We would want anyone that we hire to sponge off him as much as possible.

Tom Harris: Council, are there other questions?

Sharon Tucker: I think overall it is a really smart move and I absolutely support it. I will make a motion to consider a salary ordinance establishing the pay for a Staff Attorney, SPEC OCC, salary range from \$75,000 to \$85,000, 37.5 hours per week, exempt.

Larry Brown: Second.

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

Chris Cloud: Also, in our appeal for this afternoon is the appropriation for the money for this position.

Tom Harris: Are you able to cover it through the end of this year?

Chris Cloud: Everything but \$23,312.

Sharon Tucker: Move for approval of the appropriation from the Commissioners' General Fund in the amount of \$23,312 for Staff Attorney.

Larry Brown: Second.

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

Chris Cloud: We need to do a transfer within Cum Cap. The Sheriff has requested three body scanners similar to the things at the airport where you can stand and they see everything at the Jail and Work Release. The Commissioners were willing to pay for two of the three and the Sheriff is covering the third. With the opioid epidemic, the Jail is seeing a lot more people with drugs on them. This is more advanced than what we have now and can do a better job of seeing things on the body and inside the body.

Sharon Tucker: Is this for visitors or our guests?

Chris Cloud: Our guests. One is for Work Release and two are for the Jail.

Tom Harris: Are there any other questions?

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Kenny Fries: Is there a maintenance agreement with them or not? Do you know?

Chris Cloud: I believe there is.

Kenny Fries: I know they are expensive to maintain.

Chris Cloud: I think he had hoped to do all of them...

Tom Harris: Is Community Corrections in this as well?

Chris Cloud: No.

Rich Beck: They have a scanner.

Tom Harris: You have not had a discussion with them about this?

Chris Cloud: I don't know that their needs are the exact same as the needs of the Jail.

Tom Harris: All right. Council, are there any other questions?

Sharon Tucker: I would like to make a motion for the transfer within the Commissioners' Cum Cap fund from Building Projects for \$278,000 to Office and Computer Equipment for \$278,000.

Larry Brown: Second.

Tom Harris: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. I applaud the Commissioners for using some of their funds to help out in these needs. Next up is Circuit Court.

Eric Zimmerman: Eric Zimmerman, Director of Court Services for Allen Circuit Court. I think because the agenda items are so alike, also calling Superior Court at the same time we can probably kill two birds with one stone.

John McGauley: That would make me John McGauley, Court Executive for Superior Court.

Tracy Mitchener: Tracy Mitchener, Assistant HR Director.

Kara Simonoff: Kara Simonoff, HR Generalist Compensation. We are here for both courts. One position is for Circuit Court and two positions for Superior Court are for the reclassification of Law Clerks. This is from \$50,122, 37.5 hours per week, exempt to \$60,000, 37.5 hours per week, exempt. These positions were approved in Personnel Committee 2-0-1 (Benz was absent). These positions have had a very difficult time with

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recruiting quality candidates for what the position requires of them. I will let John and Eric explain a little further.

John McGauley: Kara really nailed it on the head here. We have had a persistent problem over the years recruiting candidates and not just qualified candidates but any candidates. We sat down late last year and decided to figure out why. We consulted with the organization called Pay Scale that does compensation analysis for the Supreme Court. They took a look at 6,500 positions across Indiana and our contiguous States that were either newly minted Attorneys or one to two years' experience to take a look at what those jobs paid. Essentially our Law Clerks are new Associate Attorneys. They have graduated from Law School, passed the Bar and are coming to us just a month or two before they find the results of the Bar exam. When we took a look at what the market is paying, we found out that we were way too low. Pay Scale's recommendation to us was that we should shoot for the fiftieth percentile which was about \$62,000. We were still down closer to \$50,000. What the request is that we have made is to be able to start paying \$60,000 January first in our 2020 budget. We have both made provisions for the funds in what we have already submitted to you without additional appropriation requests. We are trying to get you to help us out with a problem that has flummoxed both of these courts for a long time. We have had these positions up now for about a month and a half and still are still experiencing the same problem. We have a handful of candidates and what we are essentially trying to do is fix that by moving it into the middle of the range for what new Associate Attorneys make in our region.

Larry Brown: John and Eric, I think it is good for Council to know and understand that generally these are a one-year contract.

John McGauley: Correct. These are not employees that continue and gain a lot of seniority. In our court and in Circuit Court, these are a one-year position. These folks come to us straight out of Law School and work for us for a year.

Tom Harris: If they had an interest in coming to the County, where would they go if they did not like the \$50,000?

Eric Zimmerman: Generally they seek the private sector. Part of the employment is that they have to pass the Bar to retain employment.

Tom Harris: Are these newer positions? Did you just establish these a year or so ago?

Eric Zimmerman: These have been around since 2011. This was part of the reorganization of Circuit Court when the Court Executive and Chief Probation Officer became me and there was some funding available for the Law Clerk. The economy was a little different then and what we have seen over the last five years is a slow degradation of candidates who are willing to come to work for \$42,000 and then \$49,000. We think the \$60,000 mark we really try to recruit the Indiana based and at least region based Law Students who are graduating. That seems to be the number that we are getting back from those Law Schools.

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Tom Harris: The organization, Pay Scale, did you speak with them or did they come in to do an assessment or how did they determine that?

John McGauley: We had a lengthy phone conference with them to identify our requirements and what we were trying to achieve. They took a look at it and we provided these to Personnel Committee but they provided an extensive set of reports on the States that they looked at and Fort Wayne specifically.

Tom Harris: Council, are there any thoughts, questions or comments?

Sharon Tucker: I have a comment. When we visited with them in Personnel Committee, the Judge was with them as well. He expressed that he was very diligent in making sure that they pass their exams and that he had an opportunity where an individual did not pass but was very qualified. They worked alongside of him to help him with that. They are very diligent in what they are trying to do. And it is a one-year contract.

Eric Zimmerman: Just for the record, this would not receive the three percent increase at the first of the year. This position wouldn't start until January first with the \$60,000 and would not receive the increase.

Kenny Fries: Is there a reason that we don't have this as a range? My concern is that you are going to come back in two months and say that \$60,000 is not enough. Can we do a range of \$60,000 to \$65,000?

John McGauley: The only thing I can think of that would make a differentiation with the range would be experience. Since these folks are coming to us fresh out of Law School, it is by design.

Tom Harris: I generally, Kenny, would like that range but this one would be the exception of not having a range. It is what it is and if you want to come onboard for that experience, then you are going to be here one year out and we are going to help you develop.

Kenny Fries: You never keep one past a year?

Eric Zimmerman: We have not. We are now on our eighth Law Clerk and our Law Clerk just passed the Bar Exam. We are eight for eight. It is a one-year commitment and we have had this discussion about one Law Clerk wanting to stay an additional year, particularly when we were having trouble recruiting but staying true to the intent of this we really need to bring new people in and let the one-year completed ones move out.

Tom Harris: Council, are there any other questions?

Sharon Tucker: I will make a motion for approval of reclassifying the Law Clerk for Circuit Court, from Attorney, \$50,122, 37.5 hours per week, exempt to Law Clerk, Attorney, \$60,000, 37.5 hours per week, exempt. I will make the same motion for

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Superior Court approving the reclassifying of the two Law Clerks from Attorney, \$50,122, 37.5 hours per week, exempt to Law Clerk, Attorney, \$60,000, 37.5 hours per week, exempt.

Bob Armstrong: Second.

Tom Harris: We have a motion and a second. Are there any other questions?

Kyle Kerley: Do we need to state in the motion...

Nick Jordan: You are not adopting the salary ordinance. That will be done next month. This is just approving it to put it in the salary ordinance.

Tom Harris: All in favor say aye, those opposed, like sign. The motion passes 7-0. Next up is the Highway Department.

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

Bill Hartman: Bill Hartman, Allen County Highway Director. We are looking to appropriate some money that is reimbursement from the Community Crossing Matching Grant Fund. This is reimbursement that we have gotten from the State of Indiana. We've had a few years of projects here that we have done. Earlier we have done some concrete repairs in subdivisions in 2016 and 2017 and 2018. This year we went to resurfacing. Every year, the State changes what they are looking for toward these grants and we compete with 650 other taxing districts all over the State of Indiana. We have been very fortunate that we got a million dollars this year but when we bid the projects, they came in under budget, which is a good thing. This year they have given us a second opportunity to get the rest of the money back and then plow that into other projects. We are proposing to resurface Winters Road, Bluffton Road and Lafayette Center Road with this next round of money. We haven't gotten that award yet but...

Tom Harris: That is not what this is today though.

Bill Hartman: No. You have to have the money upfront to bid it and then you get the reimbursement later. This is to put the money in the right place so that we are ready to bid the jobs.

Tom Harris: So \$160,000 and \$300,000, which directions are those going?

Kim Yagodinski: The first phase, typically they used to bid this project in September and we wouldn't get the award but we knew what the award was. Then we would have it in our budget at the beginning of the year. Since there are going to be two calls this year, we have to have the money reimbursed that came back already, we have to have it appropriated. This is just so we have enough money appropriated if we get the bid award.

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Tom Harris: Council, are there any questions?

Joel Benz: I will make a motion for the appropriation in LOIT 2016 Special Distribution 75% County Portion Fund 860, \$160,000 in Community Crossing Project 2019-1 and \$300,000 in Community Crossing Project 2019-2 for a total of \$460,000.

Larry Brown: Second.

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

Sharon Tucker: Before you leave, thank you for the four-way stop that you put at Paulding and Adams Center Roads. That has really helped the traffic there. As the mom of a new driver, I am glad to see that. Can I ask this request? After having worked with fixing the Edsall Bridge, I know what it is like to work with the Railroad but the tracks on down Paulding are so bad right now.

Bill Hartman: The Railroad is telling us that it is a serviceable crossing. We are trying to work with them to get that smoothed out.

Sharon Tucker: If I could shoot for the moon and hope to come down with a few stars, some crossing arms for the teens that are driving across that.

Bill Hartman: The State pretty well determines that but we will try to request that and see if we can get that accomplished.

Bob Armstrong: Do you need any new bridges or anything?

Larry Brown: Do you know if your staff is monitoring Thiele Road during the Highway One shutdown? It is getting ripped.

Bill Hartman: Unfortunately it is being torn up pretty badly. We are keeping an eye on it.

Larry Brown: I wish there was another choice but I don't think there is.

Tom Harris: When is Highway One to be done? I know that is not yours but any idea?

Bill Hartman: I don't know.

Kenny Fries: I think they were talking a year and is all the way to Bluffton.

Larry Brown: Yes for that part. I think to relieve Thiele Road will take about four more weeks. Part two of my time with you is to plant a seed, on Winchester Road between Lower Huntington and Wayne High School is very narrow and there is no berm. It has a little bit of up and down and there is at least one bridge and there are kids walking. They

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walk all day long and are in extracurricular activities that require they walk in the dark. It is a matter of time until a kid gets hit.

Bill Hartman: The Commissioners just approved a study grant last week to put sidewalks along Winchester and Dunkelberg at the request of Fort Wayne Community Schools. I would hazard to guess it would be 2021 before there is actually construction but we are putting a design estimate together.

Larry Brown: And then to follow-up on that I appreciate the fact that just recently asphalt resurfacing has occurred on Winchester and Dunkelberg. If you remember that maybe two years ago I asked to have your people look at putting actual stop marks.

Bill Hartman: Stop bars and crosswalks.

Larry Brown: That didn't get done. It got done back then but not after the resurfacing and restriping. I suppose it falls back on your people to do that.

Bill Hartman: Yes.

Larry Brown: Could you try to get that done?

Bill Hartman: Yes, sir.

Kenny Fries: I just have one thing. I called Bill a week or so ago about an issue and the employees were out the very next day and took care of it. You did a great job. Thank you for doing a good job.

Bill Hartman: It was lucky that we had a crew in the area. We will thank Tim Gaham. He really comes through for us.

Tom Harris: Thank you very much. With that we are going to take a five-minute break.

BREAK.

Tom Harris: We will resume the meeting. We have the Department of Environmental Management before us.

Tom Fox: Tom Fox, Director of Environmental Management.

Kara Simonoff: Kara Simonoff, HR Generalist Compensation.

Tracy Mitchener: Tracy Mitchener, Assistant HR Director.

Kara Simonoff: We have three positions to go over. Do you want to do each one separately?

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Tom Harris: Please that would be fine.

Kara Simonoff: The first one is the reclassification of the Program Manager from PAT 4/7, \$60,574, 37.5 hours per week, non-exempt to Program Manager, PAT 5/7, \$66,632, 37.5 hours per week, exempt. This position was approved at Personnel Committee 2-0-1 for the effective date of the first pay period of 2020. This position was reviewed by HR and due to the level of responsibilities of this position of developing, coordinating and managing all of the Environmental Management programs, partnerships and facilities, HR does support this increase.

Tom Fox: This position was a little bit of confusion. It was kind of like the Assessor's position as far as the active date. We are not a General Fund department and we have the money in this year's budget for these three positions. That is why I was requesting it to be immediate. These positions are really interrelated. When the Solid Waste Management District was dissolved and the Department of Environmental Management was created, the Commissioners' mandate was to do more. These reclassifications are really a result of that. We are doing more in these positions and taking on more responsibilities. The Program Manager supervises these other two positions in addition to the Household Hazardous Waste Coordinator position. These two positions have taken on more responsibilities and that means more responsibilities for their Supervisor. In addition, we have initiated and expanded the Household Hazardous Waste Program from one day a year to a weekly program, Tox-Away Tuesday which is a weekly program. We allow people to come and drop off their hazardous waste. We have gone from collecting about 25 tons of material at the one-day event to 58 tons of household hazardous waste in the first year. We are initiating ones for businesses as well. The increased responsibility warrants the reclassification.

Tom Harris: Kara, when you look at reclassification of jobs, do you look at the volume or the skill required? Volume shouldn't go into the job increase.

Kara Simonoff: I look at the actual scales of responsibilities.

Tom Harris: So while we are doing more and tonnage goes up that doesn't require reclassification.

Kara Simonoff: No. It is about adding responsibilities. Adding more management responsibility...

Tom Harris: Was management required previously?

Kara Simonoff: It was but they have added an additional part-time person but my philosophy and my review of it, there are also the outside things that this position is doing. The Boards they are involved with and are actually out there speaking for Environmental Management to other organizations. They are working with transportation, Highway, INDOT being involved in those meetings.

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Tom Harris: Were they required previously?

Kara Simonoff: No they were not. It is new stuff that she has picked up.

Tom Harris: It is not just additional meetings because that is more volume, correct?

Kara Simonoff: Correct. This is an added responsibility.

Tom Fox: And the Household Hazardous Waste Program was not previously under this position.

Tom Harris: Council, any questions or thoughts on this? Do you want to continue with the other items or look at this one first? Keep going with the rest of them.

Kara Simonoff: The second reclassification is for the Business & Technical Assistant Coordinator from PAT 3/4, \$46,404, 37.5 hours per week, non-exempt to Sustainability Coordinator, PAT 4/4, \$53,338, 37.5 hours per week, non-exempt. This position was approved at Personnel Committee to be effective 2020 at 2-0-1 (Benz was absent). This position was reviewed by HR and has expanded the role of sustainability in directing and assisting local organizations with issues within their organizations making sure that they are knowledgeable and up to date and compliant. HR does support this.

Tom Fox: This position is responsible for maintaining our department's database which was really the foundation for the Waste Watcher Guide. All of the listings in here of all of the recyclers and everything, this position maintains that database. It is almost a weekly chore to keep up on that as to who is doing what and who has gone out of business and who is coming into business and what kinds of services they provide. They have also gotten involved much more in organizations. For example, we are co-sponsor of the Fort for Fitness this year and this position has been attending planning meetings for that. You might say that this is a crazy thing for Environmental Management to be involved in but there were 7,000 participants in that last year, most of which probably used a plastic water bottle and about zero were recycled. We are trying to incorporate sustainability issues into that. The City has called upon us to be involved in the Riverfront development as well as other events, festivals and activities of that sort. This position is taking on that role. In addition we have developed a volunteer program, Green Team, for people to help us and are interested in our programs and help us staff tables at events on weekends. They pass out information and that sort of thing. We have gotten involved in the food rescue program to divert food waste from the landfill. It is a national program and we are the local representative for it whereby we match up volunteers with food sources and deliver leftover food to not-for-profits. For example, we have created a partnership with Pizza Hut and every day the food from Northcrest Pizza Hut goes to Shepherd's House, the Mission or some other not-for-profit like that. This position coordinates matching volunteers to make those connections. That is a commitment of substantial time and responsibility.

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Kara Simonoff: The third position is the Environmental Education Coordinator, PAT 3/2, \$42,090, 37.5 hours per week, non-exempt to Communications & Outreach Coordinator, PAT 4/2, \$48,379, 37.5 hours per week, non-exempt. This position was approved 2-0-1 (Benz was absent) at Personnel Committee to be effective 2020. This position was reviewed by HR and due to the increase of social media, website management, creating and presenting workshops and representing the County, HR does support this.

Tom Fox: This position was formerly the Educator position and it has really expanded beyond just going out and making presentations and posting things on our website. We have expanded our social media footprint not only in venues where we are now able to post information but also this position produces and analytics report on a regular basis so we know who we are reaching. This position is also acting as the project manager for our website redesign working with the consultant on content and design to get it to the point where we can launch the new website. They will also be the new manager for the website. This position is also responsible for the curriculum for workshops which are directed at waste reduction. This year we have done three workshops on composting and this position is responsible for that.

Kenny Fries: Composting workshops, did you work with the Extension Office on those?

Tom Fox: Yes, the last one we did was in cooperation with them. We just went into cooperation with the City Parks Department also.

Kenny Fries: The other one, Sustainability Coordinator, you have this program with the restaurants and food and such. You have Pizza Hut but are there other ones involved too?

Tom Fox: Yes, some of them are like one-time events. There might be an event at the Grand Wayne Center and one at the Coliseum. There were men cooking and there were 70 meals that were going to be thrown in the trash and we were able to take those to not-for-profits.

Tom Harris: Council, are there other questions?

Joel Benz: I have a couple of questions. What is the tenure of the people that are in these positions?

Tom Fox: The Program Manager has been there 25 years. The Sustainability Coordinator is six years. The Communications & Outreach Coordinator is about a year and a half.

Joel Benz: The more I have looked at this one, the more I feel like you have taken over a department and have made some changes and I feel that you are holding people accountable to do the job. These things should have been done in the past, is my feeling. I don't really feel like the new stuff that it is within their existing jobs. I don't think that raises or changing things around is really necessitated. Kudos to you for doing a good job of making sure that things are getting done there because I feel you are a lot more visible

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and doing a lot more but I feel that is what should have been going on for a long time. I don't feel that I can support any one of these three that you brought today.

Tom Harris: I will share my thoughts. I will support these today but I think we are in one of those areas where my philosophical will get in here a little bit. How much is too much or is there an end to all of the things that could be done in this umbrella of Environmental Management? The answer to society right now is no. The challenge, I think, from our standpoint and from a County perspective you are doing a great job and have taken it up a notch where we thought it was deficient. I just worry that it keeps getting bigger and bigger and bigger. I don't know that it is necessary for our County. I'll support these today but I think some cost justification ought to come into this at some point. It's a feel good thing that we eliminate straws but where is our cost justification in terms of what is right for the community. Should we add 30 more people to your department because all of those ideas are good? How much is enough? I'll be watching that a little bit. I challenge you, the department and the Commissioners to do cost justification figuring out that we are going to spend X amount of more dollars in this area and will we be saving some of that in some capacity? You may be doing that now but I will be watching that in the future.

Sharon Tucker: Do we have any other departments that have these titles?

Kara Simonoff: No.

Tom Harris: These are unique titles for the County.

Kara Simonoff: Yes.

Sharon Tucker: The new ones.

Larry Brown: I will make a motion for Department 80, Environmental Management, consideration of a salary ordinance reclassifying Program Manager from PAT 4/7, \$60,574, 37.5 hours per week, non-exempt to Program Manager, PAT 5/7, \$66,632 37.5 hours per week, exempt. Consideration of salary ordinance reclassifying the Business and Technical Assistant Coordinator from PAT 3/4, \$46,404, 37.5 hours per week, non-exempt to Sustainability Coordinator, PAT 4/4, \$53,338, 37.5 hours per week, non-exempt. Consideration of a salary ordinance reclassifying the Environmental Education Coordinator, PAT 3/2, \$42,090, 37.5 hours per week, non-exempt to Communications and Outreach Coordinator, PAT 4/2, \$48,379, 37.5 hours per week, non-exempt, effective first pay period of 2020.

Kenny Fries: Second.

Tom Harris: Questions? We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 4-3 (Benz, Kerley and Armstrong).

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Bob Armstrong: I have a question. I have gotten two phone calls this week. Is the site on Carroll Road open?

Tom Fox: It was closed this week for training. We had news releases and a sign on the door. We had phone calls too.

Tom Harris: Next up is the Health Department.

Mindy Waldron: Mindy Waldron, Administrator of the Health Department.

Kara Simonoff: We are here for a kind of new position of Harm Reduction Coordinator and Medical Assistant at OSS 5/2, \$39,576, 37.5 hours per week, non-exempt. This was approved 2-0-1 (Benz absent) at Personnel Committee. This is a grant funded position and is needed due to the growth in operations and expansion of the mobile medical vehicle.

Mindy Waldron: This position does already exist and as Kara said it is grant funded. It is currently a four days a week position with benefits. This is just adding the fifth day and will continue to be funded by the grant. What we did was to clarify the job description so that it was current and could be classified. It was kind of a part-time salary before. That is all that is occurring today.

Tom Harris: Help us understand what the Harm Reduction Coordinator and Medical Assistant does.

Mindy Waldron: More or less, the two main functions for this person are as Coordinator of our Syringe Services Program. It has significantly grown as well as a lot of the data entry and management that goes with that. The second is the medical aspect that is tied to that but also the mobile medical unit that we received for \$150,000 via a grant lets us go out into communities and do events. This person will help coordinate going to communities where people can't get to us and will be a big part of that team. That is what we clarified when we did the job description because we didn't have the unit when we first had the position. We have expanded what this person will do.

Tom Harris: This is a grant funded position but you mentioned the syringe program too.

Mindy Waldron: That is grant funded as well.

Tom Harris: You are handing out syringes to...

Mindy Waldron: It is for disease prevention.

Tom Harris: Explain that a little bit for me.

Mindy Waldron: Okay.

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Tom Harris: The syringes are being passed out to whom and for what reason?

Mindy Waldron: The Syringe Services Program is just one spoke in the drug prevention wheel. We have law enforcement and the justice side. You have all of the prevention portions. We are one of the prevention portions and it is for disease prevention only. With the large HIV outbreak that happened in Scott County about four years ago unprecedented, it allowed for State legislation and there are eight Counties in Indiana that have been approved for Syringe Service Program. It is around disease prevention, mainly Hepatitis C and HIV. That is what we counsel for and we have onsite health navigators to get these people signed up for insurance. We do a lot there as far as testing and treatment. Our big impetus is to prevent the spread of those diseases. They are not just spread sexually but also through the use of needles. Our motto is that it is not just the needle because the things we give them in the kit includes cotton balls, band aids, clean water and those types of things. It doesn't bring in new clients to new drug use. It brings in clients that are using and we can hopefully get a few of them off overtime which we have a good record of doing that. It is an effective program but for disease prevention. Our role is not to get everyone to stop utilizing drugs. That is a side benefit of what our program does. It is a really effective program but is to suppress HIV and Hepatitis C.

Tom Harris: Do you see the State stopping that at some point or are we going to continue forever giving syringes out?

Mindy Waldron: What they generally say is that it ebbs and flows and you don't always have them open. They are open as needed. Right now we are in a crisis. We have not had something like this before. We are at a point where we have to do all of those spokes in the wheel. I wasn't prepared to discuss that today and so I didn't bring all of that info. All of the spokes in the wheel have to do their jobs as we work to slow that problem. You take out one of those spokes...

Tom Harris: What is the crisis?

Mindy Waldron: The opioid crisis.

Tom Harris: By giving more syringes out, is that slowing the use of opioids or is it slowing the use of the disease?

Mindy Waldron: Again, we are solely in existence for disease repression. If you are an I-V drug user and are utilizing those things, we hope that we can change your behavior, testing you and counseling you on safe use of needles and all equipment and sexually. We have a captive audience there. What we do because we are not fond of the State's database and what it collects because of these types of questions, we do our own. I enter every single data facet of what we collect and I do this every week. We collect more than we are required to do. Then I can answer questions like that. A big portion of the people coming to us will claim that they are utilizing needles up to 200 times. One needle and that is among multiple people as well. That is our captive audience right there. We say

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that we understand they are going to continue to use for a period of time but we can get you plugged into these services here today. We hope to get some off but if they are not going to do that then what we are talking to them about is getting it down to one use per needle so that we are not having anyone else utilize that needle. We don't have law enforcement coming into contact with them when they go to pick those up which they don't anymore. At the time that this was introduced and the numbers were higher in the City, the Police Department would be getting those calls as were we to go and pick up these abandoned or dropped needles, those were daily. Weekly I will say for sure. The Police Department stopped picking those up. We hoped this would curb it. We have not had those complaints nor have they. Onesy or twoseys when we go out on calls but we are not seeing the drop-offs because they can drop them off to us and we can safely dispose of them and the other big portion of this is that we can dispose of those needles. They are not in the community. There is a place for that. There are a number of things that we hope are positive about the outcome. We understand the concept is somewhat controversial. We are disease prevention and not drug use prevention.

Tom Harris: What you are saying is that you are extending this to one more day a week to do some of these services.

Mindy Waldron: Yes, this person. This person does other things. We are only open four hours a week. We hope to expand that into our mobile unit because people have difficulty getting to us and we need to get to the appropriate clientele. They do a lot of other things besides just that.

Sharon Tucker: Tom asked a question that sparked another question for me. He asked if this would have an impact on the opioid issue. Aren't opioids inhaled or do they burn them and inject them?

Mindy Waldron: If you can figure out a way, they will likely do it. We track the trends though of what they claim they use, how often they use and it is not just opioids. It is illicit drugs. Heroin and fentanyl and meth are what we see the most and sometimes a combo of those. We are now seeing straight up fentanyl which is illegal and illicit. That is in a pill form but yes, there is the gamut. I can send you this if it would be helpful. We presented on this to you all twice, once when we had the initial position and second when we went to the four days. It is not a new position or a new program. I can send you this so you know the successes of the program and what we do and don't do. I do this quarterly to send around. Meth has moved a lot higher and that is concerning because there is no treatment for that.

Tom Harris: The little that I know on the fentanyl is that one time can kill you. Having additional syringes being handed out, do we not take that risk of one person doing it one time off a syringe that we give them?

Mindy Waldron: That is a good question. They have to give them to us before we give to them. They would have already had them. They bring them into exchange them. We don't just say here are 100 needles, go and use drugs. It is an exchange and not a give out.

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What they bring to us are used, dirty and should not have come in contact with law enforcement, us or another user. We exchange that out and at that very moment we are saying that we have these four folks here to help you. We have peer recovery counselors. Our hope is to help you get off of those behaviors but if you are going to utilize them, we don't want to come in contact with them. We are doing a lot of these services out and about and we are coming in contact with them in motels as well as all of our first responders. It is really just to suppress that and is just exchange. We don't give them when people come in and just ask for them. You have to give us your old ones and we do a one-to-one exchange.

Sharon Tucker: I think in Personnel Committee, we talked about what your exit plan would be if the grant ends. Would you be able to fund this on your own or eliminate the program or what?

Mindy Waldron: As with any grant funded position, the decision would have to be made to prioritize it in and something goes out or we come to you. We have not had to do that. If the grant goes away, we generally discontinue that or make another prioritization.

Tom Harris: Council, are there any other questions?

Sharon Tucker: I will make a motion for consideration of a salary ordinance establishing the pay for a Harm Reduction Coordinator and Medical Assistant, OSS 5/2, \$39,576, 37.5 hours per week, non-exempt.

Joel Benz: Second.

Tom Harris: **We have a motion and a second.** Are there any other comments?

Kenny Fries: I will make one. Thanks, Mindy, for the Health Department and all you guys do. You do it very quietly and behind the scenes. You do a great job.

Mindy Waldron: Thank you.

Tom Harris: **All in favor say aye, those opposed, like sign. The motion passes 6-1(Harris).** Next is the Fort Wayne-Allen County Airport Authority. Mindy, wait, we have one more question.

Sharon Tucker: I just wanted to publicly thank you for helping me work with the crisis that the southeast has been dealing with. Not crisis, perhaps.

Mindy Waldron: Illegal activity.

Sharon Tucker: In our community because we have different cultures merging, we have had multiple concerns about how animals are being handled. Mindy's department has done tremendous research on a new territory that we are not quite sure how to handle. It

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has been eye opening and enlightening at the same time. Lots of hours have been spent in communication with me and so I thank you for your work.

Mindy Waldron: Sure. I appreciate that.

Kenny Fries: Let me ask the question since you brought this up. Have you gotten any answers?

Mindy Waldron: You are talking about the slaughtering, correct?

Kenny Fries: Yes.

Mindy Waldron: What I had hoped to do was convene all of the parties or departments that have a play in this. About what rules apply and what don't. To give very slight history, in 2008 and 2010 we had similar complaints and at that time it was more egregious than actual what we would consider slaughtering occurring. Butchering and slaughtering and these were in apartment complexes and homes and stuff like that. We gathered the community, the religious community around these folks as well as law enforcement and we went through what can and cannot happen. We advised them that if they are going to do it, this is how you have to do it. I put together a wrap-up document at the end and we gave it to everybody. That was fairly well conformed with. Fast forward ten more years and we got similar complaints where it was a little more outside of it and was more about the cutting of the meat in yards and maybe some disposal of blood and leftovers. We got the departments that had a play in that together over this last two-month period and said what can go in storm, what can go in sanitary, what can be buried and where you can slaughter it. It has to conform to the State Animal Health Code Rules, which it does. I gathered all of the State and Federal rules for the meat part of it. We know what retail local rules are and we factored that in. Then we got water, land and building people involved and said what can you enforce or what is allowed? I put together a document that explained everything to everyone and sent it to anyone who had questions or concerns. I know you attended some neighborhood meetings to educate as well. One thing we were waiting on was some amounts of liquid that can go into certain types of sewer. We have gotten that and have finalized our document. We sent that out to a number of leaders and now we have all of the laws in one place.

Sharon Tucker: I think it is a learning stage for everybody like current residents, new residents and we were not sure what was legal and what wasn't legal. There was a lot of work put into it.

Mindy Waldron: We appreciate your help because she got out and educated and sometimes when we say it it's different than if someone else says it. That is always helpful.

Bob Armstrong: Is it enforceable?

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Mindy Waldron: Some of it was and some of it isn't. If it is done at a particular farm, it is allowed to be done. If they do it on their own property, as far as cutting the meat, it is more about cleanliness, disposal and not letting things sit out that might attract pests and rodents. We expressed the concerns of where you should do that. Some of it can be put into the trash and is rather surprising.

Bob Armstrong: There was just an article that you can deer hunt in the City limits now and I am thinking are deer stands going to go up? Can you field dress a deer in your back yard?

Mindy Waldron: Some of those would be good questions for the Planning Department but it would be about certain kinds of properties and zones. That was the concern that these areas were zoned residential. They were limited to trimming their own meat. It's just like you do in your kitchen but this is on a larger scale getting done in yards and garages. It is an odd circumstance to view.

Tom Harris: Thank you and with that the Airport Authority.

Robin Strasser: Robin Strasser, Director of Administration and Finance at the Fort Wayne-Allen County Airport Authority.

Doug Robertson: Doug Robertson, Controller at the Fort Wayne-Allen County Airport Authority.

Robin Strasser: We are here because we have been successful in getting some additional funding for projects at the Airport. We need an additional appropriation to be able to spend the money. Last year, the Federal Department of Transportation announced that they were doing some supplemental funds related to the Airports. We put together a package and had been doing some planning already to expand our ramp, removing a blast fence and changing the grade. We wanted to be able to accommodate the larger planes that are coming into Fort Wayne and that would set us up for terminal expansion. In the first round, we didn't get any supplemental funding but this year we were awarded \$9.2 million. We initially submitted this ramp project as a three-phase project thinking that we may not get enough to do all of it at once. By being patient, we were awarded enough between our AIP money from the FAA, the supplemental money and the State is also playing on this at five percent and we will put in five percent as well. We will have the funds to do all three phases at once which will help save us some money in the long run. Our supplemental was upped from \$9.2 million to \$9.4 million and we are really excited about that. We just need approval from County Council to spend that money.

Tom Harris: This is the item that was thought to have been brought up last month.

Robin Strasser: Yes.

Tom Harris: Council, are there any questions or comments?

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Sharon Tucker: I will make a motion for the appropriation of \$9 million in the Fort Wayne-Allen County Airport Authority General Fund 8101 account 4431 for reconstruction, rehabilitation and reconfiguring of apron pavement along with service roads and parking lot pavement at the Fort Wayne International Airport.

Bob Armstrong: Second.

Tom Harris: 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 Discussion of Other Business to Come before Council. Are there any other items that come before our general meeting this morning? Are there any Recent or Upcoming Meetings? We will be following this meeting with the budget hearings and process. Are there any liaison reports?

Sharon Tucker: Approval to waive the second reading on any matter approved today for which it may be deemed necessary for the County Council meeting of September 19, 2019.

Larry Brown: Second.

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

Joel Benz: Move to adjourn.

Bob Armstrong: Second.

Tom Harris: All in favor please signify by saying aye. Opposed like sign. The motion carries 7-0. We will meet in about five to ten minutes for the budget hearings.

BREAK

Tom Harris: I will call to order the budget hearing meeting for 2020. I will turn it over the Auditor Nick Jordan.

Nick Jordan: Council, what we are going to do first is the budget hearing for the binding tax units which is the Fort Wayne-Allen County Airport Authority and Southwest Allen County Fire District. That is a separate notebook of 22 pages. The first two pages have the agenda as well as the second page explains why you are adopting this budget. The majority of the Boards are not comprised of Elected Officials. The Library would fall into this mix if they were exceeding the growth quotient but they do not. This morning we will have the Airport go first. On page three you will see a summary of the information that has been advertised regarding their budget, the levy and proposed tax rate as well as the comparison of net assessed values. If you have any questions for me or either unit, feel free to ask.

Tom Harris: With that we can ask the Airport Authority to start out.

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Robin Strasser: Robin Strasser, Director of Administration and Finance for the Fort Wayne-Allen County Airport Authority.

Doug Robertson: Doug Robertson, Controller for the Fort Wayne-Allen County Airport Authority.

Tom Harris: This is an opportunity for you to talk to us a little bit about your 2020 budget.

Robin Strasser: We have prepared and presented a balanced budget. We are happy to say that it is less than our budget for 2019 due in large part to fewer capital projects falling into the 2020 budget season. Most everything is being awarded in 2019 as far as our large projects that we have going at the Airport.

Tom Harris: So it looks like it went from \$24 million down to \$19 million? Am I looking at the right numbers here?

Nick Jordan: In 2019 it was almost \$33 million down to \$24 million.

Robin Strasser: Yes.

Tom Harris: Okay, with that we will open it to questions. Talk to us a little bit about what the plans are for next year. Maybe what is the biggest challenge for the Airport at this time? We are missing Scott this morning.

Robin Strasser: He apologizes that he wasn't able to be here. He is President of Aviation Indiana Association and he had an obligation with them. As far as challenges, we are always attracting additional air service which also includes differentiating ourselves, FWA, from other Airports. We compete with every other similarly sized Airports for additional routes, pilot shortages and aircraft. They continue to be an issue. We are trying to do whatever we can to remove any barriers and make it easy to operate at Fort Wayne hence our ramp expansion and hopefully a terminal expansion as well. That is so we can make room for the large-frame airplanes that are starting to be used and in doing that we will be able to use all eight of our gates at the same time whereas now we are not able to do that. We are trying to do everything that we can to make our Airport more attractive and more profitable for the airlines to operate.

Tom Harris: What is the timeline for the consideration of additional terminals?

Robin Strasser: We will be starting at the end of this year going through 2020 with the design phase of the terminal expansion. Hopefully construction would begin with the construction season in 2021.

Tom Harris: Council, are there any questions?

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Larry Brown: I have one if I can start. Maybe you can explain to me or Nick can explain to me but I will start by saying I did not go back in history but I don't understand, on page three, the compilation under Tax Rate. When the budget is going down, why is the change zero and the percent change is a plus number.

Nick Jordan: The problem there with the dollar change is the formatting of the cell and is not four decimal places over. That is my accident there. The budget going down doesn't necessarily correlate with the Tax Rate as much as the proposed levy. The proposed levy is actually going up and so depending on the rate of what the levy increases, and in this example was 12.39% overall, if the levy is increasing at 12.39 % and you look at the Net Assessed Value going up 6.82% you have a levy growing at a greater rate than the Net Assessed Value. Your Tax Rate will potentially go up no matter what your budget does. That can be for various reasons. You could be collecting taxes for future projects, you could already have in budget 2019 if you encumber those funds but there can be various reasons why your levy would grow at a different rate than the budget. That is why you see the Tax Rate and that is proposed and estimated and I can almost guarantee that it will be high. You will see the same thing for Allen County and the reason you do that is to advertise high and that will lock you in. Whatever you advertise is the highest you can go. You advertise high with a lower Assessed Value to boost that Tax Rate up so when the DLGF certifies your Tax Rate, it will be quite a bit lower than that. That is just an estimate based on advertising. When the Airport submitted their information, they didn't know that their 2020 Proposed Net Assessed Value was going to be \$16.6 billion. That was just figured out last week. Had that figure been put in there you would have seen the Tax Rate drop.

Larry Brown: All right, thank you.

Tom Harris: Council, are there any other questions? Nick, the next point of order, we do move towards passage of this at this time?

Nick Jordan: Right now you can communicate to them, you can't increase their budget but you can approve it as is. Right now unless you have any directive to change or reduce it, what will happen is in October you will adopt it. There is nothing else here that we need to do this morning.

Tom Harris: Should any questions come up in the meantime, we can be in touch with you.

Robin Strasser: Certainly.

Nick Jordan: They will not come back in October unless you request them to come.

Tom Harris: With that we thank you very much. Next up is Southwest Fire District. It is great to see you this morning. It is an annual thing that we look forward to and hope you do as well.

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Ellis McFadden: Good morning Council, Auditor and staff. I am Ellis McFadden, Financial Officer of the Southwest Fire District.

Larry Owen: Good morning, Larry Owen, Trustee.

Don Patnoudé: Don Patnoudé, Fire Chief.

Tom Harris: Talk to us a little bit about your proposed 2020 budget.

Ellis McFadden: One of the things is salaries and we did a three percent. We tweaked it a little bit because our Secretary, Nancy Gerding, had been doing a lot of extra work and was getting paid for halftime at four hours a day and we bumped that to six hours a day. Our Chief had been doing the same thing of doing a lot of extra paperwork. One of the things we do when we give these incentives is \$42 a pay period and the Secretary likes that because there are not pennies. In his case we bumped it \$42 which makes it \$1,092 above the three percent. One of the things we got blindsided with the Assessed Value when we met with George Helton. When we met on August 29th, I asked what our assessed value was and he said nobody knows. When we got done, he had the Assessed Value for the General Fund different than the CUM Fund. Since then I have had two different communications but we are stuck with the Assessed Value that is in your paperwork. I don't know what caused that. I have mentioned it to Nick and he had no clue either.

Nick Jordan: It is whoever enters it. If we could just jump back but the difference as I just explained with the Airport. The Southwest Fire is in a little different predicament. You will see that their Net Assessed Value actually dropped and the reason is because General Motors got the ten-year abatement. As GM brings on new personal property, the machine that was there for ten years is disposed of they are not paying taxes on that for the next ten years. We lost \$60 million of taxable assessed value from General Motors and will continue to see that for the next few years and will carry over for the ten years because of the super abatement. Because GM is located in the Southwest Fire District, it is a direct hit. The County can absorb it because we have the whole County but Southwest Fire District will have a direct hit. They are one of the only units along with Lafayette Township that will have a decrease in Net Assessed Value because of the GM affect. That is about 25% of GM's Net Assessed Value and we will lose more and more in the next few years as they bring on more personal property. That new equipment, we won't be able to tax for ten years.

Tom Harris: Is that something that you have had discussions with GM about?

Ellis McFadden: Not really. I understand and am assuming the new things going up are TIF Funds.

Nick Jordan: You guys would get the TIF money because the Fire District predates the TIF allocation. The new personal property that is put into place, you wouldn't be able to collect on for ten years. This is something that they would not have been aware of

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because we just were made aware last week. Even the Redevelopment Commission uses the TIF money to pay the bonds. The same thing is that GM's super abatement is finally kicking in. You do the real property build that you put the machines in and now 12/31/18 is the first year we may be seeing some of the machines come in or you are seeing the lopsidedness and it will continue.

Sharon Tucker: So, Nick, that area being a TIF area with the new thing that Redevelopment is looking to do, could that make the gap even greater?

Nick Jordan: Not for Southwest Fire District. Southwest Fire can still collect from a TIF area because they predate the establishment of the TIF area. The problem here isn't so much the TIF as it is the abatement. Now the abatement is affecting the TIF. They can't collect on that personal property either. Like I said, \$60 million is gone for at least ten years.

Larry Brown: I will add, don't beat yourselves up. I will remind you that we questioned that when it came before us and it was quickly pointed out that the agreement between the County and GM thirty years ago was that GM would be entitled to the maximum tax deferral plan available as long as they were here. We didn't create that. We just followed suit that was already established. I will continue on with the fact that the Commissioners will be receiving additional funds in the form of economic development money and I would encourage Southwest Fire as they have an equipment need to be on the doorstep of the Commissioners.

Ellis McFadden: We are at that step now.

Nick Jordan: All this really does is make their Tax Rate increase. The Net Assessed Value is a smaller pool to pull increased dollars from. Their levy is going up 2.93% and the pool went down and so their Tax Rate will potentially increase.

Joel Benz: I have a question for you gentlemen. You were going through the lawsuit with the City and that is now resolved, correct?

Don Patnoudé: That is going to be going to the Appellate Court. I am not sure when it will be heard. They have been communicating back and forth but I doubt it will be yet this year.

Tom Harris: Council, any other questions?

Ellis McFadden: I have one other note I would like to make. The new legislation that the General Assembly did at the last session is in the past the Trustees could only get \$20 a day. In the new legislation it is \$100 a day. We chose not to do that. The checks have to be signed by two Trustees and I sign every claim. I looked back three years and one year was roughly one day a week I am at the duty of the Trustee. With all three of us it is saving the budget about \$15,000 a year by sticking to our old way. I just wanted to point that out.

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Tom Harris: Thank you for doing that.

Sharon Tucker: I have a question. What is Volunteer Run Money?

Don Patnoudé: It is mileage reimbursement money allowable by the State. It is dependent on the number of runs they get.

Kenny Fries: Which is minimal.

Don Patnoudé: Yes.

Sharon Tucker: I just saw the name when I was looking at the line items and I wasn't sure what that was.

Tom Harris: Council, any other questions? Thank you very much. Council, it is 11:30 and at this time, Nick, did you want to briefly cover items and then at 1:00 we would then go through the appeal requests? Or would you rather wait until 1:00 to cover some of those items?

Nick Jordan: It is completely up to you guys. I have no problem spending five minutes to go through the recap.

Tom Harris: Five minutes would be a wonderful thing. I don't mean it has to be that short. We can do that now.

Nick Jordan: Council, this is a separate notebook. It is for the 2020 Allen County Budget Hearing. On the summary page, what you will see has not changed from the initial stuff that I sent a week or so ago. Our General Fund Projected Revenue is around \$113 million. Right below that is the breakdown of the significant pieces with the biggest piece being the Property Tax Revenue. It is about a three and a half percent increase over 2019. That was the allowable growth. I will note as you have read through the paper and are aware of, one of the suggestions or what the Commissioners were trying to do is reestablish the Major Bridge Rate. It essentially would get that rate higher so we can collect more for the bridges which is being offset by the reduction in the Bond Fund. We only have one payment left going into 2020. We factored that in. It is not in the General Fund but I wanted to mention it so you are aware of it. If the DLGF grants it, it will give us another \$1.5 million to put towards bridges at a very, very minimal cost if any to taxpayers. We hope the net effect will be close to zero with the roll off of the bonds. The General Fund increase is around \$66 million for the property taxes. Other General Fund estimates outside of income tax is around \$25.5 million. Right below that is the 2020 LIT Certified Shares which is income tax and includes Public Safety and that is around \$22 million. The Miscellaneous Revenue combined is about \$47 million and is about a nine percent increase over 2019. Some of the largest factors there would be interest revenue which would be very conservatively estimated. The increase for the Sheriff, as more inmates go out to Work Release, he will receive more money. We upped the Building

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Permit Revenues and we can go through those if you like. There are 20 or 30 different line items. The approved budget expenditures are about \$110.7 million. That includes the three percent raise, the 27th pay and it also includes \$750,000 that is put into the Council's budget for Capital expenses for you guys to fund throughout the year.

Tom Harris: Is that the same amount as last year?

Nick Jordan: It is a little bit lower. We try to tie that to one-time revenue because we don't want to build these in using money we would fund the operating with. As you can see, the 2020 projected revenue exceeding 2020 allocations is about \$2.9 million higher. You will see the allocation appeals are approximately \$2.4 million. You will see the reductions and we always like to point out the departments that are reducing their budget for one reason or the other. That is at \$163,000. Your net appeal amount of almost \$2.3 million, you have \$2.9 million new revenue to fund that. This does not factor in any of the almost \$20 million that you have sitting in the General Fund right now. This is just taking estimated 2020 revenue less the estimated 2020 expenses. You have \$2.9 million left over to fund \$2.3 million net appeals.

Tom Harris: That \$2.4 million in appeals, is that higher than we have seen in how many years?

Nick Jordan: I don't know how many years but it is almost double what it was last year. There is a caveat with last years in that the Public Defender did change their appeal. We kicked the can on the Public Defender and addressed that later in the year and it was a little bit higher. It wasn't as high as they wanted but it was higher because we agreed on different salary amounts.

Tom Harris: It appears that it is the highest in a number of years for appeals.

Nick Jordan: As I recall, it was totally unanticipated.

Tom Harris: We will have a chance to dive into some of these after lunch, maybe.

Nick Jordan: I was going to say if you want to go into those, we can but as of right now it is just a general overview. Capital requests, we traditionally do not include them in the operating budget. You guys hear those separately. That was based just on tradition. If you guys would rather hear those another way, we can. There are over \$2 million of capital requests that does not include Community Corrections request for a building. Nothing prevents you from putting capital items into the budget you adopt next month. It is just traditionally we have not done that.

Tom Harris: The \$750,000 is what we are holding out.

Nick Jordan: That is based on the history of what...

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Tom Harris: So while you have noted that there is over \$2 million in capital requests that doesn't mean that they are coming forward with \$2 million. It means that they might have identified \$2 million. The \$750,000 should get us there in terms of what they come for.

Nick Jordan: Any indication of the last five years the \$750,000, which does not include the \$5 million for Work Release, has been around the mark.

Tom Harris: Do you have any questions with the brief overview, at this time? Hearing none, is there anything else Nick?

Nick Jordan: Not right now.

Tom Harris: Our objective is to come back at 1:00 to start the process and look at the appeals at that time.

LUNCH RECESS

Tom Harris: We will begin our budget hearing meetings. We had a chance to review from the overview from the Auditor prior to our break. Nick is there anything you needed to add before we moved to the appeals?

Nick Jordan: Not unless you guys have questions. I can provide info as we go along.

Tom Harris: Council, are there any questions for the Auditor at this time? Before we start, let's look at those departments that have come in under their allocations. I would like to recognize those departments, The Clerk's Office, the Auditor's Office, Treasurer's Office, Assessor and Wayne Assessor, Soil and Water Conservation, Youth Services and Public Defender for a total of \$163,000 savings. Is that the total on that Nick?

Nick Jordan: Yes.

Tom Harris: We want to congratulate and recognize those departments for continuing to meet the needs of the citizens of this County and yet coming in under the budget allocation. With that let's turn to those that have appeals. We will start with the Sheriff's Department.

Dave Gladieux: Dave Gladieux, Sheriff.

Gary Grant: Gary Grant, Deputy Chief.

Troy Hershberger: Troy Hershberger, Deputy Chief.

Dave Gladieux: I will just start out with back in June when the Personnel Committee was presented with a strategic plan. That plan was a four-year plan of manpower in the Jail and with Sworn Officers. I believe our total request was 25 additional Confinement

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Officers for the Jail, another 15 Confinement Officers for Work Release and 15 Police Officers. Again that was over a four-year plan. It was voted on and unanimously in favor of it. My request today would be to start chipping away at this four-year plan. Today's request is ten additional Confinement Officers and four Police Officers.

Tom Harris: Sheriff, you might talk to us a little bit about that need.

Dave Gladioux: Okay. Today's population at the Jail with Lockup included is 919. Out Jail holds 741 with an additional 50 beds at Lockup. As of two days ago, there were two Confinement Officers assaulted. If you remember at Personnel Committee we had asked for six additional Confinement Officers to stop the bleeding, if you will. You guys were gracious enough to approve that. Those Confinement Officers were hired and they are still in training. I believe we have lost 13 since then. The number one reason I would like to bring to your attention is we are doing exit interviews and they don't feel safe working there. We discussed this a little bit in Personnel Committee and with the design of that building from back in 2003, it was designed for two Confinement Officers per block in the new tower. That is why I requested the six right away to try to give the other employees a better feeling of support from us in dealing with 40 to 50 inmates in one block and 40 to 50 in the other. The exit interviews are pretty glaring that they didn't realize what they were getting themselves into. You are all aware of the Work Release building and it is going to be open in the next few weeks. That is on the horizon for me to come and get manpower out there. However, with 919 inmates 417 South Calhoun is my number one priority. It is what we are dealing with right now. We are not dealing with Work Release right now but that is going to be a very, very slow process on hiring Officers to go there and at the same time being able to transition inmates from the Jail out to Work Release. If I don't have the manpower to operate, it is going to be a little difficult. I think Councilman Brown has a question.

Larry Brown: Dave, the only question I have, I appreciate this and told you at Personnel Committee that I appreciate you forecasting of multiple years of what we can expect. The thing I don't have in front of me, these numbers that add up to 766 and 753, I see the quantity of people but in the number is that benefits and vehicles and outfitting and everything and everything?

Dave Gladioux: That is benefits.

Nick Jordan: For ten of them there wouldn't be a vehicle.

Dave Gladioux: The five Police Officers, if I chose to put them all out in Traffic Division, then yes I would need cars.

Nick Jordan: The tangibles of salaries, benefits, FICA in the 766 would include that. The only piece that wouldn't be in there is Health Insurance which we don't take directly from any General Fund department budgets. That comes from an individual line item in the Commissioners' budget.

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Larry Brown: So if any of the Sworn Officers go on the street, vehicles and outfitting vehicles will come out of Commissary?

Dave Gladioux: We have increased our budget for cars for 2020. I have already ordered four vehicles that I am going to pay for out of Commissary additionally to what you are giving to us. It is something that I tried when I first took office was doing a lease type thing where I could pay one lump sum every year for three years. A couple of years into office you gave us \$350,000 and I doubled that out of Commissary and got 12 squad cars. I am doing the best I can as far as that is concerned. I am sure you guys know what is in that account and it is pretty good sized right now but I also have body scanners coming due. They were installed last week and are going to be a tremendous help. We are hoping to combat the contraband getting into the Jail.

Sharon Tucker: I am going to ask this question for every department. Mine is the rollover that you have left. Yours is somewhere around \$270,000.

Nick Jordan: That is what rolled over from 2018 into 2019.

Sharon Tucker: What is going to rollover from 2019?

Nick Jordan: We won't know that.

Sharon Tucker: Just a rough estimate.

Nick Jordan: If history is any indication, it would be \$200,000 to \$300,000. This year's rollover was actually lower than the prior years. Some of that had to do with Sworn Officers wages and grids and so forth.

Sharon Tucker: Sheriff, I am sorry to hear that you lost 13 in the last couple of months. So you are looking to replace the 13 plus add ten for total of 23?

Dave Gladioux: I am not asking for additional on the 13. They are being replaced as we speak. It is the additional ten that I am asking for.

Sharon Tucker: I am saying that you are going to have to replace the 13 that you lost and we want to add ten more.

Dave Gladioux: Some of those have been replaced. It is an ongoing thing. My HR guy has taken two additional Officers from two other Divisions to come over and help him because he busy. He is constantly vetting and we have changed our vetting. We are vetting our Confinement Officers as if they are going to be Policemen. We are hiring from within for Policemen. It is a one-time process rather than doing two separate processes.

Sharon Tucker: Of the 13 that we lost, how many is still currently open?

Gary Grant: They are all filled.

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Sharon Tucker: So that is not an issue then.

Dave Gladieux: It is not an issue at this point but it is an ongoing thing.

Tom Harris: Of the 13, where did they go? I understand that the Jail doesn't feel safe but did they stay in this field?

Dave Gladieux: I think it is a mixture of things. Some people just decide they don't want to do that. They got into a profession that just wasn't right for them. Luckily some of them were still in their training and realized it one, two or three weeks in.

Kenny Fries: To piggyback on what Councilman Brown said, the four additional Officers that you are looking for, where are you planning on putting those? Do you know?

Dave Gladieux: Right now I am looking at no additional to any support of a Federal agency. They are all knocking on my door wanting more to work in their various task forces. Road Patrol would probably be my number one pick. I'll tell you why and it wouldn't be a secret to anyone sitting here. In the Huntertown area is 13 or 14 housing additions. One of them is 600 homes plus. If you really look at that I could use three more people just for that area alone because we are 24 hours. We give them one additional Officer for that area. We all know construction is going crazy right now. The population is growing outside of the City of Fort Wayne. It is something that we have been behind for quite a few years and we are trying to play catch up.

Kenny Fries: Another thing is a conversation that has happened behind closed doors about overtime. If we are hiring more people, can we reduce your overtime budget? I think you are requesting \$523,000.

Dave Gladieux: That goes before I got here and if history continues we are going to go through overtime. However, if I get additional help, I am hoping that we can reduce that. On a side note, I think I've got 17 people off on FMLA and short-term disability.

Kenny Fries: I said even with 14 additional people you might have more overtime.

Dave Gladieux: That is true.

Tom Harris: One of the thoughts and challenges is to try to figure out in going forward is how do the Courts, how does the Jail, how does Community Corrections and Work Release all work together and orchestrate some process of making sure they are identifying the needs of each of those entities. I don't know if you have sat down with that group collectively and had any plans or discussions about moving forward. If not, would you be willing to sit down and identify a strategy thinking three to five years or five to ten years and how do we house prisoners?

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Dave Gladieux: There are an awful lot of programs out there but we can program ourselves to death here. Along with the number of programs you have the more violators you have. I am in triple digits right now who are sitting in there for violation of probation. To combat that I can't speak for the Judges or the Prosecutor but if I were them I would be coming to you because they need more Judges and they need more Prosecutors. Sitting in a Jail is costing you and me a lot of money. They sit there for weeks on end before they even get a hearing.

Tom Harris: Would you be open to have an opportunity to sit down with those entities and talk long-term strategies?

Dave Gladieux: Well, I have already with Community Corrections. I believe that an agreement that Ms. Churchward and I came to was included in her grant request reserving fifty beds for her program. It is for the type of clientele that she has that doesn't have a place to live whether they are re-entry coming out of prison or they have been kicked out of their house for one reason or another. That is me helping her and her helping me.

Tom Harris: And the Courts have to come into that process somewhere as well, right, in terms of where they are going to sentence that individual or place that individual.

Dave Gladieux: I think the Courts are doing quite a bit of alternative sentencing, as it is. They are doing the best they can with what they have to work with. That may not be a County thing but could be on the State side as far as what the Judges can and cannot do.

Kenny Fries: Let me add something to that. We talk about alternative programs which are great for many people but when they sentence people to alternative programs, they sometimes have to increase their probation for so long that it is almost impossible to not violate that. Once they violate that probation that they are on for ten years then they come back into the system again. It doesn't always work that well to have all of these different programs.

Dave Gladieux: What he means about coming back into the system is that the violation in and of itself is a brand-new charge. Therefore, the process starts all over again for just that charge. Not to mention what they violated on the charge they had previously. It ties up the system, no doubt.

Tom Harris: I may have an interest in possibly pulling that group and the four or five entities together in the coming months to see what we can do.

Dave Gladieux: I would be open to sitting down with the Judges, Prosecutor and the staff in Community Corrections on whatever you want to do. I only hold the key to the Jail and I can't really make anyone do what they don't want to do or what they can't do if their hands are tied by other means. Short of building a 1,500 bed Jail, I know you guys don't want to do that.

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Tom Harris: Council, are there any other questions? What is going to happen at this point is we are going to hear all of the different appeals and then we will come back and make a determination. Next up is the Surveyor.

Karen Couture: Karen Couture, Administrative Assistant.

Jeff Sorg: Jeff Sorg, Allen County Surveyor. I don't think we are asking for a whole lot. One of the most important items is 31-13 Contractual. The bump in that is that we have run into a lot of areas in the County where we no longer have elevations that have been established to protect the folks from flooding. What we have ended up doing is contracting that out. The land that is being developed is probably not the best land but the good land is gone. That is just the bottom line of it. The developers are coming in with some stuff that takes a lot of work on our part to figure out how make sure it is safe for the folks that live there and not have water in their kitchen. We are asking a little more because these studies are not cheap. A lot of the maps do not have the elevations on them from FEMA. Generally they do but some that we are running into now don't and the last study that we did cost about \$16,000. They are going to run \$20,000 to \$30,000. It is absolutely necessary that it gets done. It is our job to make sure that folks are safe from water. Or we can turn down the plats but I don't think anyone wants us to do that. We are asking for \$95,000 up from \$50,770. Right now we have \$6,000 left in that fund. That kind of tells you what is going on right now. We decreased travel by \$2,700. We had to raise Auto Liability. We had one accident where we realized that we did not have enough liability to cover that. Equipment Repair, we were able to decrease by \$1,400. I believe the equipment is getting a little more reliable and we haven't had too many problems. Dues and Subscriptions, we decreased by \$800, I believe. That is something that we will go without because we have to increase the Contractual so much that we did what we can to cut into the other areas. It is the same situation with Schools and Seminars from \$4,000 to \$2,100. That pretty much sums it up. I would be glad to answer any questions that you may have.

Joel Benz: Explain to me a little bit of the process because I am not a developer. When they come and ask you to do these plats and you have to have a study done, is there ever an instance where they pay for it and then you say yes or no? Why don't we do this in-house? Is this something that you could potentially do in-house? Or is this really something because of liability you outsource?

Jeff Sorg: Liability is probably at least half of it. Yes, we could do it in-house if we had a couple more people. We just don't have the staff to do that. It is all we can do to keep up with the development. I try to keep my ear to the ground and I don't see anything letting up. I think next year is going to be just as busy as this year. I speak with the developers frequently and I value their opinions on this because they have a lot of money at stake and they have always been pretty straightforward with me. We are not going to be able to do it in-house, if that answers your question. Unless Council is willing to grant a couple of more positions, I really don't want to go through that process at this point in time.

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Joel Benz: What about when they come to you? Is there not really a precedent for them to come to you and say here is what we would like to do and then they are given thumbs up or down?

Jeff Sorg: On a plat, areas that could be subject to planning, they have what is called a Flood Protection Grade. That comes from a study that has to be done to determine streams or rivers or whatever elevation. They are quite expensive to do. I don't want them to fund that due to the fact that as is with a lot of businesses, your Consultant is going to tend to lean your way. You are paying the bill. I would rather that we get this information from the State and usually we can. They haven't studied all of these streams and the ones they haven't studied, we have to do. I don't feel that it is in the public's best interest to have the developer doing that. I just think a government agency is the one that should establish that and not a private developer.

Tom Harris: Are there any other Council questions? Jeff, is there anything else?

Jeff Sorg: That is the only one going up except for Auto Liability. We did our best to trim everything that we could to try to cover what we are asking for.

Tom Harris: Well, thank you very much. Next up is the Building Department.

John Caywood: John Caywood, Building Commissioner.

Deb Lake: Deb Lake, Office Manager.

John Caywood: I will start off with the line item that we found out was extra and we want to delete it right now. We noticed that we have a line item for Uniforms and Uniform Rental and we want to delete the \$5,000 for Uniform Rental.

Tom Harris: Is that \$5,000 off of the \$99,484 request?

John Caywood: Correct. I am not quite sure that everything we have adds up to the \$99,000. If you recall, we came to Council back in July for a couple of extra positions. This was after the budgets were already turned in. There were some FICA and PERF obligations that didn't get calculated in and so there is a couple of thousand less and that is why it doesn't add up. There is a line item for \$38,492 and this includes a \$35,000 request for Overtime funds. This current year we came before Council to ask for \$35,000 for overtime and the year before that was \$25,000. To prevent coming back to table midyear to ask for those funds, as the Sheriff indicated, there are 14 new subdivisions need all of the building going on in Hometown and all over the County. The Surveyor indicated it is going to be a banner year too and I am trumpeting the same thing. We anticipate that we are going to need those funds also. The extra \$3,492 is for an Extra Deputy Hire line. We have been utilizing two part-time individuals to help process some of the permits online and do some checks for accuracy on those. We would like that to continue.

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Tom Harris: Let me ask, are you saying that part of that request is for another person?

John Caywood: No, no.

Tom Harris: It is just additional part-time funds to be able to continue to do what they are doing.

John Caywood: Correct. The \$35,000 is for the overtime and the \$3,492 is for part-time that we have on staff. Since we approved several new positions back in July of 2018, we need some additional money to fund and support those positions such as the indoor fuel budget, phone bills, internet and uniforms and that was the \$14,776. License and Requirements, when I took over the Building Department in 2016, we did an assessment of the credentials of everybody doing inspections and we were lacking a lot in the Continuing Education to keep those up. In order to maintain everybody's qualifications for doing inspections, we really need to boost up on our CEU's to keep current on that. That is for \$9,820. In 2020, there is going to be a new residential code enacted through the State and preparations for that are happening right now. That is to replace the 2003 code. That is pretty much a one-time request for \$2,000 and that will purchase the books needed to enforce that new code. We have another item which is like a one-time payment. The \$9,384 is to cover the inspection application used by contractors. This can has been kicked for several budgets. This used to come out of the IT budget and in 2017 it wasn't included in the budget and so we have been holding to pay that and holding to pay that. We need to pay that one-time. This is something that if it didn't get approved here, I would probably come back through the year to get that caught up. We have been asked for additional communication on newsletters and updates following permits that would be sent out quarterly. We would have additional postage with that. One of the reasons is we have a large segment of our community living in northeast Allen County who don't use internet and claim not to use technology. Sending out newsletters quarterly to update them on rules and regulations would be beneficial. The final portion is to support on ongoing contract with a third party vendor. Last year, through the Joint Permit Oversight Board there was a discussion and one-time approval for \$40,000. That was for the Building Department, Health Department, Planning and people in the enforcement platform to do needed upgrades to the Acella software system. We would like to continue that and one of the projects that we are working for is the only aspect of the Building Department that is not paperless right now, Licensing. Licensing takes about four to five months every year to process 7,000 licensed individuals. It is a strain on our system and we would like to complete that in 2020 going into 2021 where that is paperless and people are able to do it online with less effort and not coming into the building. This is kind of an estimate of what that would be to work on that project as well as other things such as out Meter Request. Requests for water meters and gas meters are all done by fax right now or by email to the utility companies. We are working with IT to get that automated so that when the Inspector does the final inspection for a meter, it will automatically go through and ping the utility company to have the meter ordered.

Larry Brown: Thank you.

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Tom Harris: Council, are there any questions? Sharon.

Sharon Tucker: When you started out, you said you had Uniform Rental for \$5,000 and it wasn't needed. Further you have Uniforms for \$7,000. Is that needed?

John Caywood: Yes, it is needed. Maybe you can explain it better.

Deb Lake: What happens is that for years they only had one Uniform Rental line and when I paid the bills to get new shirts, I couldn't pay it out of that line because it says Rental and we weren't truly renting the uniforms. We had to transfer money from other series to where it just says Uniform. That money is being used in other directions. When I did the budget this year, I just put it in the Uniform line and not the Rental line.

John Caywood: For about 20 to 22 Inspectors, it ends up being about \$350 apiece. If you think about being on the jobsite, you will end up rubbing against a nail or caulk and this is to replenish that so we are easily identified out there.

Tom Harris: Council, are there any other questions? Thank you. Next is Voter Registration.

Maye Johnson: May Johnson, Democratic Board Member.

Barry Schust: Barry Schust, Republican Board Member. Our request for increases is basically based on it being a Presidential Election year and the increased volume. Those increases are in Extra Deputy Hire and Tech Support. We gave pay raises this year and is reflected on the worksheet that I put together for you. I calculated Extra Deputy Hire at about 30 hours a week for each party. Tech Support, I based it on 4,000 hours for the year. I went back in 2016 and on our side we used 2003.75 hours of tech support. We also have increases in Stationery and Printing which is basically paper and window envelopes. That is due to the increased volume. I have shown you the cost of a case of 5,000 and we are estimating about 175,000 sheets of paper and 85,000 window envelopes. One thing to note is the BMV no longer mails applications to us. They send them electronically which is great in terms of speeding up the process however we have to print out the application. That is another 40,000 sheets of paper. Every application can generate anywhere from two to five pieces of paper. There is the application, the Acknowledgement Notice, potentially the Request of Identification, Notice of Disposition and State-wide Address Mailing Confirmation. We also mail out the Notice of Disfranchisement when we cancel those off. We also need an increase in Postage. We can mail that out in bulk mail at .146 per piece and I am estimating about 70,000 Acknowledgement Notices being mailed out. Four years ago it was in the neighborhood of about 60,000. I think there will be an uptick in the daily mail and that is sent out at fifty cents apiece. We also see an increase in returned mail. We have to pay first class postage .55 on that. In 2018 we saw a big increase in third-party registrations from groups like Field Works and the Voter Participation Project. In the summer of 2018, we processed nearly 11,000 just from Field Works alone. That was something that we had not really planned for.

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Maye Johnson: We have no reason to think that is going to decrease.

Barry Schust: I believe that the 2020 Presidential Election will be one of the biggest ones we have faced. Also, we have increased Travel and that is merely because the State has added an extra day to the Election Conference in December. That will be this December but will be payable in January. Finally, after I met with Councilman Fries, we decided to add in a high speed scanner. We have gotten two estimates that range from \$4,500 to \$7,000 and so I just split the difference at \$5,500. We scan in pretty much everything. All documents and signatures get scanned in to SVRS. Anytime there is a name change or address change, it all gets scanned in. It is very high usage. That pretty much covers the line items that we are asking to be increased.

Kenny Fries: Barry, let me talk to you about that scanner. When we talked you mentioned how often it breaks. Tell me about how many times you use it and how many times you have to MacGyver it.

Barry Schust: We use it every day from 100 to maybe during peak next year of thousands. We have had it for at least ten years. We put a new roller kit in it and that was about \$67. I have been able to keep it running. My initial plan was to keep it running through 2020.

Sharon Tucker: How long have you had it?

Barry Schust: My records indicate back to 2007.

Maye Johnson: I know you had it when I came in 2011.

Sharon Tucker: So even the technology would be...

Barry Schust: The technology comes from the State so that really won't be any different.

Sharon Tucker: The scanner technology would be behind because most things are out of date after five or so years.

Barry Schust: The imaging software is part of the Statewide Voter Registration System. The scanner sort of just takes the image and follows through.

Sharon Tucker: I am just talking about the brains inside of the scanner.

Barry Schust: Yeah.

Kenny Fries: I think one of the things that concerned me the most was the amount of downtime you have had if this one broke and you couldn't fix it before you got a new one in.

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Barry Schust: If it went down, yeah, it will probably be a week or two. We do have a couple of flatbed scanners but you scan those one at a time.

Kenny Fries: You would have a lot of money in overtime if you used those.

Sharon Tucker: You started out a zero based budget?

Barry Schust: Yes I did.

Kyle Kerley: I was going to commend him on that. The first time we met this is the folder he handed me with all of the receipts and quotes and everything. He went back to zero based everything and justified every expense.

Barry Schust: I have a couple of those packets available now. Anybody that wants to see what Kyle has is more than welcomed to have one.

Joel Benz: Council, are there any other questions? Thank you.

Tom Harris: Next up is Planning Services.

Kim Bowman: Kim Bowman, Director of the Department of Planning Services.

Cindy Joyner: Cindy Joyner, Director of Community Development for the City of Fort Wayne.

Kim Bowman: My budget request actually reduced, as I pointed out in my email to you. The request is for an additional appropriation of \$333,530 in Contractual Services in the 2020 DPS Budget. The reason for this request is to fund the Allen County half of a cooperative project with the City of Fort Wayne for a new comprehensive plan. The total cost of the comprehensive plan is \$667,060. This is being split 50/50. The project is being led by the City of Fort Wayne and Allen County. In the handout, you can see that it includes the communities of Huntertown, Woodburn, Grabill and Monroeville. It does not include Leo-Cedarville and New Haven because they have their own comprehensive plan, zoning ordinance, their own staff and Plan Commissions and BZA. By ordinance, Huntertown, Grabill, Woodburn and Monroeville have designated DPS and Allen County as their staff, Plan Commission and BZA. There are a lot of opportunities for Leo-Cedarville and New Haven to participate in the plan. On the front page of your handout, I would like to remind you that the comprehensive plan serves as the official policy guide in addressing growth and development. You hear about the 14 subdivisions that are coming forward. The comprehensive plan will show where development should occur and how. This is our current comprehensive plan that was adopted in 2007. A lot of things in this plan have been implemented. Some trends have changed and there are some things that need more detail. At the bottom of the handout you will notice the timeline. I would like to talk a little bit about that. We released a joint request for proposal in mid-June. In mid-July we received a proposal that was reviewed by a selection committee of ten individuals. Councilman Harris served on that committee. In August we interviewed five of the consultants and selected a professional planning firm called Houseal Lavigne

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Associates. They are out of Chicago and have done planning in over 250 communities in 22 States. It was by consensus of the committee that they were not only the top vote for the written proposal but also after the interviews. We are very concerned about getting a lot of community input. We read the headlines, the rezoning on Schwartz Road or out on Jefferson and sexually oriented business. A lot of times, zoning is reactionary. It is when something is in your backyard. A comprehensive plan is a vision. It is what we want to look at, where growth should occur, why it should occur and how it should occur. The comprehensive plan is very important in making the land use decisions going forward. I have attached to the second page a summary of the scope. There are a lot of opportunities in here not only for New Haven and Leo-Cedarville but I hope you all come out to some of our planning meetings also. Under 1E, we are having a community kickoff in January in hopes of getting people excited and energized about planning and development in the community. Under Step 2, we are hoping to have a good discussion about where we are regionally. No longer can we really plan just around our invisible borders. We have learned through Greater Fort Wayne and others that really what we do here influences a lot of communities around us and we are hoping to include them in a regional think tank about where we want to be in the next ten to fifteen years. We also have, under Step 5 which will occur about this time next year, visioning workshops. Again we hope that not only New Haven, Leo-Cedarville, Allen County, Fort Wayne, we hope everybody is involved. It is important looking forward instead of looking behind. On the last page is a timeline. It is pretty aggressive but outlines where we want to be as far as the different steps, consultant visits and along with the visits we anticipate very regular phone calls and communication with the consultant. Back in August we were at the point where we had just received the proposals. I used the estimate in the budget proposal which was half of the highest. Now we are at the point where we negotiated a contract and know a hard cost for comprehensive plan going forward. There are several people I want to thank. One is Cindy Joyner. This has been a great process working together, trying to establish these goals, Sometimes it can be difficult working with different jurisdictions and everything. Cindy has been great. Cherise Fortriede, Pat Fahey and Sarah Jones from my staff have really stepped up. They have done an amazing job in a very quick timeframe to get this project going. With that I can answer any questions.

Tom Harris: Kim, just to make sure, this is a two-year project. This is not something that will be decided upon by Elected Officials, Department Heads or anything like that. We are reaching out to communities and all citizens of all communities in Allen County. I think there were some questions or concerns for New Haven. You talked about it earlier but can you elaborate a little bit on that?

Kim Bowman: We want to reach out to everybody and there will be a lot of different ways. Not everybody wants to come to a meeting. We are going to have a web presence and an ability for someone to stay home and give us input on where they think the community should be. We are very sincere about trying to reach out to everybody because we find out through rezoning meetings that people really care about where they live. We want them to think forward and where growth should happen and why. Hopefully this should help Department Heads in making some of their long-term plans as far as their needs and staffing and things going forward too.

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Tom Harris: This is a ten-year plan.

Kim Bowman: Yes and also one of the goals is a very strong implementation schedule. This plan that was one of the shortcomings of this as far as a really good implementation outline as far as it has to be done and who should do it. In moving forward that was one of the priorities that we saw being must have in going forward.

Sharon Tucker: How much of the \$600K goes to the consulting fees?

Tom Harris: I think it is the entire amount.

Kim Bowman: I believe it is the entire amount. Some of it is going to a small amount of plans that will be printed. It includes travel, accommodations and things like that. There is nothing marked in for food or parties or things like that.

Kyle Kerley: I appreciate you kind of addressed New Haven and Leo-Cedarville. Obviously this is a project that is co-managed between Fort Wayne and Allen County. One of my concerns in speaking with officials in New Haven is that historically some of them feel like they are being purposely excluded. Maybe that is because they have their own Planning Services. But moving forward, how do we work to be more inclusive with New Haven and Leo-Cedarville? Maybe even to the point of bringing their DPS programs onboard with this. As you mentioned, New Haven and Leo-Cedarville, we all have invisible borders. We all have to work together as a community. Each community may have their own Zoning and how they want to set things up but the overall comprehensive plan needs to include their Planning Services otherwise they are excluded. Even if the community puts input, it is not necessarily their Planning Services and their government entities having input and so me that is a concern going forward. I think it really needs to be addressed because from our perspective, as a County, we need to make sure all of the communities and their government entities are included. How do we address that going forward?

Kim Bowman: I have already had email exchanges with Brian Yoh who is their Planning Director in New Haven. We are now in the process of trying to get a contract signed and funding. We are kind of in the pre-phase and so I think we would reach out to all of the Elected Officials. We will be asking for emails and phone numbers. We have a Communication Consultant that is hired with this. I am on a regular basis communicating with Leo-Cedarville with their Town Manager Pat Proctor. We want them to be involved but if you hear of somebody that is not involved but wants to be involved, please give them my name or Cindy's name because we want to hear from them.

Kyle Kerley: I think it has been more historically that New Haven has been the anti-Fort Wayne but they have had their things and Fort Wayne has had their things. They have kind of gone on a divergent path and over time I think they have realized that we are stronger together.

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Kim Bowman: Yes, definitely.

Kyle Kerley: Let bygones be bygones or whatever but let's try to include them more actively instead of just saying that you are invited.

Kim Bowman: If you have any ideas, I'd love to hear them. We are not intending to be exclusive.

Larry Brown: I appreciate your comments but there is one group that you left out. That is the Amish community. Somehow we need to include them whatever it takes to make sure they are included.

Kim Bowman: In conversations with Commissioner Beck, who was on the selection committee, we do have Amish Ombudsmen. I think it would be great if we had a focus group out there. We have had other community meetings with the Amish and they have some definite ideas about what they want to see in their community.

Larry Brown: I grew up out there and I can tell you that it is totally different now than it was. Seven acres is a big farm now.

Kenny Fries: That was going to be my question. I see this thing about land use decisions and I have a couple of them. The group that did the last study, what happened to them? Are they gone?

Kim Bowman: Actually, the group submitted a proposal to do this study and the selection committee felt that they didn't rise to the interview level. They kind of disbanded and re-banded and did not present a stellar proposal.

Kenny Fries: When it comes to land use decision, tell me how difficult it is going to be five years from now if somebody has land that they want to develop but it is not part of the plan. How difficult is it going to be for them to get their permits to do that? If it is not part of your plan, is it sorry but this is not part of the plan.

Kim Bowman: I am going to answer that in two ways. The first way is through this pie chart on the handout. We took a year with Fort Wayne-Allen County Land Use Governing Board and went through every strategy in the plan. Of 179, the committee felt that 17 were still relevant. Sixty-five needed to be reviewed and 97 applied to others. If you don't have the tools in your toolbox, if you don't have the strategies, it is harder to make the decision. Another thing that we have learned is the plan needs to be flexible, amendable and really reflect current times. If there is an instance, we have heard about it with the golf course development, it is just on the fringe of the conceptual development area. Maybe we need to take a look at that or maybe sometimes development is just not appropriate where someone would happen to own 100 acres because of the infrastructure or something.

Kenny Fries: Are you able to tell them no?

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Kim Bowman: I think they are being told no by City and County Plan Commissions as well as the Commissioners and City Council.

Kenny Fries: I find that wrong. I don't think the government should be able to step in and tell you what you can do with your land like that. That is my biggest concern about that.

Tom Harris: In which case, make sure you go to one of these meetings.

Kenny Fries: Tell me when they are.

Tom Harris: Ken, your point is a good one and that is exactly what this thing does. It doesn't say what will happen. It gives you the structure of how to deal with these things that come before the Plan Commission. A set of rules to discuss it but it doesn't say that this will happen and this won't happen in terms of the plan. Does that help?

Kenny Fries: Yes and no. I mean I currently have a situation where we want to give land to our kids and we are told that each piece of property has to have a 25 foot easement. We have 75 feet of easement going on these three chunks of property whereas the roadway only has 50 feet of easement.

Tom Harris: That is what this plan ends up addressing, the rules and the structures to deal with those kinds of issues.

Kim Bowman: The plan is the guide. It is not an ordinance. It is the higher level, the 30,000 foot level. What Councilman Fries is talking about is zoning ordinance requirements. That is the ordinance that goes through the legislative process.

Kenny Fries: This guides that though.

Kim Bowman: And this guides it.

Tom Harris: One of the challenges that I threw to each of the different groups that came before us was how do you differentiate this kind of a plan with all of the other different kinds of plans that are being talked about. It will become crucial to make sure the public understands that this is not what Vision 2020 or 2030 and all of those different things had. This is something different and involves everybody that wants to live in Allen County for the next ten years and so it is important to get involved.

Kim Bowman: That is a very good point. I received an email from Kristi Sturtz who heads up the Strategic Plan and she commented that she thought that there may be some planning burnout in East Allen County because of what they have been through with Strategic Plan.

Tom Harris: And the Stellar Plan.

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Kim Bowman: And the Stellar Plan and everything. That is where reaching out to people and getting people involved is really crucial. Also to have a lot of different ways that people can get involved instead of oh 7:00 and we have to go to a meeting. That is just not the society that we have now.

Tom Harris: Council, are there any other questions? Thank you very much. Next up is the Commissioners.

Jill Williamson: Jill Williamson, Controller in the Commissioners' Office.

Chris Cloud: Chris Cloud, Chief of Staff, Board of Commissioners. We have four items that make up the full request. There should have been a letter in your packet. One, you addressed earlier today for \$95,753 for the Staff Attorney position. That includes the FICA and 401A and the salary. The other three items, those of you that have been around a while know that there are items in the Commissioners' General Fund budget that are paid for the behalf of the entire County. They are not just always necessarily for our department. A couple of these are examples of those. We were notified by Frontier that our remaining copper phone lines which are 145, the only two customers left on this Centrex system are Fort Wayne and Allen County. Frontier is basically subsidizing our cost and they don't want to do that anymore. They have told us any remaining lines are going to go up to \$50 a month. While we are feverishly trying to eliminate lines and this was eight to nine years ago, we first went over to the other system. We have these legacy lines that we just can't get rid of. We are trying to get rid of these video lines and fax lines et cetera before this deadline comes in. We want to be prepared because we don't know when the upping is going to happen. The assumption is the end of the year but they won't tell us. The increase in phone charges is to be able to pay for those phone lines that will go up. We will convert as many of those over to our VoIP system as possible but some of them are just going to have to stay on the copper lines because they are alarms or circuits and there is just no way around them. Another item relates to Weights and Measures which is a really fascinating conversation that I would be happy to have with you offline. Weights and Measures are a County responsibility but we have never had a Department of Weights and Measures. The City has always taken care of it. There are only three Cities in Indiana who voluntarily do this. This is a County function but the City does it well. They have two people assigned to it and they know most locations of things that need to be weighed or measured. When they got a new Director recently, they realized they were doing stuff that the County should do and the County is not contributing anything to it. We talked to them and it made more sense for it to stay in the City and we contribute towards an additional person. They know and we know that they are probably not catching all of the places that need to be weighed and measured. There is not a great way to know those places. We are also going to try to loop them into Acella and the permitting process. When something didn't sell that was supposed to be weighed or measured, it converts and they are not made aware of it. There is no part of the permitting process that routes to Weights and Measures. They agreed to a cost of \$60,000 for the third person that they need to hire. The final item relates to our liability self-insurance that we pay on behalf of the entire County for vehicles, buildings and casualty.

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Tom Harris: Chris, can I ask just on that piece. We had two other departments that came before us, the Surveyor and Building Department, also had in their request for appeals for Auto Liability. Did I miss that Nick? It appears that they were requesting additional money for Auto Liability.

Nick Jordan: The Surveyor was noting multiple things and we pick out what line increase based on what they submitted. You can say you are covering Auto Liability and appealing something else but whether or not those costs passed to the departments have increased...

Tom Harris: Like the Building Department, he indicated that he is asking for an appeal to cover the increased cost of liability. Is he paying that or are you paying that?

Jill Williamson: They pay it. We pay the bulk of it and then we bill the departments. Since he had a couple of new positions and a couple of new vehicles, his is automatically going to increase. It is not huge but it is his portion.

Tom Harris: So it is valid that he has an increase and you have an increase.

Chris Cloud: He would because he is growing by two vehicles. His cost would increase and that would be charged to him. We are effectively self-insured. The departments cover the first \$7,500 of accident damage that they may cause. Then the Self-Insurance Retention Line would pick up after that. It is possible that you would have a department with several accidents that may say they didn't have enough to cover it and I need to up it for the next year. About five or six years ago we were told by our insurance carrier that you had to be self-insured. There was no chance of us getting actual coverage anymore and that sort of changed the model and how we did it. This particular line is not just for vehicles. It is also all of our buildings and property casualty and is all of insurance minus health and workers comp. I will hand it to Jill to explain why the increase.

Jill Williamson: Liability is not necessarily increasing but every year it is consistently everywhere from \$450,000 to \$500,000 a year. It has just been that have had money elsewhere in our budget to move money over to cover those costs. Last year there was some money movement to cover some additional things and then this year, not to fully increase things, it just made more sense to fund this line where it needs to be. This year is looking very, very tight.

Chris Cloud: Effectively we, just in the General Fund, has been flat or gone down. Everyone just sort of guesses, especially on insurance. We were able to cover it but we are now tight enough that if the insurance flexes up or down we don't have anywhere else to pull from. This is sort of right sizing the line of liability insurance.

Tom Harris: Council, are there any questions?

Kenny Fries: Question with the Surveyor paying more money because he has two more cars. I was under the understanding that before the insurance we had covered all of the

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vehicles that the County has. It didn't have a number of vehicles but covered all of the County vehicles. Why was the Surveyor paying more just because he got two cars?

Chris Cloud: When we switched over to being self-insured, the Commissioners also wanted departments to be accountable for their own vehicles. The money that was in the Commissioners' budget actually got transferred out to all of the individual departments based on the number of vehicles that they had at the time. If they have grown their fleet size, they would need to find more money for it. I would say when a department comes to you for a new vehicle, they should be asking for additional whatever the number is that we charge for insurance. Like John asked today for more money for fuel, I think they should also be asking for more money for insurance. Just like with IT, whenever you get a new hire, they don't necessarily budget for a new PC, we don't always build those costs into the requests that you all see. We are paying for all insurance and one component of that are vehicles. We aren't necessarily paying for the individual vehicle. We are pulling it from their budget and making a payment.

Kenny Fries: Basically they are getting more money for their insurance to pay the Commissioners.

Chris Cloud: To pay the vendor, not the Commissioners.

Jill Williamson: It goes into our Accident Fund so when there is a vehicle accident, that is where the money comes from, Fund 267.

Kenny Fries: How much money is in there now? Do we know?

Jill Williamson: We just took their rates down after looking at numbers, we were at \$840 per vehicle and we felt comfortable taking it down to \$500 a vehicle with the balance that we have.

Chris Cloud: We have a \$250,000 deductible before the SIR insurance kicks in.

Tom Harris: When you said you just did that is it 2020 or is that current numbers?

Chris Cloud: Two weeks ago.

Jill Williamson: Our insurance runs July 1st through June 30th.

Tom Harris: So now the departments pay \$500 instead of \$840.

Jill Williamson: Their budgets were built at the \$840. The numbers were delayed in getting to us. We were trying to be fair and get the numbers to the departments so that they could work on their budgets and the numbers actually came to us just a few days before budgets were submitted.

Sharon Tucker: So they won't need as much as they are asking for?

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Jill Williamson: Essentially.

Chris Cloud: But again, this is not just vehicles.

Sharon Tucker: I understand that. We reduce the number that we are assessing to them which could lower the amount that they would then have to pay you guys but we reduce what they have to pay and then ask for more money from the taxpayers?

Tom Harris: From us through the General Fund. We are putting it into their accounts.

Jill Williamson: The Building Department is going to be about \$680. The Surveyor, I am not sure where that maybe came from liability on themselves and maybe it has nothing to do with the actual vehicles that they have.

Tom Harris: Is that a flat fee or is it based on a vehicle?

Chris Cloud: The insurance is per vehicle. If they have a bunch of accidents, they don't really know how many accidents the department is going to have. I think with a bigger fleet, they guess. Highway is in the same boat and just put a number in there. I don't know how the Surveyor came to that number. It may not be for insurance but to cover accidents.

Tom Harris: Nick, did you have a number?

Nick Jordan: In Fund 267, there is \$984,000. It was \$817,000 last year and two years ago it was \$782,000. It was \$536,000 and \$417,000 before that.

Chris Cloud: That is why we reduced the number.

Nick Jordan: The alternative way of doing that is to do it just like health insurance. Each department doesn't budget it in the General Fund just like they don't with health insurance. We contribute \$8.7 million from that one line into health insurance. Similarly here, we would have one line, not in the Commissioners' budget in Countywide Expenses each individual part won't do it. We look historically what it has cost and this is what we need to dump into Fund 267. With health insurance, you don't have every department coming to you saying that they need this much more for health insurance.

Tom Harris: That is another thing to be tackled should we decide to do it that way.

Chris Cloud: Frankly this is a headache that I would be happy to get rid of. It is just in our budget because it has always been in our budget but we don't have any interaction outside of paying the bill.

Tom Harris: Council, are there any other questions? Thank you very much. Next up is Information Technology.

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Ed Steenman: Ed Steenman, Director of Technology. The appeal that I have is for \$100,000. 2020 marks the year when our email server and our Microsoft Office Standard Edition which are both 2010 vintage and at end of life. This is significant because we rely heavily on email and Office Products. When it goes end of life that means that there are no further bug fixes and no security vulnerabilities that are patched and it is not a good thing to use. The alternative is to either upgrade which we considered upgrading from Office 2010 to Office 2019, upgrading our mail server to Exchange 2019 and we found that to be about a \$400,000 cost. The drawback of that is Microsoft is making a move and causing all of its customers to make a move to Office 365. Office 2010 and Exchange 2010 were released back in 2010 and their end of life is 2020, a ten-year span. Office 2019, which was released this year goes end of life in 2025. Office 2016 goes end of life on the same day as Office 2019. The handwriting is on the wall that they are moving everybody to Office 365. That is their bread and butter product. It is a subscription based service. It is long-term, regular income for them to be quite blunt about it. The other benefit is with Office 365 we are always gaining new tools, new technology whereas the Office Tools that we have been using for the last eight years because we moved to Office 2010 in 2012, we are still using seven or eight year old technology. The alternative that I am recommending is that we move to Office 365. It provides those latest tools, collaboration technology for all employees and it brings new tools that we don't have available today. Just to name a couple, SharePoint and Teams, if you have ever heard of Microsoft Teams or if you have heard of Slack, Slack is a collaboration tool and Microsoft Teams is a competitor to Slack. Microsoft has put emphasis on improving Teams to make Slack, which became the market leader in that technology pretty quickly. Microsoft, being as big as they are they want to squash that bug. They are putting a lot of effort into that product and it is all included in Office 365. There are other benefits that we will take advantage of in that employees will get a much larger mailbox. We are constantly increasing the sizes of mailboxes because we give employees 200 megabytes. Office 365 gives them 100 gigabytes. If you move it to your archive, your archive is unlimited. Also, we give employees about 100 gigabytes of data storage and with Office 365, they will get a terabyte of storage. In evaluating the alternative between spending \$400,000 for a five-year span or moving to Office 365, it is going to be more cost. There has never been an inkling that Office 365 would be cheaper but it would bring us more tools and sets us up for the long-term and in 2025 we will be there anyway. The estimated cost to equip employees with Office 365 is about \$200,000 a year. The Commissioners are paying for half of that and so I requested \$100,000 for my budget for that purpose. I would be glad to answer any questions.

Tom Harris: Before us are two different issues. One is the decision on which way to go and the second is how much to fund it. Before I open it for other questions, on a side note do you do an annual data dump or help the employees wipe out all of their emails? I have been in the private sector where companies have spring cleaning on an annual basis. We would send out a note that everybody needed to delete all old information that is not needed. It was just to lighten that load a little bit. Do we do anything like that or why don't we consider something like that?

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Ed Steenman: We don't do anything like that. We make an effort to do that when someone comes and asks for an increase to their mailbox.

Tom Harris: So you do it individually but not across the board or across the County. I will open it up for questions.

Kenny Fries: Is the City going to this too?

Ed Steenman: Yes.

Kenny Fries: They are going to 365?

Ed Steenman: Yes.

Kenny Fries: I know the mailbox that I have there is way too small.

Ed Steenman: They are under the same guidelines that we are.

Kenny Fries: How soon will this take effect?

Ed Steenman: We will start the transition next year. With the City and the County both doing it that is nearly 3,000 people and it is not going to happen overnight. It is going to take all of 2020 and some people will not be migrated until early 2021.

Kyle Kerley: So over the five years, it is basically \$600,000 minimum extra cost to go to the cloud.

Ed Steenman: Yes.

Kyle Kerley: The question I face is technology is constantly evolving and we don't know what Microsoft is going to be doing five years from now. There could be getting enough pushback from the corporate world that they extend the life of the server. It wouldn't be the first time that they have extended support. It doesn't happen often but they did it with Windows 98 or Windows 2000 because people didn't want to convert to Windows 7. The other thing is the main selling point for me would be those added tools. The question is, are those tools worth the \$600,000 difference that we are paying for it? At the end of the day this is still taxpayer money and my gut tells me that most of the employees are probably only using email and possibly Word and Excel when you look at the whole Microsoft Office Suite. They are not digging into the Power Points and some of the Team Collaboration because a lot of the jobs are more data and communication focus where they may not touch on those tools. I can see where they might benefit, some people in management roles, but when I am looking at all of the employees we are paying a lot of money for a subscription service to put people on Office 365 where they may not need any more than an email account. I am trying to crunch the numbers and determine if \$600,000 over five years really justifies some of those new tools. That is just where I am at on this.

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Ed Steenman: If I may comment. There are at least two different licensing subscriptions that we can take advantage of and we have looked at using both of those. One is half the cost and gives you all of the services but lets you use Word, Excel and Power Point in the cloud rather than downloading it and installing it on your PC. We are trying to save cost but that is what was used to develop this estimate.

Tom Harris: What about the thought that because of technology moving so fast, wouldn't it be better to bite off a five-year plan and see where technology is in three years versus locking us into something that is ten-year? In three years we could see technology going in a completely different direction.

Chris Cloud: These are subscriptions and so we are not locking ourselves into anything more than the subscription.

Tom Harris: And it is an annual subscription?

Ed Steenman: Yes.

Tom Harris: But then you are going to have maintenance fees.

Chris Cloud: It is an all-in number.

Ed Steenman: As technology changes that is baked in.

Tom Harris: It is a baked in number but for one year, right? Or are you saying the maintenance fees won't change in ten years?

Chris Cloud: We have a three-year on this.

Ed Steenman: We sign an agreement with Microsoft and we take advantage of the fact that the State also uses Office 365. We get the pricing that the State gets. We are locked into a price for three years. It can change every three years.

Chris Cloud: There is also a benefit that we haven't touched on and that is disaster recovery. It concerns many of us that our network storage is here and not backed up anywhere else. There has been talk of building a disaster recovery site which is still needed for all other parts of our network. Not having to duplicate the storage component would be great. When we put all of our network storage in the cloud, it is accessible from any computer. When I am home I have full access to all of my work files. I don't have to have a fiber connection or a VPN. There are a lot of things that make life easier for us having other office locations. They wouldn't have to be connected by fiber. We only have to have an internet connection. Employees working from home become a possibility. Tennessee is pushing 30,000 employees to telework. It is happening elsewhere. We are not equipped to do that. We are just not there technology-wise.

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Sharon Tucker: Couple of questions. The 365 is the license and registration is included for every employee? Is that everything?

Ed Steenman: Yes. It is the annual subscription and what we did to come up with that number is looked at who we currently provide email for. There are 1,280 employees that have an email address. This number represents the cost to equip those 1,280 with Office 365.

Sharon Tucker: Is there going to be any additional fees if we onboard new staff.

Ed Steenman: Yes. Office 365 is licensed per user which is different than Office perpetual license which is per device. We could see some issues with that as we convert from per device to per user. We have devices that multiple people use but they pay for one license.

Sharon Tucker: The other question I have is when people say we go to the cloud I kind of cringe although we have access to our data. We also have security exposure and issues that come abroad. That is an additional cost. Has that been calculated in this price or is it going to be extra. That is one of the things with being on the intranet you can only be on it when you access our VPN but when you are in the cloud we lose that secure lockdown.

Ed Steenman: We are in the government cloud. There is the private sector cloud and then there is the government cloud which meets Federal standards. It boils down to the same risks with the data internally. The weakest link is usually the employee. Ransomware, you have all heard of that and it all starts with an employee clicking a link or opening a file that is attached to an email. That is the most likely way. You still have to be conscious of those things.

Tom Harris: So it is not worse in either scenario, going to the cloud or the other one? The risk is about the same.

Ed Steenman: There are conflicting opinions on is the cloud more secure or is it not? Flip a coin.

Tom Harris: So, we don't know.

Chris Cloud: We have hundreds of software applications and they will still be behind a network firewall for the bulk of the sensitive things that we do. It is more for personal files and email. It is a little less at risk there than some of our criminal justice files. That is all contained in our network. Our watchdogs are watching.

Kyle Kerley: On that note, has your research only gone down the Microsoft 365 pipeline or have we looked at G Suite from Google which also meets all of the government safety firewalls and everything.

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Ed Steenman: We have not and the main reason being Outlook. We have so many people that rely on Outlook calendars as in the case of the Courts, in some very complex ways. Some of the evaluation that we have done says that G Suite can't accomplish some of the calendaring that we do in Outlook.

Kyle Kerley: I use Google and my calendars interact pretty well. I was just curious if we had investigated cost to see where that may fall. I know there are a lot of government entities that are using G Suite. Obviously it is a transition but...

Ed Steenman: When the issues with calendaring came up, we kind of dropped it.

Tom Harris: So the issue before Council is to decide on both of those items or is it a funding item?

Larry Brown: Funding.

Tom Harris: We are not making the decision on the direction that you go. We are making the decision on how much money we pay you.

Larry Brown: Exactly.

Tom Harris: The decision you are looking for from us is funding and not the decision on which direction to go.

Kenny Fries: Based on the funding, it is going to 365.

Kyle Kerley: If we say no on the funding for 365, we are essentially saying that they have to go the other direction.

Chris Cloud: Your options are \$450,000 investment in our current environment to upgrade the servers and licensing that is needed for the five or six year window or transition to Office 365 at a cost of \$200,000 a year half covered by the Commissioners, so \$100,000 a year into his General Fund budget.

Tom Harris: Council, are there any other questions? Thank you. Next up is HR.

Christy Murphy: Charity Murphy, Director of Human Resources. I am going to start with the funding for an internship program. We are asking for an increase in our Extra Deputy Hire line in the amount of \$79,975 with a total of \$100,000 for the year. I think if you look at our adjusted budget it said \$14,568. We generally budget for \$21,000 for a part-time individual and over the last three years we have not used nearly that much but we have had a lot of turnover every year. We have had a large chunk of time where we didn't have someone in a position and so it was a cost savings to us. While it might not be a full \$21,000, it will definitely be more than \$14,000. We will have to transfer money in this year to cover that amount. I want to talk figures about the actual internship program. For the \$78,975, if you had fifteen students, fifteen hours a week for 39 weeks which is the high school year, at \$9an hour that is the \$78,975. There is also the option of that

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same amount at \$8 an hour which is \$70,200. If you paid the minimum wage, \$7.25, it would be \$61,425. Obviously if you reduce the amount of students that we would take into the program each year that amount would also go down. This program would be a partnership with East Allen County Schools for interns. The high school students now have a new graduation pathway. Starting this year, the 2022 graduates will have to have a high school diploma and show an employability skill through a project-based learning, service-based learning or work-based learning. This would fulfill the work-based learning process for them. Those students would be able to come in for three hours a day which is half of their day. They get credit for it and we have somebody working for us. The students are within Allen County. The big reason for this is recruitment for any type of internship program. I want to talk about the cost of turnover because this will be relevant for this and my next topic. In most studies you will find that on average it is 51 to 100 days to replace a person. You have the cost of filling in for someone, recruiting and training cost. They also say that turnover can be as much as someone's annual salary. You also have incidental costs, the loss of institutional knowledge and decreased productivity and morale for the employees that pick up the slack. Those are big things to think about. They say that for every dollar that you put into an internship program or tuition reimbursement, you will get \$1.30 to \$1.50 back. As I said, the main reason is as a recruiting tool and is a way to find your future employees and it is all year round. We are kind of test driving the talent, if you will. We will have these students in and they will be learning different jobs. We are going to be getting our name out there to the schools. I think the goal is to keep talent here. As you talk to a lot of these students, they always talk about going away. This really gets the brand name of Allen County and what we offer out there. They don't really know all of the different services. It will increase productivity by having extra manpower within your department. Nowadays, interns aren't just making coffee and copying, they are doing meaningful tasks. We are giving back to the community and serving the constituents in Allen County. We would be fostering leadership skills in those interns, reducing workload on current employees and reducing recruitment costs.

Larry Brown: Question on that. Are you done with that segment?

Charity Murphy: Really quick, I would like to say why I want it in my budget. This would not be ten interns for my department but for other departments. If other departments put money into their Extra Deputy Line items, they can use it for other part-time employees. We want to make this a true internship. We want to use it to serve these high school students.

Larry Brown: At what grade level do you see a candidate coming into this?

Charity Murphy: There are certain jobs where they could come in as a junior at 17 years old. A lot of the positions for departments that have said they want an intern would require them to be 18, so probably second semester of your junior year or their senior year as they get closer to graduation.

Larry Brown: There is a whole bunch that isn't 18 until second semester of senior year.

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Charity Murphy: Yes, there are some.

Larry Brown: How do you see oversight or supervision or making sure that if an intern goes into another department that they aren't just stuck in a closet making copies?

Charity Murphy: Mary Rian, our Recruiter, will be heading the program. While she won't be day-to-day overseeing every single intern, she will have close contact with each of the departments. They will have to give reports on what those interns are doing. The school requires it and there are forms that have to be filled out. There is oversight by the school and Career Placement Individuals.

Larry Brown: One last question. Is this an alternative educational process that replaced the day-to-day that we were used to or does this supplement the day-to-day? In other words, do they go to regular school half a day and then be involved in this process half a day?

Charity Murphy: Yes. That is exactly how it would be. With the three areas that I said, if they didn't do this they would have to do a big project by the time of graduation or a huge service project.

Tom Harris: You have two other items?

Charity Murphy: Yes. The second item is tuition reimbursement. We are asking for \$100,000. This is a recruiting tool and enhances the voluntary benefit package that we already have. Some of the aspects of this would be that there is a cap on the annual limit of \$5,250. That is the highest amount you can give without it being taxable to the employee. If everyone took the full amount, it would be 19 individuals that would get the annual reimbursement. I don't imagine that everyone is going to take the full amount. To give you the cost of college right now, St. Francis is \$850 a credit hour and so a three-hour class is about \$2,500. PFW is \$900 per class and would be \$2,700 for three. Indiana Tech is \$530. To put it into perspective, the \$5,250 is not that high of a number.

Tom Harris: Are Elected Officials and Chief Deputies eligible?

Charity Murphy: Everyone considered a full-time Allen County employee.

Tom Harris: Undergrad only or is it considered for graduate school?

Charity Murphy: Both. It is also certifications that would benefit the department. The requirement is if it is a degree that you are seeking or a certification or license has to be tied to the current position or the department's needs. HR would oversee this as well. They would submit the application to us and make sure there is a connection between the work and needs of the department. It has to be a full-time employee and have worked here for at least 90 days and they have to stay for two years following the receipt of the

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funds. This money would come to them only after they have applied for Federal Student Aid.

Tom Harris: Council, are there any questions?

Kenny Fries: What do you do for pre-existing employees that already have their Bachelor or Master Degrees?

Charity Murphy: There is no plan to go back and compensate for student loans, I am guessing that you are referencing.

Kenny Fries: When I was Sheriff, I put in a program for an educational bonus. If you had a Bachelor's, you got a certain amount and if you had a Master's, you got a different amount. We were trying to draw more educated people into County government and that was my goal to do it. It is almost like now, if we have employees that have their Bachelor or Master Degrees already they get nothing. Is there any thought of that?

Charity Murphy: Most of the jobs are paid and tied to the level of degree that you have. Technically the pay should be commensurate with having a graduate degree. That is not always going to be true.

Sharon Tucker: You had mentioned that you were going to oversee if it is tied to the need of the department. If a person decides that they are going to go back to school because they see there is a need in this area and that department already fills that need with a new hire, then what happens? Do we no longer provide them the financial aid piece?

Charity Murphy: If it has been approved and they have applied for it, they would get it.

Sharon Tucker: I am talking about they have this semester and they apply and in that gap we hired somebody because we need to get this done before the time of graduation. They have started to course down the path so do we stop funding them now?

Chris Cloud: I would hope that when we say a department has identified a need that it is not a unique niche need but like the Treasurer's Office. It is good with numbers but if you wanted to get your accounting degree or financing degree that would make sense regardless of what position you are in. As opposed to a very narrow technical skill, we could find some other position that has that. I would hope that if we say it is based on department need that it is more of a generic need than a specific one person only does that need. I think it is more the general tone and tenor of your department.

Kenny Fries: One more thing. You say about 19 people would be able to get that amount. How do you determine which 19 people would get that? We have 1,500 employees.

Charity Murphy: It would be whoever submits the application and meets the application requirements.

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Kenny Fries: First come, first served.

Charity Murphy: Basically, yes.

Tom Harris: Charity, is there anything else? Those are two items, is there anything else?

Charity Murphy: Yes, an increase for County Training from \$40,000 to \$100,000. We have budgeted for the last three years the \$40,000. We have gotten by but last year we had to put more money in and we will have to put more in this year. Training has become increasingly more expensive to get outside trainers. With what we paid \$40,000 for, we had 14 total sessions and that is not even the number of actual trainings. We do a lot of in-house training but we don't have an in-house trainer. With the \$40,000, we are not adequately offering training as we should.

Tom Harris: Do departments pay for training?

Charity Murphy: Some departments, if they have a specific need, I do know that the Department of Planning Services contracted to get Gladieux Consulting to come in and do department specific training. In those instances they would pay.

Tom Harris: Just a question, do you oversee from an HR perspective of how much training is going on throughout the whole County? Or is it up to departments to determine what training goes on within their departments?

Charity Murphy: We don't monitor each department specifically. We try to include every department to what we offer. We try to offer as many different training items as we can.

Chris Cloud: I would say that HR is intentionally broad. Departments may find a need for a narrow thing for them or customized to them. This item came up during our strategic planning process. One of our areas for that was leadership training. As that group got together and we realized we needed a more robust general kind of training for Managers as well as leaders. Part of this increase is not just for day-to-day training but for management training. We are expanding the training opportunities. It's not just the time management things that we do or dealing with difficult people and other ongoing HR trainings that we have always done.

Sharon Tucker: How are we measuring that it is mattering? What is the measurement that the dollars spent have become successful?

Charity Murphy: We don't have a form of metrics or a system to measure that. I think what becomes apparent is when we are turning people away from training sessions. Obviously they are meaningful. Employees don't come to training that is not useful in their jobs.

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Joel Benz: Why is the badge printer, which is a capital item...

Charity Murphy: That is off of there.

Joel Benz: Okay. Secondly, the internship program, fifteen seems like a lot of kids to manage.

Charity Murphy: That number was based on how many different departments said they could take on one or two students. Again, it wouldn't be Mary going in and overseeing them day-to-day. She would be overseeing the program to make sure that things were getting done. Their department would ultimately be overseeing the person as well.

Joel Benz: This is a new thing and I don't know how it is going to go. It seems wise not to have fifteen kids all of a sudden to be here. Maybe start with a smaller number and then build up as time goes on.

Charity Murphy: I think that naturally that is going to happen because it is new to them as well. This opportunity isn't really out there to them yet. I don't see a mass of fifteen students wanting to come in the first semester.

Sharon Tucker: Do you foresee this causing additional overtime in departments because they have had to pull someone to instruct and train the intern and their responsibilities still have to be done?

Charity Murphy: No, I wouldn't imagine that this would cause or require that much supervision.

Chris Cloud: At three hours a day, you are probably going to be doing more of a project-based thing. They would probably say this is a long-term project and why don't you chip away at it a little each day. I wouldn't have them doing someone else's job. I would have them aiding someone working on a long-term thing.

Tom Harris: Council, are there any other questions? The one challenge is do you know how much Gladioux Consulting, as an example, has received in the County?

Charity Murphy: Not County-wide.

Tom Harris: It is over \$100,000. What we need to do I think is HR or the Commissioners need to understand that with doing training throughout, how do you get a handle on that? That is \$100,000 in training and when you are looking for more at the \$40,000 we have already paid \$100,000 for one training session.

Chris Cloud: A substantial chunk of that was one department that did a very large project.

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Tom Harris: That's fair but my concern is from an HR standpoint we have to get some kind of a handle on all of the different kinds of training going on. Thank you very much. Next up is Circuit Court.

Eric Zimmerman: Eric Zimmerman, Circuit Court. This afternoon I will be as brief as I can. I am requesting \$17,500 in the 400 Series. The largest bulk of that is \$12,500 to redo eight workspaces in Circuit Court General Offices in the Courthouse. It constitutes some of the rearranging of desk spaces. We have not had a remodel since the late 1980's or early 1990's. A lot of the way that the employees work has changed and we don't have a lot of Court files in those offices but they need desktop space. That is contracting with our local building services. The \$12,500 is basically for materials. They are going to provide all of the labor and paint.

Bob Armstrong: So it will be internal.

Eric Zimmerman: It will be internal and that is where the money is going.

Tom Harris: A quick question on that. Is that Capital?

Eric Zimmerman: It would be because we are buying material.

Tom Harris: Why would we not look to that from our Capital Expense off of Council rather than to have it in your budget? Or could you come before us and request it from your Capital as a Capital request? We would look at that as a Council request rather than adding that to your budget.

Eric Zimmerman: Either way, I was instructed that this might be the best way to put it in our budget.

Tom Harris: We are putting approximately \$750,000 in a Capital line from Council and it could be brought before us next year as a request.

Eric Zimmerman: I would be more than happy to do that. I just wanted to get it on the radar.

Kyle Kerley: When are you planning on doing it?

Eric Zimmerman: Most of the plans were drawn up in 2019. In working with Building Maintenance, we were hoping there would be some money in their budget to finish this off but I just received word that it is not available for 2019.

Kyle Kerley: Is there any chance you may have some rollover at the end of the year that you can come in December and say that you will have \$13,000 and you want to transfer it to the 400 Series?

Eric Zimmerman: That is absolutely a legitimate possibility. The other two things are for computer hardware. One is for three laptops for the Judicial Officers in Circuit Court

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to have at home to approve warrants. Currently they have modems and it is not very efficient because they have to be where they are. We have looked into all different kinds of processes and the reason for the \$1,500 is that the Supreme Court regulates software that is required on those. That is what the bid price was, \$1,500. The last thing is to replace three printers in Adult Probation. It is just part of an ongoing refresh.

Tom Harris: Are there any other questions? Thank you. Consider moving that towards a Capital request. Next up is Community Corrections.

Danielle Edenfield: Danielle Edenfield, Assistant Director for Allen County Community Corrections on behalf of Director Churchward.

Jeff Stevens: Jeff Stevens, Senior Finance Manager for Allen County Community Corrections.

Danielle Edenfield: We certainly appreciate your time today. I have enjoyed having the opportunity to meet with most of you to discuss our budget submission. In recognition of your schedule today, I will attempt to provide a brief overview of Allen County Community Correction's General Fund budget for your consideration. The management team at Community Corrections felt that we had no choice but to request Allen County General Fund dollars in 2020 to support our employees now and in the future. Director Churchward sought counsel from the Allen County Community Corrections Advisory Board who approved our budget submission request for 2020 unanimously on July 25, 2019. Our 2020 budget submission is seeking 100 Series personnel support and 300 Series equipment rental support. I can address each request individually or answer questions after totality.

Tom Harris: I would say to keep going.

Danielle Edenfield: As you well know, the Indiana Department of Correction has declined to fund our employee step increases for the Allen County Pay Grids as well as the most recent Allen County COLA increases as they consider them pay raises. They have declared IDOC funds inappropriate to fund pay raises. The Department has pointed us back to local community and County General Funds to support the employees in this matter. The Indiana statute mandates our employees as local County government employees. We place tremendous value in a well-trained and tenured workforce that meets the challenges that our population often presents. Additionally, IDOC decided in 2019 to move Community Corrections agencies to a calendar funding cycle which has thrown us unexpectedly into a 27th payroll period for 2020. I believe the following details are reflected on your agenda today. Staff salaries in the amount of \$309,544, comprised of calendar 2020 staff step increases in the amount of \$24,018, calendar 2020 anticipated COLA \$123,678 and calendar 2020 27th payroll in the amount of \$161,848. When combined with the staff fringe benefits of \$48,737 it brings our total 100 Series requests to \$358,281. We also learned in recent months that at the end of 2021 self-services are going to change and render our GPS current equipment unusable. These changes are going to force us to upgrade our equipment. At this point, we have met with four different

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monitoring equipment vendors and received quotes for new compatible equipment. Currently our most economical quote is \$98,470 annual unanticipated expense for GPS equipment bringing our 300 Series request of \$98,470. Our total County General Fund 2020 request is \$456,751. Jeff and I certainly join Director Churchward in her commitment for fiscal responsibility and do not make this request lightly. We also assure the County that careful consideration has been made in developing this request. Again, thank you for your time and support.

Tom Harris: Thank you. One of the questions that I had mentioned, or not question but comments that I shared with the Sheriff is the possibility of bringing three or four different entities together to discuss a little bit larger or longer strategy in how to deal with folks that end up in your organization or the Sheriff's or the Courts and such. The Sheriff indicated that he would be supportive of getting together in some kind of a meeting. Would you also be willing to join some kind of a meeting in maybe the next 30 days?

Danielle Edenfield: Absolutely.

Tom Harris: Council, are there any questions?

Kenny Fries: The \$309,000 that you are requesting for pay increases, IDOC has said they will never do those increases?

Danielle Edenfield: They have not said "never" but we have asked repeatedly and we have repeatedly been denied.

Kenny Fries: Do we know why? This is a State-wide issue, correct?

Danielle Edenfield: Yes, we are not alone in that regard.

Kenny Fries: We have County employees working for you that are not going to get the pay raise that other County employees are getting.

Danielle Edenfield: Unless we fund it out of our Project Income.

Tom Harris: That Project Income account is approximately how much?

Danielle Edenfield: Approximately \$1 million.

Tom Harris: The challenge is the 27th payroll will actually end at the end of next year. How much was that against the \$456,000?

Danielle Edenfield: \$161,848.

Tom Harris: If we were not to approve that amount or this entire amount, it won't play itself out until the end of next year. Then you might know better what the State is

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providing in additional revenue. That could be something that we think through. If Council chose not to do anything but say that if the State is in a position not to do it, we would be there to help in the future. Council, are there any other questions? Thank you very much. Council, would it be a pleasure to take five minutes and then reconvene or would you like to continue on? Okay, we will continue on. There have been some revisions to these numbers and I don't have a total on this but showing what was initially given to us, we have approximately \$2,458,703 in appeals. We have the opportunity to walk down through here and open it up for general discussion. How would you like to proceed? Let's look at the first one up. That is the Sheriff's Department. A couple of things maybe while we go through here, we can agree to fund the requested amount, we can agree to not fund any of it or we can agree to fund some of it. That opens it up for all of these items. I brought the issue up a little bit about getting together because I truly think there could be some benefit in bringing about three or four groups together and doing some strategy in terms of where do we begin to house now and where to we house prisoners and such in the future. When we gave the Commissioners \$5 million to assist in doing the Work Release facility, it was our intent and the Sheriff's intent to work with Community Corrections to be able to put folks in that facility. Somewhere along the way, that fell away and that is now not the plan. My concern is that I think we need to bring three or four of these groups together to get a strategy put together so that we understand maybe in the next three to five years where we are going including what the Courts and Judges would like to do. From my standpoint I am looking at is there the possibility of holding that Sheriff request on the basis of the next 30 to 60 days we meet with the Sheriff and other entities to determine what we are going to do. We can come back and still approve those at any given time whether it is this year or next year.

Larry Brown: I have no problem in doing that for the position titles Work Release. I would like to see this approved today Sworn Officer line item and the Jail line item, especially the Jail line item.

Tom Harris: Which is how much?

Larry Brown: \$257,411.

Kyle Kerley: Knowing the problems that they have in the Jail, I definitely concur on the Jail side. Just from how much turnover is and even if the current Confinement Officers hear that there is light at the end of the tunnel and we are going to get more people even if it isn't until January first. They will believe that we have their back. There are a lot of units that have one Confinement Officer in a block. If something happens and they can't hit their communicator, it could be a number of minutes before someone even notices that things are going on.

Sharon Tucker: I have no problem supporting those Officers. I am concerned that I had heard multiple times we have heard that they are having a hard time recruiting and then we hear that it is in and out. That confuses me. Before, we were told we need to increase salaries because we can't get people and now all of a sudden we got six or thirteen within, it might not have been like that but it sounded like that. I also want to point out

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that although I support that we fund those positions and hold off on Work Release, they also had almost \$300K rollover. I am all for helping departments spend down a lot of this excess that they have and so we may not have to fund the whole entire amount. If they need it, they can return back to the table to see the other portion.

Larry Brown: Sharon, I may have strange cars driving by my house after I say this but it was pretty obvious to me that the five or six that were present representing the Sheriff's Department that there was little to no communication from head to tail on what the current situation was. Sorry but that was pretty darned obvious. When it was stated that there were 13 openings and then turn around and look and no, all positions are filled. Somebody should do a better job of communicating before they walk in that door. I still feel that, and I am interested in what the former Sheriff Councilman Fries has to say, I still support and hope that we support and approve the four Sworn Officers and five Confinement Officers for the Jail.

Kenny Fries: I will address that. Thanks. I was glad to hear the Sheriff say where he was going to put those four regular Officers because if you don't have a plan where to put them, why are you asking for them. At least we know they are going to go to Patrol which is woefully undermanned. The Jail is woefully undermanned but to say that the exit interviews say that they are fearful working there, I worked there and it is the Jail. It is not a pleasant place to work. You don't always feel safe because you are dealing with the bad part of society. I don't think it is just because they don't feel safe. The economy is different than it has been in the past. Many people start working at the Jail and say that for this amount of money, they can go flip burgers.

Sharon Tucker: Did you guys do exit interviews?

Kenny Fries: Yes, we talked to them all to find out why they were leaving. Many of them become regular Officers and this has been the practice for many years. Hire from within because you know if they are good employees and you really want to retain them. The only question I have is that I am not sure what good it will do to have the meeting and then go ahead and give the five employees to Work Release. If they are not ready to open it, I understand not hiring them yet. You also have the timeline of getting them hired, getting them trained and they can be trained at the old Work Release facility before they move to the new one.

Tom Harris: Who would take those Work Release positions, the guys in the Jail?

Kenny Fries: I am sure they will allow the guys in the Jail to apply for them. I don't know how they could not.

Tom Harris: You will just immediately see that switch as well. A year and a half or two years ago, the Sheriff was in front of us and stated that the number one issue right now is the command issue in the Jail and that is why we have turnover. We have to get the command and we helped them with those changes. Here we are again and now it is simply that we need more people. I worry that there may be more to this and I get

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concerned that we just keep pumping more people in that direction and not fixing some of the underlying issues.

Bob Armstrong: My question is really for Kenny. Of those four new Sworn Officers, in your opinion, will those be new hires or lateral move positions? The reason I ask that is you know as well as I do there are a lot of lateral moving from department to department. It saves us time in training and resources. Or do you think these are going to be four new that have to go to the academy and go through the whole gamut.

Kenny Fries: I would really hope that they would be new employees instead of laterals. Typically what you get with a lateral is somebody with 20 years from some other agency. They are retiring from that agency and starting to work for us to get a second pension. The issue you have with that is when you hire a man that is 45 years old, he doesn't necessarily want to go out and work third-shift Patrol. He wants to work in the Civil Division. You wind up having an older department when you really need a younger department. I would hope that they are new employees but that is up to the Sheriff to determine. I agree that they all should have known how many employees down they were.

Tom Harris: So, Council, from my standpoint whatever we can do to allow the Sheriff and other entities involved make some long-term decisions and help us understand demand a little bit helps us to make better decisions. If there is an interest in moving forward with some of those positions but not all of them that will help us be able to put all of the parties at one table to figure out what the need is in the long term.

Bob Armstrong: Do you do it in a motion?

Joel Benz: It has to be a motion.

Nick Jordan: Or at least we know that the majority supports it.

Larry Brown: I will make a motion that we approve in the Sheriff's Department the additional \$509,342 which funds the top two line items.

Joel Benz: The additional Sworn Officers and Confinement Officers.

Bob Armstrong: Second.

Tom Harris: **We have a motion and a second.** Is there any further comment on that?

Sharon Tucker: The only struggle that I have is they will have some rollover but we may not have to give them additional dollars for the rest because they have rollover.

Jackie Scheuman: You would have to approve the positions because we won't add them to the salary ordinance. The five additional for Work Release, they couldn't hire them even if they had the money because you all haven't approved the salary ordinance.

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Sharon Tucker: That's good, thank you for adding that.

Bob Armstrong: Unless I am wrong, the way I look at it is probably the way you are with the Work Release, one you have the potential rollover and two, when they meet in the next 30 days we will know if that is a good solid number or not.

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

Nick Jordan: That was for the funding.

Tom Harris: That is correct. Next is the Surveyor. Are there any thoughts on this one?

Sharon Tucker: Nick, am I right on this?

Nick Jordan: Last year the Surveyor had a rollover of \$72,000. The year before was \$188,000 and the year before that was \$151,000 and the year before that was \$121,000.

Joel Benz: That is a good point and I think we should look a little bit about how they go about that. I don't feel that there is any impetus for him to do that. He will just do status quo. I think there might be a possibility to have developers pay for some of those areas that aren't already done by the State.

Tom Harris: Are there any motions at this time? Hearing no motions, we would simply move on. Next up is the Building Department.

Larry Brown: They reduced the \$99,484 by \$5,000 from the get-go for uniforms. It is now down to \$94,484. My only comment is that is and has been self-funded in a way. I have no problem with this request.

Tom Harris: I would add that I look at the building request first as \$50,000 for one and \$50,000 for the other. The \$50,000 was for additional part-time help and labor and such. We can deal with that next year, should the demand happen. The potential exists that it may not happen. At any given time, we can add additional as he has done this year on a number of times. The second one was for a various miscellaneous items that I challenge in terms of how much of a need they really have.

Larry Brown: Let me remind you of the \$1 billion mark again two years in a row. Those permits will take 18 to 24 months to complete the project during which time those Inspectors will be booked. I have been on the receiving end of that dilemma when you wait for days and days and days to get an inspection. That is what he is trying to figure out, work around and avoid in order to accommodate the contractors with this overtime. Part of that overtime is for Saturday inspections just to try to accommodate special needs.

Joel Benz: What is the rollover that he has?

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Sharon Tucker: \$97,000. I was going to say that his rollover was \$97,000 which almost handles what he asks for. The other thing that I think is when we put it in the budget, it is there with the potential to be there going forward forever. The last several budgets we have eluded to the fact that we have given that department all types of things to succeed. I don't see there being a problem with holding his budget where it currently is reported and allowing him to come back for the opportunity if he sees that the part-time and overtime is getting to a point where he needs additional funding. It's not saying you can't do it but are saying that when you see that when it becomes a problem you can come back. He can still function and move builders and permits like he would. It is just going to sit there until the need comes. It is what if and not it is.

Kenny Fries: I am looking at his budget from 2016 to 2020 and the overtime has increased by \$34,000. He has increased it every year. I agree with Sharon that he can come back if they run short.

Tom Harris: Are there any other comments?

Bob Armstrong: Of the \$1 billion permit thing, how much of that money does he get back or does it all go...

Nick Jordan: You can't really correlate the two. The general revenue, as an example, may be around \$2 million or \$2.3 million which is the highest it has been in the last four years. When you hit a billion you are getting two percent.

Bob Armstrong: Where does that go?

Tom Harris: General Fund.

Nick Jordan: The General Fund, yes.

Bob Armstrong: Straight into the General Fund.

Nick Jordan: There is nowhere else that it is going. If it is Unsafe Building Fund or certain fines, it would go into a different fund. I hope that is not included in the building permit numbers because that is a whole different ballgame.

Larry Brown: Bob, it is a little hard to know because every permit has a different fee structure. Certain projects have a different fee structure. As example, the initial Parkview project, there were all kinds of negotiations and deals. Inspection was at an extremely reduced price for the permit fee.

Tom Harris: So with that is there a motion on this particular item?

Larry Brown: I am going to make a motion to approve the Building Department request at \$94,484.

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Tom Harris: Is there a second? Hearing no second, we will not move forward on that one. Next up is Voter Registration. Are there any thoughts on that?

Kyle Kerley: It is just one of those things that we have to deal with every four years.

Larry Brown: I didn't hear that.

Tom Harris: He mentioned that it is an election year.

Bob Armstrong: Presidential election year at that.

Larry Brown: I understand that but not in Voter Registration. It doesn't affect.

Kyle Kerley: It does.

Larry Brown: This is not a Voter Registration year; I mean a Presidential Election year.

Kyle Kerley: 2020 is.

Larry Brown: 2020 is but 2019 is not. Some of the figures he was stating were 2019 figures.

Kyle Kerley: The reason that they increased is that they are doubling the Extra Deputy Hire from 2019 to 2020. That is \$30,000 of the \$40,000 that they are requesting.

Sharon Tucker: And his zero-based budget shows the differences between 2019 and 2020 of how he came up with those numbers. It was based on the Presidential Election year and the additional registrations that they have to process.

Kyle Kerley: He said he was expecting 70,000 registrations next year and in a municipal election there is like very few. He was actually using numbers from 2016 to get the Extra Deputy Hire hours.

Larry Brown: Should the computer equipment be taken out and put in our Capital line item?

Kyle Kerley: I would agree with that.

Sharon Tucker: I agree.

Kenny Fries: That is the only thing I was going to say that \$5,500 should be in our Capital line.

Larry Brown: That takes it down to \$39,598.

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Sharon Tucker: I will make a motion that we approve the appeal for Voter Registration in the amount of \$39,598.

Bob Armstrong: Second.

Tom Harris: We have a motion and a second. Is there any further discussion? All in favor say aye, those opposed, like sign. The motion passes 7-0. Next is the Department of Planning Services. Are there any thoughts on the comprehensive plan for Allen County?

Kyle Kerley: I am glad that they addressed New Haven. She is in discussion with Brian Yoh for a contract. If we would sign a contract, would that put money towards this plan?

Nick Jordan: I think it was mistaken. I think they are contracting \$600,000 with the consultant and not with New Haven. I wonder if New Haven and Leo-Cedarville is complaining about coming to the table. Do they want to eat some of the cost?

Kyle Kerley: That is one of the things that I had asked some of the officials in New Haven. When you look at their population overall, the percentage that they would contribute would be very low. It would still be something that shows they want to be there. My guess is that there will be extra cost associated with this project above and beyond the \$600,000.

Larry Brown: Is that a motion to approve the \$386,700?

Joel Benz: It changed to \$333,530.

Tom Harris: Kyle, was that a motion?

Kyle Kerley: I move to approve the \$333,530 for Planning Services.

Larry Brown: Second.

Tom Harris: I will just mention that ultimately I think it is important. Sitting on the Plan Commission and what I hear is continued urban issues starting to hit the County and the rural areas. Establishing some kind of input from folks in the rural areas about what and how that goes about in the next ten years is crucial. We are going to have more and more stuff coming to the County and establishing some kind of guidelines for that is healthy.

Sharon Tucker: Can I add to that? I am struggling with this one for multiple reasons. We had this plan from 2007 and I don't know if dollars were contributed and the areas that should have been included in this plan have not seen the support that the plan says they should have, at least in my communities of Monroeville and Hoagland. You can speak to those communities about it. If we are going to give dollars, we are going through the same kind of strategy for southeast Fort Wayne and I see dollars going to consultants

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to tell us that we are going to do this. I've yet to really feel like I see the benefit of it. I am struggling with \$600K going to a consultant and we are not getting what we need.

Larry Brown: I think we know better now than we did and I wasn't involved in 2007. I think we know better what we need than we did in 2007. Think back just not too long ago, the concerns, upset neighbors and taxpayers and property owners when out in the area of GM there was development proposed on a certain side of Lower Huntington and Fogwell. It was a struggle for everybody because the document wasn't clear. The same thing is on Flutter Road, Schwartz Road and in the Harlan Grabill area. It needs to be done. Consultants are expensive. There is no doubt about that. We need to involve everybody and we need to get an update. In 2007 that means it was twelve years ago. It is going to be 13 and 14 years ago until this new one is in place.

Tom Harris: Just one other piece to that is that the Cities have generally been able to annex and keep getting bigger. Now, in Indiana, it has been curtailed a bit which I think is going to drive more stuff into the County. By the way, the plan doesn't say what is going to happen. It gives you the guidelines.

Sharon Tucker: I get it and I fully understand which is what makes me struggle with it. I am so concerned about southeast Allen County and we need to make sure that the same effort that we are putting into TIF's and tax abating areas north and Dupont, the same attention that we are giving those areas, boom is not just happening there. It was focused attention and that focused attention needs to be in other quadrants of our County. We keep pulling tax dollars from the whole County and concentrating them in other places. This plan needs to make sure that there is concentration and support for that area. That is where my concern comes from whether it is City or County, my district has the same problems no matter if you put it in the City or out. I didn't say I wouldn't support it, I just struggle with it.

Larry Brown: That's fine but I want to remind you that a TIF approval or application comes to us. We don't go out looking for it.

Sharon Tucker: I know. But since this is for the public, I have to put it on the mike so they can hear me saying it.

Larry Brown: We don't create development. We help enable development.

Kenny Fries: My concern is that we have a plan from 2007 that we readily admit has had problems. We say that the City problems are coming into the County. If we went by the plan in 2007 it shouldn't be happening. That consulting firm still got their money. We are talking about spending \$600,000 of taxpayer money to decide what the plan is going to be. No matter what happens that company is still going to get their money even if it is a plan that we don't like or don't follow. Like the plan from 2007, obviously we are not following it if we have problems that we didn't foresee before.

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Tom Harris: Keep in mind that this is our plan. They are facilitating the process. They are gaining input from everybody in the County.

Kenny Fries: Like they did in 2007.

Tom Harris: There were other issues with that. It was a different firm and how they interacted was one thing. This is our plan and not their plan.

Bob Armstrong: I agree with you that it is an opinion. The consultant in 2007 had an opinion and the consultant that we are hiring now is going to have an opinion. If you listen to the opinion, you either use it or lose it and we will find someone else's opinion.

Sharon Tucker: In my expression and Tom's expression were opinions and Tom was free to express his and by golly I am going to be free to express mine.

Tom Harris: We have a motion and a second. All in favor say aye, those opposed, like sign. All in favor raise your hand. Those opposed raise, your hand. The motion passes 4(Tucker, Brown, Harris, Kerley)-3 (Fries, Benz, Armstrong). Next are the Commissioners. Are there any thoughts or comments? The County Attorney was a part of that as well as Contractual Liability.

Sharon Tucker: I can move the new employee or do we have to do it all together?

Kyle Kerley: I think we can do it line by line.

Sharon Tucker: I will go ahead and make a motion to fund the \$95,753 for the new employee.

Larry Brown: Second.

Tom Harris: We have a motion and a second on the first item. Is there any further discussion on that? All in favor say aye, those opposed, like sign. The motion passes 6-1 (Benz). Next is the Contractual Liability Insurance.

Nick Jordan: There was \$80,000 for the phones, \$100,000 for the liability self-insurance and \$60,000 for Weights and Measures.

Sharon Tucker: And they had \$109,000 rollover.

Tom Harris: I look at these items of the phones and Weights and Measures as something that we are going to have to continue to contend with. On the Liability Insurance, I think we have an opportunity to continue to get better at that by not only reining in the cars and how they are being used but also understanding accountability for those cars going into different departments. I would be in favor of those three items.

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Bob Armstrong: I have a question for Chris. The Weights and Measure position, is that going to be a County hire but a City employee?

Chris Cloud: They are expanding from two to three and we had that conversation. It makes more sense to let them hire the person.

Kenny Fries: Is that a written contract that we will have with them?

Chris Cloud: Yes.

Sharon Tucker: I want to ask Nick to talk about the liability insurance again.

Nick Jordan: In my opinion, we wouldn't have had this discussion today because similar with health insurance, we just say what we are going to budget. Unless you guys are saying that we are budgeting too much, we dump it into the Health Insurance Fund. It is \$8.75 million going into 2020. In this regard, whatever the Commissioners felt was needed for Liability Insurance that is what we would put into 267. If we have a million dollar balance, then we reduce it until the Commissioners felt what was appropriate. I don't track Liability Insurance as much as Health Insurance. I think the only reason it got to this was back when budget cuts happened and the Commissioners threw it out to the departments so that it didn't artificially inflate the Commissioners' budget. Health Insurance is a County-wide expense line and in my opinion this should be the same thing. It would be like Unemployment, Workers Compensation, Early Retirement Incentive and Health Insurance is all in County-wide Expenses. We put those in there and they rarely change unless we have a massive fluctuation.

Kyle Kerley: What is that number?

Nick Jordan: For everything?

Kyle Kerley: Yeah.

Nick Jordan: Workers Comp...

Kyle Kerley: No, I mean if we move the liability to County-wide.

Jackie Scheuman: I don't think the majority of that line is cars.

Chris Cloud: It is our buildings and...

Kyle Kerley: I am just asking what that number is.

Nick Jordan: It was at \$400,000 and this will bump it to \$500,000.

Jill Williamson: It historically has been at \$450,000. This year it dropped to \$400,000.

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Sharon Tucker: If we entertained moving it to a separate line item, we could then reduce the other departments from their insurance line?

Nick Jordan: In my opinion, we would take it out of everyone's individual budget and put it in one line item and say this is what it costs for County-wide Liability Insurance. I don't think we should do anything because we are sitting on a million dollars in that fund and leave it at \$450,000. We can spend it down and in two or three years when we are close to \$300,000 in the fund then we revisit it. That is what I am doing with Health Insurance. We used to contribute \$9.5 or \$10 but I have dropped \$750,000 because the balance is over \$10 million.

Kyle Kerley: If there is a claim over \$250,000 then our balloon kicks in to cover it, right?

Chris Cloud: On the vehicle side, yes.

Nick Jordan: It is the Commissioners' request but I believe we can scratch it and spend what is in the fund.

Chris Cloud: No qualms. Like Nick said, over the years we have kicked things to County-wide budget in 4010. I am more than happy to push it to that because we don't do anything with it except pay the bill.

Tom Harris: Council?

Kyle Kerley: If you had to guess, how many lines are you going to be able to cut?

Chris Cloud: Lines?

Kyle Kerley: On the phone line side.

Chris Cloud: Of the 145, I think we identified a handful that we can move. Video conferencing is a bit more of a challenge. I am hopeful that we can move 20 to 30 to our VoIP system. We will have some that we will have to retain because copper is the only option. Like with the Parks, we can't get fiber out there. We are exploring some really creative other ideas with WIFI devices but to run all of their computers on their phones, it takes several of them. We are exploring all that we can.

Kyle Kerley: Would this be an item that we can hold off on?

Chris Cloud: Yes. We have enough money that we would be able to get through a portion of the year even if the cost does go up. I think second quarter we would probably come to you.

Tom Harris: Council, also this is what we would vote on next month.

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Kyle Kerley: So we are down to Weights and Measures. I will move for \$60,000 for Weights and Measures contract.

Bob Armstrong: Second.

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

Chris Cloud: So, Nick, procedurally will you reduce everyone's budget by what we were charging them for liability?

Nick Jordan: Unless you want it to be 2021 but it needs to be moved to 4010. We can talk about it later.

Jill Williamson: The insurance is a bit of a confusing thing.

Tom Harris: The next item is Information Technology.

Larry Brown: I will make a motion for the \$100,000 request to go to Office 365.

Bob Armstrong: Second.

Kyle Kerley: The timeline for switching is actually October of next year. Ed and I talked and he said that if we approve this \$100,000, they are going to put 30 employees on Microsoft Office 365 to make sure it is compatible with the County. They don't even have the answer yet.

Tom Harris: We have somebody disagreeing in the audience.

Chris Cloud: We already have 30 some employees on Office 365 including me. I think what Ed was talking about is that we want to take some employees yet this year to make sure that we get the hiccups of converting their Exchange accounts. When we did mine, it caused me to lose email for three days. We want to avoid that when we do a mass group. I think he was saying that he wanted to take people yet this year and convert them in October to start the process. That is my understanding. Our goal is January one to start the mass conversion.

Kyle Kerley: I knew there were some on it. I asked him what the hard deadline was to really make a decision for the direction we were going. He said the second quarter of next year.

Chris Cloud: That may have been on the licensing of the existing Office. That doesn't expire until mid-year.

Kyle Kerley: He said in order to make a decision whether we were going to go Plan A or Plan B. We would have to make a decision by second quarter but they just decided last

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week to move the server. The server was originally due to expire in January and they have extended it to October. I wanted to find out what the deadline was. We are going to spend the money either way so kind of my thought was there are a lot of people on that list that are only using email and not using some other stuff that we would be paying for. We might do just email licensing for a subset that only uses email. He said there were some things that they could still look at but we will spend the money one way or the other. I don't know if we have to make a commitment today.

Chris Cloud: We want to go to Office 365 January one. That is what the Commissioners want. We have the money in our budget to do that.

Tom Harris: Council, are there other questions or concerns? From my perspective, the five-year plan allows us the flexibility to move in different directions in the future where the cloud moves us to. We are going down that path and if technology changes in the next three to five years, we are still on that cloud path. I like the five-year plan better than the cloud perspective. I am still a little leery on some of the security things but that is probably my naïve understanding of the systems.

Joel Benz: There is a lot to it. If you read the Wall Street Journal, they had a pretty significant article on internet security for municipalities.

Tom Harris: Is that enhanced better with the cloud?

Joel Benz: Their take is if you are basically, use the cloud. They said the cloud is going to provide better long-term security because you have a big company that is watching everything and they have better access to more and stronger stuff. They were talking about people who have gotten ransomware, not had backups and have gone down and other things like that. When you are on the cloud you have more capability to mirror image and get your stuff back.

Sharon Tucker: Was this written by Siri or Alexa?

Joel Benz: There were actually about 20 articles.

Tom Harris: Thank you. Is there anything else on that Joel?

Kenny Fries: I have a question for Chris. If Council decides to go with the \$400,000 upgrade, the Commissioners already have \$100,000 set aside for 365 but are they willing to put \$100,000 towards that \$400,000 cost?

Chris Cloud: There is a larger question of if you choose to do that and the City Council would choose to move forward, we would be at an impasse. Even before we get to that is the impasse of figuring out if one group did it and one group did not. The City and County are wed in all areas of IT. Whatever Council chooses to do, if City Council would choose the opposite or City IT would say no they are not doing that I can't speak to what they would do but we have to do one or the other.

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Nick Jordan: We have a mix.

Chris Cloud: You can do it but you are going to spend money for licenses and money to upgrade the server. It is better to be either or.

Sharon Tucker: Chris, I know you are not IT but something you said sparked another question. You said upgrade the server. Is this just the email server and not the server that houses all of the other software, is it?

Chris Cloud: There are several things. Part of the request was licensing for Office. Part of it is licensing for Exchange. Part of it is upgrading our Exchange server and part of it is \$50,000 to increase our storage capacity of our SAN network storage server.

Sharon Tucker: So let me ask this then. If we go with the cloud version and someone has operating software for their particular department then we have to get that software moved to the cloud?

Chris Cloud: No.

Sharon Tucker: So we still have to upgrade the server anyway.

Chris Cloud: We actually have hundreds of servers. Most of them are virtual servers. We will have a rack with a bunch of slots of hard drives and each has their own server on it. It is a very impressive data center in the basement of Rousseau. We have lots of things that are on the server and not in the cloud such as Spillman and Quest for ACJC. They are stored on our network. There is a distinction between the network SAN government file and the network as it houses other applications. There are lots of applications on our network that an employee opens up a program and logs in that are complete different and distinct from Exchange and Email and our Office products. The Exchange server is a specific piece of hardware and our SAN is a specific piece of hardware.

Kyle Kerley: So in layman's terms the bulk of this is for email, Office and Excel and Word and those types of programs.

Tom Harris: So we have a motion and a second on the \$100,000 for Office 365. All in favor say aye, those opposed, like sign. The motion passes 4-3(Harris, Benz and Kerley). Next up is HR. HR mentioned something about the badge printer would not be part of this request, correct? We will scratch that request out. There are two items from HR. Are there any thoughts on those?

Sharon Tucker: Should we decide to go with an internship, I suggest a pilot program instead of launching out with so many and so much.

Tom Harris: What kind of number would you put with that?

Sharon Tucker: I would encourage half.

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Tom Harris: So, \$10,000. I am just throwing a number out.

Kyle Kerley: I will make a motion for a pilot internship program for \$10,000.

Tom Harris: You are making that motion. Had you made the motion yet, Sharon?

Sharon Tucker: No, I had not made a motion.

Joel Benz: Second.

Tom Harris: **We have a motion and a second.** Sharon, do you want to talk further about that?

Sharon Tucker: With all due respect I think \$10,000 is a small insult to try it but they would get how many people they can for \$10,000.

Kyle Kerley: They can come back and ask for more.

Sharon Tucker: That's true.

Kyle Kerley: Her comment was that she was asking for fifteen and said she didn't even know how many people were going to sign up for it. Bring in two people or bring in four people for the first semester and try it and then they can come back. They can say it is working really well and we would like to expand it to fifteen for the fall semester and we need another \$35,000.

Kenny Fries: Do we want to get into the weeds far enough to say pay them minimum wage instead of nine dollars an hour or leave it to HR?

Tom Harris: Do we need to do that at this time? Would that be something that we would determine going forward?

Nick Jordan: It has to be in the salary ordinance.

Jackie Scheuman: It would be part of the Part-time.

Larry Brown: If you use the \$79,000 for fifteen, which is what I heard, it is \$52.66 each. The \$10,000 gets you 1.9 interns.

Kyle Kerley: For a whole year. She was doing that math on basically them coming in every week and I think when you dig into it more, it is spring semester and fall semester. Are they going to be here in the summer?

Kenny Fries: That is also at nine dollars an hour, I think.

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Kyle Kerley: Right so if she pilots that for the first semester, it would give her four or five people. A semester is four months.

Larry Brown: I am okay for smaller and come back for more if it is a success. I just question if the \$10,000 is too low.

Tom Harris: Are there other thoughts?

Sharon Tucker: I can say that they had \$32K rollover.

Larry Brown: You have those figures handy, don't you?

Kenny Fries: She is sitting beside Nick.

Tom Harris: With that we have a motion and a second for the internship program at \$10,000. **All in favor say aye, those opposed, like sign. The motion passes 5-2 (Brown and Tucker).** Do we need to determine the pay?

Nick Jordan: Do you have the Part-time salary ordinance, what it is?

Jackie Scheuman: Their current Part-time salary ordinance is a range of \$9 to \$25.

Nick Jordan: You would need to lower that if you wanted to go lower.

Jackie Scheuman: I already changed it to minimum wage.

Nick Jordan: Next month, you will adopt that.

Tom Harris: Okay, next items are Strategic Planning and Tuition Reimbursement. My question, in a broader sense, if we were to put some money aside for Strategic Planning, it would then be required for departments to come before us and we would have that request for discussion in front of Council? Would that be appropriate?

Nick Jordan: If you put it in Council's budget. In this regard, if you wanted to allocate a portion of money and you guys wanted to approve what it is being used for we would put it into Council's budget. If not, you would just tell them to come back next year and of the \$19 million you have sitting there, you would take it out of that.

Tom Harris: As an example, I am just throwing a number out but if we put \$100,000 in a Strategic Planning Fund...

Nick Jordan: It would not be a fund.

Tom Harris: It would not be a fund?

Nick Jordan: Commissioners would have to create a fund. It would just be a line item.

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Tom Harris: So if we put \$100,000 in a line item that way if anybody requested Strategic Planning items, they could come before County Council.

Sharon Tucker: Every department.

Tom Harris: Yes, if they wanted to tie Strategic Planning to it.

Kenny Fries: How would that work? Is it going to be training for Strategic Planning?

Tom Harris: It could be. It could be different ways to improve communication. We have someone in the room that would like to speak on this.

Chris Cloud: I know it is labeled Strategic Planning and is related to Strategic Planning but it is for training that is the request from HR. It is an increase in their training budget as a result of the Strategic Plan. It is not for things for the Strategic Plan.

Nick Jordan: It is only \$60,000 for training.

Bob Armstrong: That is training only for the HR Department?

Chris Cloud: No, no, no it is County-wide.

Nick Jordan: There would be an email that said this is the training that we are offering.

Chris Cloud: Right now there is \$40,000 and HR does training on various topics. This would grow it to \$100,000 and they would do more of the training but would also add leadership training in addition to what they already do.

Tom Harris: So this item that says Strategic Planning should say Training.

Chris Cloud: It should but it is related.

Larry Brown: I don't know if \$160,000...

Chris Cloud: It is \$60,000 for one and \$100,000 for the other request.

Bob Armstrong: So my other part of that question is of that number is that training above and beyond of what Gladieux or whoever's name was brought up about a consultant do they pull that training out of that line?

Chris Cloud: If HR is doing the training, yes. What Tom was getting at is most departments have a training line but it could also be bringing in any consultant to do specific training for them. That is not coming out of this number. I think Tom would like it to be more coordinated by HR and there are merits to that for sure.

ALLEN COUNTY COUNCIL MEETING MINUTES

Tom Harris: So, Council, we have two items, Training for \$61,000 and Tuition Reimbursement for \$100,000. How would you like to proceed?

Bob Armstrong: Are you separating them?

Tom Harris: That is your prerogative.

Kyle Kerley: I guess on the Tuition Reimbursement, I would like to do what we are doing with the Pilot Program. A smaller number and they come back after they see how it is going to work

Tom Harris: What kind of number?

Kenny Fries: It is going to work. My problem is that it negates everybody that has their degree already. That is the issue I have with it. The people that have already achieved that get nothing out of it. I would much rather see it restructured as an educational bonus and if you get your Associate or Bachelor Degree or Master's Degree then you get part of that as an educational bonus.

Bob Armstrong: If you already have that you are just out of luck.

Tom Harris: Nick, we could add a caveat in here that it goes for Elected Officials or Chief Deputies but also the concern of that is the Master's degree instead of just undergrad degrees.

Nick Jordan: Procedurally it will be you are providing the funding but if you want the caveats they have to be in the policy.

Chris Cloud: We could draft a Tuition Reimbursement Policy and that would be a specific item in the policy.

Kenny Fries: I would like to see the policy before we fund it.

Chris Cloud: She basically went over the highlights of the draft policy. It has to be related to your job and so forth.

Tom Harris: If Council would have an interest in establishing that in some kind of a pilot program, what is a number that would make sense in that kind of a program? Would you say \$50,000?

Larry Brown: Didn't she say it was up to \$5,200 a year?

Tom Harris: IRS guidelines, yes.

Larry Brown: I think \$50,000 is too high.

ALLEN COUNTY COUNCIL MEETING MINUTES

Tom Harris: Does someone want to throw a number out?

Larry Brown: \$25,000 or \$30,000?

Tom Harris: Is that a motion?

Larry Brown: Motion at \$25,000 for the Pilot Tuition Reimbursement Program.

Joel Benz: Second.

Tom Harris: We have a motion and a second. All in favor say aye, those opposed, like sign. Those in favor, raise your hand. That does not pass at 3-4 (Tucker, Fries, Kerley and Armstrong). Is there another motion or do we move forward? I am hearing no other motion. We move forward on the training component of that.

Larry Brown: Let me ask a question. Tuition Reimbursement, we just decided not to fund it. Are we against the process?

Sharon Tucker: I am not and that is what I was struggling for and then Tom called it. I am not sure that \$25,000 is sufficient. Part of me is that we don't know because it is so new.

Kyle Kerley: I would like to see a more finalized proposal.

Larry Brown: You want to see the policy before you fund it.

Kyle Kerley: Yes.

Tom Harris: One aspect of this, and correct me if I am wrong, with that amount of money it could be brought before us next year as something to be adopted next year. Is that fair?

Nick Jordan: Yes.

Tom Harris: It wouldn't have to be passed today or as part of this budget process.

Kyle Kerley: I don't want to do the vote for it and then read what it is about.

Nick Jordan: Just to be clear, even if you guys don't choose to fund it from the General Fund, nothing prevents the Commissioners from passing the policy and funding it from somewhere else. Your authority is really just over the General Fund.

Tom Harris: At this point in time it has not been passed and we will move onto Training. Is there any interest in doing something with the Training?

ALLEN COUNTY COUNCIL MEETING MINUTES

Joel Benz: I think it has already been discussed to put it in our line item and I think that is fair.

Tom Harris: So what amount might make sense in putting it into the Strategic Planning?

Kyle Kerley: Would we reduce the amount that they already have in their line item?

Tom Harris: It wouldn't be added to their line item. They wouldn't get the appealed amount.

Chris Cloud: So you want us to come to you every single time we do training for leadership and management? We are not doing Strategic Planning.

Tom Harris: But we are.

Kenny Fries: Every other department does training. I don't see the need for an extra \$60,000 for the County to provide training. I don't know what kind of training it is going to be that other departments aren't already doing.

Chris Cloud: We are currently not doing management and leadership training for a specific smaller group of people who aren't just general employees. I think part of our hope with this is we would develop a leadership academy of sorts where it is a more intensive and smaller group. We grow our leaders. We want to be able to have someone start with us when they are young and stay with us their entire career. They would move up the chain but every single time they are fed into training and are able to move around to different departments and because we have great managers, we can put them where they are needed. We would then have a more robust workforce.

Tom Harris: I see that as a strategic plan initiative that was discussed.

Chris Cloud: It is.

Tom Harris: Putting money in a Strategic Planning item allows for those kinds of requests to come before us.

Bob Armstrong: So, is this a step off of the Pest Program? Wasn't that part of all of that?

Tom Harris: Pest was part of the Strategic Plan.

Chris Cloud: It fed the data behind which items were a priority.

Tom Harris: The issue before us is do we want to establish a Strategic Plan line item that could cover training or other kinds of initiatives in Strategic Planning and how much would that be?

ALLEN COUNTY COUNCIL MEETING MINUTES

Bob Armstrong: That line that we create is County-wide.

Tom Harris: Yes.

Bob Armstrong: If Highway wants money they have to come to us.

Sharon Tucker: If it is over their current budget and is Strategic Planning. They all have their own budget.

Chris Cloud: Some departments but not all departments.

Tom Harris: What amount might you put in there?

Kyle Kerley: Would an example be a leadership retreat for all of the County leaders?

Tom Harris: Part of the Strategic Initiative, we think a leaders retreat would make sense.

Joel Benz: I think we start at \$100,000 and if that ends up not being enough, we can adjust it.

Tom Harris: Is that a motion?

Joel Benz: Yes.

Bob Armstrong: Second.

Tom Harris: **We have a motion and a second.**

Nick Jordan: You want them to come before Council each time or do you want it in Commissioners...

Tom Harris: **Yes we have a motion and a second. All in favor say aye, those opposed, like sign. The motion does not pass at 3-3 (Tucker, Fries, and Armstrong)-1(Kerley abstained).** Next item up is Circuit Court. That item has been pulled because it is a Capital item. Next is Community Corrections. I had a chance to talk to Community Corrections about this and the idea is the biggest chunk of change is coming from the 27th payroll. We are also waiting to see what the State is going to do, They have a million dollars in their fund and they can pick this up at this time and if they are in need additional funds, they can come back and look at those for the next year.

Bob Armstrong: I would like to see when we have our legislative agenda meeting at the Coliseum that this issue from the DOC needs to be brought up to our Legislators.

Tom Harris: That was also part of the initiative of bringing forth the entities together to try to get some kind of vision.

ALLEN COUNTY COUNCIL MEETING MINUTES

Bob Armstrong: At the end of June or the first of July, the State had \$2.27 billion of cash reserve. That is an issue that needs to be addressed.

Tom Harris: It needs to be helping local communities. Is there any interest in moving forward on this item?

Larry Brown: I will make a motion to approve the request of \$456,751.

Kenny Fries: Second.

Tom Harris: We have a motion and a second.

Sharon Tucker: And this is not from a spend-down.

Tom Harris: Larry, you want to go ahead and fund the whole amount.

Larry Brown: That cash balance, which has been clearly stated many times, is being saved for relocation expenses. They are going to relocate.

Tom Harris: The concern that I had is that the million dollar balance could be perceived, from the State, as having plenty of money to do what they need to do and therefore the State doesn't want to give us additional funding. By spending that money down, we send a message to the State that we need additional funding. If we get into a situation where they have to move, we come forward and help them with these funds.

Kenny Fries: The only issue with that is we don't know what is in the State's mind. I do know what is in the Community Corrections Supervisor's mind and what good stewards they are of the taxpayer money. I appreciate the work that they do and as diligent as they are to make sure it is as cheap as they can possibly get by doing it. That is why I seconded it. I want to make sure that their employees know that they are funded for the next year.

Tom Harris: I think from my comment to the Director is that we will be there in case the State doesn't come through, we will be there.

Bob Armstrong: My only question is it the \$456,751?

Tom Harris: Yes. We have a motion and a second. All in favor say aye, those opposed, like sign. The motion does not pass 3-4 (Tucker, Harris, Benz and Kerley). Is there any other motion on that item?

Larry Brown: Related but unrelated, I want to make sure this happens. The meeting that you spoke about between the Sheriff, the Courts, Community Corrections and one or two Council people and the Commissioners needs to happen.

Tom Harris: I will commit to inside sixty days. Maybe a total, if that is required.

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Nick Jordan: The Sheriff, we gave \$509,342; Surveyor, you gave nothing; Building Department, nothing; Voter Registration, \$35,598; Planning Services, \$333,530; Commissioners, \$155,753; IT, \$100,000; Human Resources, \$10,000; Circuit Court, nothing; Community Corrections, nothing. That brings it to \$1,148,223. The net is going to be \$985,045.

Tom Harris: Obviously there are a few things floating that we will probably need to clarify going forward. In the case of the \$456,000 number that we just talked about, do we need to earmark that in the budget to make sure the money is protected?

Nick Jordan: No unless you have a plan to spend the \$20 million that you already have.

Tom Harris: Let's congratulate Jackie and Nick for all of the work that they put into this.

Sharon Tucker: I will make a motion to adjourn.

Kyle Kerley: Second.

Tom Harris: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-0-1(Benz absent).