

**ALLEN COUNTY COUNCIL MEETING MINUTES**  
**February 17, 2022**  
**8:30 AM**

The Allen County Council met on Thursday, February 17, 2022 at 8:30 am in the Chambers in Citizens Square. The purpose of the meeting was for additional appropriations, transfer of funds in excess of the current budget, grants, and any other business to come before Council.

Attending: Robert A. Armstrong, Sheila Curry-Campbell, Kenneth C. Fries, Tom A. Harris, Kyle A. Kerley, Paul W. Lagemann and Christopher Spurr.

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

**Mr. Kyle Kerley:** Good morning. I'm calling to order the Allen County Council meeting of Thursday, February 17th, 2022. Can we have the adoption of the agenda?

**Mr. Thomas Harris:** The pledge and the prayer, maybe? [inaudible 00:00:44] Prayer.

**Mr. Kerley:** Start with the pledge of allegiance and prayer.

**Members:** I pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation under God, indivisible, with liberty and justice for all.

[pause 00:01:06]

**Mr. Kerley:** Amen.

**Speaker:** Amen.

**Mr. Kerley:** Now adoption of the agenda.

**Mr. Harris:** Motion to approve as presented.

**Mr. Ken Fries:** I second.

**Mr. Kerley:** Motion and a second. Any further discussion? Hearing none, all those in favor, say aye 7-0.

**Members:** Aye.

**Mr. Kerley:** All those opposed? Agenda is adopted 7-0. Approval of the minutes from the December 16th, 2021 and January 6th, 2022 meetings.

**Mr. Robert Armstrong:** Motion to approve.

**Speaker:** Second.

**Mr. Kerley:** Motion and a second. Any further discussion? Hearing none, all those in favor, say aye.

**Members:** Aye.

**Mr. Kerley:** All those opposed? Minutes are approved 7-0. Financial report, Mr. Jordan.

**Nick Jordan:** Good morning counsel. I'm not going to go too in-depth into the financials in the notebook because it's only February and not much exciting information at the beginning of the year. Since we didn't have a meeting last month, we didn't get to go over the beginning of the year and where we ended. I did send out in advance some information, this sheet, which shows, it's a little difficult to see, but you guys do have it. I did send it to you in advance, but it just shows at the top, the \$55.5 million that we began the year in the general fund.

Again, please keep in mind, it's just the general fund. Then it walks through how that's broken down between \$39 million. That's what you ended last year with of unappropriated monies, that's money you could have appropriated to departments for expense. Miscellaneous revenues exceeded estimates, approximately \$7.7 million. We highlight some of the big-ticket items. Almost 50% of that was the SVOG or the Shuttered Venue Operating Grant or stimulus, so to speak, that we received from the federal government in two distributions as well as \$300,000 of that was for CARES that rolled from 2020. Then we have unspent or rollover as we call it, of \$5.8 million.

I walk through some of the big-ticket items there. The 100 series, which is the salaries, usually dominates the rollover, almost without fail it's usually more than 50% of the rollover, and that's because 75% of the general fund expense is salary-related items like the perf benefits. Then the last piece is the unspent POs or purchase orders which were about \$2.8 million. That's what makes up your beginning cash balance of \$55.5 million of the general fund. I also sent some graphs. This is again, just the general fund. It dates back to 2012. I can go back further if you'd like to, but since we lag in arrears of what's the beginning of the recessionary time for us or the great recession.

Important to know, you'll see the revenue is on top, expense on the bottom. As we get to these last years of our most recent years, '19, '20, '21, you can see the jump. Here in '19 revenue went up to \$122 million, a \$10 million increase. That was due to the CARES. If your member, we received \$10 million or approximately \$12 million. That's why you see that big uptick here, then you see it drop back down to \$117 million in revenue. Keep in mind again, of that \$117 million, approximately \$3.2 of it was SVOG and CARES. We're really talking about \$114 million of normally recurring revenue.

If we went from 112 in '19 to 114 of recurring, we only had a \$2 million increase over that two-year period in revenue. If you look at the expense side of it, we went from 108 to 117 from '20 to '21. Again, we can take out \$5 million of Coliseum operations, which we don't anticipate to be recurring in the general fund so that would bring that 117 of expense down to 112 and '21 so we're still plus \$2 million. We have to keep in mind that you see those lines as they're starting to meet and or cross for recurring operations then we're getting very close that not having the excess that we have continuously had for the last decade, which is attributed to the black line or the bottom line, the fund balance in the general fund increasing to where it is today.

**Mr. Chris Spurr:** Nick, [inaudible 00:05:35]. Just to reiterate what you just said then Nick, what I'm hearing with that and we met previously, essentially outside of what you had just said then, and I'm glad you made note of that, the revenues have essentially leveled and expenses are still continuing to rise. We are still up above, but it's just a mental note that we need to be aware of.

**Nick:** Yes, and when you look at the big picture of the revenues, so again, 117, I'm just going to stick with that figure since it's on the page. Of the 117, your two biggest pieces are property tax and the income tax revenues, those haven't leveled, those have gone up because the assess value, the pool that we pull the money from is growing. We can all see the real estate market values continually go up as of 1/1/22, which will be the basis for '23 taxes. It's still going up. Those property taxes, we will see that slight increase. This year we can increase our property taxes in '22, 4.3%. Income tax continuously go up also.

It's leveled off just because that's dictated by the state and the distributions they send to us, but where the fluctuation is, is the miscellaneous revenue. Interest revenue for the county has been next to nothing because we know offering rates are next to nothing because borrowing rates are next to nothing. Now, as we see interest rates go up, our interest revenue will go up because the borrowing side rates are going up. On the flip side of that, we may be down a million dollars in interest revenue, we may be up a million dollars in building permits because it's record building times for the last five years or four years, whatever it may be.

Those will start to level up. Building may go down, interest may go up as borrowing rates go up, but that's just the miscellaneous side. That may only be 15% of that \$117 million you see. The anticipate, we still see small incremental increases in that revenue piece, we just have to be careful on how much we increase the expense side, because again if salaries are the biggest piece of the expense, 75%, those are recurring, you don't anticipate them going away unless you're going to freeze and/or let go of people.

**Mr. Spurr:** It's important to keep in mind too, that because of the way the property taxes are structured in Indiana, we won't make that realization for another year or two because taxes follow one year and arrears on assess values. If we get it downturn in the economy, we could experience that later on. We need to be cognizant of that.

**Mr. Paul Lagemann:** Mr. Chairman.

**Mr. Kerley:** Yes.

**Mr. Lagemann:** Nick, one of the things that that you and I have talked about on a couple of occasions is the number of employees in various offices including yours, in fact, your office is a great example of this, where we've had retirements and those people have not been replaced. Is that a trend that you're seeing throughout county government or is that anomalies in a few departments?

**Nick:** Well, if you look at where the majority of staffing is in county government, like say the biggest operations, if we look at the sheriff or jail as one, no, I would say you're going to see the constant, recurring theme, "We need more." If you look at my office, which may have 20 people, even if we have one, we're talking one person, that's a penny, nothing in 1300 FTEs. There may be some that are finding efficiencies, but if you look on the criminal justice side, whether it be jail, AC, JC, community corrections, we see the opposite.

If I'm not filling one, they may be asking for it on their side. It's just prioritization of operations.

**Sheila R. Curry-Campbell:** Can you talk about the cares dollars? I know there was five buckets that those funds went into. Can you talk a little bit about those dollars? What has come in and what is future dollars that are coming in?

**Nick:** The piece you're talking about is the ARPA, that's the acronym that we use, and yes, we've received over \$30 million or the first trench as they call it, which is the deposit and as of right now, nothing, I don't believe anything. I think we're paying a little bit. Last year, the commissioners came and asked for a \$200,000 appropriation. I think it was two, but a portion of it was to be used potentially to hire a consultant to help us navigate those buckets or the expense, our plan. Then another piece of it was used to help pay for the board of health facility, I believe for vaccinations testing one of the two or both.

Right now we have not spent, commissioners have not come to you seeking appropriation of that \$30 million minus the little piece that came last year. They have to come before you and ask for that money to be appropriated. To my last knowledge when we did our reporting just here at the end of January, the project expenditure report, we had nothing to report because nothing's been spent.

**Ms. Curry-Campbell:** Could you share with the folks the five buckets or do you know the five buckets?

**Nick:** Well, you have infrastructure was a piece you could do pandemic pay was a piece. I'm trying to think of the other two off the top of my head that comes to me, but I'm not remembering them at this exact time.

**Ms. Curry-Campbell:** Well, I know nonprofit is one of them and I know that. We just want to be transparent with these dollars and, Nick, you've done an awesome job. We just want to know the process, the community want to know the process of those dollars. The city of Fort Wayne had a process, how they distribute those dollars. I, Sheila, county council would just like to know, and it's not you, it's probably the commissioners when they come-- we just need to know what is the process? How is that money being distributed? How are those individuals being selected in projects? Like I say, one of the buckets is nonprofit. Thank you.

**Nick:** And rest for assured as I mentioned, it is a 50/50 thing. They can come up with a plan. You guys do the appropriation side of it. When they come to the table if you don't have that knowledge you get your say then. It's not a rush, in my opinion, we still have until 2024 to come up with that. Then as long as they're plan encumbered at that time, then I believe you have until '26 to actually spend them out the door. It's not a race and hopefully, we come up with a good plan.

**Mr. Harris:** Just a piece on that I heard yesterday or the day before that the president had spoken to the national association of counties that was happening in Washington, encouraging county councils and county governments across the country to go spend that money because they had not been and they have not been. There was a comment that was said with that article, that there was a feeling that a lot of council county governments didn't need it.

They were trying to figure out, and the second piece was the amount of hoops and such that were tied to those dollars that was making it hard for local governments to actually implement and spend it which I thought was interesting as well. That's why we hired a consultant because--

**Nick:** We didn't. I don't think we've actually pulled the trigger to hire them.

**Mr. Harris:** Oh, okay.

**Nick:** You appropriated the dollars, but I don't believe the commissioners. I could be wrong.

**Mr. Harris:** I thought it was interesting to hear that on a national level when we were dealing with it on a local level of the complexity of that is what we had heard from the commissioners that we needed to get some outside help to figure out how to spend it.

**Nick:** Yes. They come out with new-- they revised their guidelines multiple times so far.

**Mr. Harris:** Okay. Thank you.

**Ms. Curry-Campbell:** Mr. Chair. I just want to be clear. We want to be transparent. Do we all agree with that? I think we all agree with that. We just need to know what is the process because like I say, from my understanding, there is more dollars that's going to come in. We haven't spent the first round. We don't know what the process is. We were told there were five buckets. I know that there's a lot of reading and that was the short version of it and so who makes that decision? Is it the commissioners?

**Nick:** Yes, the executive and the other bucket. One of them is revenue replacement. We can take-- there's a calculation you can do. They actually just revised. They being the feds, revised it to where at the base, you can at least take \$10 million for revenue replacement, but the county executive in our regard is the one that puts the plan forth. Then the county fiscal body is the one that appropriates the money just through our normal process. Hopefully, they're working together. When it comes here, you don't get a surprise.

**Ms. Curry-Campbell:** We don't want any surprises.

**?Speaker:** Motion to approve financial report.

**?Speaker:** Second.

**Mr. Kerley:** Motion and a second to approve the financial report. Any further discussion.

**Mr. Harris:** Just one question on that. The 5.8 million rollover, I think you mentioned. Is that a record? I mean, it seems--

**Nick:** No. It's not record.

**Mr. Harris:** That is higher than generally, we've seen though as far as a rollover amount.

**Nick:** Yes. If you take a couple pieces out, let's say isolated items. In the countywide expense, we had approximately \$400,000 that was budgeted for COVID-related items that was never spent. Now you're down to 5.4. Residential treatment services for the community corrections, I think was \$400,000, \$500,000. I can pull it up. Now we're down to \$5 million. Remember, I budgeted \$3 million of it, so now we're down to \$2 million and if you're talking \$120 million budget we're down to 1% or 2% that wasn't accounted.

**Mr. Harris:** I just remember usually our rollovers are anywhere from \$2 or \$3 million, something like that. I didn't remember seeing almost a six at this point.

**Nick:** Here is, pull it up real fast since I got the computer.

**Mr. Harris:** If that's an anomaly as well, based on certain things, that's fine. I just wondered if that trend, if that starts to trend upward where we're budgeting and they're not spending it we ought understand that a little bit.

**Nick:** As we can see, the 5.8 last year was 7.3, 5.4. The last few years it's at least the \$5 million. As we would go, I just mentioned to you, the Allen County expenses, approximately \$400,000 of that was COVID. County Council, you have \$400,000, which is capital that was unspent. You'll see that recur for the last couple years. I mentioned community corrections at 333, the Coliseum, which is one time, meaning they'll go back to hopefully operating out of their own fund was 400. You can take off a couple million just going through a few departments. What is recurring is as I talked about the salaries \$2.7 million of the 5.8, it's almost always floating around 50% or higher when you talk to rollover.

**Mr. Harris:** Okay. Thank you. Thanks. No other question.

**Mr. Kerley:** Motion to end the discussion.

**Member:** So moved.

**Member:** Second.

**Mr. Kerley:** Motion to end discussion. All those in favor of approving the financial report.

**Members:** Aye.

**Mr. Kerley:** All those opposed? The financial report is approved 7-0. Thank you, Mr. Jordan, total appropriations requested in the general fund \$359,945. Total appropriations requested in other funds \$743,722. Public comment. Is anybody here for public comment? Okay. Moving on economic development.

**Rachel Black:** Morning?

**Members:** Morning [crosstalk]

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

**Terry Redmile:** I'm Terry Redmile. I'm the plant manager of the Allen County BFGoodrich Site. Good morning.

**Members:** Good morning.

**Rachel:** Okay. The first item on our agenda today is consideration of resolution 2022-02-17-01, approving a statement of benefits for BFGoodrich tire manufacturing. I do want to just say a brief history here. We have the most recent approval for tax abatement was back in 2016, the project included \$100 million dollars of investment of personal property. At that time they were retaining 1,600 jobs. This current application includes an additional investment, again, of personal property of \$62.2 million.

As you can see on the statement of benefits forms that was included in your packet that equipment includes process and equipment upgrades, production, efficiency improvements, quality verification, and improvements as well as molds and tooling. Installation of

equipment will take place early this year and should be completed in December of 2025. Their expected retained employees is 1,504 with salaries at \$103.7 million.

As of July of last year, they were a top-six employer for Allen County as a whole. Based on your tax abatement policy, the company qualifies for a 10 year tax abatement. As again, in your packet, there's a schedule showing what those 10-year savings would be. They will be paying estimated \$1.9 million over that 10 year deduction period while still paying \$1.3 million. We are here. If you have any questions for us.

**Mr. Lagemann:** Mr. Chairman.

**Mr. Kerley:** Mr. Lagemann.

**Mr. Lagemann:** I think the two questions that we talked about earlier in the week and they're the questions that we typically ask when we address these abatements. Number one would you do it anyway without the help? Number one. Number two, has there been any movement toward heavy pulled permits? Has construction started? Have you commenced on the installation of the specific property that we're discussing? If you can answer those two questions, I think I'll appreciate that.

**Terry:** Again, I can take those. The first question in terms of would the investment occur anyway? There would be no formal commitment from the company to make the investment. Rest assured the local leadership would take every step to compete for these investment funds.

**Mr. Lagemann:** Sure.

**Terry:** We have ongoing investment at the facility. The investment that's specified here is not underway and so has not yet commenced.

**Mr. Lagemann:** Can you speak to the competition internally then with these funds? Your parent company has decisions to make all over the country. Do these incentives make a difference in whether or not they place those dollars here or Peoria or wherever else?

**Terry:** The tax abatement absolutely makes a difference. We compete against all the sites in both the US and in Canada for these funds. In fact, the funds in this region, or we compete globally for those funds. We have just entered our 61st year of operation here in Fort Wayne, and Allen County, which we're very proud of, and investment is key for us to remain both competitive in this global environment and to be relevant for our customers.

**Mr. Lagemann:** Very good. One more question, Mr. Chairman. I know Rachel and I discussed this. Can you speak to the average wage and benefit package that you provide your employees?

**Terry:** We've noted in there with the wage, with that piece. We are represented by the United Steel Workers. The rates are negotiated. We had very strong wage and benefits and we're one of the top employers in the region for that. The evolution with this investment, it will evolve the technology and automation in the facility. Along with that, it will require more advanced technical skills to support this investment. We really see that evolution in salaries over time to be a strong benefit for the community.

**Mr. Lagemann:** Thank you.

**Mr. Kerley:** Mr. Fries.

**Ken Fries:** Terry, I remember the day when BFGoodrich was not going to be in Allen County. I've never been a big fan of tax abatements. I understand in this case and many cases, probably the reason BFGoodrich is here is because we continue to do that, and invest our tax money, or by giving you a break, into BFGoodrich which keeps you here in Allen County.

Because obviously, there are many many other places that BFGoodrich is and can move their money to. I appreciate you guys staying in Allen County, I appreciate the jobs in Allen County, almost 1,600 jobs. I'm certainly going to be in favor of this one. Thank you for being here.

**Terry:** Thank you, sir.

**Mr. Kerley:** Mr. Harris.

**Mr. Harris:** I concur with that thought as well. I wanted to say congratulations on your continued success. As Ken mentioned, I was here in the county in '95 when Commissioner Rousseau was very much concerned that we might lose that, and how much of an impact that could have on East Allen County schools as well as just East Allen County as well overall. Just congratulations, and pass it on to the employees as well. I want to say congratulations on your success, for your leadership team, and your employees there. The question that I have is, what's your biggest challenge? What you're dealing with today in the marketplace, maybe locally as well as nationally, what's your biggest challenge?

**Terry:** Well, the competition remains global. The last two years I've seen a significant shift in really what the consumer habits are, as well then the choices that are being made in our society. The ability to attract and retain talent is becoming key. In this time, having the ready workforce and the number of people available to hire is probably one of our key challenges right now.

**Mr. Harris:** Anything that's being done locally to attack that, or maybe how you're going about that locally?

**Terry:** Yes. Absolutely. One, we are very competitive in paying benefits and we're being very aggressive to advertise and make sure people know how strong our benefits are, how strong our wages, the career opportunities. Then we're seeking to partner with all of our local affiliates to make sure that we amplify that message and we're being successful in recruiting the people that we need.

**Mr. Harris:** Great. Again, thank you.

**Mr. Kerley:** Ms. Curry-Campbell.

**Ms. Curry-Campbell:** Good morning. Thank you for being here. I guess I had a couple of concerns. One of my questions, I'm always trying to figure out if you have a DEI plan, if you have a diversity and inclusion plan, and if so, can you share that with us? Then, 61 years, you say you folks have been here. Can you tell us about your action plan for lowering emissions and what type of footprint you're going to be leaving for the next 10 years? Thank you.

**Terry:** Yes. Thank you for this question. Yes, we do have a diversity, equity, and inclusion statement. It's publicly available on [jobs.michelinman.com](https://jobs.michelinman.com). One of our core values is respect



for people. We see the advancement of diversity, equity inclusion for everyone to be a key demonstration of that value. I can share more through the website with that piece, but absolutely we have a chief diversity officer for the company who leads our activities both internally and externally. Here locally, we have a joint committee with our USW local 715 for civil rights and diversity to help represent locally at the factory.

**Ms. Curry-Campbell:** Thank you. What about your footprint? What are you doing out there?

**Terry:** The company strategy is based on three pillars, people, profit, and planet. The planet portion of that, we are seeking to reduce our carbon footprint and we have very aggressive goals to reduce both energy consumption, to become carbon neutral, and to support the environment in any way that we can.

**Ms. Curry-Campbell:** Is there a 10-year plan? You're asking us to stand with you for the next 10 years. What is your 10-year plan for our environment? I'm just asking. I'm not trying to put you on the spot.

**Terry:** We have ambitions by 2030 to have reduced that by 30% in terms of our carbon footprint and by 2050 to be carbon neutral.

**Ms. Curry-Campbell:** Thank you. Thank you for sharing that. Thank you.

**Mr. Harris:** I was going to actually move, if you have an opening.

**Mr. Kerley:** [unintelligible 00:26:58] Mr. Spurr.

**Chris Spurr:** This is for either of you, directed to both of you. I note on the application here, the retention number is 1,504. The current number is 1,559, so that's a net loss of employees with the approval of this abatement, well, with the application. Whether or not it's approved is one thing. Just so I understand, and so the public knows we're going to lose employees or you're going to lose employees due to, I'm assuming the automation process.

**Terry:** Yes. The investment will support the evolution of both technology and the automation and any loss of those jobs will be handled through natural attrition over the next four years.

**Mr. Spurr:** Okay. Do we have any idea in say the last ye40ars, how many times Michelin has come to the table and asked for abatements?

**Rachel:** Yes. The last time was in 2016.

**Mr. Spurr:** Okay. Over the course of the last 40 years, how many times has Michelin asked or Goodrich? Because I know there's been some changes there. How many times has that happened over the last 40 years where they asked for abatements?

**Rachel:** Let's see. The first time was in 1992, and then again, in 1997, then we had an approval in 2002, 2008, and 2011, and then 2016.

**Mr. Spurr:** What was that again, Rachel? Was it '92, '97, 2002, 2011.

**Rachel:** There is '08. 2008.

**Mr. Spurr:** 2008.

**Rachel:** "11, and they were established in 1961.

**Mr. Spurr:** Do we have a total of what those abatements are?

**Rachel:** I would at another time. I don't have it here with me.

**Mr. Spurr:** Thank you. That's all.

**Mr. Harris:** I would mention that for the public to know that even though there's a phase in our abatement process the company continues to pay taxes and that represents another million in taxes over that period of time. The company does save some considerable amount over a 10-year period but also continues to pay taxes.

**Rachel:** I believe they are on the county's top list of property taxpayers as well. Just as aside [crosstalk]

**Mr. Harris:** Mr. President, I move for the consideration of resolution 2022-02-17-01 approving the statement of benefits, SB1 for BFGoodrich Tire Manufacturing.

**Ms. Curry-Campbell:** Second.

**Mr. Kerley:** We have a motion and multiple seconds. Any further discussion? Hearing, none. All those in favor, say aye.

**Members:** Aye.

**Mr. Kerley:** All those opposed.

**Mr. Spurr:** Aye.

**Mr. Kerley:** The motion passes, 6-1(Spurr). Thank you for coming.

**Terry:** Thank you.

**Ms. Curry-Campbell:** Thank you.

**Mr. Harris:** Thank you very much. Thanks.

**Rachel:** Switching seats. I have a few more people to add. Our second item on the agenda is consideration of resolution 2022-02-17-02, approving a statement of benefits for D&W Fine Pack holdings LLC. I'll go ahead and let them introduce themselves.

**Rebecca Ward:** I'm Rebecca Ward with Baden Tax Management.

**Matt Hansel:** I'm Matt Hansel, area controller for D&W Fine Pack.

**Mr. Kerley:** Morning.

**Rebecca & Matt:** Morning.

**Mr. Kerley:** Thank you for coming.

**Rachel:** Again, just a quick little history. The most recent approval for tax abatement for this company was back in 2014, and the project included \$11.2 million, again in personal property. At that time, they were retaining 358 jobs, and they added 18 additional jobs as a result of that investment in the company. With their current application, they are adding additional investment of \$12.8 million for personal property. The equipment includes a new extrusion line, forming line, and auxiliary equipment for those new lines.

Installation of equipment, again, should be starting sometime early this year, and be completed in June of 2025. They have 309 employees that are expected to be retained, with salaries at \$13.5 million, while adding 20 jobs with salaries around \$698,000 as a result of this project. Again, the company qualifies for a 10-year tax abatement based on your policy. In your packet, again, you'll see those estimated taxes saving schedule, their savings will be around \$400,000 over that 10-year deduction period while still paying around \$269,000. We are here if you have questions or if they would like to start by saying anything.

**Matt:** I appreciate this opportunity and reviewing the application. Thank you.

**Mr. Lagemann:** Mr. Chairman.

**Mr. Kerley:** Yes.

**Mr. Lagemann:** Thanks for coming. I'll hit on some of the same questions that we asked of the previous presenter. Number one, being able to do the abatement, is the improvement at the facility contingent on doing the abatement, and number one and number two, have you guys pulled permits, have you started in advance, and has the process commenced in any way?

**Matt:** The only thing is down payment on the equipment secured with the manufacturer, in our current situation we obviously had to [inaudible 00:33:05] the equipment outside of that. The actual facility it's going to, it's in that determination right now, and we're obviously working to pull that into Allen County for sure. The tax side, I'll let Rebecca speak to about. I stay away from tax. She will explain the other facilities and why we're here to apply for the tax abatement plan.

**Rebecca:** D&W also has three other locations besides for the Fort Wayne location and one of their decisions, obviously, as part of their return on investment. When we're looking at them, you've got to determine what's their taxes and all that fun sort of stuff. They have obviously a location in Illinois. We don't pay personal property taxes in Illinois. They have a location in Nebraska, which right now has room for this line.

After seven years, you don't pay personal property taxes in Nebraska. There's other places that are just as advantageous or more advantageous, personal property tax-wise than Indiana. Those are decisions that do go into it on a corporate level. It's not the sole factor. There's other factors that go into it, but yes, it is part of what comes into determining at the corporate level.

**Mr. Lagemann:** Really, we level the playing field. By tax abatement, you lay that playing field for us so it helps us compete. This is the competitive advantage that you need to make this happen?

**Matt:** Yes.

**Mr. Lagemann:** Very good.

**Matt:** It helps.

**Mr. Lagemann:** Thank you.

**Ms. Curry-Campbell:** May I ask this?

**Mr. Kerley:** Ms. Campbell.

**Ms. Curry-Campbell:** For you to start out by saying Illinois and Nebraska, I take that personal, I really do. I'm sorry, you come in my house and you talk about Nebraska and you would have, could have, should have.

**Mr. Kerley:** We love Chicago.

**Ms. Curry-Campbell:** I'm just saying, you are in Allen County you came before us, you feel me.

**Mr. Harris:** I understand your position.

**Ms. Curry-Campbell:** Like I say, I take a lot of stuff personal. I ain't got a lot of power up here, but when I see something, I definitely shine a light. I definitely took that personal as far as your locations and where you choose to be, you came to us.

**Rebecca:** We're trying to be transparent as a corporation.

**Ms. Curry-Campbell:** Once again, you came to us. Thank you, Mr. Chairman.

**Mr. Harris:** I'll throw in my two cents on that piece. Companies, we sometimes forget, while we take it personally, companies every single day are trying to figure out how do they compete, and where do they stay, where do they go? I think it's important for us to understand that position a little bit. My question would be, help the public understand, what do you do? A lot of people don't understand what you do out there and maybe tell us a little bit about what you do? Your number one challenge that you're facing, and maybe locally as well as nationally.

**Matt:** The Allen County D&W facility is a plastic manufacturing facility. We make food packaging for the food packaging industry.

**Mr. Harris:** You might lean forward just to your mic a little bit.

**Matt:** Food packaging. Currently, we are a polystyrene and polypropylene plant, we have those two substrates right now. This investment will be into PET and so, this will give us a third substrate and offer that substrate to the food packaging industry, it gives us a little bit more competitive edge, again, offer additional packaging. PET is a clear substance, is also a free substance so that you can flash, freeze, and those things. That substrate in the Allen County facility allows us to provide a much more diversity of preferred package to the food package industry.

The other piece of that is the environmentally more conscious substrates of the three, PET is the main waste stream right now. It's a more green substrate for our customers, so it allows us

to be a little more environmentally conscious offering to the customer as well. Currently, we're re-consuming anywhere from 1.1 to 1.6 million pounds per month of re-consumption of plastic every month out of this facility which has to be one of the larger plastic facilities in the Midwest.

**Mr. Harris:** What makes Allen County attractive to you?

**Matt:** Allen County, we've been here 30 plus years. We've had numerous expansions. Really logistics side of our business, we are the crossroads. The Allen County facility really has an advantage with logistics. We do ship and normally pay for that product on our behalf. Logistics, obviously we have a big innovative center here. We have a large engineering group here locally that allows us to be a little bit more competitive as well. Having that decision made 30-some years ago and continuing investing and continuing that investment helps us stay in Allen County, for sure.

**Mr. Harris:** Thank you.

**Mr. Kerley:** Councilman Fries.

**Mr. Fries:** Tom hit on mine because I wanted people in Allen County to know what you guys did, because I think we have a whole lot of things made here in Fort Wayne, Allen County that people don't realize. I just wanted to make sure that people understood what was actually happening here in Allen county. We appreciate you having your 358 employees and I'm sure there's going to be automation in the future where you don't have to rely so heavily on employees but I understand as far as the manufacturing process is concerned.

What's your distribution area out of Allen County? You talk about logistics. If we have one in Illinois and Nebraska everything, where are we sending the stuff to?

**Matt:** All over United States. We supply obviously distribution centers but we focus primarily on the end-user restaurant business. In town, you can eat at a couple of restaurants in this location that we supply to the food industry. We don't ship it directly to any of the restaurants, but they distribute through there. There are a few places in this town you will be eating packaging for food.

**Mr. Fries:** Are you able to name any of those or is that proprietary?

**Matt:** If you go to Chick-fil-A, 100% of the Chick-fil-A product is made here. Certain side dishes are 100% made in Allen County. Moe's Grill, that nice tan packaging you see in a customized lid that you see is all made here in Allen County. There's numerous and we're expanding that as we speak. Obviously, the food package and to-go industry right now is extremely strong, and this investment is allowing us to tap into that and grow even stronger financially for Allen county and this facility for the next 5 to 10 years, it's pretty substantial for us. It's a pretty much a game-changer for this facility, and it really helps us stay strong for the next 5, 10 years, for sure.

**Mr. Lagemann:** Mr. Chairman.

**Mr. Kerley:** Yes, Mr. Lagemann.

**Mr. Lagemann:** Well, again thanks for being here, thank you for your investment thus far in Allen county. I certainly favor moving forward with the abatement and it's not just for the

corporation, and it's the same issue for the previous presenter for BFGoodrich. It is for the families that you guys support and feed on a regular basis, it's making sure that those families have food on their table, so thanks for the employment. Thanks for the folks that you sustain and keep going and for the investment that you have here. With that, Mr. Chairman.

**Ms. Curry-Campbell:** May, I speak, sir? Mr. President. Okay, do you have any pending lawsuits?

**Matt:** I'm not aware of, I'm sure there is.

**Ms. Curry-Campbell:** Okay, thank you.

**Matt:** Yes, I'm not aware of them.

**Mr. Lagemann:** Mr. Chairman, may I finish my comments?

**Mr. Kerley:** Yes.

**Mr. Lagemann:** Okay. Very good. With that, Mr. Chairman, I would move for the consideration of resolution 2022-02-17-02 approving statement for benefits, SB1 for D&W Fine Pack Holdings, LLC.

**Mr. Spurr:** Second. I had a comment.

**Mr. Kerley:** I have a motion and a second, any further discussion, Mr. Spurr.

**Mr. Spurr:** Sir, I note on your application here that there was a, that I'm sure you're aware of it, there's a tax abatement development fund that stems back to 1992 in which that was established, and that's under community benefits of the application and fund is capitalized by voluntary contributions by corporations, such as yourself, corporations that receive abatements and such. I note on here, it says is the company willing to contribute a portion of its tax savings, and the selection is no. Could you maybe provide an answer for that?

**Matt:** I'm not sure.

**Rebecca:** That could be changed to yes if that's going to change your decision. The last abatement that we had was no as well.

**Mr. Spurr:** I guess my standpoint is when a corporation comes and asks for an abatement, and then I see where they're don't want to contribute back any portion of those funds of the community, I usually ask that question. I'm just curious as to why that is?

**Rebecca:** That's a fair question.

**Matt:** We can review that as well. We support the community, I'm part of the outreach committee. One of the large ones we supported in 2021 was the rescue commission, we became aware from Emily Lair that they were buying our products for Gordon's foodservice, made me aware person so we have supported Rescue Mission, supplied them during the COVID situation, all food packaging for them in 2021.

**Mr. Spurr:** Appreciate that.

**Matt:** We continue, we actually think that's one of the better outreaches we've aligned with them. Yes, we obviously support the community.

**Mr. Spurr:** Thank you. Mr. President, I just want the record to reflect that I'm going to abstain from this vote.

**Ms. Curry-Campbell:** I would like the record to show that I abstain also from this vote.

**Mr. Kerley:** Motion and discussion?

**?Speaker:** So moved.

**Mr. Kerley:** Discussion is closed and so we are voting on the consideration of resolution 2022-02-17-02, to approve the statement of benefits for D&W Fine Pack Holdings LLC. All those in favor, say aye.

**Members:** Aye.

**Mr. Kerley:** All those opposed? With two abstentions, it passes 5-0-2(Curry-Campbell & Spurr).

**Mr. Kerley:** Thank you for coming.

**Matt:** Thank you.

**Rachel:** Thanks.

**Ms. Curry-Campbell:** Thank you.

**Mr. Kerley:** Human resources.

**Tracy Mitchener:** Good morning Tracy Mitchener, assistant HR director.

**Mary Rian:** Mary Rian, HR generalist, and recruiter.

**Chris Cloud:** Chris Cloud, their sidekick and chief of staff of work.

[laughter]

**Mr. Kerley:** Good morning. Thank you for coming.

**Chris:** I believe it was at your January meeting. I was not there but I heard this third hand that you all had expressed a willingness and desire to pay for the upcoming compensation study that is underway or soon to be underway, so taking you up on that offer, but also you all appointed three very qualified members of county council to be on the subcommittee of people doing that, Sheila, Tom, and Paul Lagemann.

At our last kickoff/'how is the process going to run' meeting, we set up a plan so this is part update and part request. For the update part, we set up a plan and a timeline for how best to address this, and we have next week, interviews with three firms we down-selected with the help of the HR professionals from five to three with a rubric scoring system. The whole committee will be involved in all three of those. I believe they are virtual interviews, and then from there, we'll down select hopefully to one and then negotiate a price and contract.

As part of their submittals, they all submitted, a scope and timeline and how they're going to do it, and all the usual things they also included a price, but those prices are negotiated and the scopes may change based on how we refine things in our interviews and what we learned. In the sake of wanting to have this study done as early as possible for council's usefulness for the 2023 budget, our thought was to come and get an appropriation from council based on the highest of the three's unnegotiated number.

Have that appropriation put in 4010, so it's not in commissioner's budget, it's not in HR's budget it's in the countywide expense budget, and then when the committee is able to down-select to one, the commission could then sign a contract and then get the process started as quickly as possible to gain as much time as possible. That was the theory. That is the appropriation request today, and we would obviously not use any unused money.

It could either be appropriated at the April-ish, May meeting or just left in there, rollover at the end of the year, but it is not a fund that is operating budget for the department. It's not like we would use it for pens, pencils, and things like that, but that was the strategy to gain as much time as possible for the completion of the study.

**Mr. Fries:** The highest request amount that they were going to see is \$300,000, so that's what you would like us to set aside just in case you use it but you won't use up to that amount and quick.

**Chris:** It was to avoid having to come back twice again, just to not have to.

**Mr. Fries:** I have no problem with that, except for the fact that I want to make sure that this county council and the commissioners all understand that the last time we had this happen. I was a county employee and I met with some of the council members and I said when they come back and say, you need to give your employees a blank percent pay increase, are you willing to do that?

They came back and said, you need to give your county employees this blank amount of increase, and the county council said, no, sorry, we don't have the funds. We all need to be prepared as council members and commissioners that if they come back and say your employees deserve this, we better be prepared to do it otherwise we've just wasted \$300,000. With that, I'll make a motion to approve.

**Ms. Curry-Campbell:** Second.

**Mr. Kerley:** We have a motion and a second to approve the request from HR/commissioners for \$300,000 for the salary study, any further discussion? Mr. Spurr.

**Mr. Spurr:** You have to forgive me unless I zoned out there briefly which is very possible, but it's my understanding that these appointments haven't been set, but the meetings have not taken place yet. Correct?

**Chris:** Okay, correct.

**Mr. Spurr:** Okay. That's it.

**Mr. Kerley:** Discussion?

**Mr. Harris:** So moved.



**Mr. Kerley:** Now we're voting on the appropriation for the \$300,000. All those in favor, say aye.

**Members:** Aye.

**Mr. Kerley:** All those opposed.

**Mr. Fries:** Aye.

**Mr. Kerley:** 6-1(Fries) motion passes, thank you.

**Chris:** Thanks, council.

**Tracy:** Thank you very much.

**Mary:** Thank you.

**Mr. Kerley:** Circuit court.

[background conversation]

**Eric Zimmerman:** Good morning, council. My name is Eric Zimmerman, I'm the chief probation officer for the Allen County Adult Probation Department.

**Angela Terry:** Good morning. I'm Angela Terry, I'm the finance coordinator for adult probation.

**Mr. Kerley:** Good morning. Thank you for coming.

**Eric:** You're welcome and thank you for having us. We are here this morning for a couple of agenda items. I'll take the first one. It is for a salary ordinance for the position that was approved for the OVWI court probation officer in December of 2021. Due to some budgetary rules, we couldn't do that salary ordinance in December. Since there was no meeting in January that we could do this one out here and now to request the salary ordinance for the position that was approved in December.

**Fries:** Mr. Harris, are you going to--

**Mr. Harris:** What, questions?

**Fries:** Are you going to appropriate the further general fund or? This is the job we already approved in December. We're just giving them the money now.

**Mr. Harris:** Yes. I'll be happy to move for the appropriation within a general fund of \$59,925-

**Mr. Spurr:** Second.

**Mr. Harris:** -for the circuit court.

**Mr. Kerley:** We have a motion in a second. Any further discussion? Hearing none, all those in favor say aye.

**Members:** Aye.

**Mr. Kerley:** All those opposed? Motion passes 7-0.

**Eric:** Thank you.

**Angela:** The next item is that we have problem-solving court fees that are collected and this was established in late 2020. The funds are already being deposited into fund 230 which is probation user funds. We just need to increase the contractual line so that we can pay those fees out of there.

**Ms. Curry-Campbell:** Mr. Chair I move that appropriation within adopt probation user fee fund 2306101412-31-13 contractual for 35,000.

**Speaker:** Second.

**Mr. Kerley:** We have a motion in a second. Any further discussion? Hearing none--

**Mr. Harris:** Actually I do have a question. How have you guys done on receiving those fees? I know that's something that we talk about from time where individuals that are put in that do have to pay some fees. How do you do in terms of getting some of those fees back to you? How's that been doing or going?

**Angela:** I could say that in 2021 we collected \$31,568 just in problem-solving fees alone. That doesn't include all the other fees that probationers pay.

**Eric:** What was our increase in percentage even in probation user fees up on top.

**Angela:** 13%.

**Eric:** In 2021 we increased the fee collections by 13% overall.

**Mr. Fries:** That's up to?

**Eric:** Say again.

**Mr. Fries:** What's that up to? If you increased by 13%, what's it up to, do we know?

**Angela:** Our total collections are \$884,000.

**Mr. Fries:** I mean a percentage.

**Mr. Harris:** By a percent, the percentage.

**Angela:** It's 13%. That's the total.

**Mr. Fries:** We increased it up to 13%?

**Eric:** Overall increase was 13%

**Mr. Harris:** Well, no wait a minute. Let's make sure we're straight here. In other words you weren't getting anything before.

**Eric:** Over 2020.

**Mr. Harris:** There we go.

**Mr. Fries:** What percentage were we getting in 2020?

**Eric:** Oh I see so is a relationship to total load.

**Mr. Kerley:** He's saying year over year.

**Eric:** We're roughly collecting about 67%. Not 13%. That's not our collection rate. We just increased total fees by 13% but we work very hard to make sure that the offenders on probation understand their buy-in at a small percentage of the overall probation budget but it does help them buy into their change process and we collected about 67% and that's been fairly consistent.

**Mr. Harris:** I was thinking just with the economy and jobs plentiful the possibility of people to be able to make those payments back should be correlated and there should be an increase as the economy is strong like this.

**Eric:** It's never the first priority obviously-

**Mr. Harris:** Understood.

**Eric:** We believe that the payment of statutory authorized fees is more of a symptom than a priority. When people are taking care of business they're able to take care of business and that's what we find so we set some other priorities first and then that just comes along with it and they feel better about it but it's never a situation, Councilman, where they're not going to succeed as a result of fees.

**Mr. Harris:** I'll move the question.

**Mr. Lagemann:** Second.

**Mr. Kerley:** The question has been moved, discussion is closed. All those in favor of the motion to approve the \$35,000?

**Members:** Aye.

**Mr. Kerley:** All those opposed? Motion passes 7-0.

**Angela:** Thank you.

**Eric:** Thank you.

**Mr. Kerley:** Community corrections.

**Danielle Edenfield:** Good morning, council. I'm Danielle Edenfield, assistant director, Allen County Community Corrections.

**Chandra Reichert:** I'm Chandra Reichert. I'm the senior finance manager for Allen County Community Corrections.

**Danielle:** We come before you today to seek the establishment of our final four salary ordinances from the personnel committee process from September of 2021, specifically to home detention office classification pool four and a monitoring and communication specialist to pool three and a monitoring technician pool two. On September 13th of last year after discussion and consultation with our board and members of council, we presented to the personnel committee our request for additional positions to further support the residential services program that had been in operation at that point in time for a year.

The impact of the program and the need for the additional positions was well established through the personal committee process and we ultimately were successful in receiving approval for all of the requested positions. On September 16th then of 2021 community corrections appeared before council for the 2022 budget hearing and personal requests at which time you generously approved 12 RSO positions and 1 RSO shift supervisor position. Thank you.

Those positions were needed to take us off of 12-hour shift schedule for that division and move to a more manageable 8-hour shift schedule. We started that hiring process immediately in October of 2021. I am discouraged to report that we are not at full staff at CCRS and have remained on the 12-hour shift schedule. You may recall that we were looking to implement the 8-hour shift schedule in March of this year. However with 13 RSO items to fill we have run radio ads and we have posted the position on all available sites and like everybody else we are having some difficulty and struggle in finding qualified staff.

Through this process though you have acknowledged you have also sympathized our need for two home detention officers and the two additional communication staff members. Thank you for that. You also asked us an agency that we drop back and we analyze if we could support the final four positions with our existing funds and appropriations. We accepted that challenge, we underwent a thoughtful analysis of our existing funds after closing out our calendar 2021 budget. It's important to note that we had new data available to us in January having operated the residential facility for a full calendar year, a full budget cycle also at near full capacity for a sustained period of time.

At this time we do conservatively feel that we can support the four positions within our existing funds and appropriations with no fiscal impact to county general and respectfully request that you establish the four additional lines in the salary ordinance. With the establishment, should we establish the four salary ordinances today, we would then be requesting from you the additional needed appropriations. The needed appropriations for salaries, benefits equipment, and supplies out of our fund 236 in the amount of \$343,985.

It's important to note that during our January 27th, 2022 Community Corrections advisory board meeting our director, Churchward, reiterated the need for these positions, and the board reviewed financial records in support of these requests. Councilman Spurr abstaining from the vote. However we've spoken at length with council liaison, Councilman Spurr, thank you for your time and your work with us. Director Churchward has also communicated with each of you in advance of today's meetings. She asked me to express her gratitude for all of your generous time, assistance, and insights. We would be prepared, Chandra and I, to review any of our materials in further detail or answer any questions that you might have.

**Mr. Kerley:** Mr. Armstrong.

**Mr. Armstrong:** You stated that you have the funds to pay for these positions for this year. Where do you plan on getting these funds to support these positions in '23?

**Chandra:** We would continue to hold those within our budget. Right now with the salary ordinance, our salary ordinance allows us to utilize any funds that we have available to us so we would continue to keep those as such.

**Mr. Armstrong:** All right.

**Mr. Kerley:** Mr. Fries

**Mr. Fries:** I'm sad this says that I hear that you're still on 12-hour shifts that disappoints me for your employees. Of the 12 that you tried to hire in October, how many have we hired and retained? Do we know?

**Danielle:** Yes I have that information with me. We have 13 open RSO positions. We have 23 that are filled from the September hearing where the 12 new positions were approved. We've had one since promoted, two hired, as well as two additional, this year, and then one part-time.

**Mr. Fries:** A total of 4 out of the 12 positions?

**Danielle:** Five, if you put the part-time, sir.

**Mr. Fries:** Are you not getting the applications or they're just not qualified?

**Danielle:** It's a little bit of both. We're casting our net very broad. We're interviewing individuals that have experience or that have designated county government-related experience. Not necessary in corrections, or the jail.

**Mr. Fries:** What other incentives can you put forward to try to attract more people? I don't see a hire in this year at all.

**Danielle:** We're certainly trying. We have two additional interviews today. We have two additional interviews tomorrow, so interviews are ongoing. We, obviously, are speaking to folks that we talk to during interviews and telling them about our desire to move to eight-hour shifts. The 12-hour shifts has been a current deterrent.

**Mr. Fries:** I would think so. What's the hourly rate that they're making, do you know? I'm sure it's probably listed some place. I see what the salary is but--

**Danielle:** I believe I have that with me as well.

**Mr. Fries:** It well vary based on the shift, I assume.

**Danielle:** Yes. Oh, I apologize. I don't have that with me, but it's approximately 25 an hour.

**Mr. Fries:** Okay.

**Ms. Curry-Campbell:** Mr. President, may I speak. Ken asked about incentives, has that ever been a thought process, of some type of incentive? If you stay for a year, year two, three-- I'm

just asking. We have to be creative, and we're talking about retention, so has that ever come across as something that you might try or--

**Danielle:** Absolutely. Thank you for that question. It is absolutely relevant in this day and age, with the current workforce, and trying to get qualified staff in to draw back and look at your employee recognition programs, utilizing not only the county HR employee recognition programs, but also, internally, what can we do as an agency? There's a lot of annual events, correctional officers' week. We do a lot, and any of you would be welcome to come to any of those events. We do take care to, about every other month, have an event, an incentive.

**Ms. Curry-Campbell:** No, I'm not talking about that. I do apologize. Not to cut you off, I do apologize. I'm trying to figure out how can we give them nickels, dimes, and pennies. Money. That type of incentive. We really need to think about this, folks. We really do. If there's some type of bonus at the end of the year-- The commissioner has got money, we got money. We need to be creative. We need to think about this. We need to think about how can we incentivize our employees to stay. If it was something at the end of the rainbow, at the end of the year, I'm just saying-- It's a issue all over the country.

Everybody's got an issue. People are at a point in their life they can pick and choose what they want to do. A lot of folks are choosing to stay at home and work from home and do their own thing. Let's think about that. I know I'm one of the HR committees, but I'm just saying as we walk through this new normal, let's think about how do we retain folks. How do we incentivize people to remain with Allen county? Thank you.

**Danielle:** Yes, if I may, I would offer a couple of things. We do currently offer a second shift differential, so for a financial benefit, as well as the third shift differential that we're able to do, to make that RSO position on third shift, and eventually second shift, more attractive as well as to other second shift and third shift staff throughout the agency. There is that, and we're able to do that at this time. We're very pleased that we're able to do that at this time.

**Mr. Fries:** If you can ever get to the eight-hour shift.

**Danielle:** Yes, sir.

**Mr. Kerley:** Mr. Harris.

**Mr. Harris:** Yes. Have you guys received any word from the state? As I've understood, DOC is thinking about changing where they send some folks and beginning to think about having folks go back to prison, or going to prison. Have you guys had those discussions within the organization? Then I mentioned to Kim a while back, I said, "There's going to be a point where we start saying no." How much growth within this function do we continue to say yes while the state is starting to pivot and go a different direction? Or do we start to slow that spigot down a little bit? Thoughts?

**Danielle:** I know director [unintelligible 01:05:21] has been in contact with our judges over this legislation. The commitment from our local judiciary and the stance that I'm aware of is that they may send someone back to the department of correction. Being that we do have both of our levels of supervision at community corrections, the residential facility as well as community-based supervision on home detention, it offers alternatives to DOC. I think it's too early to tell and see what those numbers might look like, but it is an option for our local

judiciary to send back those level six felons to the department of correction, should they choose to do so, but it doesn't negate their ability to send them to us as well.

**Mr. Harris:** That's been the challenge all along, is to try to figure out what the state's doing in terms of sentencing and how they want to deal with this. We went down this path on the basis that the state said, "Hey, go this way. Get some beds, we'll take care of you," then they didn't. COVID could have been that reason that they didn't, but now, here we go again. Now they're starting to flip and say, "You know what? We may go a different direction again."

That is a concern for me, that, "Here we go again," and trying to figure out what the state wants to do, and how we decide what we want to fund or not fund should be going in the same direction. Then I feel like we're whopper jawing a little bit right now. Again, it's just a thought.

**Mr. Spurr:** Mr. President.

**?Mr. Kerley:** Mr. Spurr.

**Mr. Spurr:** I hear a lot of talk about-- talk of incentives. We also talk about the salary study, the commission there of, and then factoring in the economy, the rate of inflation. It's important to keep in mind that we're dealing in finite numbers. Obviously, in our position we have to operate within limits. I was just curious if there's been any thought given to the [unintelligible 01:07:28] in the county we operate. Obviously, we operate within-- we have a step system as well.

Whereas I was thinking along the lines of if there was-- this is all in the cloud thinking, I want make sure everyone knows that. My thought is perhaps an incentive could be, if we were going to overhaul the salary structure, we could entertain the idea of establishing ranges rather than steps. That would, in my mind, on the private side of things, it would reflect more on private side of things. It would be an award for experience and merit more than having to-- on day one, "This is what you have to provide," as far as the salary structure goes. That's just something I would like to put out there for an idea.

**Danielle:** Absolutely. I appreciate that.

**Mr. Spurr:** I don't know if that would help because our understanding of law enforcement, that may be a little bit difficult because we're-- for experience, how do they get the experience without the training? Well, maybe a conception of a lateral or something like that. Maybe that would apply more to other areas rather than your specific field, but it's just something that I was thinking. We talk a lot about incentive. Well, if you reward somebody for the work that they have done in their life and you're able to pay them more, initially, that may attract a bigger pool of applicants.

**Danielle:** Absolutely.

**Mr. Kerley:** Councilman Fries.

**Mr. Fries:** Deputy director. [unintelligible 01:09:22] Let me ask you this question. It's brief. Is there a way for community corrections to refuse an inmate sentenced to you from a judge? I've seen one locally, recently. It was a level four, armed robbery felon. It was sent to the program. Had violated pretty much every probation he'd ever been on. They put him in the

program and he escaped. He's out there running the streets now. Is there a way for community corrections to say, "No, we don't want to take a level four inmate?"

**Danielle:** The judiciary generally allows for us to complete a screening process. Through that screening process, we would determine statutory ineligibility or administrative ineligibility. The court certainly has the ability to sentence the individual to us directly without a screening process. Generally, a long-standing practice has been that they allow us an opportunity to just screen the individual and determine their eligibility for our program.

**Mr. Fries:** Do you know how often that happens? Did you guys do the screening and say, "No, we don't want this one?" Any idea?

**Danielle:** I don't know the percentage that we find ineligible. Obviously, it's a rather rigorous process of going through, and top-downing the individual, not just the offense, for their suitability, for community-based supervision. It does happen. We obviously try to keep an open mind for an individual. We are a second chance before jail or DOC stops. We look at-- generally, if somebody has routinely violated the tenants of community-based supervision, then they generally aren't suitable, but--

**Mr. Fries:** It does happen?

**Danielle:** It does happen, yes.

**Mr. Fries:** That piggybacks on what Councilman Harris said about sending them back to DOC, that maybe we don't need as many employees if we have more people actually sent back to DOC that should be there in the first place. Okay.

[pause 01:11:11]

**Ms. Curry-Campbell:** Mr. Chair, are we ready to move on these. Tom, is this you or you want me to go ahead and take it?

**Mr. Harris:** Please, that's fine.

**Ms. Curry-Campbell:** Mr. Chair, I'll move on a salary ordinance of 2022. Consideration of salary ordinance establishing to pay for employees within the budget ACCC-- all of ACC funds, 9001-423. Salary \$41,875, 40 hours a week exempt. That's a POLE 2/2, new monitoring tech. Read that backwards.

**Mr. Kerley:** There's three of them.

**Ms. Curry-Campbell:** You want me to do all three of them? I do apologize. The second one is a salary ordinance 2022. This is for two home detention officers. They're new. It's a POLE 4/2. Salary is \$52,697, 40 hours a week exempt. Salary ordinance 2022, this is for our monitoring and comm specialist. It's new. It's a POLE 3/2, \$47,051, 40 hours a week exempt. Move [unintelligible 01:12:39] accept my motion.

**Mr. Harris:** I'll second it, but these are both non-exempt position. Is that correct?

**Mr. Kerley:** Correct. We have a motion and a second. Any further discussion? I'm hearing none. All those in favor say, "Aye."



**Members:** Aye.

**Mr. Kerley:** All those opposed?

**Mr. Armstrong:** Aye.

**Mr. Kerley:** Okay. Everybody—6-1(Armstrong).

**Danielle:** Thank you very much for your time this morning and your continued support.

**Mr. Kerley:** Do we need to do the appropriation [unintelligible 01:13:11]?

**Danielle:** Yes.

**Ms. Curry-Campbell:** Yes, we do.

**Danielle:** Please.

**Ms. Curry-Campbell:** Mr. Chair, I move on appropriation within home detention fund number 236, the amount of \$343,985.

**Mr. Harris:** Second.

**Mr. Kerley:** We have a motion and a second. Any further discussion? Hearing none. All those in favor say, "Aye."

**Members:** Aye.

**Mr. Kerley:** All those oppose-

**Mr. Armstrong:** Aye.

**Mr. Kerley:** 6-1(Armstrong). Thank you very much.

**Danielle:** Thank you.

**Mr. Kerley:** Sheriff's department.

**Mr. Jordan:** I'll be taking this one, council. Actually, the rest of them. All we're doing here, is last year when we passed the budget, the Sheriff's department for the sworn officers were used in the salary ordinance, just put them all as sworn officers. We've changed it to be a little more transparent and put the rank and file with them. This is changing this salary ordinance from an officer to a corporal, which is currently in the line, and that's how it's been. We're just making sure it coincides with-- excuse me, what the actual rank and file is of the position.

**Mr. Harris:** Mr. Chairman, I moved that we make the reclassification change stated in our agenda, and from the officer SHO/2 \$60,235 to a corporal SHC/2 at \$65,054, 40 hours a week, non-exempt.

**Mr. Spurr:** Second.

**Mr. Kerley:** Motion and a second. All those in favor say, "Aye."

**Members:** Aye.

**Mr. Kerley:** All those opposed? Motion passes 7-0.

**Mr. Jordan:** The first part of the coroners' request here is just a transfer requested by my office for accounting-type purposes. This goes back to what we've talked about in a couple meetings. Just making sure that the expenses come from the correct classification of categories. 200 supplies, 300 services, and then 400 capital. That's what we're transferring here. A total of 5,500 from 300 series to both the supplies and the capital series, and the total amount of 5,500.

**Mr. Harris:** Mr. President, I'll move for the approval of \$5,500 from travel and auto equipment to garage, motor, and furniture fixtures from total of \$5,500.

**Ms. Curry-Campbell:** Second.

**Mr. Kerley:** Motion and a second. Any further discussion? Hearing none. All those in favor say, "Aye."

**Members:** Aye.

**Mr. Kerley:** All those opposed? 7-0.

**Mr. Jordan:** The next piece is within-- we actually did this last year. It was not encumbered at the end of '21. It was used to purchase the coroner's vehicle. I'm coming back to request that we appropriate in '22, so we can pay the invoice that we received. This is for the Durango, if you remember last fall. That's coming out of the Mobile Command Unit Fund 280.

**Mr. Harris:** I'll move for the approval of the vehicles for \$13,000.

**Members:** Second.

**Mr. Kerley:** Motion, multiple seconds. Any further discussion? Hearing none. All those in favor say, "Aye."

**Members:** Aye.

**Mr. Kerley:** All those opposed? Motion passes 7-0.

**Mr. Jordan:** The prosecutor's request is within their high tech crimes fund. If you recall, last fall, you approved the position. Karen came and talked to you about it. This is the appropriation for the position and some intangibles related to it at 246,878. Again, that's out of the High Tech Crimes Fund 888.

**Mr. Harris:** Mr. President, I move for approval of \$246,878 from High Tech Crimes Fund 888.

**Participant:** Second.

**Mr. Kerley:** Motion and a second. Any further discussion? Hearing none. All those in favor say, "Aye."

**Members:** Aye.

**Mr. Kerley:** All those opposed? Motion passes 7-0.

**Mr. Jordan:** The next is, again, accounting transfer within the building department. A total of \$15,000 from auto repair, a 300 series to supplies, garage and motor in the exact same dollar amount.

**Mr. Lagemann:** Mr. Chairman, I move the transfer within the building department of \$15,000 from auto repair to garage and motor.

**Members:** Second.

**Mr. Kerley:** We have a motion and a second. Any further discussion? Hearing none, all those in favor say, "Aye."

**Members:** Aye.

**Mr. Kerley:** All those opposed? Motion passes 7-0.

**Mr. Jordan:** The highway request is, last fall you approved the position for the new and additional engineer. This has come out of the LIT Economic Development Fund, Local Income Tax Economic Development Fund 329, and a total amount of 104,859.

**Mr. Harris:** I'll move for the approval of that \$104,859 from the LIT Economic Development Fund 329.

**Members:** Second.

**Mr. Kerley:** Motion and multiple seconds. Any further discussion? Hearing none. All those in favor say, "Aye."

**Members:** Aye.

**Mr. Kerley:** All those opposed? Motion passes 7-0.

**Mr. Jordan:** The next one is, again, an accounting transfer in the PSCDA Fund, professional sports fund 248, in the amount of 105,000 coming from a capital series to the 300 series services in the exact same dollar amount.

**Mr. Harris:** Mr. President, I'll move for the approval of 105,000 moving from equipment, property, renovation, to professional services and contractual, for \$105,000.

**Participant:** Second.

**Mr. Kerley:** We have a motion and a second. Any further discussion? Hearing none. All those in favor say, "Aye."

**Members:** Aye.

**Mr. Kerley:** All those opposed? Motion passes 7-0. Thank you, Mr. Jordan.

**Mr. Jordan:** Thank you.

**Mr. Kerley:** I believe I see our new Coliseum director back there and other staff. CJ as well. Please come forward.

**Ms. Henkes:** Good morning.

**Members:** Morning.

**Ms. Curry-Campbell:** Good morning.

**Ms. Henkes:** How is everybody doing?

**Mr. Kerley:** Fantastic.

**Ms. Curry-Campbell:** Good.

**Ms. Henkes:** Wonderful.

**Mr. Kerley:** Welcome.

**Ms. Henkes:** Thank you. I didn't realize I was going to be bringing all of the snow and cold weather from Maine. I apologize, but you guys can tell by the accent, it's not my favorite. I'll start this morning by giving you guys an update. One of my favorite things to do is look back and see some trends. If everybody's okay, I'll take this off so you can see my face and hear the accent a bit clearer. One of the things that I like to do is look back over the past couple of years and see what trends have been, because--

**Mr. Kerley:** Could you introduce yourself first, please, for the public?

**Ms. Henkes:** Oh, I'm sorry. You said my title, so I thought everybody knew. My name is Melanie Henkes. I'm the new executive vice president and general manager over at the coliseum.

**Mr. Steigmeyer:** C.J. Steigmeyer. Vice President of Finance, Chief Operating Officer at the Memorial Coliseum.

**Members:** Thank you.

**Ms. Henkes:** Thank you. My apologies. [clears throat] As I was saying, I like to look back over the past couple of years, because one thing that we do when we're forecasting in our business is to be able to look back and see what shows do. Obviously, pandemic threw us quite a curve. Not just us, but the rest of the world. Just to give you guys a little bit of an idea, back in 2019, our use days, and that's the entire facility, the arena, the conference center, the expo center, and then meeting spaces in the parking lot, total use days was at 1,696. For 2020, the use days was 886, so I think we all know what happened there.

We were rolling along and then we weren't rolling anymore. Then in 2021, our use days was at 1,195. What you're seeing is from 19 to 20 is a 48% decrease. Then from 2020 to 2021, we're back up at 38% increase, and so we are making our way back up there. We've got about 29% more to go, to get back to where we were in 2019. Then our economic impact average for the last 10 years is about 1.1 billion. In 2021 they estimated that our economic impact was 49.8 million. Then if you guys think about attendances, we compared the past couple of January's for you. [clears throat]

In January of 2020, we had 112 people come through our facility. In 2021, we had about 16,155. Then in 2022 we were back at 112,000. My encouragement is that we are slowly starting to get back to where we were. Different pieces of our businesses are fluctuating a little bit differently. [clears throat] The concert industry, they are slowly making their way back to where they were. You'll see more tours going out. Then the conference center and the expo center, you've got to remember that a lot of people have to travel to go to these. Some people aren't necessarily comfortable traveling.

You're seeing some of the same shows while some of them have canceled. The footprint of some of the shows are going to be a little bit smaller because all the vendors might not be comfortable coming. They might not have the product to bring at this point in time. Then meeting spaces, in 2019 was at 37% usage and now it's at 39% usage of the entire facility. Don't think we're only using it 39% of the time. I'm talking about the entire usage. I'll look at that more as locals, local businesses that can easily get to the building, know that we can socially distance within the facility.

Then upcoming events, tonight, actually, we have got *Winter Jam*, which is a Christian concert. As luck would have it, we have got ice and snow coming. I think I was at Visit Fort Wayne yesterday and it was on the up and up when I went in, and then two hours later, she said, "How do about the ice storm?" I said, "What has happened? When I came to Visit Fort Wayne for two hours?" We will still have that tonight and then we've also got President's Day volleyball tournament coming up, the 18th through the 20th. We'll have about 21 courts going on in the conference center.

If you are a fan, I would encourage you to come to that. *Disney on Ice*, I like to call them a repeat offender of ours. It's a great event that-- we've got ice skating for all of the kids. Baby Fair and Family Expo, Home and Garden Show. If any of you guys are into heavy metal, Korn is coming. Then [unintelligible 01:23:45] Solana on the road is going to be here again, March 11th through the 13th. We will have *The Alpaca Show*. I would encourage you guys to get some of their gloves. That is how I survived Maine, Alpaca Gloves. It is much warmer than wool, that is a fun side fact for you guys.

*The Gun and Knife Show*, The NCAA Men's Division Three Championships will return. Lucky Duck Consignment, *Monster Trucks*. If you are into big trucks and dirt, I would encourage you with that. Bring some earplugs. Again, some heavy metal, Megadeth, Lamb of God, if you guys would love to come to that. I would love to see your faces. Casting Crowns, Breaking Ben. Then in October, we will get our event season started off with some country, which is Jason Aldean. That is as far as the event side of things go. That's my summation of everything. I will turn it over to CJ and let him talk a little bit about the numbers.

**Mr. Steigmeyer:** Thank you, Melanie. 2021, as Melanie indicated, was down from 2020 but it was-- Or it was up from 2020, down from 2019. Excuse me. We are working our way back to becoming self-sufficient. As you all know, the council generously has supported our efforts out there in 2020 as well as 2021 when we were no longer able to self-support our operations. Beginning in 2021, we are attempting to be fully 100% self-supporting, back on the self-supporting side of things. Looking at the year 2021, we had proposed originally, when we spoke with you last year, that we'd probably have a loss somewhere in the range of \$4.2 million originally.

That was based on social distancing being in place for a good portion of the year and then social distancing releasing at the end of the year, and hopefully trying to get back to normal at

the end of 2021. Some of that came to fruition, some of that did not. We were probably social distanced for more than half the year, if not almost three-quarters of the year. When hockey came back, it was not as strong as what it had been originally back in 2019 or 2020, so they are working their way back as well. We had-- in 2021, our revenues were actually higher than we anticipated originally.

Originally, we only budgeted about 1.8 million in revenues. We ended up at 5.9. Now, having said that, 3.1 million of that is SVOG money, which is save our venues grant money that is-- We applied for a grant in 2021 and we received those grants, two different distributions of that, amounted to 2.9 million. That supported our loss, pretty much, in 2020. In 2020, our loss was 3,047,000. That 2.9 million covers a good chunk of that. Those monies will be applied basically back to the county general fund, and we just have to do the paperwork to take care of that.

This year, as I said, we will actually be-- I haven't said this yet, but we will be in the black, operationally, this year. That is because of that save our venues grant money. If you take away the save our venues grant money, we were at almost 405,000 to the black, but if you take out 2.9 in that, you're going to be at 2.4 [chuckles] of a loss. It's a much better picture than where we anticipated we would be. We are getting, as Melanie indicated, all the events that we are getting back.

We still have some events that are cancelling. They just don't still feel comfortable bringing large groups of people together in one place. I think the outlook looks good and we're excited to be a part of it. Again, thank you so much for all your support during the last year and a half to two years, because it definitely has made a big impact on us and had the community still being able to be around here and still be able to produce events and have things going on for the community to enjoy, is why we're there. Thank you.

**Mr. Kerley:** Mr. Harris.

**Mr. Harris:** Yes, just a couple of-- First of all, congratulations [unintelligible 01:28:46]. You mentioned the 4.1 million projected loss in 2021, then it turned out to be-- what? I just want to make sure I understood.

**Mr. Steigmeyer:** It ended up being 404,000 to the plus.

**Mr. Harris:** Okay. Those numbers you were speaking of reflected last year? I wasn't sure, but when you talked about being in the black, you were talking about 21, not 22?

**Mr. Steigmeyer:** That is correct. 22, we have looked at January, for example. January expenditures are right in-between 2020 and 2021. 2021 was 405,000 and January, 22, our estimate, we've not finalized everything just yet, about 611,000. In 2020, when we had a full year-- or full month of operations in 2020, we were at about 815,000 of expense. We're right in the middle of those two years. I think we're trending-- Obviously, expenses have gone up, but we're trending pretty good right now for 22.

**Mr. Harris:** You said there would be monies coming back to the general fund based on the SV--

**Mr. Steigmeyer:** The SVOG. Currently, the SVOG money is sitting in the general fund, but it has not been-- What we have to do is we have to do paperwork, basically saying that we're allocating these expenditures to those revenues.

**Mr. Harris:** Got it. Representing how much again?

**Mr. Steigmeyer:** 2.9 million, roughly.

**Mr. Harris:** 2.9 million coming back. Very good. I was disappointed that we couldn't get Garth. Garth goes back to Notre Dame.

[laughter]

It's like-- what's up with that already?

**Ms. Henkes:** Well, to be honest, if I could have Adele or Beyonce, I would probably--

**Ms. Curry-Campbell:** Beyonce.

**Ms. Henkes:** Yes.

[laughter]

The ticket prices though, when you get those really big artists, the ticket prices-- Beyonce comes with a pretty penny, let me tell you. Yes, the ticket prices have to go up, the more expensive the artist gets. I always ask people, "How much are you willing to pay for Garth? How important is that ticket to you?" [laughs]

**Mr. Harris:** Those numbers are crazy. They're up there. [unintelligible 01:31:06]

**Ms. Curry-Campbell:** I know when the-- I'm sorry.

**?Speaker:** I would like to suggest the Dropkick Murphy's are a pretty good value, so maybe consider that.

**Ms. Henkes:** I would agree with you on that. Yes.

**Mr. Fries:** [unintelligible 01:31:17]

**Ms. Curry-Campbell:** Mr. Chair, may I speak? I know that in the past, and this was in my lifetime, we've had Eddie Murphy, we've brought folks to the embassy, but comedy seems to be something, a space we might want to look into. I know it's not the typical audience of the coliseum but I think people want to laugh.

**Ms. Henkes:** I agree with you.

**Ms. Curry-Campbell:** People want to laugh. Like I say, it's not your typical audience but comedy would be awesome if we can look into some of those tours.

**Ms. Henkes:** Sheila, it was funny that you mentioned that, because in the past couple of weeks I have sent some that have to do with comedy. Gabrielle Iglesias, I don't know if you're familiar with Fluffy, and Jeff Dunham. Trying to get shows, I call it fishing. You got to cast a lot of lines. You don't always get a lot of fish, but you cast a lot of lines. Moving

from my previous building, one of the things that was happening as I was signing off there, I was letting people know where I was going to end up. I was really shocked how many people said, "Oh, my gosh, Fort Wayne. I love that building. Hit me up when you get your new contact information."

A lot of my relationships just went ahead and transferred over. I agree with you. I love to laugh as well. Yes, I think you and I share the same sentiment about that. I think as those guys get more and more on the road, and figure out how to be on the road as well, because they have to run their own bubble. If you think of how many people in one stop they come in contact with, it's pretty astronomical. If they've got 10,000 people they're trying to process through in multiple stops, how many of those people they're coming in contact with, so I agree. I'm fishing. I've got a lot of lines in the comedy water, so I hope that next time I see you I can say, "Okay. Did you get to laugh?" [laughs]

**Ms. Curry-Campbell:** I hope so too. Leave your card, please. Yes, we need to talk.

**Ms. Henkes:** Okay.

**Mr. Kerley:** Councilman Fries.

**Mr. Fries:** Melanie, first of all, welcome to Fort Wayne.

**Ms. Henkes:** Thank you.

**Mr. Fries:** Hopefully you'll stick around as long as Randy Brown has.

**Ms. Henkes:** I hope so too. I hope I have my hair at the end of it, to be honest.

[laughter]

He's heard me say that, so I don't think--

**Mr. Fries:** CJ, I'm glad you're still here.

[laughter]

**Mr. Steigmeyer:** I can't say much about this. Anytime anybody says anything about my hair, I [unintelligible 01:33:41] say, "Thank you, because it's still there."

**Mr. Fries:** I just saw Ron White last week. Yes, I think comedy is a good thing. CJ, you're saying 2022 you think we're going to be in the black?

**Mr. Steigmeyer:** I am saying that we are pushing to be self-supporting. It is still too early to tell just yet whether we will be in the black. Right now, we built up our cash funds so that if we do lose some money, we hopefully will not lose everything that drains down our cash bank account. We're hoping to-- I can't say that definitely we will be 100% in the black but I think I feel pretty good about where we are right now. Looking at the expenditures, looking at the revenues, looking at the cash we brought in January compared to the expenses, I feel pretty good.

**Mr. Fries:** I think that'd be a difficult thing to try to judge because you talk about the expenses going up, and we know the electricity has gone up, we know everything else has



gone up, and yet you have these programs set throughout the year with the ticket prices already figured in. I assume there's enough of a percentage in there to cover the increases.

**Mr. Steigmeyer:** The way we look at everything is we have to assess our food and beverage costs. We have to assess our parking costs and those revenues that we're bringing in. In this industry, you can't raise the rent necessarily because the rent-- We have adjusted all of our rental rates and we look at those annually every year but we have contracts that go throughout 2022, 2023. We've already established rates for 23 for some of our clients. If we raise the rent there, we're not going to necessarily see that increase until we book a new event that hasn't already signed the contract.

We have to look at the revenues that have the quickest impact in a situation where we are-- if we're needing more revenues. We have looked at those, and parking tends to be the one that's probably the quickest, as well as food and beverage. Food and beverage cost, if you go out to restaurants, menu prices are changing monthly, and so it's something that we have to reassess every day and then take a look at on a regular basis to see if we need to address those. Right now, we did have a parking increase last year that we felt comfortable that that would help us sustain where we are for 2022.

**Mr. Fries:** What do you think the tipping point of the year is where you'll be able to say, "Yes, I think we're going to be in luck." Not December of 2022.

**Mr. Steigmeyer:** I'm sure. I think it's probably June-ish. January, February, and March are big months for us. In the past, those were the three months that really made the year. With COVID, we've had larger events throughout the year now. We're no longer just sitting, where we go the beginning of the year we have the large events, summer, just a few smaller things, and then we move on to the fall when [unintelligible 01:36:53] kicks into gear and basketball and everything else. Usually, the first four to five months of the year is our aim. If we double that, that gets us about to the end of the year, so we'll be able to assess around those times.

**Mr. Fries:** Thank you.

**Ms. Henkes:** Also, to platform off of what he's saying as far as the booking calendar goes, we will have a lot of events in the springtime but we will have an idea, as far as conversations and promoters go, around that June timeline to know how we're going to end the calendar year. In the fall, there's no promoter that's going to say, "Hey, I'll see you in a month." It's not a quick turnaround like that. Then also, as far as the expenses go, CJ and I were just talking about this yesterday, because it's not just our building, it's across the boards.

One of the things that promoters do when they come into the building is they keep notes, and they keep notes on everything. What was their overall experience like? What was the staff like? Did they have a good experience? What were the stagehands like? Did they work efficiently? Then, of course, what were the financials like? What were the rates like? They keep them as they go on tour and then they go back and analyze all of the data. Which building was more expensive? Which one had a higher seating capacity and maybe less rent? If that's the case and they know they can sell more tickets, make more money, because they're making less expenses.

The rental piece of it is like this fine balancing act to push it up there just to cover our costs. Where they instantly say, "Okay, we know that's going to your bottom line. I can go

elsewhere, sell more tickets, and make some more money." It's a balancing act as far as doing just a quick rental increase. There's the long play, as CJ was saying, to hit them slowly and gently as you're going along, and maybe it's through some other expenses that you try and recoup some of those revenues. At the end of the day, there's only one pie and you can only split it so many ways, and they know that. Just to platform off of what CJ was saying, it's a balancing act as far as the rental piece goes.

**Mr. Kerley:** Anything else? Well, again, welcome.

**Ms. Henkes:** Thank you.

**Mr. Kerley:** We're glad to have you. As Councilman Fries said, we hope you stick around as long as Randy did.

**Ms. Henkes:** I hope so too. You guys have a Southern undercurrent. Everybody's very kind and welcoming, and so that was quite a [crosstalk].

**Mr. Fries:** No, they had a Northern undercurrent.

[laughter]

**Ms. Henkes:** Yes. Northern undercurrent has a little bit more of an edge around it. You guys use a little bit more sugar in your approach, which I appreciate. [laughs]

**Ms. Curry-Campbell:** Where are you from originally?

**Ms. Henkes:** Originally, Aiken, South Carolina.

**Ms. Curry-Campbell:** South Carolina?

**Ms. Henkes:** Yes. I'm from a small town. If you guys know where The Masters is played, in Augusta, Georgia. About 25 minutes across the line, there's a small town called Aiken. That's where I'm from.

**Mr. Kerley:** We're glad to have you.

**Ms. Henkes:** Thank you.

**Ms. Curry-Campbell:** Yes, glad to have you.

**Mr. Kerley:** Unless you have anything else to say.

**Ms. Curry-Campbell:** Girl power.

**Ms. Henkes:** You're right. I see you up there. [laughs]

**Mr. Kerley:** Thank you for coming today. We appreciate it.

**Ms. Henkes:** Yes, thank you for having us.

**Mr. Spurr:** Thank you. Have a good day.

**Speaker:** I believe we're at Liaison. Shall we do that?

**Mr. Kerley:** I have one other thing for recent and upcoming meetings. This went out the other day, just so everybody is aware of it. Notice of a public hearing of the Board of Commissioners of the Allen County on a jail feasibility study. The residents and taxpayers of Allen County, Indiana, are hereby notified that the Board of the Commissioners of Allen County will hold a public hearing on February 25th, 2022, at 10:00 AM Local time in the Citizens Square Commissioner's Courtroom, room 35, 200 East Berry Street, Fort Wayne, Indiana. [unintelligible 01:40:58] to consider a study for the feasibility of alternatives to the construction, reconstruction, or expansion of the county jail.

At such public hearing, the Board of Commissioners will hear testimony from the public on the feasibility study. Following the public hearing, the Board of Commissioners may take action approving the feasibility study. Just wanted to get that out of the way.

**Ms. Curry-Campbell:** Mr. Chair, may I ask a question?

**Mr. Kerley:** Yes.

**Ms. Curry-Campbell:** Is there anyone from County Council that sit on that study, on that committee, sir?

**Mr. Kerley:** There's not a real committee. What they're doing is the first step in the process of what we're going through with the [unintelligible 01:41:49], as you're all aware, we've got some issues with the jail.

**Ms. Curry-Campbell:** Yes, sir.

**Mr. Kerley:** The first step in this process is to have a public hearing, get a feasibility study to start the process. This is to start the--

**Ms. Curry-Campbell:** Right. We just want to make sure that our constituents understand that the commissioners can come out of that meeting and make a vote? They can decide to do A, B, or C?

**Mr. Kerley:** They can decide to do a feasibility study.

**Ms. Curry-Campbell:** Yes. People just need to show up, input. Thank you, sir.

**Mr. Kerley:** Okay. Liaison reports.

**Mr. Lagemann:** Happy to kick that off.

**Mr. Kerley:** Sure.

**Mr. Lagemann:** I'll begin with UTAB. I'm happy to say that I've visited with each in their offices or at their site and encourage everybody else to do that as well, even if it's a phone call. UTAB will probably have the biggest year they have had in decades, thanks to the \$2 trillion transportation bill. I know that he is going to be adding at least one person, probably a second, just to be able to handle the volume of road funding dollars and grants. I'm sorry, that's UTAB and NIRCC. I'll roll those two together and that will all come through NIRCC.

[unintelligible 01:43:25] had a great opportunity to meet with Eric Zimmerman.

I think I'd like to bring him back in at some point in time to talk about recidivism rates. They have done a really, really good job there. I think that's an important conversation that we all need to begin to have. The joint permitting review committee, I will say that we had a really great meeting. Kyle joined me for that the other day. I had had a number of constituents reach out to me regarding the commercial remodeling permitting process. We have been able to work with building department to help streamline a few processes there and had great interaction, both from the contractor's side and from the county's side, and I think we've fixed a few problems.

Planned commission, we will be meeting today to hopefully move forward on the largest subdivision in the history of the county. This is in response to what I would consider a housing crisis and shortage. Looking forward to not just that but also as we look to the past month or so, we were able to pass and provide the plating for a new hospital south of town, right off of 69, in a similar fashion to what [unintelligible 01:44:55] built on the north side. I'm pleased to have been a part of that. I think it's a great project. The town of Huntertown is now the third fastest-growing community in the state of Indiana.

I've had the pleasure of visiting with them at a couple of their recent meetings. I think you're going to see more and more infrastructure runs, both laterally to the west and to the north. I'm excited to see that secondary utility grow along with the town. Prosecutor's office, great visit, great meeting with those folks. Nothing special to report there. Then finally, with voter registration, we'll be working with NIRCC a little bit on options for really trying to provide a greater level of transparency for the cumulative budget there. Nick, I'll be reaching out to you when you have a moment to talk through that process. Those are my liaison reports.

**Mr. Kerley:** Yes.

**Mr. Harris:** Mr. President, I'll mention from GFW, John Stafford. I think everybody's aware of John and his involvement, commitment, knowledge, expertise, and our entire community was asked to do a deep dive in terms of fiscal stability of both the city and the county. He has presented that in the last meeting for GFW. I'll report that John-- I'm using my words, not his exact, but he said he's never seen the county in a position that we're in, in his lifetime.

That's a positive. I should point out that we are in the strongest fiscal position that we've ever been in, that he's recognized in his expertise and years of- He has also indicated that the city of Fort Wayne has started to improve its fiscal stability as well and has started to improve that and probably in the last four or five years. They're actually coming up to a point where they're in good shape. That was good to hear as well.

The slide presentation was made available to GFW board members. We can do one of two things, Mr. President. We could get that presented and make sure that all of us see that, are available to see that. The second piece of that is we may want him to come and do at least the county side. It's a deep dive and I'll mess this up but it's like 200 and something slides, and he cut that down to about a 30 slide presentation for GFW. Ladies and gentlemen, it's impressive where we're at. The community needs to know that we're in about the best fiscal position that the county has ever been in.

**Ms. Curry-Campbell:** Mr. Chair, I just want to share with everyone that we do have a new President and CEO of Visit Fort Wayne. I met with her and her staff, and a couple of her board members this past week. Her name is Jill Boggs, B-O-G-G-S. Her position was effective February, the 14th. Thank you.

**Mr. Kerley:** Anybody else?

**Mr. Armstrong** The only thing I've got to add, I'm working on meeting with all of my liaisons to start the discussion on how we're going to approach the budget system for 23. It will be interesting to see how that rolls out and what the outcome of those discussions will be, but that's about all I've been working on.

**Mr. Fries:** With that, Mr. President, I'll move for the approval of the second reading of any matter approved today for which it may be deemed necessary for the County Council meeting of February 17th, 2022.

**Ms. Curry-Campbell:** Second.

**Mr. Kerley:** Got a motion and a second. All those in favor say, "Aye."

**Members:** Aye.

**Mr. Kerley:** That is approved 7-0. The next County Council regular meeting will be held 08:30 AM Thursday, March 17th, 2022, in the chambers room of Citizens' Square. With that, I will entertain a motion to adjourn.

**Mr. Fries:** [unintelligible 01:49:41] moved.

**Speaker:** Second.

**Ms. Curry-Campbell:** Second.

**Mr. Kerley:** You are adjourned.