

**ALLEN COUNTY COUNCIL MEETING MINUTES**  
**September 22, 2022**  
**8:30 AM**

The Allen County Council met on Thursday, September 22, 2022 at 8:30 am in the Discussion Room in Citizens Square. The purpose of the meeting was for the 2023 Budget Hearing.

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

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

**Councilman Kerley:** I'm going to call the September 22nd, 2022 budget hearing to order. We will start with the Pledge of Allegiance and the moment of silence.

**All speakers:** 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 00:00:59]**

**Councilman Kerley:** Amen. I know for most department heads and elected officials, this is a day they don't look forward to every year. I want to say that in the time I've been on council, this has been I think one of the most cooperative years that we've had from department heads and elected officials. We asked a number of you to sharpen your pencils and find savings here and there, and we had over a dozen departments on initial draft have reversions of almost \$500,000. We really appreciate that.

That's money that can go to departments that need it. We've been working hard at this, so as we have department heads and elected officials that have other meetings today, we're not going to follow the order of appeals exactly as it's been sent out to you guys. We're actually going to start with the Surveyor's Office so that he can come do his appeal, and then we'll have Nick do the summary and stuff after that. Mr. Fruchey is here, if you'd like to come forward. Mr. Surveyor, for the first time officially, welcome to a meeting.

**Mike Fruchey:** Good morning, council?

**All speakers:** Good morning.

**Mike Fruchey:** Good to be here.

**Councilman Kerley:** You may want to put your mic a little closer.

**Mike Fruchey:** Sure. Is that better, Paul?

**Councilman Kerley:** Yes, perfect.

**Mike Fruchey:** Oh, whirlwind, swearing in on Friday and then coming here for half a day, and then going to AIC, and then zipping back here and trying to keep track of everything.

**Councilman Kerley:** Welcome and congratulations.

**Mike Fruchey:** Thanks. Thanks. It's nice having been doing the job for a while to actually get the title and try to settle in a new office and not be between Highway and the Surveyor's Office, but I appreciate council's support. Just publicly before I start, I want to thank the surveyor staff for doing tremendous work on the budget to make my job easier. Also I want to thank Nick and Auditor's Office for answering our questions quickly and not just giving us answers, but giving me insight into issues. That's been really helpful. I want to publicly acknowledge that. Can we do these just separately, the things that I'm asking for or--

**Councilman Kerley:** We've talked about what your asks are and then talk about what you've-- some changes that we've also made on the revenue side that can help offset those.

**Mike Fruchey:** Okay, great. Really there were three things. One is the surveyor salary. I went through Special Personnel Committee meeting recently to ask for that to be increased slightly from the registered salary to be equivalent to the county engineers salary. I think with the Personnel Committee, I cited Indiana Code 362128 which says, "If the surveyor is a competent civil engineer," which I am, I'm registered with the State of Indiana for over 20 years, "The surveyor shall plan and supervise all surveying and civil engineering work of the county under the direction of the county executive."

The legislators wrote this. They used imperative language, "Shall," to me, if the county executive directs me to supervise a road project, I will have to do that. It says I shall do it. It doesn't say I could or may or decide if I want to. In that light, I think that my salary should be the same as the county engineer. It's about \$3,000 difference. It's equivalent to my engineering salary when I was with County Highway. I'm not asking for more, I'm just asking to be on a fair level with what my responsibilities very well could be under Indiana law. I explained that to Personnel Committee and they passed that 30. Are there any questions about that or--

**Councilman Kerley:** Another part of the appeal, just the reason the budget's increasing is our former surveyor wasn't licensed.

**Mike Fruchey:** That's right. That's part of the budget increase is paying by Indiana law. If you're registered as either a professional surveyor or professional engineer, it's 50% more pay. While this year I think Jeff's salary was \$66,000 or something like that, it would be like 90. It would be really 50% more than that, would be the registered pay. Part of the increase that you see is that state mandate to pay for the registered person.

**Councilman Lagemann:** Mike, one of the other key components that we've talked about in the last 30 days or so, are the opportunities to bring some of the engineering in-house for several projects. Can you address that real quick? Can you give us some broad numbers?

**Mike Fruchey:** Yes. I had, of course, as the commissioners' appointee to Surveyor's Office, I had talked to them. They had asked us months earlier for a list of drainage projects that we felt were high need projects in the county that had sat on the shelf for a while because as you know property taxes go to storm water drainage projects. They are watershed assessment-based, the watershed has to pay for these projects and these projects are cost prohibited for those watersheds.

They're too large for the amount of people that would have to pay the assessment. They go to public hearing and they get defeated and they never get done even though they need to get done. We provided a list of 20 projects to the commissioners, and I think some of the councilmen have a list of our ARPA projects. We had pretty detailed estimates in there about what those projects were.

I had proposed a few weeks back to the commissioners that we could do some of these projects in-house, the small to medium size ones, if they were amenable to not consulting everything out if we did use ARPA money for this purpose, which it is a legal purpose of ARPA, and went to ARPA thing yesterday at AIC. Anyways, we identified nine of these small to medium projects and that we could save based on design and construction management in those projects somewhere to the tune of, I think, a few \$100,000 there if we did the design in-house.

That would be a cradle to grave, like I had done those projects at the city when I was there for about seven years. I was the professional engineer that certified all the subdivision road projects or this kind of thing. We'd have our own field staff survey. We'd draft it up, we'd design it, I'd professionally certify it, we'd put it out for bid, we'd field inspect it, we'd project manage it, again, cradle the grave concept so we wouldn't need any outside forces to do that, which would be money savings. Do you guys have more questions? I do have an ARPA sheet that I can pass around if you guys-- Let's just get that.

**Councilman Harris:** When you moved as an engineer in the Highway department, and then moving to the surveyor, you've gone up in pay or--

**Mike Fruchey:** Well, I was going to go backwards in pay, Councilman Harris, but there is a caveat in state law under county surveyor compensation that it says, "If you are the elected surveyor and you serve," it doesn't say the level of service, "As a county engineer or highway engineer, you get the higher of the two pays." Now, commissioners have opted to use that clause, have reached out to the State Board of Accounts. At least that's what's been relayed to me, that that is legitimate. I'm still being of service to Highway, so that I can do the end of this year, be paid to hire the two pays so I didn't go backwards in pay.

**Councilman Harris:** Yes. Otherwise, if that wasn't there you would have, in essence, dropped from what you're doing to the role that you're in now.

**Mike Fruchey:** Exactly.

**Councilman Harris:** This fixes that.

**Mike Fruchey:** This fixes it for 2023, yes, so I'm good for 2022, this fixes 2023 so I don't go backwards. I do think I looked at the history in the Surveyor's Office, we've not had a professional engineer in the office since Bill Sweet in 1987, so it's been 35 years. There is an advantage to having a professional engineer in the office that can certify plans, even our own drain reconstruction plans. I can professionally certify that. It's very interesting a professional surveyor cannot certify those plans, so they're much more limited as a professional engineer, there's a lot more opportunity.

**Councilwoman Curry-Campbell:** Thank you for being here and congratulations once again.

**Mike Fruchey:** Thank you.

**Councilwoman Curry-Campbell:** I know your expertise deserve this increase. My question is in reference to the ARPA projects. Have the commissioners actually put this into a bucket, because I know we got a draft of last week right before our meeting in reference to the ARPA fund. I'm just trying to understand because you're at six millions, 231809.

**Mike Fruchey:** We had submitted about \$20 million worth of work with those 20 projects, and again, we don't know if those will be chosen. Again, I think Councilman [unintelligible 00:11:25] had asked me a personnel committee, "Mike, your problem with that argument is you don't choose whether that gets done and you're correct," but I do know that the commissioners told me they're open to this concept.

I'm hopeful that we'll get to do some of the work ourselves and that will save the taxpayers money and you'll be able to use more ARPA funds for other things if we're able to do some in-house stuff.

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

**Mike Fruchey:** Regardless, in the surveying office, when we do reconstruction, we would be saving money there by having in-house engineer. That's a little point on the ARPA.

**Councilman Kerley:** Councilman [unintelligible 00:12:04].

**Councilman Lagemann:** Two things, Mr. Fruchey, the 105221, that's included in the 5.5% increase, correct?

**Mike Fruchey:** Yes. Again, wherever you guys land on that, that will be what it is.

**Councilman Lagemann:** The other thing I have, follow up on [unintelligible 00:12:20], under 362128 that says at the direction of the county executive, so if the county executives choose not to allow you to do that, then you guys won't be doing that, you won't be doing engineering work, and it will cost the taxpayers probably \$200,000 at least

**Mike Fruchey:** For that ARPA stuff. Now, normal reconstructions that we would do inside our department, we control that. If the assessment is there to pay for it, it's our job and I don't expect to consult any of that out.

**Councilman Lagemann:** Okay, good.

**Mike Fruchey:** I expect to do that in-house.

**Councilman Lagemann:** Which will save money.

**Mike Fruchey:** Exactly.

**Councilman Lagemann:** Thank you.

**Mike Fruchey:** Exactly. Another thing in addition to the ARPA that I wanted to point out to council is our revenue that we are bringing, in one sense goes under the radar because it goes right back to general fund, but our revenue projection this year was \$175,000 from the auditor, and we are currently, as of yesterday, at \$312,391.36, that's just so far through yesterday, \$137,391.36 ahead of what the revenue projection was. I anticipate that this for the

end of the year, our number will get up close to \$400,000, which will be more than double what was estimated as revenue.

I understand the audit has to be conservative, and I totally understand that, but we are certainly bringing in revenue, and certainly it doesn't fund our department, but it is much more than what was projected. Just for your own knowledge, about 56% of that so far this year is related to subdivision regulated drain review, so even if we see a downturn in housing, it's going to affect this, but it won't have as substantial effect in my opinion.

**Councilwoman Curry-Campbell:** Question. ARPA funds are for revenue loss and coming back with that explanation, I guess my concern is with the ARPA funds, is that we make sure that we take care of our residents here. I've been pushing for rental assistance, there's nowhere in the city of Fort Wayne that anyone could get rental assistance. The day after our councilman, 50 people were evicted, and so I'm trying to direct some funds to rental assistance, so thank you for sharing.

**Mike Fruchey:** Of course, councilman, I don't make the choice, you guys working with the commissioners, are going to make the choices on ARPA, I just do the work if it comes to me. Like I said, we provided our pretty thorough engineering on those 20 projects preliminary engineering, so if you do have follow up questions and some of those are in areas that you are concerned about, please reach out to the staff and or myself, and we'll get back to you.

**Councilman Kerley:** There were basically two requests. The first is you--

**Mike Fruchey:** Two requests, there is something on there if you look deeper into Nick's notebook. We are wanting to in the salary ordinance raised a part-time pay from, I think it was \$19 an hour, and now it's at a top end or something, and now it's \$22 to \$40 an hour for part-time help, so that's in the salary ordinance. We always have a little bit of 100 series rollover, I'm not really worried about paying for that, but we do have opportunities and especially in this revenue generation area where field inspection is vital to us, and we're down two positions right now.

We're actually interviewing somebody later today to try to get field help. That field staff is tremendously important in bringing in this revenue. We have some recently retired inspectors from the Surveyor's Office that we think would be willing to come back if we could give a decent wage to them to come back and do part-time inspection.

**Councilman Lagemann:** It's a range too, right?

**Mike Fruchey:** It's a range. \$22 to \$40 and it gives us some flexibility.

**Councilman Harris:** The range is actually minimum wage to \$40. We're just bumping the cap, which is currently set at \$22 to \$40, so it'll be minimum wage to \$40.

**Councilman Kerley:** Then the last is something that's probably been needed for a while, which is Chief Deputy, correct?

**Mike Fruchey:** Yes, Chief deputy, and I took that to personnel committee. I was encouraged by the commissioners to look for-- to think about succession planning eventually and think about a registered person in that position. I have done my due diligence, I think I have a person in mind that I would love to be able to get here that would be of great benefit to the county who's a registered professional engineer.

Again, that person works for another public entity and I don't want them to take a pay cut, I would feel terrible about asking somebody to take a pay cut when they have a family, that's my personal belief on that. I had asked personnel committee for 95%, I think personnel committee passed 30, the position at 85%. I am hopeful that council, and talked to a number of you individually, would take a vote at 90%.

I feel like I could get that person for 90%, at 85%, that maybe a pay cut for that person that may not be able to get them, so that's just where I'm at. Again, you guys are the fiscal body and you're the decision makers, and that's up to you on what you feel is the right thing to do. I'm just giving you the facts of it as I see them.

**Councilman Kerley:** Thanks. Chairman?

**Councilman Lagemann:** Having that person as a professional engineer, that gives you the ability to stamp your own drawings, how much does that save you typically on a project?

**Mike Fruchey:** If you just go by the standard in out percentages, you're looking at 15% to 20% for the design of the cost of the project. There is a cost savings and it's just an opportunity that we could have as a county to get a great person in, to be chief deputy. I just want to remind council as well, and I think I had written this down. Sorry, I have to remember the exact dates, but Allen County had a chief deputy surveyor from 1854 to 1993 for 140 years.

We're the largest geographic county in the state with the second largest city, it doesn't make any sense that we would not have a chief deputy surveyor. It's a necessity and I think just with what happened with the previous surveyor should have brought that to light to everybody, that it is immensely important that someone has the lawful ability to sign plats and to sign paperwork that only the elected official can sign or his deputy.

**Councilman Lagemann:** What Mike is referring to for the rest of the council is that there were multiple times when a secondary plat needed a signature and you had homeowners ready to build homes, and builders ready to build those homes for those homeowners, delays that were occurring in people's mortgages that were devastating in some cases to them because we couldn't find the surveyor. If we would've had a chief deputy, those plats would've been signed. In Mike's absence, if he's out of town or what have you, this gives the ability of the office to complete the statutory required duties that they're supposed to perform. It makes that happen. It doesn't slow down construction, particularly when we're in a housing shortage.

**Councilwoman Curry-Campbell:** Can I speak?

**Councilman Kerley:** Yes, ma'am.

**Councilwoman Curry-Campbell:** You said, "Bring them here." Where are they and who are you referring to?

**Mike Fruchey:** I don't know if I should make that comment. [chuckles]

**Councilman Harris:** You don't want to say names?

**Mike Fruchey:** No.

**Councilwoman Curry-Campbell:** I know, but it sounds like he's already picked someone for this position that hasn't been posted.

**Councilman Lagemann:** He got a job already.

**Councilwoman Curry-Campbell:** I understand he has a job already, but--

**Councilman Harris:** This would be inappropriate to do that at this point.

**Councilwoman Curry-Campbell:** Is it inappropriate for him to tell us that he has someone that-- Are you serious?

**Mike Fruchey:** It's not a posted job, it's an appointment by the elected official.

**Councilwoman Curry-Campbell:** I just think that's-- That's fine.

**Councilman Harris:** I would say I've been on council for 12 years, the Surveyor's Office, I've received more calls, issues, concerns from constituents than any other area. Big challenge, I think, whether it's deputy chief or chief deputy and such, and your skills, abilities, I'm hoping for better things for the county, I think. We hear from people, and that one individual that calls represents a whole lot more people. I'm hopeful that you can do what you need to do for this county, and everybody will be better for it. Thanks.

**Mike Fruchey:** I certainly will do my best.

**Councilman Spurr:** Mr. Fruchey, as you and I have discussed in the past, for me, the cost-benefit is a no-brainer on the PE side of things. The issue is whether or not the commissioners play along and we retain some of these projects and such if you're out. I would challenge you to weigh heavily on the commissioners and say, I would be even happy and willing to grant you the 95% for this other position because to me it's a no-brainer mathematically.

**Mike Fruchey:** I do want to emphasize. I have stayed the same with them in every conversation about this. I have not wavered in my opinion about what is best for the citizens.

**Councilwoman Curry-Campbell:** Do you have two people or just one? Do you just have one in line, or is there anyone else or there's just one?

**Mike Fruchey:** There is one and-

**Councilwoman Curry-Campbell:** What's your plan B if they don't--

**Mike Fruchey:** -I have vetted that person from people I trust. I've been in public occupation for about 30 years, 13 with the city and 12 teaching at the college and then the last five years here. People that I trust that are very experienced engineers have recommended this person. I feel this would be a great hire for us.

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

**Councilman Kerley:** Any other questions? Mr. Fruchey, thank you. Enjoy the rest of your meetings today.

**Mike Fruchey:** Get over to drainage board. Again, council, I appreciate your efforts and any time you need to get ahold of me, please reach out. Again, the voicemail is never full and I will respond.

**Councilman Kerley:** Nick, would you like to do the report now? Should we do Southwest Fire and Airport?

**Nick Jordan:** Let's do the binding.

**Councilman Kerley:** Southwest Fire District, are you here?

**Nick Jordan:** Councils, they're coming up, just to give a brief overview, under any of the law a fire district has to be approved by the county fiscal body? That's why today you're hearing their budget. You can reduce or modify. You can't increase it. Then the airport authority has majority of their board is not elected. Under any of the law, they have to have their budget approved by the county council.

**Brett:** Morning?

**All speakers:** Morning.

**Brett:** Brett Wygant, the fiscal officer. Last year was my first go-round with this, so this is my second. Have you had any questions over the budget, I guess, or anything you want to ask about the fire department?

**Councilman Harris:** Biggest challenge this year is?

**Brett:** Staffing. We're down to nine full-time people and trying to cover all the shifts with part-time salaries. Our part-time people, we increased the part-time pay. Last November we tried to alleviate that, which that in turn then cut into the full-time people's pay a little bit as far as disparity if we raised the part-time, and they didn't get a pay increase until 2023, so it did that. We would like to be fully staffed.

**?Participant 2:** What's that take? You say you're down to nine from what?

**Brett:** I've got four full-time positions built into the budget right now. The chief is a little hesitant to fill those at the present time because of financial reasons. A of couple years ago, the fire department before I came into the picture was in the lawsuit with the city and lost quite a bit of revenue and funds in that. Then our equipment purchases are outpacing in our CUM fund revenue.

As I talked to you folks in the May meeting with the tax abatements hit our district exceptionally hard, because being predominantly a rural township with industry in it, we're losing \$1.2, \$1.3 million a year of potential revenue. Last December we put an order in for two new trucks, which are going to be about \$2.2 million. At the present time, we have about \$1.5 in our CUM fund to help pay for those. We're going to have to lease or go into debt. The one truck will be delivered May of '23 and the other one not until May or July of '24. They're that far out.

**Councilman Lagemann:** I'm [unintelligible 00:27:10]. How often do you do runs to GM?



**Brett:** The last report I did when we met with GM this spring, it was about every other day we have a run to GM.

**Councilman Lagemann:** Most of that loss is because of the tax abatement?

**Brett:** General Motors tax abatements, approximately \$1 million a year that they-- We went and seen them personally and they turned us down for assistance.

**Councilman Harris:** That was the first time, and when you came to talk to us, we talked about going back and I thought the thought was to get back, and we thought that that first meeting was successful, or--

**Brett:** We met with them when they got back, they said they'd sent them through their legal department and thanks, but no thanks.

**Councilwoman Curry-Campbell:** That was the second?

**Brett:** That was the response.

**Councilman Harris:** The second time or the first time?

**Brett:** I'm trying to get my date lined up. When I met with you in May, we met with them, but we hadn't gotten a response. The response was they sent it through their legal department and there was no assistance for us.

**Councilman Lagemann:** There are options for payment in lieu of taxes, and I would hope that this council would potentially reach out to GM, request that they come join us and see if we can't work with them to provide some relief. Particularly maybe a per run fee so that you are covered when you run out there and don't transport, because without the transport you don't get paid.

**Brett:** Correct, or it's a lot smaller amount where you show up and bill.

**Councilman Lagemann:** Second question is are you at 24/7 paramedic service yet?

**Brett:** No. The chief has been working with the commissioners because the county commissioners are wanting to push for a countywide paramedic. At the present time, we would not have the staffing or the funds to do that unless there's some new money that becomes available.

**Councilman Lagemann:** Very good. Then how often do you all run into the City of Fort Wayne to cover trucks?

**Brett:** That number, it's peaked and it's receding a little bit, but not much. I don't have those numbers. The chief is in charge of those. Of all the surrounding fire departments, I think we're the number one provider for their assistance.

**Councilman Lagemann:** I know it was quite a bit. I believe in the 1st of August, the last report I received was almost 1700 runs into the city from the county fire departments. Now, that would include all of the county fire departments, but that was in August.

**Brett:** I think there are a few of those fire departments that have currently said we are no longer going to assist. Ours still is.

**Councilman Lagemann:** Yes. I think what they said was they won't assist if they're down to one ambulance.

**Brett:** Yes. While that has increased our revenue somewhat, our expenses are keeping pace with those revenues because our fuel cost from what we budgeted, which nobody understood or knew what fuel was going to do this year, I'm about to move probably \$60,000 or \$70,000 out of another appropriation to cover our fuel bill for this year.

**Councilman Kerley:** Do you guys work with other departments, and maybe, the county to try to get on a fuel contract, and fixed price or--

**Brett:** We do not have tanks, and where we're located, it would not be feasible to drive to one of the highway barns and then back each time for a run. We buy it at the retail stations after every run they fill up, but just to do our location, we're not handy to the highway barns.

**Councilman Harris:** How about wage increases? What did you budget for wage?

**Brett:** I put a 5% increase in for full-time staff?

**Councilwoman Curry-Campbell:** Not for the 0.5?

**Brett:** No. Two of the three trustees, they were in favor of the five, the one drug is fit, so I knew I couldn't have put a higher one in, but I work at their discretion, so they said the budget of 5%, which is one of their largest increases they've had in a number of years, and they fell behind in their wages due to that compared to surrounding departments.

**Councilman Lagemann:** Thank you.

**Councilman Kerley:** Any other questions? Mr. Spurr?

**Councilman Spurr:** What would you say, I remember we touched on this briefly when you were last with us. What is the percentage of those bronze to GM?

**Brett:** They were our largest place. I'm trying to think of the place that we did, and I do not have those numbers, but they were, I can't tell you that.

**Councilman Spurr:** Just a ballpark.

**?Participant 2:** Half, two-thirds?

**Brett:** I would say half, probably.

**Councilman Spurr:** A forth 50% conservative estimate is going to GM?

**Brett:** Yes, whether it's a major or minor issue, they call and they show up.

**Councilman Spurr:** They didn't want to talk to us?

**Brett:** They met with us, the plant manager, their head of finance, both sat down with the fire chief, and myself, and listen, and they said that was the first time they'd ever been asked to

help assist due to the abatements. They sent it through their legal channels, they told me, and then got back with me about four weeks later, and said there was nothing they could or would do for us.

**Councilwoman Curry-Campbell:** Mr. Chair, do you think we need to get our attorney involved with GM's attorney? I'm just trying to figure this out because you did exactly what we asked you to do, and so I'm just curious if another conversation needs to be had with GM.

**Brett:** It's my understanding that whatever abatements are in place are good until the end, you can only modify the future ones. Whatever's in place is locked in.

**Nick Jordan:** Council, I would just add, you guys approve the abatements for the unincorporated Allen County, so while we're talking about GM, if you think of the area of the Southwest Fire District Services, Lafayette Pleasant, there are many industrial complexes over there, and potentially more or so, it is something to take into consideration going forward that if, to Brett's point, if the abatement was already agreed on it in place, and they don't want to make a pilot, or payment on the taxes when the new abatements come, and these areas, maybe it's a discussion to have with who's asking that, "Hey, you offered to give to the tax abatement development fund of 5% or 10%, what about to a public safety entity that services the area?"

**Councilwoman Curry-Campbell:** Mr. Chair, would that be something in the line item that we could fix here moving forward with abatement?

**Councilman Kerley:** It's something that we would have to amend in our abatement checklist, the scoring sheet. Just like you've talked about.

**Councilwoman Curry-Campbell:** The environment.

**Councilman Kerley:** Yes. We have to go back and modify that. Once we would modify that, then it would become part of the abatement agreement with the entity that they would put a percentage of their savings into a public safety fund every year. My assumption would be, we'd probably have to distribute that, Nick.

**Nick Jordan:** Yes, unless you went to, I sort of mentioned earlier, a fee-based type arrangement, where for each run they paid X amount, which would be handled by every entity.

**Councilwoman Curry-Campbell:** Yes. I think that's our priority moving forward. I probably won't be here to play a part in that, unless you fast forward that, but we don't want to continue to have this problem. I think this is something that we as a county can fix with that checklist because I just hate that you're going through this.

**Councilman Kerley:** This is a problem statewide. At an AIC on Tuesday during our council breakout session, obviously, every county mentioned jails, but they also mentioned that every county is basically, struggling with EMS coverage, and costs and stuff.

**Brett:** As I mentioned, we ordered those two trucks, and we've been meeting with the supplier to go through the different phases of it, and they've already had close to a 25% price increase. We're locked in at our price, but anything we buy now, so two trucks is now \$2.5 million, and that's way outpacing our tax revenue. To have dependable equipment, and reliable equipment, you have to spend money that isn't there.

**Councilman Kerley:** Yes, the attorney would like to--

**Attorney Mitch Harper:** In reply to councilwoman Curry-Campbell, I suspect that the idea that they needed to refer it to legal, probably had more to do with whether legal would tell them, "Do we have any obligation to do anything as opposed to trying to find out where they could help you," which would be voluntary. There may be another aspect to it too. We've all been to retail stores, and you're presented with maybe a larger price than you'd anticipated for what you're looking at, and you say, "I've got to refer to my spouse's advice on this."

It's a way of telling you no prior to actually being told no. The other thing is, and I take this from a bit of my service, and City Council is, the real estate tax abatement is one thing, but production equipment, personal property, my understanding is that General Motors at times in their requests for personal property exemptions on their equipment, the tax abatement runs about the length of time of the life of the equipment.

I don't want to say, "blanket," but there are times in those situations with other firms that there is no tax, or very little tax realized on certain personal property that it is out of the building and replaced with something new, which gets a new abatement. I think maybe the council needs to take that examination if another personal property, exempt or abatement comes along.

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

**Councilman Kerley:** Thank you. Is that it?

**All speakers:** That's it.

**Councilman Kerley:** Okay. Thank you. Appreciate you for coming.

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

**Councilman Kerley:** Airport Authority. Good morning?

**Scott:** Good morning.

**Robin:** Good morning.

**Scott:** I'll start with, Scott Hinderman, I'm the Executive Director of the Airport Authority, and Robin Strasser is the Director of Administration, and Finance with the Airport Authority. I guess, before I get into the budget, I just want to, a very quick update, and maybe a little bit of a focus on recovery. Obviously, when the pandemic hit, and the governor's across Lamb were telling everybody to stay home, Air Service took a hit.

This year so far, we are well underway of beating the 2017 numbers, which was a good year. '18 and '19 were better, but '17 was a very good year for us. I think the demand for travel is very much high out there. We would be doing better if we could just get some more seats in a market. Like everybody across the land, the airline industry is suffering the Human Resource shortage like everybody is.

The other recovery is the direct job, the high windstorm, which was what in early June. Seems like a long time ago. We have buildings that were damaged that are back to normal. We have other buildings that were significantly damaged that are not even close to back to

normal, yet. We're still underway. They were damaged to the point where we have to have professional services, do structural integrity of the buildings. That will take a while.

Drawings are being developed to where we can get some competitive financial figures to return those buildings. That is not yet complete. The good news, our project gateway, gates 8 through 10 will be opening tomorrow morning. Actually, the aircraft will board to them the last flights of the day are on four of those gates the board tonight. People will get off those aircraft, go through our new area. Then tomorrow morning will be our first outbound operation. Gates 8 through 10 will be opened in the morning. We're excited about that.

Shortly, thereafter, sometime next week, we will take down gates five through seven in program to renovate those. Our project is not done, but our new area at least on the concourse side will be open tomorrow morning. We continue to do-- we are actually in the construction document phase of the second half of the terminal building or project gateway east. That project, we should have bids be in q1 next year and everything goes well, we should start that project in there somewhere between April and May construction of the project gateway east side of it.

That is a general overview. Guys typically have questions. I was trying to anticipate what those might be, so I wanted to give that overview in front. As it relates to our budget, per our policy with the airlines, we took-- I don't know what date, but in August our budget went to the airlines and they have accepted our budget for '23 as presented. We also took it to the Airport Authority Board and they have approved our budget. That's why we're here today for you guys to review, consider, and hopefully approve our budget. If you look at our O&M, we are a balanced budget.

If you look at the overall budget, it's not balanced because of the capital expenditure that we're doing on our terminal project. The funds that we have for that capital expenditure, the funds needed for that capital expenditure are either held in reserve because we're anticipating this project, or they are anticipated grants from the federal government. Our budget is in a great place. We look forward to the ongoing effort of our construction project. Robin, what am I missing as it relates to budgets before I say what questions may they have?

**Robin:** I think you've covered the highlights.

**Scott:** Okay, now ask tough questions and I'll be quiet and Robin will [crosstalk].

**Councilman Kerley:** Mr. Harris.

**Councilman Harris:** I think, one, the airlines that come into Fort Wayne International, are they all sound? We don't anticipate losing any of those. What are your fees in terms of what you're charging? Is that changed from that standpoint, because if we lose, if somebody doesn't come to Fort Wayne, you lose revenue? That's fair, right? You're not controlling cash, you're not controlling fees coming in and such, so everybody pretty solid at this point or--

**Scott:** Well, we have three of the legacies. There's four legacies, Delta, American, United and Southwest. Those are legacy carriers, if you will. Then we have a legion. Our legion has grown through the pandemic. They're doing well. The legacies are strong position, lively because of the high demand for air travel right now. The challenges that they're having is there's well over 400 aircraft parked because they don't have people to fly them. Weirdest done thing ever.

For a while they were parking aircraft because the cost of things. If they could get pilots, they would be flying everything they have because of the high demand for travel. Throughout the pandemic, they were massaging the flight schedules across the country in a big way. Fort Wayne held strong. I think we will continue to hold strong. American is adding a third flight to Charlotte. October 6th, that will start. United is going back to three flights to O'Hare a day.

For October, November, the month of December, they're going back to two, hopefully, after turning the New Year, they'll go back to three. Delta increased the size of the aircraft that they're flying to Minneapolis and Atlanta. We'll have the CRJ 900. It'd be a 76-seater as opposed to the 50-seater. In that move, they have temporarily discontinued Detroit starting October 1st.

**Councilman Harris:** I think I heard that.

**Scott:** The weird thing is, yes, we lost Detroit. We do think that'll come back mid-summer next year, but yet we have more seats in our market because they increase the size of the aircraft going to Atlanta and Minneapolis. We have greater capacity on Delta.

**Councilman Harris:** From a fee standpoint, though, does that impact the number of seats? Do you get more for that or is that the wing that lands or what?

**Scott:** We charge on landed weight. The larger aircraft, we actually charge a larger amount because they weigh more. Yes, if they modify the frequency, it does impact our overall financial environment. We visit with the airlines in great length in anticipation what they think their flight schedule or how they're going to serve our community in advance of-- well, not in advance, as part of our budget preparation, and because of the demand for travel is strong, they come. If they have a flight crew they would like to grow Fort Wayne. Flight crew is a moving target. It is a little bit fluid. The load factors are the number of people getting on aircraft is strong. Their margins or their yield coming out of our market is strong, so we anticipate growth not reduction.

**Councilman Harris:** Have you modified your fees in the last years?

**Scott:** We have. We actually come up with-- we work backwards. We look at what it's going to cost to run the airport and then we incorporate the activity levels from the airline's both passenger and cargo. Then we modify. Right now, I think last month we were right-- and it gave me some sense either way, we are right around \$8.60 per passenger as a fee that would come to the airport as a cost of doing business from the passenger side. Yes, as the budget looks, our landing fees for the airlines-- I can't do it. What is it? I just don't have the number on top of my head. For 2023, our landing fees budgetary is going to what dollar per 1000.

**Robin:** It's \$3 and some change per 1000 pounds of landed weight.

**Scott:** Which is up from--

**Councilman Harris:** That's an increase.

**Scott:** 264.

**Robin:** Yes. We have a negotiated airline use and lease agreement. That's a five-year agreement. It's very transparent. It spells out in there how we will calculate that every year.

It's just a matter of, what budget numbers we put together. They run through the rate formulas and that's what they are.

**Councilman Harris:** Is that a standard for all airlines or does that modify? Well, it's going to be based on volume, or is it the same rate?

**Scott:** It's the same rate.

**Councilman Harris:** [crosstalk].

**Scott:** The change that does fluctuate is within the terminal building, the common use area is not the exclusive use. The common use area is a common fixed rate, but the percent that the airline pays is on market share.

**Councilman Harris:** How much?

**Scott:** Our landing fees went up from 264 to 307. Is that what you said? Likely because-- well, not likely, the cost of aircraft de-icing, runway de-icing, the fuel has gone--

**Councilman Harris:** Is fuel in that price effect of that?

**Robin:** Yes.

**Councilman Harris:** I'm just wondering if you're making more on the price of fuel as well, but that's factored into that rate. Okay. Last question is, in terms of your employees' pay increases, what are you looking at for this next year? What percent?

**Robin:** We budgeted 3% overall for 24.

**Councilman Harris:** Great, thank you.

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

**Councilwoman Curry-Campbell:** Thank you so much for being here. You're doing a great job, Delta, I appreciate that. I guess my other question was, are you bringing back the shuttle to take us to our car?

**Scott:** Yes, actually we brought back the shuttle about six months ago. Because of our construction, our entrance road coming in and out of the terminal building and walking to the terminal building is, there's some complexity. too. Some people might say it's dysfunctional, but we have to do construction in front of the terminal building.

We can't have people walking underneath cranes or men, people working overhead. We anticipate having our entrance road back to normal in the very front part of November this year. The shuttle service we have needed to use those people to help manage our traffic flow. I'm from Fort Wayne, sometimes it's Fort Wayne's people think it's their birthright park right at the curb, so we're trying to manage that traffic flow with those people or our staff that do the shuttle.

We are looking for, especially in days where it's raining or something, we are trying to push the shuttle driving more, but the shuttle will be back in play in November, and then right around that Thanksgiving time we're going to try to bring valet parking back.

**Councilwoman Curry-Campbell:** Can you talk about some of the green initiatives that you've done at the airport?

**Scott:** I can. Obviously, we have a solar farm on top of all of our rent a car canopies. We've done that. Our terminal building, this isn't late '90s. We created an environment where we make ice off-peak hours. All night we make ice. We did expand that system by about 40% expansion to make an ice at night during the off-peak hour. Instead of our peak period of kilowatt usage, we make ice. If the day is--

**Councilman Harris:** That's for air conditioning.

**Scott:** For air conditioning, for cooling.

**Councilman Harris:** For people that don't know what that's for.

**Scott:** If the day is right-- It depends on humidity. If it's 88 degrees we can cool our entire building without using the traditional air conditioning system because of the ice that we made. It's 86 and very humid, it might not make it. We have to go do a traditional power system. We have gone to where we'll be doing light harvesting, so all of our lights will be censored. If it's a sunny day, our lights will be dimmed and we're going all LED so we're using much less power.

**Councilwoman Curry-Campbell:** People just need to know your story because you're a prime example of what we want other folks to do. We have a lot of economic development over 2 billion. Like I say with our checklist, we just need to change some things and make sure that people are having some type of climate action plan as when they come to this table telling us what they're going to do to keep our environment safe. Thank you.

**Scott:** I get to work at the airports, not my airport. It's a community asset. Anybody who would want to see what we've done, I'd be happy to give anybody a tour of their airport anytime they want, or if of you know of somebody who's done some really neat things, please let me know. I'd love to go tour their facilities. Love to steal good ideas.

**Councilman Kerley:** Mr. Lagemann.

**Councilman Lagemann:** Two questions. How's revenue from general aviation and then [unintelligible 00:53:38]

**Scott:** Actually, general aviation has gone up throughout the pandemic. This is a good problem to have, but before the pandemic, we had aircraft hangar space availability. Then to probably April time-frame, we are 100% sold out, both Smithfield and FWA. If somebody flew in today and wanted to put their aircraft in a hangar, the only way we get to help them is if somebody who's a based aircraft or somebody else's aircraft is gone, and we'll just put them in their spot real quick.

Right now we are looking at trying to figure out how to manage that problem to include potentially building a new facility. It was unique in the sense of the things that grow during the pandemic general aviation actually grew. Now revenues through the roof. What you really want to know is our margin. Price of fuel. Our price of fuel that we sell has gone up dramatically. Of course, our price of fuel that we have to buy to replace that sold fuel has gone up dramatically as well. The FBO, our side of corporate/general aviation has continued to do well at both airports.



**Councilman Lagemann:** Super. Denver?

**Scott:** Actually had some communications with an airline yesterday. I will say this, there is no announcement. I'd love to be able to make announcement, and I give you guys a platform to do it, but this people shortage is a real thing. It's everybody. Probably everybody's filling up people shortages. The problem is, and it's my problem. No, it's not. It's my industry's problem. The gestation period of a pilot takes a while. You just can't hire somebody says, we want you to fly, and can you start next week?

**Councilman Lagemann:** Sure all glad for that.

**Scott:** If they're not properly trained, I don't know that I want them to start next week, but it takes a good amount of time to get them going. I don't know why, but there is-- I don't understand the gap of why people have not continued to go into wanting to become a pilot. It's a good job. Other than--

Participant: The shot.

**Scott:** Other than the cost of all the training there is a significant cost of training, and quite frankly, back in the year 2000s, so maybe it's an airline self-inflicted pain, they didn't pay pilots very well. They've rectified that, but that gap of nothing in the pipeline to back-fill those who are quickly retiring is the pain point.

**Councilman Lagemann:** Great. Thank you.

**Councilman Kerley:** Any other questions? Thank you.

**Scott:** Thank you, guys much.

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

**Participant 6:** Thank you.

**Councilman Kerley:** Mr. Jordan. We're going to move on to you with the--

**Nick Jordan:** [unintelligible 00:56:46] sir. You care if I sit here?

**Councilman Kerley:** It's fine.

**Nick Jordan:** Just like [unintelligible 00:56:49] plugged in. Sorry. Councilwoman Curry-Campbell that I'm talking at the back end. Tom.

**Councilman Harris:** Can we turn around?

**Nick Jordan:** I don't care. I'm just letting

**Councilwoman Curry-Campbell:** You're under projector. Right?

**Nick Jordan:** Yes.

**Councilwoman Curry-Campbell:** It's okay.

**Nick Jordan:** I'll go through this sheet. You also have it in your notebook. What we have here is the summary, and please stop me at any point. I'll go through here fairly quickly unless you stop me. The top line you see there of 126,625,000 will be our projected revenue that is broken down in the 72,301,000 for the property tax. That's approximately 5.4% increase over this year. The other general fund revenue estimate of 26,000,114 that you see there, that's our miscellaneous revenue.

Earlier when Mr. Fruchey was talking about the surveyor fees, building department, care, prisoners, whatever it may be into the general fund and is lumped into that 26 million figure. Right below that you'll see the 25,209,000 for the local income tax, both our certified shares and public safety, that is up approximately 2.4%. Then I have a \$3 million figure there for rollover on an unexpended budget. That comprises the 126,625,000.

Then the next figure you see there to the right the 125,350,000 that is where your account had approved for budgets, which includes the 5.5% raise and the 500,000 in capital. The difference between those is a positive 1,275,184. That net appeal amount of 2,273,064 is actually revised because DPS appeal here that we see of \$29,172, they do not need that. That 2,270,000 will actually be 2,241,192.

**Councilwoman Curry-Campbell:** 2,240--

**Nick Jordan:** 2,241,192.

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

**Nick Jordan:** Which makes that surplus deficits. That is currently 995,180. Will be 966,008. Nine,

**Councilman Harris:** Say that again.

**Nick Jordan:** 966,008. I will do these on the fly in Excel once you guys start making changes just so you can see it and you don't have to keep writing it. In the Departmental of Appeal section, this is in no specific order except for alphabetical, however you choose to go through them. It's a council's prerogative. Jackie and I've included some quick notes here on what we believe the appeals are for. That is for the department to explain to you when they come up.

We always like to pick out the departmental reversions that you see here. Those that are giving back for one reason or another, you'll see those, the total of 478,328. That combined with the 2.7 of request or additional requests gives you that net appeal again, which is not, it's the 2,241,192. I have also added a brief note here. The estimated cash balance in the general fund, that is the general fund only of we're estimating around 50 million at the end of this year. Then the next page. Here I've titled the 2023 Submissions with Personnel Changes Requested. Some of these listed may have a dollar figure associated with it as far as an appeal that you see above, but nonetheless, we have to make sure that the council approves any personnel changes because they're in the salary ordinance that you adopt next month.

If we didn't go through this, people could just slide in increases and council would have no clue when you approved the multipage document next month. You'll see here myself, the sheriff prosecutor, and Mike already went through his, the county surveyor in the Cooperative extension. Then from the remaining pages, I'm not going to go through them, I'm

just going to touch on them real quickly that we're in the notebook because it's 80 some pages.

Here's the detailed, or excuse me, a breakout by the department of your allocated budget. The council set the submitted budget, the appeal amount, the capital included column simply references that the budget that was submitted does include some 400 series items. Again, those little, brief notes on the appeals.

This is the total funds, as I mentioned last month, that council will next month and adopting the budget, the total budget and you see the total is 248,547,106. Up here in the upper left-hand corners, the county general and the lip public safety, that's what, I'll pull this up so you can see, we commonly refer to as the general fund is these two funds right here.

The rest of these is the fund number here that we like to throw around when we reference things where I'm happy to talk through any of those.

The detail is not in here. I provided it back 10/91. We can pull that up if you want to go through any of them. It's just it's a 300-page notebook. For the detail. We included anybody that has an appeal, we included their letter within here and the documentation that they provided. There were other letters provided.

We sent those to you guys in advance. Again, if you want to pull those up, I'm happy to do that. Then we provided line item that you're used to seeing in the budget books detail for, again, any department that's providing or that asked or solved an appeal, whether that be no dollar change, like here's the auditor's budget, or they need a dollar change.

If we need to go through line items, we do have those appealing right here. If they're not appealing, you still want to go through any other budget, we can pull it up. Just let me know. Absent any questions, then I'll defer to you guys how you want to go through the rest of the agenda or the appeals.

**Councilman Kerley:** Just a quick question. All the appeals with personnel changes, those are already in the budget?

**Nick Jordan:** Yes. The dollar amount changes in the figures that you see up here in the appeal aspect. Those reflect those personnel changes. As well as the ones that you approved last month, for example, DPS, when they were going to be on here, it was thought that they needed money for the ones you approved.

Excuse me, I said last month, last week. The DPS changes, they're incorporated within here as well.

**Councilman Kerley:** I just wanted to make sure when it wasn't going to.

**Nick Jordan:** As an example, the-- The sheriff, since I don't have a dollar request, but the increase or mine, the increase there you see for that, that's included with my budget that I've submitted. The sheriff's request of the new sworn and the retention bonus, those are included in their appeal request, on this page.

**Councilman Kerley:** Cool. Any questions for the auditor? I guess we will dive in. I will ask, I think, is there anybody here that has another meeting that is pertinent so that they need to go first, such as the prosecutor.

**Councilman Fries:** I do.

**Councilman Kerley:** Then if there's not, I know we said we would try to have the prosecutor on at 10:00, so let's have the prosecutor up, if they're here.

[crosstalk]

**Councilman Kerley:** I thought I saw Mike.

**Councilman Armstrong:** Yes. [unintelligible 01:04:29]

**Karen Richards:** Good morning.

**Councilman Armstrong:** Good morning.

**Karen Richards:** Karen Richards, Allen County Prosecutor's office.

**Councilman Kerley:** I was off by a minute. I apologize.

**Mike McAlexander:** Mike McAlexander, Chief Deputy.

**Councilman Kerley:** Welcome.

**Karen Richards:** Not quite sure where you want me to start. I'll just give you a little information and then I'm sure everybody will have questions and we'll go from there. Basically, we are asking for two new investigators and two new attorney positions for next year. Mike is here because he will be here next year and obviously I will not. We've not asked for attorneys since 2019. We gave a little brief description of why we're interested in these positions.

Basically, COVID was not very good to the criminal justice system. We were closed down pretty much for a couple of years and instead of doing three or four trials a week after we started up. First we did one. Now we're almost to two. We are so backed up that we've got people trying cases week after week after week after week and we're probably not going to catch up for years.

We really do need additional people. My folks are getting really burned out. One of the reasons we're asking for the positions now is that there are several prosecutors that either didn't run or did not win their primaries. I'm really hoping to capitalize on people that may not be happy with whoever is going to be their newly elected prosecutor and may want to move.

I recruit pretty heavily from around the state and around the country. I just pulled somebody in from New York state, that wasn't happy with where they are. There's some new rules that allow people from out of state to get licensed in Indiana. If they work for either the public defender or the prosecutor, they put them on a fast track, which really helps us as well.

I'd like to have open positions so as the end of the year, in the beginning of next year come about, I can see if I can't basically steal folks from other people's counties. I hate to say it, but our staff is beginning to age. The two of us are prime examples. In the next three or four years, we're really going to be losing a lot of experience. I would like to get as many new people out of law school in as I possibly can.

By the time folks start to retire, they're up and running and able to take over those positions. With, as far as the investigators, again, we've got the same problem with them because of COVID. All these trials are backed up and they're spending hours and hours and hours on the street, serving subpoenas because a case that we filed in 2019, it's really difficult to locate people whose addresses we had from 2019. It's now going to be 2023 before most of those cases get tried.

I got people out on the street looking for witnesses all the time and it's very time-consuming. Also, when I hire, and I put this in here, but when I hire brand new people out of law school, there's always, there's only two bar exams offered every year. Sometimes I will hire them on because they need someplace to go and I can't hire them as an attorney, but I can move temporarily in an investigator line item. Then if they pass the bar, then they become an attorney.

If they don't pass the bar, they become unemployed. I like to have a couple of extra of those open so that when people come out of law school, I have someplace on the budget to put them. That particular perk of being able to start them before they get their bar exam results really gives me a leg up on some other places because there's a lot of competition now for attorneys.

We have so few law schools, in Indiana. We've lost the one in Fort Wayne, the one in Valparaiso. The ones in Michigan have shifted a little bit, so we've lost a lot of law schools in the area, so there just aren't as many lawyers to pick from. That's the request for those four people. I'm sure everybody has questions. That's kind of the basics.

**Councilman Kerley:** Mr. Harris?

**Councilman Harris:** Just a couple of fact that Mike is with you today, indicates that he's on board with that and this will meet his needs. Usually, when, new elected officials take office, they roll in with a list of requests. This is how I'd like to change and shape things up. Should we anticipate that? Do you think that this will hit and meet your needs in this '23?

**Karen Richards:** Let me start by saying we've done the budget together for the last 20 years. What I have on this budget, I know Mike can speak for himself, but I cannot imagine that it's going to be any different because we do this as a partnership every single time. It's nothing new to him or me.

**Mike McAlexander:** I don't see any major changes like that on reorganization. I think one thing that you didn't mention on this, I think is in there the local or the state prosecuting attorneys' council has done some staffing studies and we do comparisons with other counties to see what they're at. In that, Allen County is, population-wise, the third largest county.

There are several counties that are within one or two deputies of where we are, Tippecanoe, St. Joe are very close to us in staffing levels, but we are significantly bigger. Marion County runs 190 deputy prosecutors and we're running 35 roughly and they're maybe a little less than three times, not even three times as big as we are.

**Karen Richards:** Tippecanoe is about 200,000 population. They have 31 deputies. We have 400,000 population in 35, so I think that gives you an idea that we're a little--

**Councilman Harris:** You're feeling--

**Karen Richards:** -tad bit understaffed.

**Mike McAlexander:** Also when we talk about the backlog, what's happening with that is because we had so many cases that weren't able to go to trial, the courts are setting on each of the judges' calendars, 10 to 15 cases every week. Some of those will plead out, get continued, whatever but a lot of them get bumped on court congestion because we're only trying--

**Karen Richards:** One.

**Mike McAlexander:** I got a couple of cases a week. Those get set out then 3, 4, 6 months later and from a preparation standpoint, you almost have to start over. You made your notes, you have your witness questions, but you have to refamiliarize yourself with everything and as Karen said, you've also got to round up your witnesses again. A lot of the people we deal with are not real stable.

**Councilman Harris:** Karen, you've been wonderful in taking a look at those fees over the years. What is Infraction Deferral?

**Karen Richards:** Infraction Deferral and pretrial diversion.

**Councilman Harris:** Have you made any changes to that in the last few years? Anything--

**Karen Richards:** We pay more and more and more out of that every year but the problem with COVID was nobody was getting arrested. We didn't have much income those couple of years. We pay almost all--

**Councilman Harris:** 147?

**Karen Richards:** Yes. We do pay all of our services, our supplies, our continuing legal education, our expert witnesses, 22% of our payroll comes out of there.

**Councilman Harris:** You can't use it on payroll?

**Karen Richards:** Yes. We do already, but that's where everything else comes from. Everything else.

**Councilman Harris:** That balance is still climbing? The 1.7?

**Mike McAlexander:** I don't think the balance is up at 1.7

**Karen Richards:** No. It's not right now.

**Mike McAlexander:** It's about 800,000, I think at the end of July or the end of June.

**Councilman Harris:** I might be looking at that wrong [unintelligible 01:13:27]

**Nick Jordan:** They're budgeting there because the new revenue coming in will half offset that budget. That doesn't necessarily mean that's the balance.

**Karen Richards:** You can't depend on their money because who knows and that's what the problem with COVID was. No offense, but if people don't get arrested, we don't have a

program, we don't have fees and nobody was getting arrested back then especially not traffic tickets and stuff.

**Councilman Harris:** Any thoughts on looking at that fee amount and is that you changed that, I think you changed that probably about five or seven years ago. Have you changed it since?

**Karen Richards:** I think we're going to price ourselves given what everybody else is paying these days. I think we price ourselves out of business. I go to the grocery store just like everybody else does. I think people are struggling. What?

**Councilman Harris:** You didn't break the law when you do. You didn't break the law when you go to the grocery store.

**Karen Richards:** No, but you have to remember, if I push these fees up, it's going to be more than just going into court and pleading guilty. A lot of these people, if you don't have the money, they'd rather plead guilty than pay more money because they don't have it to pay.

**Mike McAlexander:** The fees are set by the legislature. They bump them from a \$10 a month to 20 a month, three, four, right before COVID, I think. The rest of the fee that goes in there is the court costs. That again, goes back into the-- There's 17, 18 different buckets for that.

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

**Councilwoman Curry-Campbell:** Thank you for being here. Happy retirement.

**Karen Richards:** Thank you. You too. You're probably not going to retire. [laughs]

**Councilwoman Curry-Campbell:** My question is, you spoke a little bit about hiring, looking for folks. What about diversity, equity, inclusion? How are we going to be intentional and looking to fill some of these position with folks that look like me?

**Karen Richards:** We try really hard to do that, but to be perfectly honest with you, there aren't that many attorneys that fit that diversity mold and most of them are looking to make more money than I pay. I try really hard for 35 attorneys. I have two African American prosecutors, I don't know what I consider Kamia, East Asian, maybe, I'm not sure what you consider Indian.

**Councilwoman Curry-Campbell:** [unintelligible 01:15:49] community [unintelligible 01:15:51] in that category. Three, is what you have.

**Karen Richards:** We've got three. That's just a little less than 10%. Our minority folks go to the law school career fairs and try to recruit folks. That fit that diversity mold and I sure try, but there are not that many folks out there that don't choose to make-- The starting wage at a better law firm is a \$100,000. My next year is 70.

**Councilwoman Curry-Campbell:** Coming into this position, what do you think that you can do because Karen's tried. Do you have a plan B? Have we thought about reaching out to some of the historic black colleges or university. Have we thought about like you said, you've been to New York, you've been here there, so what is your plan to diversify that office?

**Mike McAlexander:** There's a lot of this where we look at everybody who comes in and we try.

**Councilwoman Curry-Campbell:** No, no, no. I understand that.

**Mike McAlexander:** Also, male or female, we have been running roughly 50% for most of the time.

**Councilwoman Curry-Campbell:** Right. I want you to look for some black people. I'm being intentional.

**Mike McAlexander:** I've had this discussion with a couple of local black attorneys as well. One of them I think started practicing here in 1990 and we were talking about this and as he said, there are fewer black attorneys now than there were 30 years ago.

**Karen Richards:** Than there were when I started. I think they're not coming to Fort Wayne. They're getting more [crosstalk]

**Councilwoman Curry-Campbell:** We're going to have to do something to get them.

**Mike McAlexander:** I agree.

**Councilwoman Curry-Campbell:** Like I said, I'm coming off the here we would to talk.

**Mike McAlexander:** We recognize--

**Karen Richards:** We would love to and we've had a-- The other problem with our diversity issues is you get folks who are diverse and they end up we've-- Last year we had two Hispanic folks on our staff. One of them went to the judiciary, which is what tends to happen. The other one went into private practice because they can make more money.

**Councilwoman Curry-Campbell:** Let try to figure out a plan, a succession plan. We went 30 years without a black judge. We finally got Lori. I think that we need to have things in place to make sure. Maybe we need to have a sit down so that we could figure this out before you leave. That's your legacy.

**Mike McAlexander:** I think some of this is we're not seeing the enrollment in the law schools. That is a large part of the problem. Somewhere--

**Karen Richards:** If you have a contact someplace? Let me know because I'd love to.

**Councilwoman Curry-Campbell:** Once again, we need to start early. I think college readiness need to start at upper elementary. If we could create a plan, create a gateway, maybe this is something that starts with the school system. Maybe this is something that starts with--

**Karen Richards:** Not that this has anything to do with my budget, but as a state organization, I sit on the board of the Statewide Prosecutors' Association and we have been reaching out to minority college students to encourage them to, number one, go to college and number two, become a prosecutor. As a state organization, we've been reaching out to attempt to get folks to look at the government for a long-term career path.



**Councilwoman Curry-Campbell:** I said it all the time, the only people that can fix the criminal justice system is the criminal justice system. I think we have an opportunity, Karen, this could be your legacy. We put something in place that we have some type of plan. How do we diversify that court? Thank you.

**Councilman Kerley:** Any other questions?

**Councilman Harris:** I'll just ask one more question and back to that Infraction Deferral. If we get into a bind and we want to help you get those individuals, can we turn to some of that money to assist us in trying to provide that person? You're asking for--

**Karen Richards:** We might be able to, but my concern is that it's just like anybody else. I don't want to spend all of that because I have to have to pay the bills. I can't guarantee what's going to come in, so I always like to leave some basic balance in there, because if I don't and things go poorly next year, that's what's going to pay for my folks.

**Councilman Harris:** You could come back and then we'd have to deal with it at that point, but I'm just looking at options. That's fair.

**Karen Richards:** I never know what the future's going to bring is the problem.

**Councilman Harris:** Understood. In my head, what's going on is the county keeps growing. We get more people, we get more people breaking rules. That means more fees are coming into that fund and that's what's going on in my head.

**Councilman Kerley:** Do you have any openings now?

**Karen Richards:** Yes. I do. I have a couple of attorney positions open. I'm in the process of interviewing a second interview on a gentleman and I'm not going to say we're going to hire him because we haven't done the second interview yet, but if it works well, we'll be hiring him. There is a class that graduates from law school and the two graduation times are January and May. They take a February bar and a July bar. I'm hoping to again, hit the law schools for, we do it now, but they'd be Mike's employees.

We've got things out to the law schools now to try to pick up people from that January class.

**Councilman Kerley:** Are any of your investigators now in that transition?

**Karen Richards:** I have one attorney in an investigator spot. I know I have one investigator's spot open.

**Councilman Kerley:** One potentially may move up after February.

**Mike McAlexander:** I think the bar results [crosstalk]

**Karen Richards:** The bar, this one's waiting for October or in September. Bar results, they're coming out real soon, so I should know. Hopefully, he passed [laughs].

**Mike McAlexander:** That also shows the gap. They don't get sworn in until Halloween.

**Karen Richards:** For another month. He'll be in that investigator spot even if he passes for another good month.

**Councilman Harris:** From a prosecutor's standpoint, what do the judges need to do to assist you or not necessarily assist you, but understand the backlog and what's going on?

**Karen Richards:** There isn't a thing they can do. This is what it is. It is what it is. My fear is that if I don't get some more people on staff and I think what Mike didn't say that, if you're not in it, I don't think you'd know it. When we have 10 trials scheduled for every single day, every one of those 10 attorneys has to be ready for trial knowing that only one of them's going to trial. They get ready for trials week after week after week after week after week and almost none of them happen.

I am telling you if we stand in front of the judges in the Allen Superior Court and tell them we're not ready because we're sixth on the list, that ain't going to fly too far. Every single one of those people is ready every single week and they're getting a little worn out.

**Councilman Harris:** Thank you.

**Councilman Kerley:** Any other questions? Thank you for coming.

**Karen Richards:** Thank you all too.

**Councilman Kerley:** Happy retirement. We will miss seeing you here once a year.

**Karen Richards:** Looking forward to. I don't know. I'll let you know.

**Councilwoman Curry-Campbell:** I know. I'm going to reach out to Howard just as assume Howard Stevenson. He's in Indianapolis. That's Rick Stevenson's son. He's an attorney and he works with a lot of folks. We're going to have a conversation. We're going to be intentional. Thank you.

**Karen Richards:** Perfect. That'd be great. Thank you.

**Councilman Kerley:** We're just going to start at the top of the list alphabetically now, so CCP.

**Nick Jordan:** Council, I'll just explain on the CCP just for those that aren't familiar with it. Over a decade ago, the county entered into an interlocal agreement with the city. For the budget aspect, historically we would, the way the interlocal reads any cash that was sitting in there, we would use that to fund the next year's operations before the county and the city would contribute their portions. The call volume split supposedly is 80, 20. The city contributes 80%.

We contribute 20%. That's after we take into account the 911 fees from the state, which with the supplemental distribution is around 3 million a year. Of a 9 million budget, approximately 3 million will come from the supplemental. There's some miscellaneous revenues and then that 80, 20 split kicks in the remaining piece.

The county funds it from our local income tax, public safety revenue. As we, we just gave the Fire Chiefs Association money to fund their equipment. If we do reimburse that through ARPA, it could potentially cover, the CCP operation for a year or two, but it may not cover it in perpetuity. That may be a short-term fix, but it doesn't continue it going forward.

**Councilman Kerley:** Let them go ahead. [crosstalk]

**Nick Jordan:** Let them go first.

**Councilman Kerley:** Welcome.

**David Bubb:** Good morning. It's great to be back in front of you again. I think the last time I was here was when we were purchasing phone system two years ago. I can speak to our budget cause we have two different things going on here. Our budget and then the funding model. Our budget for 2023 had a total increase this year of 527,000.

Most of it was due to a five, well, a 5% increase for staff. There was a funding for one administrative manager position, and the remainder of that was majority of our things that we don't control. Maintenance contracts, tower leases, things that went up that we don't control. The there was \$18,000 decreased this year for an overall increase to our budget over last year of 6%. That's the largest increase we've seen since I've been here. We've averaged one to 3% annually on our increases in the last four years.

Again, this was due to some unforeseen things that we're just a victim of.

**Participant 6:** You said 18% increase?

**David Bubb:** 6% increase this year over our total budget. Very good. 20% of that for the county's responsibility really is, 105,000 in the aggregate over our total budget. Now the funding model goes to a little different dollar amount based on that. I can answer any questions you may have for our budget and those things that we do control.

**Councilman Lagemann:** Do you anticipate a move anytime soon and is that going to impact the budget? Do you have capital costs involved there?

**David Bubb:** The discussion of a move is really, I hate to use this phrase, but way above my pay level, those things are going on and I go from one week to one week to go, I don't know where we're going to be. We run the operation. We now, one of the things that we did, just to that end, because we know that discussion is out there, we have to replace our battery backup system up there. We received a quote from \$59,000, which is in this budget for 2023.

We then got a quote for the install and the new technology doesn't allow us to use the old transfer switch. We're looking somewhere north of \$150,000 to install. I said, you know what? This is crazy. If we don't know where we're going and the unit is supposed to be portable, but that's a whole, let's maintain what we have for now till that all gets figured out and then make the prudent responsible decision to spend that money where we need it.

I'm not sure anybody who's the answer to that question as to where we could be, I have voiced my concerns that, we really, from a pure public safety communication standpoint should we be where? We're sitting on a river that floods a railroad trestle that carries some pretty good stuff through the city. We know what happens when civil unrest, we all sat there and watched it out our window, and so on and so forth.

From a pure public safety standpoint, and in most counties and the trend in the industry over the past several years is to do away from primary backup facilities, which is what we've always done for years, is to go to, and after spending 25 years in the South, this can very well known to me is you build a hardened facility with dual redundancies, so that you really shouldn't have to leave that. If you do, then you go to a disaster recovery site because it's not going to be business as usual.

That way you're not stepping up and running two full centers, which is basically what we do today to mirror each other. Sorry. The short answer to your questions, I don't know where we're going, but there would certainly be costs associated, if there was to be a move because you almost have to step up the new center and timing is to the point where the other discussion makes sense because we've got equipment that needs to be replaced.

Consoles are 13 years old. We just replaced our computer system, which could go with it. Certain things, you step up the new system, you flip it on, you kill the old one.

**Councilman Lagemann:** Is New Haven currently your primary backup?

**David Bubb:** New Haven is one of our backups. That's what you we're going through this right now, as far as our rollovers and stuff like that, you no one could handle our call volumes if we were to just dump the whole thing on. What we do now is a round-robin concept. If we get inundated the [unintelligible 01:29:26] The digital will roll a call to one agency, to another agency, to our continuous counties. Start round robin it so nobody gets inundated with all the calls.

**Councilman Lagemann:** The state police part of that round robin?

**David Bubb:** They are not. They're not. We mainly stick with the agencies that we are with now have our same CAD system, so that helps that they can actually enter calls and ship them back to us.

**Councilman Fries:** It's got to be a PSAP, correct?

**David Bubb:** It doesn't have to be a PSAP. It would be whatever we decided, but for the most part, yes, it is. It's the county surrounding and then New Haven, and they're a PSAP, so yes.

**Councilwoman Curry-Campbell:** Did that work reverse with them, their calls if they get overwhelmed?

**David Bubb:** They could, yes.

**Councilman Harris:** Are you having discussions about the ARPA funds and how that might play into your world?

**David Bubb:** We have not been, and of course, we're trying to slave to the city and county whatever they decide to do as far as funding goes for money. The only discussion I've had recently with, I think it was commissioners who have pretty much ordered Homeland Security to step up the EOC again, and that's a room that we use for training full time, because we're always in a training mode full time. I have asked to build in the space that we currently occupy, wall off the back section and create a training room.

There may be an opportunity to use ARPA funds for that, but that's the only thing that we've gone after as far as ARPA goes. I don't know if there's more that would be covered or not. I don't know. We certainly don't have a whole lot of revenue stream at the dispatch center, although there's things we've talked about over the years if they'd be pioneering, but things that we might be able to do to increase revenues that people just don't look at for a typical revenue center, or revenue for a 911 center such as-- We give out a lot of information.

Not necessarily all of it is by law, are we required to do so, but we do. Things we talked about earlier, could you put a dedicated line in and the people would call for that information, and pay for that information? Working with some private for-profit corporations where we provide a service for it, and like we do PFW, we dispatch for them. They pay for that service. Are there others that we could look at? I don't know. We can always explore those things, and money is always going to be a concern for us.

I will say though with our responsibility, I'm sorry. I do want to say because the last time I was here, I know we had a conversation, and one of your concerns was that technology today, we can't even find a cop on a portable radio. I want to announce to you that we have that technology today. We have incorporated that over the past two years, even within 1% and 3% increase in our budgets we've been able to do it that now anybody on the 800 megahertz system in Fort Wayne and Allen County can be located by us. We get their portable radio.

**Councilman Harris:** That's great. This request for \$525,000 in such due, with limited revenue streams has this become a recurring thing? Do you anticipate that just this year, and then your revenue structure will be able to sustain you going forward? What's your thoughts about it?

**David Bubb:** It's a hard one for me to answer, because the \$522,000 isn't my number.

**Nick Jordan:** Unless you anticipate less personnel, and/or, for example, their Motorola's service agreement, unless you anticipate that or technology, excuse me, hardware going down, it's recurring. That'll be built in, their new allocation from the county side would be around \$1.4 million instead of \$920,000 and then the city would have their 80%. The other avenue that is a bigger chunk is on the revenue side.

We could talk with the state legislature and say, "Hey, right now it's a 90-10 split when it comes to 911 fees," and then the statewide 911 board also has a bucket of reserves, potentially and so maybe your legislature could get the statewide 911-- Excuse me, force the statewide 911 board to send more money or-

**David Bubb:** There was another initiative that started two years ago. I don't know where that happened.

**Nick Jordan:** -because they were sitting on double-digit millions at one point in time.

**David Bubb:** The state was looking at picking up a legacy phone charges, which would be \$600,000 and something a year, our phone bill, but they've changed directors and I don't know where that discussion ever went to. There seems to be money there, but I don't know. In fact, we're counting on it.

**Councilman Harris:** Yes. We may look into that because we obviously don't like seeing an appeal every year, and if that's going to become a norm, we ought to start anticipating that that might end up, that you don't have enough revenues to cover you. That's going to be an issue going forward.

**Councilwoman Curry-Campbell:** Mr. Chairman.

**Councilman Kerley:** Mr. Chris first then me.

**Councilman Spurr:** How are we doing on personnel?

**David Bubb:** Right now, I just reported to the board this week, we're down eight, and I have to be careful, because we have the number, then we have like the weather. We have a real field number, but the eight that's four or six in training right now, and you don't know where they're going to end up.

**Councilman Kerley:** You're down eight?

**David Bubb:** Eight full-time dispatch positions.

**Councilman Kerley:** You have six in training?

**David Bubb:** Yes.

**Councilman Kerley:** Hopefully one or--

**David Bubb:** That's with the six in training. We're still down eight.

**Councilman Kerley:** You're really down 14?

**David Bubb:** Potentially.

**Councilman Kerley:** Hopefully one or two of the six will pass.

**David Bubb:** We're running industry way we run as-- We can run as high as 40% attrition through training, but we can't hire over to get back what we need, so we do that.

**Councilman Kerley:** Thank you. Ms. Craig Campbell.

**Councilwoman Curry-Campbell:** Thank you for being here, and thank you for explaining. I guess my question is you talked about possibly building a training facility. Would you be able to charge a fee to other counties, or others to come in and use that facility?

**David Bubb:** No, Ma'am. We wouldn't really. It's internal. It's constructing for two walls actually to just use, take what we're currently doing, the EEOC that's adjacent to our office would just be moving it, so that we wouldn't have to be bothered, and if somebody, county was going to use the EEOC, we wouldn't be occupying it.

**Councilwoman Curry-Campbell:** Far as the ARPA funds, have you been in a discussion with the commissioners, or you just would--

**David Bubb:** I've put it out there that is there anything that we qualify for, and nobody has included us, because I don't know that we have the ability as a standalone agency. You might this better than I do, that if we would be able to go for it, it would have to be city or county that would--

**Councilman Fries:** Yes. It's no different than Jefferson township asked sending the request out last month, so anybody can solicit, or try to put forth their effort to the commissioners of the city, but it's going to be their determination and then the fiscal bodies to approve it.

**Councilwoman Curry-Campbell:** I'm not asking you to ask if you don't need it, but I'm just--  
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**David Bubb:** Oh, I'll ask for anything, I'm not proud.

**Councilwoman Curry-Campbell:** Exactly. I guess we just want to make sure that you have the tools you need to be successful and that whatever we can do as a county council, that we support that.

**David Bubb:** I appreciate that.

**Councilwoman Curry-Campbell:** I think it's really important.

**Councilman Kerley:** This \$500,000 that you're requesting, how much does that-- That's our side of the equation. You're also asking more from the city of Fort Wayne indefinitely?

**David Bubb:** No. What we control, the budget I have, \$527,000 is the total increase to last year's budget. Now, from there, that would also be split 80/20. The city's portion would be for \$421,000-- I don't think it's that. I'm confusing you on that total budget.

**Nick Jordan:** On the screen, your capital split 50/50. Just on the 80/20 split right here you can see the \$4.7 million is what the city will contribute, the \$1.4 million is what the county will contribute. Whether or not the city has budgeted \$5 million, \$10 million, \$3 million, I don't know what they budgeted. On the county side, we budgeted \$922,671 and so now the 80/20 split is what it is. We need to bump our allocation up. If the city had budgeted \$4.7 or \$5 million, they're perfectly fine. They won't need to apply any more to that.

**Councilman Kerley:** Have you got any indication from the city, and how they're doing on their side of the equation yet?

**David Bubb:** We go before them on the 4th. I have not had any indication that their portion won't be approved.

**Nick Jordan:** If they didn't approve, the way inner local agree to the funding is not there, there's three options essentially, they can try to reduce their budget, and we can contribute more or it's scrapped.

**Councilman Kerley:** The inner local is was scrapped?

**Nick Jordan:** Yes. The inner local doesn't force us to fund, it's the other way around. The funding happens, and then your local dictates how the funding plays out.

**Councilman Kerley:** Thank you.

**Councilman Fries:** If we don't approve with the \$500,000 then you guys are short \$500,000 and you got to figure out where that money is going to come from?

**David Bubb:** In essence, yes.

**Councilman Lagemann:** Mr. Chairman, it is 911 after all.

**Councilwoman Curry-Campbell:** That's what I'm saying. We've got to approve.

**Councilman Fries:** It seems like an emergency.

**Councilwoman Curry-Campbell:** Yes, this is an emergency.

**David Bubb:** I appreciate that. We're in the same goes everywhere else as far as staffing goes and that sort of thing. Technology is changing, the state is coming down with more mandates for us on training, and we've included that in this budget. I think we're going to be okay there, but everybody wants more, but the funding is just is, we're all on the same boat.

**Councilman Fries:** On a side note, that was the initial concern we all had when we went to one PSAP and 911, State was going to control the money, that they were going to hang onto it, and not get it back to where it needs to go, which is what they're doing now. I think we do need to talk to our legislators, and get that money released.

**Councilman Lagemann:** Absolutely. I agree.

**Councilman Kerley:** Which is better than raising rates.

**Councilman Lagemann:** Yes.

**Councilman Kerley:** In this case.

**Councilwoman Curry-Campbell:** How would we do that? What would that look like Ken?

**Councilman Kerley:** I think we have to talk to our legislators that we know, and tell them, "Get a hold of the 911 board. That money's got to come back where it needs to go." There's no reason for them to sit on it.

**Councilman Fries:** We can do that. Are you able to do that as well, or do you, or does that put you on a, should you or might you?

**David Bubb:** I think it should come from that level, top down. I actually threw my hat in the ring. There was a vacancy on the 911 State Board this year, and I threw my head in on it, and I didn't get chosen. I think I'm still too new to this state to be on the board, but that was because of one of the concerns.

**Councilman Fries:** Thanks for doing that.

**David Bubb:** No, because I felt that we weren't being represented in the Northeast. There's, we're a unique county and it all happens downstate for the most part-

**Councilman Fries:** The donut.

**David Bubb:** -trying to keep our foot in the door. I do the best I can to keep abreast of it.

**Councilwoman Curry-Campbell:** Who is the board chair? The state 911, who is the chair? We need to reach out to--

**David Bubb:** It's the Treasurer.

**Councilwoman Curry-Campbell:** What's the name?

**David Bubb:** The state treasurer.

**Councilwoman Curry-Campbell:** That's all right.



**Councilman Lagemann:** Well, we got a new one coming in.

**Councilwoman Curry-Campbell:** We got a new one, right. I guess because you just opened up something for--

**David Bubb:** Sorry.

**Councilwoman Curry-Campbell:** That's fine. Who sits on this 911 State board from the Northeast?

**David Bubb:** I'd have to go back and look. The governor appoints most of them. They're there. The two positions that came actually out of the, or the one position that came out of the PSAP, if you will, representative of-- The state took recommendations from two organizations made up of people in the business app code, NINA. They got together, they presented a candidate, and the state looked at and said, "Yes okay. They can sit." There's the board, Kelly Mitchell.

**Councilwoman Curry-Campbell:** Okay.

**David Bubb:** There's only a couple of us that actually represent PSAP. There's, some law enforcement. I have some issues with being vendor-driven, but there's representatives of the industry as well.

**Councilwoman Curry-Campbell:** Yes. I'm just trying to figure out what can we do to help you if that needs to be a campaign that Ken and I carry out to try to make sure we get some type of representation out of Allen County or just Northeast Indiana. I just put you on the committee with you, and we're going to do something. We're going to try. Thank you.

**Councilman Fries:** Any other questions?

**Councilman Kerley:** Thank you.

**Councilman Harris:** Thank you.

**Councilman Fries:** Co-op extension.

[pause 00:13:08]

**James Wolff:** Good morning.

**Councilman Fries:** Good morning. How are you?

**James Wolff:** Not too bad. I'm going to, first while I'm talking here, pass around-- This is a copy of the file that I sent to you via email Friday. If you've already got that pulled up, you don't need a copy of this paper, but just in case it didn't go through. Today we're requesting additional for allocation of \$53,687. The bulk of that is for an additional administrative staff person that was approved by the personnel committee last month, and then the rest of it is broken down.

Roughly an \$8,000 increase to contractual services through Purdue Extension, which is a 5% increase, and then a slight increase to our building rent or maintenance agreement with Purdue Fort Wayne for our space. Basically, that's what we're looking at. I know some of you

have asked for some of those numbers on our funding, and what Purdue's contributing, what our fees are contributing, and that's basically what these two spreadsheets represent there.

It shows your contribution listed in the budget that we're requesting along with what Purdue's putting in, in terms of some of those additional things, and I did capture our largest grant, which is the grant for Johnnie Mae Farm. There are some smaller grants, because of our staffing turnover this year, I wasn't able to capture all of those. This is the large items in here, and I will note, like the contractual services item, that's more than just getting the five educators in our office.

That opens you up to the five educators that are in our office here serving this community. It means that we can also pull in our experts in extension whether they be educators or extension specialists at the state level to come do programming here, to work with our clientele here in the county. It all opens us up to all of the state staff as well as that last item on the Purdue University list, which is the nutrition education program salaries which are fully funded by Purdue.

We do now have four nutrition education program advisors that do programming in the community, as well as two community wellness coordinators that fall into that category there. Those two work with policy changes related to food access and active transportation in our community, so that's a little bit of that breakdown. On the backside is some of our fees and things that we collect throughout the year. User fees, we do have two main items there, which is the diagnostic sample.

If people bring in a plant or insect to identify, or, "What's wrong with this, why is it sick?" We charge \$5. We have upped that from \$3 to \$5 this year. These are based on last year's numbers, because that was the last full year I had. Soil samples, we offer those services where we actually outsource ours to the lab, which is ANL Labs in town. We net about \$10 per sample, and that goes to the services we provide. In addition to just getting that report, we provide consultations with each of our clients on that to make sure they fully understand, they know what to go get at the store, how to apply it properly, and make sure that they're doing everything they can appropriately.

With that, the big expense then that works to cover our office supplies budget, which no longer-- We're down to, I think we've cut down to \$500 in our county budget for office supplies, so that in turn covers our office supplies, which can be a pretty hefty expense, and then our educational programs, we really treat as money in, money out. We're really trying to charge our expenses for most of those programs. Whatever we're buying to use to make that program happen goes into that fee structure for that program.

We do offer a lot of free programs, and that is subsidized by other programs that have a larger private good, so my UAV pilot training course that helps people get their pilot license for UAVs, we charge a larger fee for that because that's helping somebody get a license. It's got a lot of private good to that individual, so that then subsidizes a lot of our programs that we're able to offer for free, because the big challenge is, a lot of our programs the people that are going to benefit the most are the people that are going to have a financial hurdle to take a program.

We try to get a lot of our programs that are the hour, two-hour programs as a free program, or just minimal cost to cover those supplies, and that's our fee structure, so that we can help get people in extension, start getting them their benefit. All of our supplies, really the only things

that we have in the county budget are our county paid support staff, our contractual services for the educator support and services we provide. Then all of the essentials to make our office run in terms of the rent, the electricity, the phone bill, those sorts of things that you're required to pay for.

We really have nothing in our budget for those extra things, and at the end of the day, as we're serving our community, we're also not staffed enough with our current budget to really reach the number of people we need. That's why we're asking for this additional county staff person, because they would be tasked with managing a lot of the education and paperwork involved with our volunteers to make sure that they're trained for youth safety and protection, making sure that they've got the right paperwork filled out, to make sure they're going to follow our the rules.

Then also making sure that we're managing them well, because we're up to about 600 volunteers. Educator-wise we're reaching about just over 5,000 people in 2021, and that was a COVID year. With our volunteers we don't always capture all the reach of people that they have, but 600 volunteers even if they're reaching 10 people each, starts adding up real fast to the number of people that we're reaching in our community, and if you look at it just in terms of this budget, you're subsidizing education for this community at just over \$1 a person, and that's going to, we hope that our programming is going to return more than \$1 to each individual.

That's our goal. I heard today talking about how do we get more pilots? How do we reduced crime? A lot of that gets back to education that we can provide, but at our current staffing level, we're struggling to provide what we're providing now, and that gets back to, again, that budget and some of those budget issues. We are again, the largest county I think you've heard today.

There are counties smaller than us that have larger staff, larger budgets, are reaching lots more people, but we struggle with our current staffing, so that's why we need the budget, that's why we need these increases that we're asking for to be able to provide the necessary services to the community.

**Councilman Kerley:** One thing I had asked you when we had a phone call, about two months ago, was our return on investment from Purdue, so to understand it, we basically pay \$170,800 to Purdue, and they're giving us \$660,000.

**James Wolff:** It's not necessarily what's going to you, but it's what they're bringing to the community, is their contribution, yes.

**Councilman Kerley:** That's what I was talking about. That's the number I was really looking for, because it's for every dollar we spend, we're getting \$5 back from the extension office, give or take.

**Councilman Fries:** James, I don't have a problem with the position. I approve that during the personnel committee. I have the problem with the \$16,000 increase in rent, because that's basically what it comes down to. Doing the math, it looks like Purdue's charging us another \$16,000 a year in rent.

**James Wolff:** I think the increase was only \$782.

**Councilman Fries:** How did we come up with that? It made \$53,000.

**James Wolff:** The biggest chunk of that which is about \$44,000 is the extra staff person. Then there's \$8,000 for the contractual service line item, and then there's an additional \$782 in the \$700 in the building rent and maintenance, so that is weird. Oh, that's a year to date number there.

**Nick Jordan:** Oh no, you're good. It's a \$1303.

**Councilman Fries:** Oh, the \$13,812.

**James Wolff:** I will say Purdue Fort Wayne does not give us an actual cost of that they until December, so they won't tell me what our 2023 per month rate will be until December, and they calculate that based on their expenses, because it's not a rent agreement, it's a maintenance agreement really, so we pay our portion of their maintenance, their custodial costs for the year, so they calculate what they spent on the University. They break it down by square footage, and then they take our square footage and calculate that.

I've asked previous years, they won't give us that rate until December, so I based it of this year's actual number, so that \$13,812 is the actual amount that we will pay this year for our rent maintenance agreement with Purdue Fort Wayne.

**Councilman Fries:** You're basing that of last year's?

**James Wolff:** Yes. Which was based off-- Yes, it could go up, it could go down. I don't anticipate it's going to change much, you notice it's relatively flat across there, but it has decreased the last couple years, It has decreased a little bit, but I don't imagine it's going to change a whole lot, and it's the one thing that and mileage are the two that I really can't ballpark very well because mileage rates change and staffing and those things, COVID it's thrown that all out, but everything else we roughly spend about the same amount every year. It is all of the essential things, the gas, the electric, those things.

**Councilman Kerley:** You don't provide vehicles then you just refresh mileage?

**James Wolff:** No, we do not have a vehicle with the county or the University. We drive our personal vehicles and just turn in a mileage,

**Councilman Lagemann:** Actual mileage.

**James Wolff:** I'm open to discussion on how to handle that, but with five educators that gets really tricky sometimes, but that's just how we've always functioned.

**Councilman Lagemann:** Thank you. Mr. Chairman first of all, I want to say thanks to the extension who fixed my squash bug problem a couple of years ago. They're very difficult little monsters to kill, so secondly I've had personal experience in coming in, doing a diagnostic fixing it up, paying the fee, and it's well worth it, and it's a great service to the county.

Second of all I was just out at the annual meeting for the Farm Bureau and got an earful about making sure that we provide the extra for educators. You guys serve, I know quite a bit of the 4-H community, and provide that, so if you want to talk about that, and then talk about the urban outreach that you're also doing.

**James Wolff:** First with 4-H, 4-H is run through our office, so that is one of our biggest programs. A lot of people know extension through 4-H, so reaching youth and educating youth is a big priority. This year, again, because we've always been trying to add community development back to our office, with some restructuring we did actually have to reduce, we did some changes. We have a community development educator now that we're hoping is going to serve the community greatly, but that came at, I guess, the expense of a 4-H educator.

We're down to one 4-H educator that's serving again. We've got almost 300 volunteers and this last year we had over 600 youth participating. Again, that's why this the administrative staff person is important, because they're going to help with the programming, with the administration of that program to serve those kids, so we can continue to have the capacity to serve up to maybe 1,000 or so kids. Once we get beyond that becomes quite a workload to manage not only the youth in the programming, but also the staff.

That's where another educator will become important in the future as we work back up. Some counties have three educators and are serving 300 kids and 4-H, and that's not just your livestock projects, that's all projects. That gets back to, we used to have career development programs where we would take people out for tours of the airport even, and see what careers were options there, to different technology places within Fort Wayne to see where they could start building a career.

Robotics projects. We work with Tech Venture to do different programs there for youth and in all different aspects, so that is one big component of our office and our educational programs is developing youth to be tomorrow's leaders. The next portion is that again, that urban outreach. We're a mostly urban counties, so we're try still trying to serve our rural community, but we need to also rework how we do things to better serve our urban audiences, and make sure that they're getting the benefits that they need, and finding that education that they need.

Our biggest program is working at Johnnie Mae Farm in partnership with the city of Fort Wayne. We've had some issues there this year with staffing, that's a common thing you're hearing, but we do have a farmer there now. We are producing donating food to the community through a couple of the local organizations in the Renaissance Point area, so that is where we're going to start trying to build educational programs. Now that we've got a lot of educators back on staff, we're going to work to figure out how we can cross program there.

We're providing not only Ag education, but health education, youth education. How can we suddenly reduce some of those barriers by providing a health program, but we're going to also provide a youth program, so our childcare services are built in? You don't have to worry about where your kids are, and they're also getting some education while you're getting your education. We're just trying to retool some of those things, and figure out how we can work collaborative within our office, but also with other departments in the county to do better programming that's serving everybody more efficiently.

**Councilman Lagemann:** Great. Thank you very much, and really appreciate the work that you're doing both in the unincorporated and incorporated portions of the county.

**Councilman Kerley:** Is that \$50,000 grant, is that from the city then for--?

**James Wolff:** Yes, that is community development block grant funding through the city of Fort Wayne, so that's \$50,000 annually. It's on a two year reapplication cycle, and that's through HUD funding and such with the city's community development department.

**Councilman Kerley:** Have you talked with them at all about trying to increase that grant amount as we provide more and more services?

**James Wolff:** Yes, so we've worked with them in trying to figure different things out. The challenges, a lot of their funding is tied up elsewhere, so that's where we're at. We've discussed some of that. Our other challenge has been, we've just had a few staffing issues there. We're hoping to get back to some normalcy now. That's affected what we're able to get from them when we don't have the staff there. This coming year, again, where we've got funds that are still built into that, where we're able to, the goal is to hire some seasonal staff from the community there to help with that.

The other challenge is they have, it's a cost share. We have to put in some money. Our contribution is our educator time. We're not actually putting in dollars, we're trading in educator time. They can't, the funds don't allow for covering our educator time because we're already on staff. If we were hiring new staff, we could work, find ways to work that in. I think in the discussions, that's really been about the max we're at right now.

It just depends on how other partnerships may play out in the next year, because we just started this year would be the first year or the two years that were on that grant. Maybe by the end of 2023 when we would re-apply we might have some better ideas, but also our community development educator she's got grant knowledge and that position also has a lot of grant knowledge, so there may be opportunities to find some additional grants to help fund and support that project. Then other projects within extension as well.

**Councilman Lagemann:** Very good. Just one more follow-up on the drone pilot certification. How's that program gone? Maybe Bob and I can jump in and write you our personal checks to get our responsible license for our drones.

**James Wolff:** The program's gone really well. Here in Allen County. We just, I don't know that we're hitting quite the right market. We're getting a little bit lower attendance than some of the other places, but that could be because most people have already had theirs. I know, like the city, a lot of people, the city and the county, both, a lot of people already had their licenses. Across the state, it is a very well attended program. It's two, basically two full days of the basic knowledge of piloting conjoined with actually practicing.

We've got a lot of different drones within the Purdue system. We get to practice on a lot of different things, and so far everybody that's gone through the program here in Allen County has been able to get their license, pass the test and get their license. I think that's pretty successful and speaks to the amount of training we're able to provide to make it easier for people to get that.

**Councilman Lagemann:** I didn't know about that program, and I look forward to taking advantage of it myself.

**James Wolff:** I'll make sure to pass it on to you.

**Councilman Lagemann:** What's the cost of that program?

**James Wolff:** That program, the fee base on that is \$200 for that two days. Again, a two day program includes your lunch, and then all the materials for that as well. It's a pretty good rate. When you consider that we're able to use some of that again with that private good, where you're able to bring some extra funds in to pay for other things, but it's still a reasonable price for people to attain, and be able to attend?

**Councilman Lagemann:** Thanks.

**Councilwoman Curry-Campbell:** Thank you for being here, and thank you for sharing your story and breaking it down to the simplest form that you could. I know there was some information you weren't able to recover, but thank you for breaking this down to the simplest form because I think that's been the concern of this body is what are we getting for in these dollars? I appreciate you breaking that down. I appreciate the initiative with Johnnie Mae Farms.

Some folks may not know where Johnnie Mae Farms is located, but it's in Renaissance Point off of Winter Street, near Winter in Pontiac. We want to make sure that we can share this story over and over again, because it is a worthwhile program. The people that's in this community needs these resources. I don't think people understand how important food is to individuals. We have food pantries all over on the south side of Fort Wayne and they're usually empty, because the gap is there.

I appreciate Johnnie Mae Farms trying to fill that gap of the food insecurity. Food is really something that people take advantage of. There's situations where people just do not have food. This is a real thing and you're doing a great thing. Thank you.

**Councilman Kerley:** Councilman Harris.

**Councilman Harris:** Just well, one of James, we've talked over the years the issue that I've had with the Extension Center has never been local. It's always been about Mitch and the senior folks that run a lot of that program's budget. Thank you for the additional information this year and thanks for what you do locally. Do you have a board? Is there a board that oversees your functions?

**James Wolff:** We have a board locally that is largely advisory. Then does help with some of these other aspects. That board is elected annually at our-- Well, it's a rotational basis of people going on and off, but usually 12 to 16 people on that board at any given time, elected annually at our annual meeting every year.

**Councilman Harris:** Is it do you do strategic planning from that board? That board does strategic?

**James Wolff:** Yes. Usually I think in the last two years, we've probably done it every six months, talked about strategic planning, just because things are changing so rapidly. That's again how we were shifted our educator staff to make sure that we were covering the needs of the county while not trying to give up too much. That's how we added that community development position. That's how we-- Each of our program areas even has an advisory board that helps determine exact programming for the community that is the greatest need. Then we work down those priority lists.

**Councilman Harris:** Sure. Just last question, but what's your most successful program that you feel the best about, and what's the least effective program presently?

**James Wolff:** Oh that's a real hard question. We've had a lot of staff and I don't always know everything everybody does. For me, I think the biggest thing is in agriculture, making sure that we're providing our pesticide education credits to everybody. We work in a lot of different aspects to that. They're not just learning about pesticides or really worrying about environmental issues, crop production issues, and really enhancing their programs. Most of our farmers will say that they're at least getting a \$50 per acre benefit from our programs related to their pesticide applicator license training.

As far as maybe least impactful programs, that's really hard to say. I'm not sure that we've really got one that's really low down there because we really try to focus on the high priorities. We do include some other things that are maybe minor. There's still things that the community's asking for and getting some return. We really focus more on some of those large impact programs, and doing as much as that as we can.

**Councilman Harris:** This next position that you'll be or you're requesting will that be able to help with revenues, or is that mostly going to be a cost?

**James Wolff:** I don't anticipate with the staff person that we're asking for I really don't anticipate that really helping with revenue. I just anticipate that helping in terms of just division of responsibility and being able to make sure that we're still reaching, in a sense we're able to reach more people. You're getting more people in and getting more people education and proper education than we were before because we have that additional person. More people are benefiting from our service.

Also the staff that we have on staff are then not working the extra hours. There is a cost there's a cost savings, there is not giving overtime and those things. There's a little less stress in the office. Workloads are spread out more appropriately. We're able to actually reach people. A lot of our programs are becoming more hands on programs. We're not just standing there and lecturing. It's really hard to hands on work, one educator with 30 people in a room or more.

If we have this program assistant position, that person is there helping us in the room, making sure we're facilitating those hands on learning experiences that add more value than just somebody attending a lecture, which is basically watching a YouTube video. That's where our service differs from just somebody going online and finding something. We're there, we're helping them, we're tailoring the education to their needs. That requires more staffing.

**Councilman Harris:** That more staffing though, next year, would that if that's more staffing and not necessarily more revenue, you'll be back next year looking for an appeal?

**James Wolff:** This staff person would fall under your county staffing, so that would be worked in with all of our other county staff positions, so it's already included in that. Now, again, most times that we come back, the issue either lies with the cost of electricity going up, or the contractual service item, which is through Purdue. Which are always going to be factors that we're going to be looking at increasing. This staff person will be a county staff person, they'll be dedicated to Allen County. They will fall under the allocation that you provide for county staff funding.



**Councilman Lagemann:** If you're looking for an ROI on training kids through 4-H, just show up at a 4-H event, those 4-H events and those kids really it's great citizenship. It's great opportunity and it provides in my mind some of the best life skills that we can teach.

**Councilman Harris:** Oh, that's right, and I like that program as well, but my biggest beef continues to be, as you've just mentioned, is that Purdue continues to pass. If you're running this Purdue from a statewide perspective, keep passing that expenses onto locals, and then you balance your budget at a statewide basis. That's my beef.

**James Wolff:** Well, and I don't think it's really a passing on the expense. It's your portion of that service, and when we look at it as a service that the challenges, the cost of services, with inflation is going up. We can't expect services costs to remain the same. I think another aspect is potentially, we've already discussed it today, legislative issues at the state level. That's an issue too where our state funding has not increased in 20 years. Think of the cost of services that haven't been able to increase, those are all potential things.

Purdue is making sure that they're getting their portion of the increase in there. I know you don't directly see those dollars, you just see their increased ask, but Purdue is contributing more because all of those other items there, those costs go up every year. Healthcare goes up, all of that is going up. They're just asking your portion to increase proportionately.

**Councilwoman Curry-Campbell:** May I speak?

**Councilman Kerley:** Yes.

**Councilwoman Curry-Campbell:** Once again, I appreciate you being here, and I'm hoping that we could satisfy some of Councilman Harris questions, because he has serious concerns about this. What can we do, or Ken, you're on my committee again, what can we do, or who do we need to talk to at the state level to figure this out, so that we can give you the answer that, because apparently--

**Councilman Lagemann:** Two members on the ways and means committee right here from Northeast Indiana and Allen County.

**Councilman Harris:** Yes. One of it.

**Councilwoman Curry-Campbell:** Are you on the committee now? We got to fix this.

**Councilman Lagemann:** I'm not on the ways and means committee because I am not a member of our state legislature.

**Councilman Harris:** We really. You're on the Sheila committee. [crosstalk] My concern is that as previous governor, Mitch was pretty effective in passing costs from the state level down to locals. He's on the same thing from my perspective at this juncture that he's in right now. That's been my beef, and it continues to be my beef. That's an upset.

**Councilwoman Curry-Campbell:** What can we do though? I want to do something. I'm forming my own committee. I want to do something because I don't want, I won't be here next year to fight this battle for you. We've got to fix this, because this really irritates the councilman here. It bothers him that they cannot break this down and give him specific numbers.

**Councilman Harris:** That's not true. It's what Purdue set, enough said, but Purdue is set records in funds. They're one of the top five in the country in terms of their funding. Do I really want to put this on here?

**Councilwoman Curry-Campbell:** Yes, put it out there.

**Councilman Harris:** Anyway, but they continue to raise and they're just doing enormous amounts of success down there. I think this, Purdue name's on it, they own it throughout the state. Where is that drive to make this successful just like their campus? That's enough said, Sheila, you're not going to change anything from my perspective.

**Councilwoman Curry-Campbell:** I'm not going to be able to change anything from his perspective, but Sheila's committee, we're going to try to do something, because we got to come up with these numbers. Like I say, it's gotten to the point that we have this same conversation over and over again about how are we weighing this out? It seems like the chair had one to five? Is that the return that--?

**Councilman Kerley:** Yes, one to four. One to five.

**Councilwoman Curry-Campbell:** One to four, one to five. If we need to break this down even smaller Sheila's committee, we're going to figure this out, so that you don't have to go through this again. Thank you so much for coming.

**Councilman Harris:** I am a Purdue graduate by the way, just saying.

**Councilman Kerley:** Any other questions? Well, thank you.

**James Wolff:** All right. Thank you for your time today.

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

**Councilman Kerley:** Coroner.

**Mike Burris:** Good morning. Mike Burris with the Allen County Coroner's Office. I'll make this short and sweet. There are only two increases or requests for new funds for the Coroner's office. One of those is actual, it's a new line that was created this year. It's for removal services. Historically in the past, that service was provided free as a service to the citizens of the county by local funeral home. They would make the removals from the location of death to the forensic center and then we would hold until we release out to the funeral home of the family's choice.

With changes in the world, they can't offer that service anymore, so now we're paying for that service. Dependent upon the removal, it's anywhere from \$200 to \$350 per removal. As being a new line the number that was pulled out was about \$45,000 and that should cover the removals for the year. The other increase is an increase in the autopsy fees. We have two forensic pathologists that are working locally now. We don't pay them an annual salary it's paid by autopsy.

Then out of that autopsy fund comes the cost of the pathologist, x-ray fees and laboratory fees, including the slides for the microscopic work as well as the laboratory fees for toxicology testing.

**Councilman Lagemann:** Chairman. We have a Coroner who's a physician who cannot do an autopsy, is that correct, because he is not licensed to do so?

**Mike Burris:** He is not a pathologist.

**Councilman Lagemann:** Okay. Just clearing that up, and then is the coroner available? Was he just not available to come to visit with us today, or is he too busy?

**Mike Burris:** He's got office hours. He's still a practicing physician. He has his primary care physician, so he has office hours today.

**Councilman Kerley:** Question, the removal fees, would it get to a point over time that it might make more sense to hire a county employee to do that instead of paying a fee? You're just guessing and this \$45,000 is just, you're guessing based on historical, how many have processed through, and you've put a number on it. Ultimately we're at the will of whatever the funeral home comes and says, "We brought you the decedent, it's \$500, or it's \$350," we're at their mercy, correct?

**Mike Burris:** To a point, yes. The number was, I came up with that number by looking at the number of removals that were made in a monthly period of time, and then the fee that they're charging. Now, the range of the fee is due to, if it's only one person that comes out for the removal, we have a smaller deceased individual. One person along with law enforcement or firefighters around the scene are able to make the removal with one person. If it's an obese person, then you have to have two removal people.

Then if it's a D-comp where there's a whole lot more of PPE equipment that have to be used, the fees go up to a maximum of 350 for the removal. With that, I've started to look at what the cost would be to hire someone. It would be a 24-hour-a-day job, so one person, and seven days a week, so one person would not be able to do that. There would have to be transport vehicles all along with cots. All of the PPE equipment and body bags would be supplied by our office, because that's stuff that we have already. I'm in the process of looking at that.

**Councilman Kerley:** Right. That is just a valid question. Do the funeral homes do this then, or do we have a contract with like one particular firm or?

**Mike Burris:** There is no specific contract yet. There is one funeral home that has offered their services at a reduced rate from what other funeral homes have offered. Then as a backup, there is a mortuary service that does removals also. Their cost is higher.

**Councilman Kerley:** Okay. Are you exploring maybe working with the commissioners that enter a contract and get this more nailed down?

**Mike Burris:** Correct.

**Councilman Kerley:** Okay.

**Mike Burris:** Correct. It would be nice if families would have that discussion and pre-arrangements and families know which funeral home they would like to use. The majority of the removals is you have an at home death, families there, law enforcement's there and which funeral home would you like to use? Well, we really don't know. That's something we'll have to wait for everybody to get together. We have a deceased individual that's laying in the home. Coroner's office is contacted because somebody has died. What do we do with the

deceased? They come down to our facility, we hold them, their family calls us and says, "Yes, we want to use DO McCombs." Then we'll call McCombs. McCombs then come and makes the removal from the forensic center.

**Councilman Kerley:** Okay. Mr. Fries

**Councilman Fries:** These are not only the deceased that are going to have an autopsy done on them, these are anybody that they haven't decided already what funeral home they're going to use. Correct?

**Mike Burris:** Correct.

**Councilman Fries:** Why then would we not bill the families to get reimbursed for this fee? It's going to be part of the funeral costs.

**Mike Burris:** Correct.

**Councilwoman Curry-Campbell:** The funeral home charge. The home charges them though. Don't they include that in their fees? I mean, if they're going to get the body, they--

**Mike Burris:** I don't know if they do or not.

**Councilwoman Curry-Campbell:** Oh, okay. I just might sound, I'm just saying that's usually how it--

**Mike Burris:** When my stepfather passed away in December, there was no fee for the removal from the home to the funeral home. At least it wasn't on the funeral bill that this is a removal cost.

**Councilman Lagemann:** I assume it's a built-in cost.

**Councilman Fries:** Is there a way that we can do that?

**Mike Burris:** I don't know. I know that on the revenue side for the coroner's office, we have two forms of revenue. One of those is the convenience fee, which is the charge for documents. That is set by county ordinance. Then there is a fee for recovery of autopsy cost when someone is in a motor vehicle crash in Whitley County, comes to Allen County and we perform the autopsy. We bill Whitley County for the cost of the autopsy. Those are the two revenues that we have. I'd be more than happy to explore looking at billing the receiving funeral home for our cost of the removal.

**Councilman Fries:** Yes. I could see approving this and then looking at getting it. That way you have the money upfront to pay for it, but then we get it back in the general fund. Thank you.

**Councilman Kerley:** Any other questions? You were right, you were going to be quick.

**Mike Burris:** Thank you.

**Councilman Kerley:** You're welcome.

**Councilwoman Curry-Campbell:** Thank you. Let the coroner know we missed them.

**Councilman Lagemann:** They better come back one of these days.

**Councilman Kerley:** I wanted to-- Okay. DPS has already been removed, so information technology.

**Councilwoman Curry-Campbell:** I think. I think we-

**Ed Steenman:** Good morning.

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

**Ed:** I'm Ed Steenman County IT Director. I'm not going to talk about dead people. [laughs]

**Councilwoman Curry-Campbell:** Nice jacket.

**Ed:** Thank you. I don't generally wear a jacket, but for this festive occasion, I thought I would.

[laughter]

**Councilwoman Curry-Campbell:** You had the right touch.

**Councilman Kerley:** You dressed up and most of us dressed out.

**Ed:** Well, hopefully, I'm not going to be here as long as you guys are.

**Councilwoman Curry-Campbell:** Okay.

**Councilman Fries:** I hope.

**Ed:** My budget appeal is for \$384,000. That is made up largely of two, completely for two reasons. Back in 2009, we adopted a permitting system called Accela. We've been using it, we've been developing it, we've matured it. There are a number of departments within the city and county that depend on it day in, day out.

**Councilman Kerley:** All the permitting, right?

**Ed:** All permitting goes through it. From planning, building, health, highway, surveyor, and then quite a number of departments within the city neighborhood code, DBS, so forth. We've had some struggles throughout the years trying to maintain that system. We've even gotten to the point where we considered replacing it a few years ago. Instead, we came to you back in 2020 for dollars to optimize that system and make it more robust.

We've done that. It is more solid today than it ever has been. That brings us to a situation where Accela, the manufacturer is changing the way they do business. This is not different than a lot of software manufacturers where they are moving their software away from the on-premise data center and putting it in the cloud.

They have advised that, and they have already started to eliminate functionality within the on-premise versions of the software and only add that new functionality in their cloud version of the software. We started looking at their cloud version several years ago, looking at the cost to make that migration, the cost for the subscription licensing. Over time that cost has

come down. Back then we didn't know that they were going to deprecate functionality from the on-premise, but that is the way it is. That's the track they've taken.

What we presented to JPOB back in July and JPOB is the joint permitting oversight board. Kyle and Paul both sit on that board. We proposed, or presented to them that now is the time to move our on-premise, Accela permitting system to the cloud because we depend on it so largely that the loss of functionality is detrimental to the departments and we have to continue to grow that system, make it better, make it more efficient for the contractors and private individuals that are applying for permits. That move to the cloud carries with it a price tag. Today between the city and county, we pay about \$300,000 for maintenance with the cloud solution that goes to \$576,000. It is a substantial increase.

That's why I'm here.

**Councilman Fries:** That's per year?

**Ed:** Yes. That's if you move to a subscription and so you're paying for it over and over. We have about 400 users between the city and county. This is a cost that we would split with the city.

**Councilwoman Curry-Campbell:** What is that split?

**Ed:** 50-50 because we have roughly the same number of users in the county as we do in the city. What also goes with this is a migration cost. That cost is \$246,000. Our portion would be 123. I budget about \$130,000 a year for maintenance. The maintenance that I have budgeted for this year, will pay that for our portion of the migration. There's the net cost for migration is zero, but then beginning in 2023, we will have the subscription cost. I already have that 130,000 baked into my budget eternally for maintenance.

I'm not asking for the complete \$288,000 that will be our portion of the subscription, but the portion over and above what I have budgeted. That number is \$144,810. As I said, this was brought before JPOB back in July, JPOB approved it. That's why I and my counterpart with the city are budgeting for this next year.

**Councilman Lagemann:** That's true. I'm going to touch on this. I chair of the JPOB group, and it's made up of, it includes representative from the mayor, the commissioners both councils but more importantly, it includes all of the permitting agencies in the city of Fort Wayne and in Allen County.

Everybody who you have to-- everyone from the fire department who's double checking all the fire codes to building inspectors you name it. We've gone from having these guys go out with a big pile of books to having a simple device on their hands.

We've gone from a permit taking weeks to a permit, taking hours. We've moved most of the permitting online, so you don't even have to come in to the citizen square to apply for a permit. You can deal most of that in your pajamas.

**[unintelligible 01:02:21]** look at you for any particular reason, but it's a great system and this is where it's headed in talking with the experts that do this on a day in day out basis. All the permitting agencies, all the guys who are out in the field handling it. Ed, you've done a really great job of maintaining the system, because it's a complex one and dealing with all the reports that go with it.

This puts us in that place where we're, again, leading not just the region, but the state in making sure that we can turn a permit fast, that we're not an impediment to growth. That we're doing a good job for the guys who are out there swinging hammers. This is an important one and I just wanted to mention that and mention my role and Kyle's role as well in this in this process.

**Councilman Kerley:** Councilman Fries.

**Councilman Fries:** Quick question. I expect a quick answer. What are the options? If you don't do this, what's the option?

**Ed:** We will fall further behind as far as software goes. It will not be supported.

**Councilman Fries:** There isn't one really, unless you find a different company to bring an entire new system in.

**Ed:** That is an option, but it will cost more than this.

**Councilman Fries:** Thank you.

**Councilwoman Curry-Campbell:** Mr. Chairman.

**Ed:** You're up.

**Councilman Kerley:** You guys, you pick.

**Ed:** Please don't fight over me.

**Councilwoman Curry-Campbell:** No, you have a nice jacket on. I don't want to fight over you, but I know previously we talked about train the trainer to make sure that we have someone that's getting the same training and so that someone's not controlling the stuff that we don't know what they're doing. At the end of the day, they have all power. Are we looking at doing the train the trainer so that we have that same knowledge that Accela have? I'm just curious.

**Ed:** We are making efforts to do more training for particularly the subject matter experts within the departments. Permissions to be able to do things in any software have to be guarded. Conservatively.

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

**Ed:** There are people within virtually every department that uses Accela that really excel in what they do. We are working to educate those people so that they can take care of things within their department. That does bring me to another portion of the Accela request, and that is for the company that we pay for day-to-day support.

It's a company called [s]Cube. Back in 2020 when we came to you for additional dollars to optimize Accela, one of the things we also did was to take away that day-to-day support from our IT vendor. They were not properly staffed to take care of it, both from a quantity of personnel and from a training standpoint. We didn't feel good about what we were getting from them. We moved that to a company called [s]Cube. At that time, we put dollars in a

purchase order to pay [s]Cube for their services. That purchase order has dried up. We now need to budget for that each year.

**Councilwoman Curry-Campbell:** It's not included in--

**Ed:** It's not included in the \$144,810, I believe is the number but it is in my request. It's \$101,500. That's the county's portion of that bill?

**Councilwoman Curry-Campbell:** The 50-50 spot? Yes. I know there were tickets that were-- Oh, I don't know. I was in a meeting and there was a lot of jobs that were still open but not closed, but resolved. Did that all get fixed?

**Ed:** Back when we started this effort in 2020, Yes. There were a lot of tickets initially with the IT provider that got moved to [s]Cube. took that lump and threw it in their lap. They have gone through those and cleaned up all that stuff.

**Councilwoman Curry-Campbell:** We're current.

**Ed:** We're current. The departments now have a couple of years of working with [s]Cube. They thoroughly trust what they do and are very much backing the effort to keep them as our day-to-day support.

**Councilwoman Curry-Campbell:** Just wanted to make sure we had someone on the inside like I said, I just don't like a third party having knowledge that we don't have. I just think that's how we got into trouble before they just had too much power and then we didn't know what they were doing and they were throwing things underneath the rug and ended up with--

**Ed:** One of the reasons that we went to Accela couple of years ago and said, "Help us optimize," is because they developed the software. Nobody knows it better than they do. [s]Cube is a partner of theirs that works tightly with them. We feel like we really have the best of breed in that association.

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

**Ed:** Welcome.

**Councilwoman Curry-Campbell:** Nice jacket.

**Ed:** Thank you.

**Mr. Spurr:** Just real quick, and you and I have had this conversation, Ed, having a background in IT for a number of years. There's nothing we can do to prevent the move in the industry across various software platforms and companies to cloud-based delivery. There's just nothing we can do.

**Councilwoman Curry-Campbell:** No.

**Mr. Spurr:** The problem with that is that they hold all the keys to the kingdom. While we get away from maintenance I would encourage and just caution IT, both the city and the county on becoming too entirely dependent on a single vendor or a software package. I would just again, just trying to echo what you've said, is just to remain vigilant, open to other vendors



just to keep that thought process and shopping alive, if you will because we can't control when they roll out a major rollout. We can't control what they're going to charge suddenly.

You go to the Cadillac overnight and then suddenly we're forced with an entirely different structure. It's very, very difficult to train up all the individuals that are on the system to get them up to speed that takes 6-18 months. It's just something that we're faced with, but on a cloud-based. When we step away from maintenance, we step into sometimes.

**Ed:** That's very true. Even in an on-premise system like the 13, 14 years that we have with Accela, we have put a lot of time, effort, and money into making Accela do what we need it to do. To tear that all down and build it all back up with another vendor, as I said earlier, is a big deal and it comes with a big price tag.

**Mr. Spurr:** It would obviously be very costly to do so. I'm just asking that we remain open to other vendors because what happens is these companies, they engineer functional obsolescence into the program. You're forced to get on the cloud eventually. Microsoft does it. Adobe does it. We know that. It's just a way of forcing migration and I'm just cautiously optimistic that we'll remain vigilant and open to other vendors that may have a better package, in fact, and it may be expensive to do a migration because if a seller rolls something out and their costs double overnight the alarm bills are sounding so and hopefully that doesn't happen. With cloud-based, that's out of our control.

**Councilman Kerley:** Councilman Harris.

**Councilman Harris:** Just with the end user in mind where do you get the most challenges in departments in terms of-- and it's not about the employees who are here, but the constituents. Where are most of the concerns or hiccups or problems coming in presently?

**Ed:** Probably, I'm a little bit removed because I and my department don't use Accela at all. We don't do any permits. I think the one thing that hits a lot of departments is the payment gateways. I shouldn't say plural. We have one payment gateway. If you're sitting at home and you're in your pajamas and you apply for a permit, you can pay for that-

**Councilman Kerley:** It's a small matter.

**Ed:** I didn't look at him.

[laughter]

[crosstalk]

**Councilman Fries:** My wife is going to be very upset when she finds out you're calling this a pajama shirt. She bought it.

**Ed:** You can pay for that permit online. One of the biggest challenges I think is that we have hiccups in that payment gateway. It'll be down for maybe minutes, but it's inconvenient for the person who has just filled out their information and wants to pay for their permit. We've just changed the way that gateway works. We took one piece of, there were 3 parties involved and we took one party out of it. We are hoping that we've stratified that to where those outages, I'm not going to say they don't occur, but they are minimized.

**Councilman Harris:** That improvement isn't tied to, or is it tied to this improvement?

**Ed:** No. This is a third party.

**Councilman Harris:** That's something different.

**Ed:** That's banking and credit card not--

**Councilman Harris:** I do get concerns from the building community and such and we've gone from months down to weeks, sometimes hours, but sometimes not. Will this upgrade help speed up some of that permitting or make that more efficient? Is the hiccups that are happening today tied to this not being upgraded or? I'm not seeing that right.

**Ed:** No. We use a gateway called AllPaid and that's the communication between Accela, AllPaid and the bank is where those hiccups occur.

**Councilwoman Curry-Campbell:** What's the name of the company again, sir?

**Ed:** AllPaid. It's a unique situation because, not to go down a rabbit hole, but AllPaid takes on the liability for the credit card charge. If somebody defaults on the card, it doesn't come back on me or the county or the city. It's AllPaid that tracks that down. They're the only ones that provide that liability.

**Councilman Harris:** Again, going to the cloud is not going to necessarily impact that or it will?

**Ed:** No. That's still going to function the way it does. What we're hoping is that this change that we just made, that just went into effect at the end of August, that that is what is going to help that-- the credit card.

**Councilman Harris:** If this is passed, what's the timeline for making this transition upgrade and how fast will the builders and people using permitting feel that? When will they experience this?

**Ed:** The estimate is 4-5 months. We won't start it until after the first of the year.

**Mr. Spurr:** Ed, when you mention AllPaid, is that an added extra bit of insurance for us so that we don't suffer chargeback?

**Ed:** Yes.

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

**Councilman Harris:** That's it.

**Councilman Kerley:** No. That's just one app.

**Ed:** The other part of the story--

**Councilman Kerley:** Nancy, would you mind coming up for this as well since I think you've worked a lot on it?

**Councilwoman Curry-Campbell:** We gave you all these compliments. We thought we were going to get you in and out.

**Mr. Spurr:** You still like his jacket?

**Councilwoman Curry-Campbell:** I still like your jacket.

**Councilman Lagemann:** There you go. It's starting to fade a little bit.

**Councilwoman Curry-Campbell:** We're going to put a pin right there. I know.

**Councilman Kerley:** Welcome Nancy to the first-

**Nancy:** Thank you.

**Councilman Fries:** That is [inaudible 01:17:16]

**Councilman Kerley:** -budget meetings.

**Nancy:** Absolutely.

**Ed:** The other part of my request is \$140,117 for a new HR system. Nancy was here in August and explained what's going on with that. I'll let you give any updates.

**Nancy:** Absolutely. We are still in the final stages of the two finalists in the systems. We've narrowed it down. We think we have the one, a lot of it will hinge on what your determination is today. We feel strongly that this is going to help us in all of our HR practices, the employee life cycle, how we manage our workforce, which is obviously our biggest expenditure in the county. The resources and tools that we can utilize in the system is a necessity.

We have a couple of our current systems which are disjointed and end of life. The repercussions behind this would be that we'd have to start from zero, from scratch, possibly paper, which would set us back immensely. We have to make a decision on moving forward with a comprehensive system. Again, the efficiencies on the other side will be recognized and then the next 12-24 months and it'll really be a game changer for how we operate.

**Councilman Harris:** Same question. How long would that take should that be passed? You start that in what? January 2nd or something. At what point does that get implemented?

**Nancy:** Full implementation will take 7 months, so it'll be July. Not that we won't begin using the system as we begin to implement, it's just a process. It will be a lot of setup on the back end of all of our systems, all of our HR practices employment practices, compliance, all of those types of things as well as the financial side of things. There's a lot of detail that goes into the setup in the programming of that. It's timely.

**Councilman Harris:** Nancy, we talked about the idea that and council, those of us who've been around a little bit, we passed something like this. Bob you'll remember a few years back putting this software into place and it could, and I think you were in agreement, we could create some a dashboard for county council that we get some a report on a monthly or quarterly basis that would say, here's headcount, here's turnover, here's whatever from the benefit ratios or whatever. You could set that up and we could look at that as an outcome of this opportunity.

**Nancy:** Absolutely. We can provide reporting for all as a county as a whole, by department, the turnover, all of those things.

**Councilman Harris:** I just think whether we're sitting here or somebody else is sitting here setting up an established system of data coming to county council from that software would be a win for this county. Just a thought.

**Nancy:** Absolutely. It really changes how we manage our workforce collectively and make decisions on that.

**Councilman Kerley:** I know we've talked a lot. I appreciate that you keep continuing to work with the two vendors and just didn't accept the first quote. Are you at a point where I know we had talked about there might have been a migration charge and you were trying to get them to wave that are we at that point? Is it still--

**Nancy:** There's an implementation charge for one of the vendors which is the one that we're leaning towards that we would really be most interested in so that would require me to come back next month for an allocation of funds for this year, for that implementation cost. What Ed is proposing is the annual subscription fee, which is really about the same for both of them.

**Councilman Kerley:** What's the implementation?

**Nancy:** 90,000.

**Councilman Harris:** A vote the wrong way could help negotiations today or what are you [inaudible 01:21:17]?

**Nancy:** We've beat them up pretty heavily and they've come down more than 50% off of their initial appropriation on that. I don't know that there's any more wiggle room with our top one. Top selection.

**Councilwoman Curry-Campbell:** Councilman Harris probably could get you another 10% or 20%. [laughs]

**Nancy:** We'll bring him along.

[laughter]

**Councilman Fries:** He'd probably get them an increase.

[laughter]

**Councilman Kerley:** Do you anticipate efficiency savings once fully implemented and are you able to put a number on that?

**Nancy:** I'm not able to put a number on it yet, but I do believe that it will be recognized rather quickly utilizing three or four different systems that do not integrate together creates human error. Having to make a lot of phone calls back and forth where this will be ease of use for the employees to be able to gather their data right at their fingertips if they want to on their mobile app. There's just a lot of efficiencies that can be built into that.

It takes out less of the human error because employee information is not having to be entered multiple times by multiple people. There's a lot of those things that we go back and forth and looking at errors and having-- it'll help the auditor's office as far as how they audit data that comes in for employees as well as HR to be able to provide workforce readiness opportunities for department heads and training on those manners as well. It will build efficiencies. No doubt.

**Councilman Kerley:** Ed I didn't mean to steal your thunder.

**Ed:** It's exactly what I was going to say.

[laughter]

**Councilman Kerley:** Any other questions? Thank you very much.

**Councilwoman Curry-Campbell:** You have nice jacket.

**Nancy:** [laughs]

**Councilman Kerley:** I know the sheriff's department's sitting over there in the corner, but I've seen Bill sitting there patiently all day and I know his request is going to be pretty short, so I'm going to let the treasurer come up and then we'll do the sheriff and then we'll do youth services.

**Councilwoman Curry-Campbell:** What time is your break?

**Councilman Fries:** We're done after that.

**Councilman Kerley:** No.

**Councilwoman Curry-Campbell:** We have to vote on all that.

**Councilman Kerley:** Yes, we have to vote on all this.

**Councilwoman Curry-Campbell:** Now I can sit here and rock either just get up and go, but I was just curious if there was a break coming soon. I won't get up. I probably, I'll later.

**Councilman Kerley:** Can we get through this and then we'll do a five-minute bio break?

**William Royce:** I don't need but five minutes.

**Councilman Kerley:** You got four.

**William:** William Royce Allen County Treasurer. It can be argued, one of the treasurer's most important responsibilities is the safety of county funds. To ensure that my chief deputy and I regularly look at our policies, procedures, what we do, how we do what we do, where we do it, and look for holes that could be exploited and of course try to cap that before it ever happens.

One of the things that we took to look at was the physical space that we work in the office. We're located down at the end of the hall near the exit, which I'm not sure was the smartest place to put us, but that's where we're at.

**Councilman Lagemann:** Let's do a whole bank of windows.

**William:** Yes. Earlier this summer my chief deputy talked with Sheriff Troy Hirschberg and had him come over and said, "Could you help us take a look at our office and make some recommendations of some deficiencies?" You've probably all been in our office. You'll recall that our office is U-shape down the right leg of the U is, tellers at the very bottom, and then along the left side is a long wide open counter, and at the end of the counter, there's a little gate that's about waist high. That counter wouldn't do much to stop anybody from coming into the back part of the office where a lot of the funds are counted and handled. The recommendation was made that that counter be closed off. There'd be a couple service windows there and it'd actually be built up to the ceiling and in a full door put in instead of that little tiny gate.

Second recommendation was where the tellers sit, the glass that the tellers sit behind is about a foot or two above their head. It was also recommended that that go up to the ceiling that that just like you'd see in a bank. Then finally the third thing was our vault. Our vault has a heavy wooden door or has electronic lock, but I didn't know this. The walls only go up to the ceiling tile. If you actually scale the wall, you go through the ceiling tile and just drop into the vault, you don't have to go through the door. Recommendation was that ceiling be reinforced. They put some a steel mesh or something like that a person wouldn't be able to do that.

We talked to the building department. The building department can do it for the 4,372 that's listed there to enhance the security in the office.

**Councilman Kerley:** Thank you.

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

**Councilman Lagemann:** I took a tour of the office and the first thing I thought, knowing that some amounts of cash roll through your office on specific days that everybody's pretty well aware of, and-

**Councilman Fries:** A very small amount for the public's viewing a very small amount.

**Councilman Lagemann:** For the safety of you and your staff this is really critical. I would love to see a much harder location, more banking if you will, but we live with here in the county and our facilities but this is this is really a safety issue for the folks that work in the treasurer's office. It's critical.

**Councilman Harris:** I can I ask one question. Interest income, is that going up, are we anticipating additional revenues coming from that interest that's beyond your request?

**William:** The interests that we're earning?

**Councilman Harris.:** Yes. [inaudible 01:27:17]

**William:** As a matter of fact, I've just bought a couple of treasuries, invested a couple of million dollars at 4%, and we're looking even at now possibly getting some at 5%. Of course, the state limits what I can invest in and everything is very secure. Also, I got to think about liquidity, that we have money when we need it. I can't just tie everything up. That's really how that certain percent--

**Councilman Harris:** How much do we invest or ballpark.

**William:** By state law, we can invest up to 20%. I said, "Okay, 20%, is that on my busiest tax day when I have the most cash in house or when is that?" I really couldn't get a clear answer. Historically, we've kept about \$20, \$21 million in investment and it's around where we stay.

**Councilman Harris:** Thank you. [crosstalk]

**Councilman Kerley:** Thank you.

**William:** Thank you very much.

**Councilman Kerley:** Take a five-minute restroom break.

**Gary Grant:** Good afternoon. Now Gary Grant Sheriff's Department and this Jamie Hardy, our comptroller for the sheriff's department.

**Councilman Kerley:** Good afternoon.

**Councilman Fries:** It's been interesting.

**Councilman Fries:** Before you get started, I have to ask the Paul Lagemann question. Where's the sheriff? Where's the chief?

**Councilman Kerley:** Where's the sheriff? Where's the chief?

**Councilman Fries:** He asked about the coroner. I said, "We have to ask the same question about where's the sheriff? Where's the chief?"

**Councilwoman Curry-Campbell:** Listen, with that being said, I just called the sheriff. I left the sheriff a detailed message, didn't I?

**Councilman Harris:** You did.

**Councilwoman Curry-Campbell:** I inquired to the sheriff why he wasn't here. I let the sheriff know that he still had time to get here. With his absence, my message was that, I hope to see him before December 31st before I leave. I think that we just need to see each other in person. I really do think it's important. I know I'm making a joke out of it, but I do think it's important that the sheriff has a presence here. I say, we inquired about the coroner. We wanted to know where was the coroner at? I think the sheriff is the second highest-paid position in our county. Is that true or false or is he the highest?

**Councilman Kerley:** I think he's the same as the prosecutor.

**Nick Jordan:** Second, because the Coliseum general manager.

**Councilwoman Curry-Campbell:** The Coliseum is wanted and the sheriff's too. With that being said, I just think it's so important that he shows up. I love the sheriff. I think the sheriff is an awesome person, but when he don't show up, then it makes me feel a little different. I don't want to take nothing out on you because like I said, I did call the sheriff to let him know he still had time to make it here today, so I'm trying to give him-- I'm trying to just stretch this out because he might walk through the door any minute.

**Gary Grant:** He could any minute. Did you want to go through services first then, and then--  
[laughter]

**Councilwoman Curry-Campbell:** I did call the sheriff. Thank you.

**Gary Grant:** Yes.

**Councilwoman Curry-Campbell:** Ooh, I don't know where he at.

**Councilman Kerley:** Proceed.

**Gary Grant:** Okay, thank you. We're here for our appeals today. We're talking about starting out \$127,000 for two sworn officer positions that last year we had an issue with a comptroller issue and we switched comptrollers in those positions were left out of our budget for '21, and we'd really like to allocate those funds for the two sworn officer positions that we're missing.

That's \$63,548 each for the \$127,096. We're wanting to establish a garage and motor line, we have a budget of \$450,000 for gas and garage and motor, we have had a big issue with not being able to get our hands on vehicles, with the shortage that's out there so we're repairing a lot more vehicles. Our comptroller has to switch money we need out of our gas and switch it over to garage and motor to be able to pay those bills.

We're wanting to establish a garage of motor line for \$250,000 to be able to keep up with vehicle repairs, \$85,000 of that increase would be a 3% increase for contractual obligations on the jail side, and then also speaking of the jail, we would like to establish a hazard pay for our confinement division. We would like to establish that in a way that we pay hazard, pay to an employee that stays for a year with us and be able to give them a \$1,500 bonus for completing 12 months of service with us.

When I call it hazard pay, I'm talking about hazard pay because of the conditions in that jail, I know I've spoke with some of you about going in the jail and seeing the conditions that are in there and how deplorable it is, and what we expect these people to do every day and the danger of the position stuff. That's why instead of a retention bonus, we'd more like to call it hazard pay for the work that they do.

We have a big comfort level with the new people that we hire because they're being trained and they're with somebody. We are short-staffed, just like everybody had sat in this seat today and told you that we're hurting for people and we're trying to hire as many as we can as quickly as possible, but we have a lot of officers that are up there working those blocks by themselves.

When they do get cut loose out of training and they have that alone time up there and a couple of months goes by, they realize how dangerous it is and what the conditions are like, and that's when we see them putting in their resignations and walking out the door. I'm hoping this hazard pay bonus after 12 months of service might get them to scratching their heads a little bit and think, "If I stay a few more months, I might get this and then get established there," and hopefully our conditions will get better. We can hire more people and get where we can have two people in every one of those blocks sooner or later, and give them some backup that's desperately needed. That's at a cost of about \$217,500 a year if we have that amount for every position, which would be about 145 officers in there.



**Councilman Kerley:** They'd get that annually?

**Gary Grant:** Annually, yes. For every 12 months, the way we present it to you annually until a new jail's completed, then we could reevaluate. The conditions right now with the hazard pay in that jail are deplorable to say the least.

**Councilman Spurr:** It would start from there, from the calendar year or from their first day of service 12 months thereafter. Then 12 months every anniversary year after.

**Gary Grant:** After anniversary date, we'd like to go to anniversary date. I think Jamie's talked with the auditor's office, and Nick found best that we did anniversary date after looking at it, doing a spreadsheet. We thought it would probably be best to do it during that time also.

**Councilman Kerley:** Question, or going through a wage study.

**Gary Grant:** Yes.

**Councilman Kerley:** If, when we implement the wage study, which we're going to have the results very, very shortly, if the bump, if the pay increase was-- for confinement officers was higher than the \$1,500 a year, would you be willing to retract the hazard pay?

**Gary Grant:** Absolutely.

**Councilman Spurr:** It's the equivalent of 75 cents.

**Councilman Kerley:** That's what I'm saying. If it comes back and it says--

**Gary Grant:** If we can get them the pay increase, and get the pay up there, it's going to attract more people. I don't know that a 15-- I feel the \$1,500 is going to keep our employees there that are already there. I don't think that's enough to attract somebody in the door, but a higher wage would attract the person. Where we're running into issues right now is hiring, getting people to apply for us, and we're doing advertising, we're doing all kinds of marketing things to get our name out there and trying to rebrand ourselves to get people interested in coming into work for us but it's going to be money motivated.

People need to see an hourly rate, if I'm looking to get into a career in, to be a confinement officer or at a jail and I can make a dollar less and go down to Adams County and work in a jail that's got 50 inmates in a great condition, guess where I'm going to go? I'm not going to think about that extra dollar that I'm going to make in Allen County once I see those conditions compared to what I can do down South.

**Councilman Kerley:** Councilman Harris.

**Councilman Harris:** Just one of the challenges when you do pay is does pay retain people, and in my world, my mind, they do time in the jail, if you will, and they want to get out of there. They want to move to another position another--

**Councilman Kerley:** Sure.

**Councilman Harris:** Some do, and so my question then becomes, what is your average tenure for confinement officers?

**Gary Grant:** You'd be amazed in there about how many officers that we have in there that have been there for.

**Councilman Harris:** Average tenure on average. What do you think?

**Gary Grant:** Oh, my gosh. I would have to do those numbers, but I would say no more than three or four years.

**Councilman Harris:** That would be something that I think would be beneficial to track, because whether you pay them or not, these guys may just keep moving on over time. Now wait a minute, and so the thought is if that does, and that is part of the model, then start planning and strategically thinking, "Look, I'm going to hang on to somebody for three to five years and they're moving on, so what do I need to do to make sure my funnel can keep up with this turnover?" Then manage that rather than-- so just a thought.

**Gary Grant:** Now, one thing that we have done, and I think we've mentioned this before and we've had open discussion about this, is hiring from within promoting into police officer from the jail, which has retained employees. It's been an idea that's been floated around for years and years, and years.

Now it's implemented and we're doing it, and-

**Councilman Harris:** So they have.

**Gary Grant:** -according to our jail commander right now, we probably, and our personnel division, we probably have 40 guys working in that jail right now. That the only reason that they're still in our jail is because they know they have a chance to promote into police officer or we could be 20, 30, 40 people down right now.

**Councilman Harris:** Ms. Carrie Campbell.

**Councilwoman Curry-Campbell:** Oh, okay. Thank you so much. You talked about vehicles. Do you have a plan? Because I'm on this environment thing. Do you have a plan to get to zero emissions or EV vehicles of some sort with your cars that you're looking for?

**Gary Grant:** We have looked at them. They're quite expensive.

**Councilwoman Curry-Campbell:** We don't care. Go ahead.

**Gary Grant:** If we have-- we start out with a budget of \$390,000 and if you don't care, I'll throw that in here right now. [crosstalk] Extra million [crosstalk]--

**Councilman Harris:** That is not the official response.

**Gary Grant:** That's a council member with three months to go.

**Councilwoman Curry-Campbell:** Correct, and I--

**Gary Grant:** Here's, and I-- [crosstalk] I would love to answer question because we have looked at those vehicles in there, let's-- we're looking at right now that we're starting to get some bids in for vehicles, and two years ago we paid \$27,000 for a Dodge Charger. It's now \$36,000.

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

**Gary Grant:** That's not with a Hemi V8. Then that's going down to a six-cylinder for our officers to drive a car that's got a six-cylinder in it.

**Councilman Harris:** It's the last year.

**Gary Grant:** It's the last year that they're going to make the Dodge. Now we're moving up into the \$40,000 range for just a gasoline Dodge Durango, \$43,000 for a Ford Explorer. We're not used to paying that, and when we have a budget of \$390,000 to buy cars and we haven't put that in there. Right now, because we didn't buy cars last year or the year before, we're about, if I had it my way, we'd buy 18 cars this year. I have 18 cars that are approaching over the 100,000 mile area and our budget's \$390,000 to buy cars this year so I'm going to be able to buy maybe 10 cars.

**Councilwoman Curry-Campbell:** I want us to keep this in our wheelhouse. How are we going to lower the emissions because you got vehicles, and so if we need to do a pilot program with EVs just to get a number, figure out who, what, where but there's funding, and I know that there's funding for these electric vehicles for counties. The City of Fort Wayne, I want to get on the mayor's agenda because we need to be going after these dollars, we need to be realistic about how are we going to get to net zero, and vehicles is one of the things. Thank you.

**Gary Grant:** I totally agree with you, and I think that has to be maybe a long-term plan because of the infrastructure of charging these vehicles, you can't-- It's very easy for our officer to go put gas in his car. You got to understand, an average county police officer can put 150 to 200 miles a night on his car or in a shift because of the amount of ground that we have to cover. We've heard that so many times that we live in the largest county in the state.

Square miles, we have almost 700 square miles to cover. We're putting a lot of miles on our cars when we're patrolling. That's in a district, it's not the guy driving all over the county. He's in a district almost putting 200 miles. He could stop into a gas station and fill up just like that. Where is he going to go charge that vehicle in the middle of his shift because he's running out of battery?

**Councilwoman Curry-Campbell:** Our committee is going to figure that out.

**Gary Grant:** It's the infrastructure, and then I'm too busy on that committee. I'm too busy for that one.

**Councilwoman Curry-Campbell:** Realistically, we need to be coming up with a plan. How do we get to next level?

**Gary Grant:** I totally agree.

**Councilwoman Curry-Campbell:** I think that need to be part of our strategic plan for any and everything. Especially, we're talking about building a jail. Like I say, these need to be lead buildings. They need to be total electric. I'm just right there. That's what I'm talking about, and I'm going to keep pushing that. I think 10 years from now, are we still going to be - General Motors already said what they're not going to build. I think that we need to really think about this. How are we going to get to net zero? By you having cars, we need to think about that. Thank you.

**Councilman Lagemann:** Councilman Kerley. First of all, I applaud the councilwoman in heading the direction of a grant writer for the county because we can't get those dollars if we don't have a grant writer. Gary, I appreciate you coming. I know how hard you guys work. I want to say that the one time I did have a chance to tour the jail was under Sheriff Freeze when he had the Citizens Academy program which I highly recommend and pass that along to Detroit, because I think it was one of the best things the Sheriff's office could do to provide outreach to folks.

I toured that jail and I've been in a lot of spaces where I may be a little uncomfortable. In fact, I toured about five federal facilities during my time with the US Senate. None of those facilities did I feel at any time at risk the entire time I was in your jail because of blind corners, because of tight spaces, because of minimal sizes, or minimal sized hallways, and because of the population.

I was constantly on guard. I was surprised I got out of there without having an issue. I was scared straight, by the way, so you don't have to worry about me in the future ever being a resident there. The point is I understand what a dangerous space that is for your guys. Can you talk a little bit about how often those guys either end up in the emergency room have an injury that may or may not go reported? How often does that happen?

**Gary Grant:** Weekly. It's not a surprise. In the position that I'm in, I'm in a text stream from our dispatch that tells us when an officer's been injured, crashes, anything amongst a whole sheriff's department. It's a couple of times a week that we have an injury at the jail that involves an officer, whether it's hospitalization or like you said, an injury that's just a black eye, a broken nose, a hurt arm hand from being knocked down to the ground.

It's a violent place. It is. It's a violent place and that's why I said I'd rather call this hazard pay because we're asking these officers to come in there and deal with that every day. It's the conditions, the type of people that they have to learn to deal with, and it's not our choice who's in that jail. That's the thing. We have to house it, we have to maintain it, and we have to operate it. We're not choosing who's in there and who we're dealing with. They have to learn how to deal with all kinds of different personalities within that jail.

**Councilman Lagemann:** I know that you have at least one officer that spent some time in intensive care.

**Gary Grant:** Yes.

**Councilman Lagemann:** Is that officer home at this point, because that was a several month-

**Gary Grant:** Oh yes, it was a several-month thing. In fact, I think I don't want to speak about his condition. He is home. Yes.

**Councilwoman Curry-Campbell:** As far as you spoke about-- Councilman Kerley asked about the compensation study and if I think that hazard pay that \$1,500, regardless of what comes out of the personnel, they still need that hazard pay. Let's leave that on the table because I'm always asking for all what we need. I think that to retain and keep employees that hazard pay is going to be something that I think just needs to remain regardless of the outcome of this study.

**Gary Grant:** I would really agree with that. If I had it my way, I'd say let's give the hazard pay of \$5,000 per officer.

**Councilwoman Curry-Campbell:** I'm with you.

**Gary Grant:** We have to be reasonable about it, and if we can raise the hourly rate, the only reason I said that we'd love to reconsider pulling that \$1,500 if we could raise the hourly rate because we're going to attract people from the outside to come to us.

**Councilwoman Curry-Campbell:** We're going to get that rate increase that we're going to keep that hazard pay. Let's just try to keep saying that part.

**Gary Grant:** This council was grace enough back in 2018 to give the sheriff's department a pretty big raise for the police officers. That has attracted quite a few people to our sheriff's department. Smaller counties look at us and would love to come over to us, but we hire from within now. It's been a great thing. It's raised morale, the officers love it. It's kept people employed with us because they know that they can promote into police officer.

**Councilman Spurr:** We have an idea of who we're getting.

**Gary Grant:** Yes. Oh, we have a huge idea of who we're getting.

**Councilman Spurr:** We've been able to observe them.

**Gary Grant:** Absolutely. Yes.

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

**Councilman Lagemann:** Are you guys able now to get fuel at Lassus Brothers?

**Gary Grant:** Yes. What happened was is they asked us to start filling up at the county barns when gas went over \$4 a gallon because we were 7 cents cheaper a gallon filling up at the county barns. Once we went back under four again, they released us to go back to Lassus. Now, from what I understand, because that actually the original paperwork that you received from us, our appeal request was quite a lot higher than what it's down to now. That's when we found out that the county did lock into a \$2.97-

**Councilman Lagemann:** Like the city did

**Gary Grant:** -for gas, which we had to that original request, we had to base our gas off of being \$4 a gallon and not being locked into a price. We're going to go through a lot more so that request come way down as soon as we found out that they locked in.

**Councilman Spurr:** The only reason for that question was on my way here this morning, I noticed there was two county cars getting fuel at a Lassus, and that's why I wondered if we went from [crosstalk]--

**Gary Grant:** From what we understood, \$4 a gallon was about to cut off there so we could get back there. When we fill up at the north and the south barn and they're at the Pontiac and Clinton, where the service centers at, those are the three locations. Then when we say the largest county, we got guys that are running out of gas out, they're way out in the county and they're running all the way to a barn to try to get gas so they can get to their next assignment

stuff. The Lassus is so much more convenient that they could get to the fill-up quicker. We did it for years and years and years and, and got away with it but it's very convenient if it's not a cost problem.

**Councilman Kerley:** On the board, do you have the new community resource officer from Monroeville?

**Gary Grant:** Yes. I apologize that that's brought up here instead of Personnel Committee because we did not find out that they wanted a full-time officer until after Personnel Committee was over. They called us just a week, or two weeks ago maybe.

**Councilman Lagemann:** Maybe a week ago.

**Gary Grant:** Maybe a week ago. They called and requested a full-time town officer. They had a town marshal for years and years and years and they've not known what to do ever since he retired, and they've used-- They've hired us basically part-time. We have an officer that goes out there and works part-time for him on the side, and they paid him to come out there and do that. Now they've finally said, we provided him the contract because we contract with Hunter Town for two officers in Leo-Cedarville and Grayville for one. We provided them those contracts so they could look that over, and now they've made an official request.

**?Councilman Kerley:** This is paid for in essence or portion?

**Gary Grant:** It's part of our appeal. We threw that in there with the salary, but it's a 100% swap. We'll bring in 100% of the revenue for that portion of our ask.

**Councilman Harris:** Yes. Also, along with that or different from that I guess is your resource officers for schools.

**Gary Grant:** Yes.

**Councilman Harris:** That demand and that request continues. It just keeps coming. Is the state providing any more funds because they keep saying, "Hey, we're going to provide funds for resource officers and there was a national push maybe that we should be doing. Have we gotten any relief coming from the state to [crosstalk]--

**Councilman Lagemann:** Would a grant writer help?

[laughter]

**Gary Grant:** A grant writer would be great.

**Councilman Harris:** In other words is there any discussion from the sheriff's [crosstalk]--

**Gary Grant:** We've heard no discussion from that at all about getting funds for the resource officers. The schools basically are going after that. That makes funding.

**Councilman Kerley:** The state opens a portal every summer, and they have, I don't know what the-- millions of dollars that they allow the schools to apply for, and they can--

**Gary Grant:** The school that's-- it's not really us that's going after those funds, it's the school that goes after.

**Councilman Harris:** With the contracts, how are we doing with those contracts?

**Gary Grant:** 70/30. We do great with them, but they're 70/30 contract because we get them 30% of the time. That's what we created was the bike patrol we have and it's been a huge success. We have our school resource officers now go out on bike patrol, out on all the paths, and on the trails and--

**Councilman Harris:** I'm not suggesting that right now, but any thoughts on, and maybe that's for the sheriff to be here but do we change that to 35% or whatever? It's 70. Wait a minute. 70 is theirs. 30 is ours--

[crosstalk]

**Gary Grant:** Totally the way it is for right now if you're okay with that.

**Councilman Harris:** With the assumption and the thought that the state might be giving these schools more money [crosstalk]--

**Gary Grant:** Schools aren't-- Like Northwest Allen County receive more money. They went back in because they wanted to keep their officer year round. Like Northwest is paying 100% for one of their officers because they keep them through summer school. We provide them that officer year round. They're going after more funds for that.

**Councilman Harris:** In the future that could be a 25% as an example.

**Gary Grant:** Yes, it could. If they want to keep them for summer school and they want to keep them in the school and then there's always talks about them going to school year-round and guess what? They're going to want those officers year-round.

**Councilman Harris:** We might think that way if we're trying to figure out all the expenses that's coming at this function that might be worth-- that's money going to the schools to pay for a service that we're providing.

**Gary Grant:** It just happened yesterday. Nick sent us an email because we had the salary in there of \$63,548 and he included FICA in that and stuff. All those things are included in the pay that is being charged to the towns, the schools. We factor in a vehicle that we provide this officer so they're paying for proportion of that vehicle also.

**Councilwoman Curry-Campbell:** Councilman Kerley, I just Google real fast and we keep talking about grant writers but there's about four or five in here. The Indiana Secured School Safety Grant Program, the Indiana Common School Fund, the Indiana Family and Social Service Administration Funding Opportunity, the Indiana Criminal Justice Institute Safe Haven School. I'm just saying. Partnering with Fort Wayne Community Schools, East Allen, whoever, there's a lot of funding in here for resource officers. The US Bureau of Justice Assistance Grant Opportunity, the US Department of Justice Grant, the US Department of Justice Community Oriented Policing Service Grant.

There's opportunities here to help with the resource officers within the school and maybe we could get an electric vehicle for those resource officers. There's opportunity. Like I say Indiana School Safety Hub that's where I'm at. I and [unintelligible 00:22:45]. Thank you.

**Councilman Kerley:** Mr. Spurr.

**Councilman Spurr:** Just real quick when we talk about contractual and we're essentially lending an officer out to another municipality if you will or like [unintelligible 00:22:56] or whatever not necessarily municipality but another area. When we say 100% we're talking true 100%. We're at--

**Councilman Lagemann:** Cost of service.

**Councilman Spurr:** We're factoring in that fuel cost and everything. Then they're turning in those and then they're reimbursing us for that actual cost.

**Councilman Lagemann:** Do we factor in training on some of those too or not?

**Gary Grant:** Yes. There's a breakdown in the contract. I didn't bring one of the contracts with me so I can't say exactly what it is. It's training. We have to let the towns know too because they have mandated training that they have to leave for. We eat some of that cost on some of the training because we mandate that.

**Participant 6:** Quick question are any of these resource officers dog units K9s?

**Gary Grant:** Yes.

**Participant 6:** They are?

**Gary Grant:** Yes.

**Participant 6:** Okay. I know at one time you'll see some of them that will have dogs with them.

**Gary Grant:** It was actually a huge hit. I think Councilman Freeze would remember when I was the hunter-town officer. He was just becoming sheriff, I think, when I went there and I was the first one to take a dog to the town because I was Hunter town's officer.

**Participant:** How many years ago was that?

**Gary Grant:** [laughs] Moving on, just a couple years ago but it became a huge hit is what it did. Now both towns have had dogs for many years now.

**Participant 6:** The other thing I like--

**Gary Grant:** Town's always had a canine since then.

**Participant 6:** I appreciated the, Tom will get a kick out of this if he's seen it, the resource officer at Heritage that stepped in and played the drums. Did you see that? I thought that's pretty cool.

**Gary Grant:** Yes, we seen [crosstalk]--

**Participant 6:** That was neat. I like that.

**Councilwoman Curry-Campbell:** Just one more thing, Councilman Kerley. There's a grant for K9 LEAP Grant Program. Like I say, there's funding out here that can help with these resource officers with the K9.



**Councilman Lagemann:** Just got to find somebody to write that 200-page grant.

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

**Councilman Kerley:** Any other questions for the sheriff's department?

**Councilman Lagemann:** Thank you.

**Gary Grant:** Thank you. Appreciate it.

**Councilwoman Curry-Campbell:** Tell the sheriff we miss them.

**Gary Grant:** I will.

**Councilwoman Curry-Campbell:** Return my call.

**Councilman Kerley:** Council, planning we'll need in here by 12:45.

**Councilman Harris:** Okay, what time is it?

**Councilman Kerley:** [crosstalk] Are they coming on this side?

**Councilman Harris:** In that case Chris should have landed pretty well.

**Councilman Spurr:** I've got 10 minutes.

**Chris Dunn:** We'll be done real quick.

**Councilman Spurr:** That's what I was trying to say.

**Councilwoman Curry-Campbell:** Oh, we're not rushing you.

**Councilman Kerley:** You've got 10 minutes.

**Councilwoman Curry-Campbell:** That's fine.

**Chris:** Good morning, Chris Dunn with Youth Service Center. Still running? I have two issues that are part of this fund that I'm asking for. One is the positions that we requested go from poll two to poll three that was approved last week by council. Then the other is our budget going from 737 funding over to our full general funding. If you all recall prior to, let me back up.

Youth Service Center bills \$641.46 per child per day in our care to the state. Those funds that come back to the state prior to 2022 were split evenly into our 737 placement fund and then into County General. The council has had us using our part of that money to fund our 200 and 300 series in our budget plus any 400 series that we requested and a small percentage of our 100 series.

A discussion that council had with the county commissioners in 2021 during the budget season started officially in 2022 that all of those funds we get back from the state go back to County General. Now you're getting all of what we bring in from the state, so far this year we have brought in 1 million over 1,600,000 and we still have about four and a half months to go

to bill for to the state. What I'm asking for the second part is to move all of our budget back to County General Fund and no longer fund through our 737.

**Councilman Kerley:** Do you have any?

**Nick:** I wholeheartedly support that. It made no sense the way it was being done. It was the exact same revenue to split 50/50 and then it's extra bookkeeping, extra budgeting, extra reporting if we move it all to the general fund along with the revenue.

**Councilman Kerley:** What did you put in for a revenue estimate for next year?

**Nick:** \$2 million. Let me see here. \$2.2 million.

**Councilman Kerley:** The next question I have is, does the 737 have a balance remaining?

**Nick:** It does and then it potentially will. I believe aren't you double budgeting? I can't remember. [crosstalk] I was going to say Chris does have stuff budgeted in 737 so if it were not to be spent down then for 24 we could put a budget forward to spend whatever's still remaining in fund 737.

**Councilman Kerley:** You probably don't want to keep that account open any longer.

**Nick:** Oh my gosh, no. When we got over 200 funds, we'll get rid of anything we get.

**Councilman Kerley:** That 737 is being spent on items then presently.

**Nick:** Yes. Right now there's \$309,000 in there because Youth Services Chris quit depositing the revenue in there. That's why it just continuously as you can see here it's been from 500 down to 309 now. At the current pace, we may be around 200 at the end of the year.

**Chris:** I have to come in front of council to spend any money on there.

**Councilman Kerley:** I was just trying to get maybe a plan with the auditor that you take capital request in '23 and then at the end of '23 anything that's left we'll just budget it out of whatever your request is for '24.

**Participant 9:** [unintelligible 00:29:22] us. They did submit a budget this year for that fund. I don't remember.

**Chris:** We put in some 400 series items out of there.

**Nick:** It is \$67,100.

**Councilman Kerley:** Any questions for Mr. Dunn?

**Councilman Spurr:** Thank you for waiting patiently.

**Participant 9:** Thank you.

**Chris:** You're welcome.

**Councilman Kerley:** That's the problem when you're at the end of the alphabet.

**Chris:** Start with the Y.

**Councilwoman Curry-Campbell:** Nice jacket.

**Chris:** Thank you. Thanks.

**?Councilman Spurr:** Thanks, Chris.

**Councilwoman Curry-Campbell:** Thanks.

**Councilman Kerley:** We have to move.

**Nick:** Yes, they said they need 15 minutes to set up, we can either move now or you can talk for 10 minutes, I can do my request or--

**?Councilman Lagemann:** Why don't we do that?

**?Participant 6:** Do your request so then we can.

**Councilman Lagemann:** [crosstalk] a half hour break? Because it's going to be a short--

**Councilman Kerley:** No, let him do his request.

**Councilman Lagemann:** Okay, great question.

**Councilman Kerley:** We're going to take it. He's got to go to plan commission so we'll take it. Do your request. Are you going to join us at the table or are you going to-- I'm just kidding.

**Nick:** Council, I have under agenda and I can open up that packet I sent you last night, for 2023 the auditors scheduled at \$102,823, I've requested it to be \$110,000. Looking at it from a couple of viewpoints in that packet I've provided, which I'll pull it up just so we can see it up here.

The first angle that I looked at it from is if the auditor was a gridded employee in 2017, we did grid adjustments, if it was a potentially gridded employee between classifications of either PAT seven or PAT nine. I'm making an assumption there, I don't know where it would actually fall. The average salary given at that time was 1.98%. Excuse me, the average increase in salary for grid positions of PAT 7 through 9, the average is 1.98% from the last compensation study.

If you would throw that in here in 2017 that's what it potentially would've been, in 2020 we gave a 27th pay that was continued over into '21 as the raise for that year, that equated to 3.8%. Elected officials didn't receive it because they don't receive the 27th pay. If you would factor that in as well for 2023, the auditor's off-- Excuse me, the auditor's salary would be scheduled at \$108,782 if it were treated as a gridded employee and receive the 27th pay.

I also looked at other counties as a comparison, there's a little blurb here, I don't think that's the greatest comparison, but that's everybody's perspective. Reason being counties handle it differently, as you can see on the next page. Oops. I've put some counties here as an example, Lake, which has a population bigger than ours, the council has an administrative financial director, we don't have that here.

Their auditor on the other hand, this is '21 salaries scheduled to make \$70,000, but their admin financial director makes \$160,000. I've included other positions here, again, I'm happy to discuss differences, but county auditor office is different. Some have the HR function in the auditor's office, some are separated as they are here, various different things.

**Councilman Kerley:** I will, not to interrupt, but I'm going to interrupt. [crosstalk] One thing that we found out at AIC that Paul and I picked up on and maybe you guys heard too, when we were in that county council meeting, is there a number of county councils that have hired a finance director or have hired accounting firms to come in and basically do the job of the auditor because the auditor that has been elected does not have the training or the qualifications necessary to do the job.

I'm not trying to dig on any auditors. It was a discussion point in county council meetings. We are lucky that we have had two successive CPAs that are qualified to do the job, and that's something we need to take into account, I think, when we look at some of these positions like surveyor, auditor, treasurer. A county our size we need to have a pay structure that will invite qualified people to fill those positions, but maybe have a safety net that if somebody that's not qualified for the job does get elected, much like has happened in the surveyor's office, that there's a penalty or an automatic reduction. Councilman Harris.

**Councilman Harris:** Yes, I was just going to mention also along with that, is that sometimes even government employees, but citizens in the community may not realize that that auditor oversees all the funds in the county, not just the county budget. They're working with all the schools and airport, everybody. They're talking to you and whether it's you, the-- Nick or the auditor itself, that role plays a significant role beyond Allen County Government's budget.

**Councilman Lagemann:** Well, including federal compliance, which is a total pain in the neck.

**Participant:** They can be.

**Councilman Lagemann:** The other thing that we've heard, and as I've done a little bit of digging around the country, many local units of government are targeting-- are utilizing certifications that are appropriate to the office. For instance, an accountant who's an auditor, a treasurer with an MBA or advanced finance degree, a master's in finance, a surveyor, or what have you with specific qualifications where they're required. A coroner who can actually do autopsies, that sort of thing. It is those kinds of qualifications that we should be considering, and I think maybe have a real break for that in the future.

**Councilman Harris:** Even this auditor, I forgot to mention, but this auditor oversees that budget for the second largest city in the state.

You work with them?

**Nick:** We work with them, we passed and we received the property taxes and other taxes and distribute them too, but they have aptly qualified whether it be that they oversee their own and then they have their-- the boards and bodies approve them. The conversation that you're having, it is important to note them because I always like to provide options. Allen County and every county can go the completely opposite route.

For the fact that it's an election, you don't know who you're going to be left with when the time comes. You can hire the consultant and have the peace of mind that whenever consultant A, B, C, or D will have those aptly qualified people. Then you can reduce the salary knowing that, hey, we're not going to rely on you to do these things. We're going to go with this consultant. That's all we try to do because we've had qualified people to do it. Whether it be Jackie, my Finance & Budget Director or on the property tax side, Renata, we've had qualified people to do it.

There may come a time when you say, "Hey, this isn't working anymore, we need to go the other way." That's not what it is now. Just to finish going through this. When you're touching on other agencies, you will see, I didn't put any names here, but I put the titles of the officers of the four school corporations [unintelligible 00:37:08], Wayne Airport, City Link Library in New Haven, because they're similar size, it doesn't make sense to grab Wood-burn or somebody that's unworthy.

This is a 2021 actual salary where the auditor ranked. Even if you bump the salary up of the salaries that have been given you can see where they would fall. That doesn't even change any of the other salaries of the other officials there. I'm going to skip the other pages like I've noted in my email with each charge. I also included snips for Robert Half, which is nationwide salary guidance if you wanted to look at that. I'm happy to talk to him.

There is no monetary aside from staying within our budget allocation. I did make a note here. Since I've taken office in '17, almost 25%, 24% of annual raises have been given, we've only increased the auditor's office budget 5.5% from '17 to where we're at today in '23. Personnel's down from 24 to 18 people. We try to find the efficiencies we can and do things. I hope you take it under consideration and grant it as requested, not only for me but also for when the county does need to bring somebody new and that you get somebody aptly qualified.

**Councilwoman Curry-Campbell:** Question.

**Nick:** Yes.

**Councilwoman Curry-Campbell:** I know we want to make this fast for you, but thank you so much for what you do. My question is, is there a secession plan? Is there anyone that you are having shadow you or anyone that's in-- I'm just asking for a friend. I'm just asking for a friend.

**Nick:** We've had that discussion and as of right [laughs] Jackie's got a lot of tenure here so her succession of me might be retirement. That is something that you've all-- If I would have, but you got to remember it's an election.

**Councilwoman Curry-Campbell:** I do.

**Nick:** Even much as you try to provide a secession plan, the election will determine that outcome.

**Councilman Harris:** Then that appeal amount that you've given us on paper, you're not on this sheet?

**Nick:** No. You see we're giving back 51,000 even with the request that's in there because we had [crosstalk]--

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

**Councilman Kerley:** We are going to break so that plan commission can use the room. Paul says 30 minutes, so I'm going to give him 45. Let's convene back here at 1:45 to do the final part of the budget hearing. Okay?

**Councilman Harris:** That's an hour and we're in.

**Councilman Kerley:** Yes, that's an hour. Let the fun begin.

**Councilman Kerley:** It was a quick meeting, Mr. Lagemann.

**Councilman Lagemann:** As I said it would be.

**Councilman Kerley:** You got the spreadsheet version up?

**Nick:** Yes. I got the spreadsheet version up. You guys have heard everything at this point. Now, it's a matter of how you want to go through approving or cutting, or adjusting. Then as you do that, I will make the changes on the fly so that you can see how the numbers fluctuate and I'll minimize out so you can see the big picture.

**Councilman Kerley:** The first thing I want to bring up is the commissioners have agreed to pay for the security upgrades at the treasure's office immediately out of this year's funds to get it done quickly. We can take that off.

**Nick:** [unintelligible 00:40:54] ?

**Councilman Kerley:** Probably out of [unintelligible 00:40:57], but it's coming out of this year's-- They're doing it with due haste.

**Councilman Fries:** Mr. President, I have some that I have just written by here to approve without any changes, and I don't know if you want to go do it that way and look at them or how you want to do it and discuss each one.

**Councilman Kerley:** Well, the next thing I was going to do is, I've talked to some departments and we have to vote on these, but these would be cuts that aren't up there. We still have to vote to approve them. The first one is I spoke with ACJC. They did not offer any reversions based on their prior rollover, which was \$500,000 to \$600,000 a year. They agreed to do \$150,000 reversion. If we all agree, we would lower their allotment for next year by \$150,000.

**Councilman Fries:** Do you need a motion and a vote?

**Councilman Kerley:** Yes.

**Councilman Fries:** I'll make a motion.

**Councilman Lagemann:** Second

**Councilman Kerley:** Motion and a second. All those in favor to say aye.

[crosstalk]

**Participants:** Aye.

**Councilman Kerley:** Motion passes 6-0-1(Sheila).

**Councilman Harris:** Any particular thought on why that happened at \$150k?

**Councilman Kerley:** They had a large rollover. They thought that the raise and the reallocations were going to eat all of it up, and it only ate up about half of it. We split the difference with the rest of the average--

**Councilman Harris:** Because what we discussed that we were just looking at 100. That was the reason for the--

**Councilman Kerley:** They had 600. The re-assignments or the re-classifications added about \$300,000, \$320,000. That would've left a potential still \$300,000 of average rollover. I said, "Is \$150,000 doable?" Shane felt that he could probably make it work.

**Councilman Harris:** One of the questions I would have is before we identify those that we either agree or disagree with, we know that we're going to end up with additional funds require, or we're going to have to come up with additional funding.

**Councilman Kerley:** Potentially, which would come from rollover.

**Councilman Harris:** Okay. That's what I'm asking.

**Councilman Kerley:** In general fund.

**Councilman Harris:** If, are we going to have enough or are we going to have to pull that from some other location?

**Councilman Kerley:** We've got \$41 million in rollover.

**Councilman Harris:** Are we?

**Councilman Kerley:** We're fighting over.

**Councilman Harris:** I'm going to get a little dicey here.

**Councilman Kerley:** \$700,000.

**Councilman Harris:** Cutting for the sake of cutting, or am I cutting because I need to cut, and then if I don't need to cut, does that change my mindset that if I've got the funding available, that may have some impact on whether I feel like we should cut or not cut. I guess right?

**Councilman Kerley:** Well, [unintelligible 00:44:07], maybe you can clarify this. If we get to a point where we're still in the red, you just increase the rollover.

**Nick:** Yes. I was right. When we were selling this as far as approving a balanced budget, our cash reserve in the general fund is more than sufficient for next year, many years unless we would have a big expenditure. For DLGF approval or county council approval were passing a

balanced budget, it's just you're funding a portion of it from reserves on hand, cash on hand, and not just new revenues coming forward.

**Councilman Lagemann:** Quick, Councilman Kerley, what is the average rollover of the last five years?

**Nick:** The last five years is going to be probably 3 million to 5 million, 3.5 million to 4.5 million for sure.

**Councilman Kerley:** I think the exercise that at least I try to do is get that number as close to neutral based on existing revenue as possible.

**Councilman Harris:** You're forecasting how much rollover for this?

**Nick:** Again, there's \$3 million in here because we used approximately \$2 million for the 2% bonus that would've otherwise rolled over. You have to also keep in mind has been mentioned by many, many people today, yesterday, every day that the staffing still remains an issue. Your biggest department on staffing issues, the jail, they didn't submit anything saying, "Hey, we need less." Unless there's a miracle when they hire next year, they will still have staffing issues. ACJC may have staffing issues and they're going to have-- For sure, you're going to have a large chunk of rollover again.

**Councilman Kerley:** Yes. That was one of the discussions with ACJC. In their budget they submitted, they funded all those positions at 100% for the year. It usually doesn't happen. That's where some of that money's going to come from. We took DPS off the board at the beginning of the day where DPS found their money as they went through month by month and just looked at-- They know some retirements are coming and so the person that they hired a replacement is not going to be hired in at step eight. They're going to come in at a step two, and then they'll be savings there.

**Councilman Lagemann:** He calculated when the steps kicked in and he found more than enough to cover that budget.

**Councilman Kerley:** I appreciate that he did that, and that's part of what we see in probably a number of departments. You might have seven or eight employees that are getting a step increase. If that step doesn't kick in until November, that line item is budgeted for that higher rate the entire year. There's natural rollover in that position. That happens across multiple departments. It's going to create rollover just the way we do our budget process.

**[unintelligible 00:47:09]** department heads that dig in. They can hone in on that number and say, "Hey. Based on when these are going to kick in, I've got extra money that--"

Now it might mean next year they have to come to us and ask for an appeal, but then they would explain that we only paid this employee at this rate for 3 months out of the 12. The other reversion that we're going to take out that I've talked with the commissioners about, I've talked with the commissioners' finance director is, right now, county maintenance has a \$50,000 reversion.

We're going to up that to \$100,000. They've had considerable rollover for the last few years. It was a project I hear just to get them to do \$50,000. Speaking with the commissioners, they were comfortable with that number. I think Nick was comfortable with that number. Their



finance director was comfortable with that number. Those are the two that we already voted on ACJC. We would need to vote on this one as well.

**Councilman Fries:** Make a motion to approve that from the going \$100,000. The building & grounds maintenance.

**Councilman Lagemann:** Second.

**Councilman Kerley:** Motion and second. All those in-- Any other questions?

**Councilman Spurr:** I was just explaining when she stepped out there was a vote taken past six zero. That was just for-- I'll let you explain that.

**Councilwoman Curry-Campbell:** I do apologize for walking out. It was emergency. I needed to take the call.

**Councilman Kerley:** I understand.

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

**Councilman Kerley:** It's been one of those days.

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

[laughter]

**Councilman Kerley:** She's been in one of those days. This would be a vote to take the reversion on county maintenance from \$50,000 to \$100,000. We have a motion and second. All those in favor say aye

**Participants:** Aye.

**Councilman Kerley:** All those opposed? Okay. Motion passes 7-0. What we did while you were gone was I had spoken with ACJC. They had significant rollover. They submitted a flat budget. When we went through and crunched the numbers, those re-classifications we did only took up about half of their rollover. I spoke with them and we split the difference. Shane felt that \$150,000 cut in their budget, they would still be able to live within that.

**Councilwoman Curry-Campbell:** Thank you, sir.

**Councilman Lagemann:** Was there a change in the sheriff's request too?

**Councilman Kerley:** They had submitted that yesterday, and Nick had already--

**Councilman Lagemann:** They've reduced their fuel. It was \$840,000 back to \$450,00, so we took \$390,000 in the garage and motor, we took another \$100,000 off based on their changes. As far as the retention bonus, you guys are going to handle that.

**Councilman Kerley:** Their original budget that they submitted had an appeal for about \$1.23 million. Then I had some conversations-- Paul had some conversations with Mr. Grant and they went through their numbers and found about \$500,000 to take out before we even had this meeting and that was voluntarily. That left them with an appeal of about \$733,000.

**Councilman Fries:** Do you want to talk about the sheriffs now, or do you have more reversions?

**Councilman Kerley:** I'm done with the reversions.

**Councilman Spurr:** Well, just for clarity, prior to it was referred to as a retention bonus. Now it's going to be in perpetuity, that's the argument, right?

**Councilman Kerley:** My understanding was it would be until a new jail was completed.

**Nick:** Well it's subject to council approval, the salary ordinance every year. If a majority of the council in any given year wanted to change it, you're only guaranteeing one year on anything. Just like a salary budget.

**Councilman Kerley:** I got you.

**Nick:** You can put it in there this year and the next year council says something to--

**Councilman Spurr:** I just say in my discussions, it's my understanding, it's just gone from the one-year idea to a definite.

**Councilman Fries:** I have an issue with that. If you look at the bad guys get to jail, how? Policemen arrest them. The policemen are dealing with them on the first place, but they don't get that \$1,500 hazard pay. I have issues with that, but I don't know what process you want to do, if you're going to start at the top and work your way down.

**Councilman Spurr:** Councilman Kerley, what I'd like to do is just try to get through these and then have a more substantive discussion about the retention bonus, if that's okay?

**Councilman Harris:** That's on this list.

**Councilman Spurr:** Yes, that's on the list. When you say-- [crosstalk]

**Councilman Harris:** Oh, okay.

**Councilman Kerley:** Let me ask this. If I would just-- Let's do a process where maybe we go department by department. If there's no object, if there's unanimous consent on any department, we go ahead and approve it. If there are any dissents, we agree to go to discussion. Are you guys fair with that? Just start at the top and ask for a motion. After the motion, ask if there are any dissents and if there are any dissents, then I'm asking you to do this.

**Councilman Fries:** You like me to make the motion. I would make.

**Councilman Kerley:** Yes.

**Councilman Fries:** We'll start with CCP. I'll make a motion to approve the \$525,570 for operations, because the cash is going.

**Councilwoman Curry-Campbell:** Second.

**Councilman Kerley:** Are there any dissents? Okay, we have a--

**Councilman Harris:** Can I just ask on this? I would like to be able to discuss some of this without necessarily dissenting. I'm not wanting to discuss this item, but there are other items I want to discuss, but I don't want to say that I'm against it. I'm just simply wanting to--

**Councilman Kerley:** You want to. Just say, "I would like to discuss it."

**Councilman Harris:** That's fine. That would be better. Thank you.

**Councilman Kerley:** If there's no dissensions on this one, we have a motion and a second. All those in favor say aye.

**Audience:** Aye.

**Councilman Kerley:** All those opposed, there's not going to be any so that one's in 7-0.

**Nick:** Coop extension would be next.

**Councilman Kerley:** We'll just do them all. Okay, coop extension.

**Councilman Fries:** I'll make a motion to approve the \$53,687 new position and Purdue rent increase.

**Councilwoman Curry-Campbell:** Taking second.

**Councilman Fries:** Any dissensions? Okay. Having said that, all those in favor say aye.

**Audience:** Aye. Motion passes 7-0

**Councilman Harris:** Aye. I took a little extra seconds.

[laughter]

**Councilman Fries:** There was a little reluctance. Make a motion to approve the coroner's office for autopsy and removal fee \$70,377.

**Councilman Spurr:** Second.

**Councilman Kerley:** Motion is second. All those in favor say aye.

**Audience:** Aye. Motion passes 7-0

**Councilman Fries:** IT \$384,546 for HRIS and Accela.

**Councilman Kerley:** We'll need further discussion.

**Councilman Fries:** Is there a motion? I made a motion.

**Councilman Kerley:** Yes, but we're going to need the discussion.

**Councilman Spurr:** Second.

**Councilwoman Curry-Campbell:** Second.

**Councilman Kerley:** The further discussion is we have the potential to possibly move it over to Cum cap.

**Councilman Harris:** In general what's that mean that potential?

**Councilman Kerley:** Well, the only representative from the commissioner's office is their finance director, so she's drawing the short straw today.

**Councilman Harris:** Perfect.

[laughter]

**Councilman Kerley:** Would you like to?

**Councilman Harris:** Yes.

**Councilman Kerley:** Come up and talk about the pros and cons. I know you've not discussed all of this stuff with them, but I know you pay some--

**Jill:** Jill Williamson, controller, Allen County commissioner's office.

**Councilman Harris:** Controller, finance director, maybe I gave you--

**Councilman Kerley:** I don't know if I promoted you or demoted you.

**Jill:** All the same job, right?

**Councilman Kerley:** Yes. I briefly talked with the commissioners yesterday about possibly moving the IT over to, or some of the IT over to Cum Cap, obviously Therese. I think, heading back from AIC and some of the other commissioners have been in another meeting, so you're the lucky one that gets to be here today. Are there funds available to do that? Could it cause problems later in the year where they may have to come and ask for additional funding?

**Jill:** If you look at our cash balance right now, yes, there appears to be money available in Cum Cap. Part of that is money that has been set aside for the demolition of the north campus up on Carol Road for the Byron property. Once that gets bid for the demolition of everything up there, that is going to eat into our cash balance. That's where some of the concern comes from on my end to pull that money from Cum Cap. We would have a better idea in next year.

Maybe even at the beginning of the year. It just depends on the whole process for that bid process for the demolition. I'm leery when I'm looking at my cash balances and what projects I know that are out there coming up, but we potentially might have the money.

**Councilman Spurr:** If you feel like it's close, we could always make up the difference next year if you come back and say, "Hey, the bids came in higher than we anticipated," or, "Hey, we don't need it. We're good to go." It's a little bit of a crap shoot, because we just don't know how much construction and demolition is going to cost in the coming year. Based on the last couple of year's trends, it seems to be going down. The last six months' trend, it seems to be going down, but it's just hard to guess. I understand.

**Jill:** It really is and it's a large project.

**Councilman Fries:** Didn't Ed say that they had to have a contract signed in November of 2022? I think I read that in some place because they signed it.

**Nick:** It's his appeal it says, but he was using this year's--

**Councilman Kerley:** He's using some of this year's money to pay [crosstalk].

**Nick:** His documentation is using this year's service agreement, because that'll cover the-- I think it was \$100,000 and some.

**Councilman Fries:** We're trying to beat a price increase too.

**Nick:** If they had it signed by a certain date before and that's why he's using this year's money. He already has budgeted for that.

**Councilman Kerley:** He's got money this year to start the contract. This would be the recurring fee. Initially, I think it was three or four years ago when we started moving to more cloud-based services. We had started progressing at least I think on the Microsoft Office stuff. We were splitting the fees 50-50 between the general fund and Cum Cap.

In this situation, if you guys took on the new costs it would still be in a similar type of arrangement where you're taking on the new increases and we're still paying the historical load that was there. We can't commit money to the Cum Cap. I don't think you have to request it, but is it something you think it is feasible? I know we're putting you on the spot. [chuckles]

**Jill:** It's definitely going to have to be something we would have to look at once we get through this year or through the bid process for Byron. It's not anything that we couldn't revisit.

**Councilman Fries:** I'm going to withdraw my motion because I know I read on there that if we sign it in November, they'll postpone their first payment to February 1st. By that time we'll certainly know, I would think, what is available and what isn't.

**Councilman Kerley:** That's for Accela, but that's not for the HR software.

**Councilman Spurr:** What was that, Ceridian or something like that?

**Councilman Kerley:** I think the HR stuff is--

**?Participant 4:** One second.

**Councilman Spurr:** Well if you can amend your motion, and request that the person that seconded your motion accepts that amendment.

**Councilman Fries:** My amendment would be to withdraw it.

**Councilman Spurr:** I seconded it, did I?

**Councilwoman Curry-Campbell:** Second?

**Councilman Kerley:** Withdrawn

**?Participant 4:** Let's circle back to that.

**Councilwoman Curry-Campbell:** Is that what you're doing, withdrawing?

**Councilman Fries:** Yes, I'm going to withdraw until we find out what the numbers we're really going to look at then. We're really not going to look at the \$384,000 then if we can put Accela on hold until the commissioner is able to pay for that. Cum Capital will know by February 1st of 2023. Ed has already got everything in place to sign it in November, so we get that pushed off to the 20 February.

**Councilman Harris:** As long as he can sign the contract if you don't have appropriation to pay for it.

**Nick:** You have to sign a prior too, Kenny.

**Councilman Kerley:** Let's come back to this one.

**Jill:** Thank you.

**Councilwoman Curry-Campbell:** You can phone a friend if you want to in the middle, oh yes, just tell me about that.

**?Participant 4:** Going upstairs and ask a couple of questions.

**Councilman Spurr:** It's dangerous stepping up too by the way. We appreciate it.

**Councilman Kerley:** That's the Cum Cap balance.

**Nick:** Yes, I was just going to point out that Byron or no Byron back to 2009 the balance has been over \$2 million.

**Councilman Harris:** In Cum Cap?

**Nick:** Yes.

**Councilman Spurr:** That's the black line?

**Nick:** Yes. Fund balance.

**Councilman Kerley:** Just under eight million?

**Nick:** Yes.

**Councilman Kerley:** Even after they spent \$4 million to \$5 million on Byron it still would drop it to three.

**Councilman Fries:** It's still a substantial amount of money.

**Nick:** Are the elevators coming out of Cum Cap? We haven't fixed those in 20 years. I wouldn't expect those have to be redone every year. You can pick one project, I picked another. This just shows the historical Cum Cap. You can use economic development for any allowable purpose.

**Speaker 6:** The other piece is the HRIS inside of that number though.

**Councilman Kerley:** That was C.

**Nick:** Yes. That's 100 -

**Councilman Kerley:** \$141,017.

**Nick:** Yes. Then he also has the other part of the Accela thing was the \$101,500. There's the three bullet points. The 140, 117 in the S Cube was \$101,500.

**Councilman Fries:** That's still tied Accela?

**Nick:** Yes.

**Councilman Kerley:** The 140 is specifically tied to Nancy.

**Councilman Fries:** Didn't she also say there was a \$90,000 fee?

**Nick:** That she would come back next month or whenever that is. She'd get 4 out of 2022 additional appropriation. That would need to be paid before the 23 at least that's what was discussed earlier, or what I took from the earlier explanation.

**Councilman Spurr:** That was my understanding to.

**Councilman Kerley:** The motion will be for \$141,017, is that correct?

**Nick:** Yes.

**Councilman Fries:** I'll make that motion for a 141000-

**Councilman Kerley:** 140,000.

**Nick:** 140,000.

**Councilman Kerley:** 117.

**Councilman Fries:** \$117.

**Nick:** Yes, \$140,117.

**Councilwoman Curry-Campbell:** Second.

**Councilman Spurr:** For the HRIS software.

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

**Group:** Aye.

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

**Councilman Harris:** Now what about Accela as I thought to do what with that at this point because--

**Councilman Fries:** She's checking with the team.

**Councilman Harris:** Are you checking with anybody, or no?

**Councilman Kerley:** I'll say we have the Cum Capital.

**Councilwoman Curry-Campbell:** You're phoning a friend.

**Councilman Spurr:** Since we split the requests, are you more comfortable with only doing the Accela out of Cum? It went from \$384,000 to \$240,000.

**Nick:** \$244,000.

**Councilman Kerley:** Usually it's Chris doing your job.

**Jill:** Normally it is-- I don't feel comfortable saying anything on behalf of the commissioners. I would rather have them make that call.

**Councilman Kerley:** I mean their balance is pretty strong on that Cum Cap fund.

**Councilwoman Curry-Campbell:** Maybe they'll sign before our meeting them.

**Jill:** If you deny it they can always come back.

**Councilman Kerley:** Would the wish of this body be that the Commissioners carry those expenses in Cum Cap?

**Councilman Harris:** Yes.

**Councilman Fries:** I'm going to make a motion that we move the other \$244,429 to Cum Cap for the Accela program.

**?Participant 4:** Second.

**Councilwoman Curry-Campbell:** Second.

**Councilman Kerley:** We have a motion and a second to request that the Commissioners--

**Councilman Harris:** Yes, is that a request?

**Councilman Kerley:** It's got to be a request. Request that the commissioners would--

**Nick:** We can't build a budget on there so we either have to-- We are either appropriating the money or we're not appropriating it.

**Councilman Kerley:** We're requesting that they carry it and then the next step would be denying it out of the general fund.

**Councilman Fries:** Then if that were to become a problem they can come talk with us, and we can pull it to do something different and replenish or whatever we need to do.



**Councilman Spurr:** We can't ask this with a request.

**Nick:** No, you'd have to say you're adopting. If the dollar figure was \$384,546 you approve \$140,117 so the \$244,000 and some change, do you want that in the general fund budget or not? That's the motion that needs to be made.

**Councilman Spurr:** It's a self-fulfilling prophecy.

**Councilman Kerley:** We've approved the \$140,117.

**Nick:** So the remainder that you have so either approve or deny to put in the budget, I can't-

**Councilman Kerley:** I get you.

**Nick:** -budget [unintelligible 01:05:58].

**Councilman Kerley:** What we are is we're going request the commissioners to do then the next motion would be to deny it.

**Nick:** You don't need to know that's fine.

**Councilman Kerley:** Okay, so there's a motion to request that the Commissioners would pay that, all those in favor say aye.

**Group:** Aye.

**Councilman Fries:** Motion to deny the \$244,429 for Accela through IT.

**Councilwoman Curry-Campbell:** Second.

**Councilman Kerley:** Motion to second, any further discussion? All those in favor say aye.

**Councilman Harris:** Wait Mr. President, there's a bit of confusion. Why don't you articulate our position?

**Councilman Kerley:** The position was articulated that we just passed a motion to ask the commissioners to carry that in Cum cap.

**Councilman Fries:** I see that was an ask.

**Councilwoman Curry-Campbell:** That is an ask.

**Jill:** [unintelligible 01:06:41] advertise so you can't obviously put it in there.

**Councilman Kerley:** We can't put it in there. They would have to amend their Cum Cap before we vote on it in October to include that line.

**Councilman Harris:** This motion is to take it out of the budget.

**Councilwoman Curry-Campbell:** To take it out as of today.

**Councilman Kerley:** Take out of the general fund.

**Councilwoman Curry-Campbell:** It will come back.

**Nick:** By denying that you're forcing them to find it somewhere, so the request has become a-

**Councilman Harris:** Which is a point of clarification.

**?Councilman Lagemann:** Chairman, I'm a little uncomfortable with that in that I don't want to screw the process up, or drive the cost up on this thing, and have us, have local government scrambling to try find these dollars for that. We can get a quick answer.

**Councilman Kerley:** I think Kenny's point though was the first payment isn't due until February.

**Councilman Fries:** February so we have time to work on that.

**?Councilman Lagemann:** Understood.

**Councilman Kerley:** Since the first contract for payment isn't until February, a worst-case scenario is we could appropriate those funds in January if we approve the project in October and November. Is that what you were thinking?

**Councilman Spurr:** Yes.

**?Councilman Lagemann:** When we vote I'm going to abstain, just because don't like the message it's sending, but I completely like the direction we are going, it's just a weird position because I sit as the chairman of JPOB, and I can't vote against JPOBs budget. I just feel that's conflicting.

**Councilman Kerley:** I'm in the same situation.

**Councilwoman Curry-Campbell:** I appreciate it, and I feel bad even making this second because I don't like going up against the Commissioners, but I do it this time. I'll phone a friend we might thank you.

**Jill:** I have had confirmation. We will carry the cost in 2023. We'll revisit for 2024.

**Nick:** Okay, perfect.

**Councilman Kerley:** Thank you.

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

**?Participant 4:** That's settled then.

**Councilman Harris:** Thank you so much.

**Councilwoman Curry-Campbell:** Feel better now.

**Councilman Harris:** We thank them for that.

**?Participant 4:** Thank you.

**?Councilman Lagemann:** I will not abstain.

**Nick:** Right now you have a motion to deny.

**Councilman Kerley:** Yes, a motion and a second, call for a vote.

**Councilman Harris:** All those in favor say Aye.

**Group:** Aye.

**Councilman Kerley:** I abstained because I'm on JPOB.

**Councilman Spurr:** I'll abstain too because of JPOB.

**Councilman Kerley:** So it's 5-0-2(Paul & Kyle).

**Councilman Harris:** You're not denying the overall [unintelligible 01:09:06].

**Councilman Spurr:** Yes, because we are JPOB.

**Councilman Harris:** It's simply different.

**Councilman Kerley:** I know I get it. That was IT. Sheriff, are you going to save that one for the last.

**Councilman Harris:** Talk about the prosecutor.

**Councilman Fries:** We got prosecutor and Sheriff. I have issues with both of those.

**Councilman Kerley:** Surveyor.

**Nick:** Surveyor.

**Councilman Fries:** I have an issue with that one too.

**Councilman Kerley:** In Youth Services?

**Councilman Fries:** Youth Services I don't have any issues, but Youth Services I make a motion to approve the \$486,458 personnel 200 300 series expenses.

**Councilman Spurr:** Second.

**Councilwoman Curry-Campbell:** Second.

**Councilman Kerley:** Motion in multiple seconds, hearing no objections, all those in favor say aye.

**Group:** Aye. Motion passes 7-0

**Councilman Kerley:** We are left with Sheriff, surveyor, and prosecutor.

**Councilman Fries:** The prosecutor came before the sheriff. Nick, where's Nick? Okay, I make a motion to approve.

**Councilman Kerley:** Oh yes because Nick's is not an appeal.

**Nick:** No you have to--- Well you have to approve everything on that about you.

**Councilman Kerley:** Yes.

**Nick:** Those are all going to be put into the salary ordinance that you're going to approve next month.

**Councilman Fries:** Make a motion to approve the 2023 salary reclassification for the auditor. \$102,823 to \$110,000.

**Councilman Spurr:** Second.

**Councilwoman Curry-Campbell:** Second.

**Councilman Kerley:** Motion and a second. Any further discussion? Hearing none. All those in favor say aye.

**Group:** Aye.

**Councilman Kerley:** All those opposed? That was already in your budget. That didn't change. Motion passes 7-0

**Nick:** No just like if you think each month you have to process our ordinance and you have to pass an appropriation, so that's what you have to do to both actions yes.

**Councilman Fries:** I guess we can be getting discussions because I--

**Councilman Kerley:** Cooperative extension we already passed the budget, so we got to do the salary ordinance there.

**Councilman Fries:** We already passed it.

**Councilman Fries:** Yes.

**Jackie Scheuman:** I'm going to put it in the salary [unintelligible 01:11:03].

**Councilman Kerley:** Got you. Okay.

**Jackie Scheuman:** If you're okay with [unintelligible 01:11:07].

**Councilman Kerley:** Prosecutor.

**Councilman Fries:** Prosecutor's office, they're requesting two deputy prosecutor and special occupation 90 and two investigators. I would prefer to give him one each. One new deputy prosecutor and one new investigator. Primarily because they're still not going to be able to move these cases through court any faster. You've only got a certain a finite number of judges, and they're not going to get them through any faster. If you put two deputy prosecutors and two investigators on. I say we start out giving them one each, and if they still need more.

**Councilman Kerley:** I'm agreeable to that that later.

**Councilwoman Curry-Campbell:** Is that a motion or a statement?

**Councilman Fries:** It's just for discussion.

**Councilman Kerley:** I think that at this stage it's probably fair.

**Councilman Harris:** The flip side to that is that we had what potentially is our new prosecutor setting here stating that he'd be willing to say that's it. and he would not be back in January for restructuring, which we always have with new elected officials. In this case he might be back for requesting those two, versus if we pass this today, he's in essence saying he won't be back.

**Councilman Kerley:** I can say no twice.

**Councilwoman Curry-Campbell:** I would say no, I won't be here but yes, say no twice.

**Councilman Kerley:** Yes.

**Jackie:** They currently have four open attorney positions.

**Councilwoman Curry-Campbell:** Exactly.

**Councilman Fries:** When they did come to personnel she had an argument that with all the prosecutors' races going on there're going to be some deputy prosecutors that aren't going to be happy with the new prosecutor, and they're going to look for someplace else to go, but those four positions I still think-- We're looking at trying to get the employees a 5.5% pay increase countywide, and we need to get our budget down to-

**Councilman Kerley:** Something close.

**Councilman Fries:** -something close. I think I'd rather do a need than a want, and I can see that they would need one in each of those positions, and probably want two.

**Councilman Kerley:** What's that change, \$146,205?

**Councilman Fries:** About \$162,000

**Councilman Kerley:** \$145,000.

**Councilwoman Curry-Campbell:** There's currently four positions open in that department. Is that true or false? True.

**?Participant 4:** Yes.

**Councilwoman Curry-Campbell:** Okay, so yes I think we could give them one, one. Makes sense to me.

**Councilman Harris:** They still have the four positions are all funded that they have been.

**Councilwoman Curry-Campbell:** Yes they are in their budget.

**Councilman Harris:** Those are attorney positions?

**Jackie:** Yes.

**Councilman Harris:** Do they have investigator positions then?

**Jackie:** They have two.

**Councilman Kerley:** That are open?

**Councilman Harris:** That are open? That are funded already.

**Councilman Spurr:** This would take him to three and five.

**Councilman Fries:** Well then I will make a motion. Let's see if it for the discussion to for the county prosecutor one new deputy prosecuting attorney to special occupation. \$90,000, 37.5 hours a week exempt, and one investigator pad four \$56,205, 37.5 hours non-exempt.

**Councilwoman Curry-Campbell:** Second.

**Councilman Kerley:** Motion a second. Any further discussion? Hearing none. All those in favor say aye.

**Group:** Aye.

**Councilman Kerley:** All those opposed? Okay. Motion passes 7-0 What does that do on the-

**Nick:** One second. What I just that, I did have to hire, this is the [unintelligible 01:14:23] so \$173,764 is just the high estimate.

**Jackie:** I just put it in half since it was [unintelligible 01:14:30].

**Nick:** It's yes, I'll tally that though. I didn't know what all she had in there.

[pause 01:14:35]

**Councilman Kerley:** Moving on the sheriff.

**Councilman Harris:** Okay.

**Councilman Fries:** Nick what are they head, can you check and see who they currently have their commissary account for me?

**Nick:** We cannot check currently. We can they only give us six months windows, and they spent the fortune in the last-- What do you see? This is what the last report we were given that we sent to you guys, there was a massive chunk spent down for they bought a-- I don't want to call a command vehicle, but whatever the terminology would be. A portion of it came from there and they've done a ton of things at the--

**Councilman Fries:** Yes a skid loader and a bunch of other stuff right there.

**Nick:** Range but so one second here.

**Councilman Fries:** I had a gentleman from East Allen Equipment [unintelligible 01:15:38]

**Jackie:** Current balance is [unintelligible 01:15:42] up to June 30.

**Councilman Fries:** Their balance is only--

**Jackie:** Cash on hand, is \$451,000.

**Councilman Fries:** For commissary.

**Jackie:** Yes.

**Councilman Fries:** That's down from what's a previous 0.7 or something.

**Jackie:** Last year--

**Nick:** It was 1.36

**Jackie:** -\$1.1 million.

**Councilman Fries:** 1.1 or 1.3 and they're down to \$400,000?

**Councilman Harris:** Without vehicle purchases.

**Nick:** I think they bought vehicles out of there too.

**Councilman Harris:** They did.

**Councilman Spurr:** They did, or did he say he wanted to buy 10?

**Councilman Fries:** We give him \$390,000 or something for cars.

**Councilman Harris:** We tell him to allocate \$300,000 for vehicles. He mentioned \$390,000 so I don't know where the extra \$90,000 is coming from \$90,000. I don't know where that's coming from, but we [unintelligible 01:16:28] \$300,000 annually is what we will fund.

**Nick:** You have that one that \$357,644 was a portion to that command vehicle whatever it is they had.

**Councilman Fries:** That's probably the most that I can remember being spent on a commissary ever at one time.

**Councilman Spurr:** How many purchases were made then over the last year it [unintelligible 01:17:00] and the vehicles.

**Councilwoman Curry-Campbell:** From the commissary specifically?

**Jackie:** Well it just goes under equipment, so I don't know if we can tell.

**Nick:** Are you talking about [unintelligible 01:17:12]

**Councilman Fries:** You'd be able to tell from where it was purchased?

**Nick:** Yes you have to look at transactions so I'm just looking right now.

**Speaker 6:** What are you looking for?

**Councilwoman Curry-Campbell:** Commissary from \$1 million.

**Councilman Harris:** Are you looking for a specific?

**Councilman Fries:** I'm not, I know that they spent a lot. I was told that they had a plan to spend it down, so the next sheriff didn't have hardly anything when he came in, is what I heard. Whether that's case or not I don't know.

**Councilwoman Curry-Campbell:** They are working on that [unintelligible 01:17:37].

**Councilman Fries:** To that point I look at the what they're requesting is \$733,000. I would like to see them take that \$250,000 out of commissary to pay for garage and motor. When I was the sheriff we had spent \$300,000 a year on cars out of commissary.

**Councilman Kerley:** I second that.

**Nick:** Wait what was the motion? Sorry

**Councilman Fries:** To have the sheriff you cut the \$250,000 out of the \$733,000 have them find it other ways.

**Councilwoman Curry-Campbell:** Second. Was it--?

**Nick:** The 250,000 for Garage and Motor Ken and Sheila to take that out of the request.

**Councilwoman Curry-Campbell:** Yes.

**Councilman Fries:** That's the first step.

**Councilman Harris:** I second.

**Councilman Kerley:** Hold on a second. [unintelligible 01:18:17] what are we talking about now?

**Nick:** Sorry I was watching him doing this.

**Councilman Fries:** The motion is to remove \$250,000 from their request that they had set for garage and motor, and have them find that from someplace else.

**Councilman Kerley:** If the intent is to spend all the commissary funder wipe that out let's make sure they're doing it in the right direction. Frankly I've never seen this done before where one sheriff wipes out that fund.

**Nick:** Well yes I haven't heard that. I don't know I haven't heard that.

**Councilman Kerley:** Whether that happened or not [unintelligible 01:18:48] \$1.3 million down to \$400,000. That's pretty amazing.

**Councilwoman Curry-Campbell:** That's beyond amazing, and I hope that what they're doing is legal. I hope what they're doing is ethical. I hope what they're doing it's something that will never happen again because like you say we went from \$1.3 million to \$400,000,



and if their intention is to spend this money before the next sheriff comes into office, I'm just sad. I'm sad that we're doing something of that nature. Thank you. Crazy.

**Councilman Kerley:** We have a motion and a second to on that.

**Speaker 6:** Let me ask you does this [unintelligible 01:19:31] Troy?

**Councilman Kerley:** No. Average how much-- Well we have a motion in a second so I'll wait.

**Councilman Fries:** Well the thought is that this money would be coming from commissary, so that's going to meet their need. What they're asking for it's just coming from that fund, versus some other location, so what if anything that hamstrung approach is that his commissary is almost wiped out, because we're going to pull that commissary down more, but--

**Councilman Kerley:** Does your motion include Commissary?

**Councilman Fries:** No. If they have to find it where they're right. We can't force them to take it for commissary, but--

**Councilman Harris:** I bet they did.

**Councilman Kerley:** No. [unintelligible 01:20:10] [crosstalk]

**Councilman Fries:** I'll still say, no.

**Councilman Kerley:** Nick, do you have the average of how much commissary generated a month last year?

**Nick:** Yes. Well, I don't have a month, but if you look at this line right here, where my cursor is, they're \$1.6 million, \$1.41 million. That's it. Let me zoom out so you can see the headings.

**Councilman Fries:** That's one year.

**Councilwoman Curry-Campbell:** That's a lot of money.

**Councilman Fries:** That is the prerogative of the sheriff.

**Nick:** The thing-- You have to add, these are six month intervals. You have to add the top here. This \$1.6 million, \$1.5 million. \$3.11 million, \$1.5 million. \$2.5 million. Those are revenues for a year period.

**Councilman Spurr:** \$200,000 to \$300,000 a month.

**Nick:** Potentially. Yes.

**Councilman Spurr:** Average.

**Councilwoman Curry-Campbell:** What we just took from them, they probably got that in July. They got it again in August, again in September. You understand what I'm saying? What we're doing here today is we're justifying the means and someone needs to start asking

questions about what they're doing. Thank you. I don't sit on that committee, but I wish I did it. Thank you.

**Councilman Kerley:** We got a motion and a second to reduce the sheriff's request by \$250,000.

**Councilman Fries:** Is that what it was?

**Nick:** Yes.

**Councilman Fries:** Is that the amount thus far?

**Jackie:** Who seconded that?

**Councilwoman Curry-Campbell:** Sheila?

**Jackie:** Thank you.

**Councilman Kerley:** All those in favors say aye.

**Group:** Aye.

**Councilman Kerley:** All those opposed?

**Group:** Aye.

**Nick:** Were there four three or five two?

**Councilman Kerley:** Is five did you read yes or no? Were you a yes or no?

**?Councilman Lagemann:** No.

**Nick:** Have Paul, Chris, and Bob no?

**Councilman Kerley:** And me, so it failed.

**Nick:** 3(Tom/Sheila/Ken)-4(Paul/Kyle/Bob/Chris) Motion fails.

**Councilwoman Curry-Campbell:** I'm sorry. Can we-- Can you call out what that vote was?

**Nick:** Four to three. It was three.

**Councilwoman Curry-Campbell:** Who?

**Councilman Fries:** We were For.

**Nick:** It was Tom, Sheila and Ken for, and the others, Paul, Kyle, Chris, and Bob against.

**Councilwoman Curry-Campbell:** The motion passed?

**Councilman Fries:** [crosstalk] No, it's not.

**Nick:** No, it died.

**Councilman Kerley:** We were voting to kill it. Pull that money out.

**Nick:** Ken's motion was to remove the \$250,000 and It died. [crosstalk] Now nothing has been approved for them.

**Councilwoman Curry-Campbell:** Thank you, sir.

**Councilman Lagemann:** I'll make the motion to allocate the \$733,076.

**Councilman Armstrong:** Second.

**Councilman Kerley:** I guess my thought on that one is, when that retention bonus money that we would be passing would not come into play until when? 2023 right. Then he wanted to do that as an annual one time--

**Councilman Armstrong:** Based on anniversary.

**Councilman Spurr:** All we're saying is this is the only time you can do it. Right now. You only do it once.

**Councilman Armstrong:** You only can do it every-- You can't do it for five years. Every year, we'll have to revisit this, either to carry it to the 24 or to kill it.

**Councilman Harris:** I understand, but we can also pass this next year.

**Councilman Spurr:** Yes once you approve something.

**Councilman Harris:** I'm saying you can give them a \$1,500 raise anytime during the year. It doesn't have to be January. It could be in February.

**Nick:** No. Yes, this is going to hit on a year anniversary day. You could have it every day for 365 days.

**Councilman Armstrong:** That's asked for clarity, Anniversary rather a calendar.

**Councilman Harris:** I guess my thought is, we've got this study going on. We've got increases in play and they still don't have all the positions. I just don't know throwing money at it until we have a better understanding where those positions come out of this. I'd be willing to look at that next year as a technique to retain people. I'd like to see where that poll study is going to come out before we give them a bonus that may or may not start applying in January, or whenever at that point. Just hold on. That is what I'm thinking.

**Councilman Spurr:** Councilman Kerley.

**Councilman Kerley:** Yes.

**Councilman Spurr:** I spar on a regular basis, so I get hit in the face a lot. If somebody said I'm going to pay you \$1,500 to get hit by people who really want to hurt you, I would not take that money. The \$1,500 is in my mind a small price for us to pay for these guys to get slapped around, really hurt. We had one guy who spent months in ICU because of a head injury, a very severe head injury.

This is a tough deal. Kenny, if you said tomorrow or today, I'll give that same bonus to the police officers that are out on the road. I'd agree with you, because I think they deserve it too.

**Councilwoman Curry-Campbell:** May I speak Councilman Kerley? I think that we need to take care of our employees. I think the \$1,500 is pennies. You say, the work environment. Some of these folks have been there for a good period of time. We have an opportunity to reward them. With the \$1,500, I think it's important for us to send a message that we appreciate you, and this \$1,500 is just one way that we could show it.

The study, we do not know the end date. We have an estimation when it should be done, the compensation study. Regardless, the 5.5, they deserve it. The \$1,500 they deserve it. That's how I feel. I'm just one vote. Thank you.

**Councilman Fries:** May I say something?

**Councilman Kerley:** Yes.

**Councilman Fries:** I agree with Tom that we probably need to wait and take a look at this, because it does send a message. It also sends a message to Paul's point that to the officers out there working on the street alone in the largest county in the state of Indiana. Where you are out there, where you may be fighting somebody for five to 10 minutes before anybody shows up in the middle of the night. I've been there, done it, and they get no hazardous pay.

You sending a message to them that, yes. Is tougher being in the jail, and it's not. I've worked both places. Both places have their good, and both places have their bad. I think with everything we have going on right now with the 5.5% pay increase, with the study, that's going to bump them up probably. I think we wait and look at that hazard pay, or whatever it is until the first of the year.

**Councilman Harris:** Nick, how many open spots are there right now for not the jail, for the guys in the field. For Sworn officers?

**Nick:** Sworns? I have to check. I'm not sure.

**Councilman Harris:** You have any idea what that number is?

**Nick:** The last time I looked it was under five. It was like three or four. For Sworns.

**Jackie:** Not too much opening through the Sworns.

**Nick:** Those are usually filled.

**Councilman Fries:** They usually move some-- They'll use move a CO whenever they can get a training class.

**Nick:** Those are hard for us to tell that because even if we see somebody that hasn't been spent, they could already be in the pipeline of coming through as far as the hiring process.

**Councilman Harris:** How many opens on the jail right now? 14?

**Nick:** Oh, there was at least 10 to 15. There was 10 unused lines last time we checked. I can run it right now, it'll just take a second.

**Councilman Kerley:** If it starts in January, if that's when his bonus program starts, if they've been there one year, they get it. Otherwise, if they've not been, they'll have to wait a year to get it. Is that how we understood it? [crosstalk]

**Councilman Spurr:** From your anniversary. If you get hired in June, you get it in June. If you get hired in June of 22, you get it in June of 23. If you got hired in August of 22, you get it in August of 23. In fact, if you get hired in January 3rd-

**Councilman Kerley:** You got to be there a year.

**Councilman Fries:** Y'all realize that every three years they get a step increase. That every three years, they get a step increase for being here. We had-

**Nick:** No, not confinements are on, that's Sworns. Confinements are on your they're-

**Councilman Fries:** On a POLE.

**Nick:** Yes. Then you have, depending on how long you've been here, you may be six months, three years, five years, ten.

**Councilman Harris:** Another one way or another we've got a new sheriff coming. Depending on how it goes, should we not wait and allow that individual to figure out what he wants to do to fix some of that? Unless-

**Councilman Spurr:** It's even less. It's considerably less. I don't understand how we couldn't do this for these people. Then we just wouldn't-- just a few weeks ago. It's just, it boggles my mind.

**Councilwoman Curry-Campbell:** It's the right thing to do. They're county employees, we're here to serve them, to represent them here at this table. I think we're doing the right thing. I understand everybody's opinion here, but I'm going to say it again, we need to give them all that we can while we can. If you want to change your mind, Councilman Fries, this is your opportunity.

**Councilman Fries:** [laughs] I appreciate that.

**Councilman Kerley:** I think, as we were all discussing this, everybody's making good points. I was kind of serious when I asked Gary, if the wage study comes out and it says, oh, they're supposed to be 2 or \$3 an hour, then, in my mind, that should take the place of this hazard pay bonus. In my mind, this is a stopgap to make sure that we have the best chance we can of filling the confinement officer openings so that the guys that we have in the jail are safe. If it comes back and it says, hey, we need to pay our confinement officers \$2 an hour more, then we pay our confinement officers \$2 an hour more, but the bonus would kind of just get absorbed by that.

**Councilman Lagemann:** Do you remember what the-- I mean, I don't want to get into the outcomes of the wage study, but I just can't--

**Councilwoman Curry-Campbell:** The compensation package was one of the things we spoke about. A retention bonus was something we discussed about. I don't know how much I can talk about it, but that is something, the compensation package, things that we could do, reimbursement for schooling, annual bonus. These are things that we need to put in our

packages to retain and to attract people. For those reasons, I just think that we should reward these individuals for this hard work. This hazardous pay is pennies. 75¢, is that what we said? 75¢ is what we're giving them on a hour.

**Councilman Harris:** The POLE, they thought the POLE might come out about where it's at.

**Councilman Lagemann:** I thought it was--

**Councilman Harris:** No, I was thinking the POLE was 100%.

**Councilman Spurr:** Kenny, I think your-- and I can understand your objection, if this is it. I think your main objection is maybe potentially what message does it send to the officer out on the road, right?

**Councilman Fries:** It does. I agree.

**Councilman Spurr:** I get that, because they are on the front line, I understand that. For me, I just feel like after what we did a few weeks ago, I think it's odd to hear somebody like me say this, but I mean, when it comes to dollars, but I just-- I think it's the least we can do for these people.

**Councilwoman Curry-Campbell:** The least we could do. The least we could do.

**Councilman Harris:** It's not the least.

**Councilman Spurr:** Oh my gosh. All right, what are your thoughts?

**Councilman Armstrong:** I have no thoughts.

**Councilwoman Curry-Campbell:** You're not with me on this one?

**Councilman Armstrong:** I was a no vote on the ACJC jobs. I was a no vote for Chris Dunn's jobs. If this is that important, I don't see, because I don't compare community corrections, ACJC or Chris Dunn to be alike jobs to the jail.

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

**Councilman Armstrong:** The money we, I don't want to say this politely, put what to community or not, ACJC and Chris Dunn's people, we should have saved that money. What was it? 58 positions or whatever it was. 18 and 44, we should have took that money that we gave them, their \$2, and what was it? 29¢, whatever it was. We should've used that money and roll it in to give the \$1,500 bonus to the jailers to draw and attract and keep those people.

**Councilman Spurr:** I think it was less--

**Councilwoman Curry-Campbell:** So we do agree.

**Councilman Spurr:** I think it was 62 to 65 positions.

**Councilman Fries:** Then you wind up having all the ACJC employees and everybody leave those positions to go to the jail and they have nobody to work there. Then we have to raise those positions.

**Councilman Armstrong:** What we're getting then is, and I've said this before, you got judges using against judges in positions. It's pick here, play here, you want to work here, you don't want to work here. If Chris Dunn's people don't like it, then hey, we got what? 16 jobs at the jail. Go to the jail and work. I bet you Chris Dunn's people don't leave youth services and go work at the jail. I bet the people--

**Councilman Fries:** You're saying the money doesn't matter?

**Councilman Armstrong:** Yes.

**Councilman Armstrong:** Are we going to token money to everything, then? Is that what you're saying?

**Councilman Fries:** That's what this \$1,500 does.

**Councilman Armstrong:** You want to put a token of money to promote and retain people?

**Councilman Fries:** That's what this \$1,500 does.

**Councilman Armstrong:** That's not what I'm saying, Kenny. The purpose for the jail is, we are trying to satisfy a federal lawsuit. The judges made it very clear that we're understaffed at the jail. Gary sat right there and said that we are working and spending money to market and get people to come to the jail.

**Councilman Fries:** Are you saying we're spending this \$1,500 for these people to satisfy our lawsuit?

**Councilwoman Curry-Campbell:** No, sir. I don't think anyone said that at this table, nobody. What we do want to make sure the message that we're sending is that we appreciate them and the 75¢ that we're giving them, 1500, however you want to come up with a number, we're doing this because it's the right thing to do right now. This is the new normal. With that being said, I just think that we all want the same thing for our county employees. That is for them to be able to continue their relationship with the county. This is just one way to ensure that they are rewarded for their work. Thank you.

**Councilman Spurr:** As far as I'm concerned, I think this is an extension of what councilwoman was saying is that, it's just a way to you're not forgotten. To me, that's how I look at it. It's a difficult job, it's not something I would want to deal with every day.

**Councilman Lagemann:** Getting punched in the face hurts.

**Councilman Spurr:** I just think it's the least we can do.

**Councilman Harris:** While I may vote in favor of this, my experience in the process of compensation is we are just digging a deeper hole with either a new sheriff or the comp system and the program that new sheriff that rolls in. Either side of the equation might say, you know what, I need to pay these guys more, and gosh, I guess we just keep doing that.

**Councilwoman Curry-Campbell:** We'll deal with it when we get to it.

**Councilman Lagemann:** It's not just that--

**Councilman Harris:** That new sheriff wants to establish a good relationship with his team.

**Councilman Lagemann:** I understand that, Councilor Harris. If Joe wouldn't have been in the room when this was asked for then I'd agree with you. Here's the thing, he was in the room, number one. Number two, I see this as, these guys were working in a substandard facility, and having toured that jail and watched my-- I was just waiting. I was waiting to get hit. There were too many people, you're in too close quarters, there's blind corners everywhere.

Now again, I would say if Kenny tomorrow or today said, hey, let's do the same thing for the guys on the road, I'd do it, because those guys are in the same position. They're by themselves. They're out there, they're pulling somebody over and they don't know what's going to happen. We've seen it all over the state. I'm 100% in favor of that too.

**Councilman Harris:** Mr. President, will you be voting on this? Are you voting on this?

**Councilman Kerley:** Yes.

**Councilman Lagemann:** That's the thing. This facility's freaking dangerous and the best thing we can do is get rid of it.

**Councilman Spurr:** Here's my point, if we're going to--

**Councilman Lagemann:** It's going to be a minute before that happens.

**Councilman Spurr:** I totally see from an economics stance and perspective and financial, I totally understand what you're saying, Councilor Harris. My thing is, is that was my argument weeks if not months ago, and I thought it was a bad idea to do everything we just did, but I can speak firsthand. Councilman Armstrong and I, we caught absolute hell over that. When we tried to push back and say, "Let's just wait. We're not saying no, let's just wait," we caught absolute hell over that. For me, \$217,800 or 500 some dollars, whatever it is, if we're going to do it for them, we got to do it for them. That's where I'm at.

**Councilman Fries:** Does that mean for regular officers? Is that what you're saying?

**Councilman Harris:** Yes, because that'll come next.

**Councilman Spurr:** Sure it will. If you want to do it for regular officers, go ahead.

**Councilwoman Curry-Campbell:** Let's do it.

**Nick:** Well, right now there's a motion from Paul and Bob to approve the amount 733,076 in full.

**Councilman Kerley:** Motion in a second.

**Councilman Harris:** You seconded the motion?

**Nick:** Bob.

**Councilman Lagemann:** Bob did.



**Councilman Harris:** Yes, Bob did.

**Councilman Lagemann:** Could you state that again, please?

**Nick:** It was to approve in full the sum of 733,076.

**Councilman Kerley:** We have motion in a second. Is there a motion to close discussion?

**Speaker :** Motion to close discussion.

**Councilman Lagemann:** Second.

**Councilman Kerley:** Okay, motion a second to close discussion. All those in favor of the motion to approve 733,076 for the sheriff. All those in favor say aye.

**Participants 1,5,6,7:** Aye.

**Councilman Harris:** Aye.

**Councilman Kerley:** Aye.

All those opposed?

**Councilman Fries:** Aye.

**Councilman Kerley:** Motion passes 6-1(Ken).

**Councilwoman Curry-Campbell:** It's okay, Ken.

**Councilman Kerley:** Now, Nick, I have a question for you. Could you please pull up the sheriff's budget?

**Nick:** The detail?

**Councilman Kerley:** Yes.

**Councilwoman Curry-Campbell:** Where are we on the numbers?

**Nick:** The actual sworn or jail?

**Councilman Kerley:** Yes, it would be sworn. Sorry.

**Nick:** You're fine. All right. Which?

**Councilman Kerley:** 400.

**Nick:** Of capital?

**Councilman Kerley:** Yes.

**Nick:** Unfortunately, it carries over. There's 1000 on the prior page, but the bulk of it is here. I'll blow it up.

**Participant:** I believe they have 390,000.

**Nick:** Yes, 390,000 for vehicles.

**Councilman Harris:** I would like to see more vehicle purchases come out of the commissary fund. What are your thoughts, Councilman Fries?

**Councilwoman Curry-Campbell:** I know he called on you, Councilman Fries, but I think mental health is-- Training in mental health, that-- You're going to take it from vehicles, that's fine, but we need to give them some money for training, mental health, so I'm just saying. I'm just saying.

**Councilman Harris:** My concern is that I sat with a couple of deputies a few years ago and we decided on \$300,000 a year. I don't know if anybody around this table has increased that to \$90,000 more, but that's a little bit alarming. When I just look back there and he said they've submitted 390. We agreed to 300 and our goal was to make sure that they were able to purchase cars and blah, blah. They've just upped that number, which no one talked to us about it, so that's a little concerning.

**Councilwoman Curry-Campbell:** You want to change that 300 to 90?

**Councilman Harris:** 300. [crosstalk] and based on your comment, yes.

**Councilwoman Curry-Campbell:** 90,000.

**Councilman Armstrong:** Somehow they've jumped it \$90,000.

**Councilwoman Curry-Campbell:** Okay, okay. I'm not on that committee either.

**Councilman Fries:** I can tell you. When I was the sheriff and we had to spend \$300,000 a year on cars, council didn't pay for the cars for many years. We didn't make near what the jail is making now in commissary. We would probably make \$40,000, \$50,000 a month, maybe. We had to be very frugal with our money. Never was in the millions. If you go back and look at 2013, 14.

**Nick:** You had about 1.8 total.

**Councilman Fries:** Yes. \$300,000, that one for cars, and they're 1.3. I'm not sure what they have in theirs.

**Nick:** The most current, '21 was \$3.1 million.

**Councilman Fries:** Yes, so they could certainly afford to. I think we probably should drop it, at least back down to \$300,000, and let them spend whatever they need to spend out of commissary to get more cars if they need more cars. It's like Chief Grant said he wanted to buy 18 cars they could out of commissary.

**Councilman Harris:** If that was a motion, I'll second it.

**Nick:** I was going to say--

**Participant:** I don't think we can because it's been--

**Nick:** Right now, you just approved the sum here of 733,076 appeals. Now you would need to make a motion to remove whatever dollar amount, \$90,000 or whatever you want to do.

**Councilman Fries:** I'll make a motion to remove \$90,000 of the 400 series from the sheriff's department.

**Councilman Harris:** Second.

**Councilman Kerley:** Motion in a second to remove \$90,000. All those in favor say aye.

**Participants 1,6,7:** Aye.

**Councilman Fries:** Aye.

**Councilman Harris:** Aye.

**Councilman Kerley:** Aye.

All those opposed?

**Councilman Lagemann:** Aye.

**Councilman Kerley:** It was 6-1(Paul).

**Councilman Harris:** I feel better about the 15 now.

**Councilwoman Curry-Campbell:** It's all about you, Tom. I want you to feel better.

**Councilman Harris:** No, it isn't. My comment is, look folks, and we know this around this table, that is the largest budget in the county, right? There is more that could be done effectively--

**Councilman Spurr:** Or just generally from the budget in the county.

**Councilman Harris:** That's true, but that budget is-- Year after year we know that we can do better in that function, and year after year we find ourselves not. I think more work needs to be done on that budget, period.

**Councilwoman Curry-Campbell:** I agree. Where are we at now, Nick?

**Nick:** Surveyor.

**Participant :** He's updating numbers.

**Nick:** Yes, the new total, the new 264,942 is the current deficit.

**Councilman Lagemann:** We just took \$90,000 off of that, right?

**Nick:** Yes, I just took 90 here out of the budget figure. I took \$90,000 off.

**Councilman Lagemann:** Good.

**Councilman Harris:** To the surveyors, I don't want to approve the whole thing. At personnel committee, we talked about the 95% for the chief deputy, and Mike said he was told to come in and ask for 95%, was really hoping to get 85%. Personnel, we said okay at 85% instead of 95%. I don't know what dollar amount that is or not, but I know historically council has always said the chief deputy should start at about 75%. After they've been there for a while, then they can move up a little bit, but I don't think any of them have ever started out at 95%.

**Councilwoman Curry-Campbell:** What was his argument for that? I got lost in the--

**Councilman Lagemann:** He had a guy.

**Councilman Spurr:** He had someone he was interested in. It was a cost-benefit analysis saying that we can stamp these drawings and do this in-house and therefore the position would essentially pay for itself.

**Councilwoman Curry-Campbell:** What I got from the conversation was that he's got to pay at this 95% level to get the guy to leave the job that he's at now.

**Councilman Lagemann:** Because he was an engineer and could [unintelligible 00:16:57].

**Councilman Harris:** I think he said 90 was what would-- 90% would--

**Councilman Spurr:** He was okay at settling at 90.

**Councilman Harris:** I'll make a motion for the surveyor at 136,903. I believe that there are good things to come out of that function and we can do a lot of improvements. I think we're headed in the right direction there.

**Councilman Lagemann:** Just a couple of comments. One of the things that we're struggling with in the county are things like floodplain. Right now, it sits in one department. We spent over \$20,000 last year on a floodplain consultant.

**Councilman Fries:** I'll second it, Nick.

**Nick:** Thank you.

**Councilman Lagemann:** Oh, sorry. I thought [unintelligible 00:17:44].

**Nick:** No.

**Councilman Harris:** I thought you were getting around to it.

**Nick:** Yes, me too.

**Councilwoman Curry-Campbell:** I was hoping that we wouldn't get a second so that we didn't have-- Because at the end of the day, we are trying to get our budget in line and so we don't have anyone for this position. He's asking for it, he's been approved, whatever, but at this point, what can we do to get back on track because-- Do you have somewhere else we can take it from there? Because right now, if this is what we need to do just to get us-- Oh, God.

**Councilman Harris:** I think it's a crucial position for the county.

**Councilwoman Curry-Campbell:** I don't agree. I mean I agree. I agree.

**Councilman Harris:** Chief deputy, I think, would be a wise move as well.

**Councilwoman Curry-Campbell:** I agree.

**Councilman Harris:** Listen. Who am I? I have not spoken to anybody. He came from the highway department, knows the highway department. Does he end up back in the highway department at some point? We need a chief deputy that learns that function and can come in and do what they're doing. So who knows? At this point, I think that makes sense. We've got mayors that are concerned about floodplain maps that this surveyor and another person that has education and knowledge in this field is going to have to deal with the state, because the floodplain maps are throwing curves all over the county at this point.

**Councilwoman Curry-Campbell:** This isn't going to be an overnight fix. The surveyor's office has been jacked up for a while. We just fixed it. This is not going to happen overnight, and I don't think this position should happen overnight either if it's going to affect our budget for us to move forward. That's just how I feel that's it.

**Councilman Fries:** The way I looked at it is, the surveyor's going to make \$105,221. If I wanted to approve it at 85%, it's only 10% more. We're talking negligible amount of money compared to this budget.

**Councilman Lagemann:** I really think that if we start thinking about the role they can play in the floodplain issue, we could eliminate probably \$100,000 in consulting fees they get paid out right now. I would be more than pleased to bring that work in-house.

**Councilman Armstrong:** Are we looking at 95% [unintelligible 00:20:03]

**Nick:** Well, right now, the motion on the floor is Tom's motioned in full. The 136,903.

**Councilman Kerley:** What's the difference if it would've been [crosstalk]

**Nick:** It's like if you say 5,000 for each 5% you're going down, because it's almost \$100,000 salary.

**Councilman Kerley:** It would've been 128 instead of 138?

**Nick:** Yes.

**Councilman Spurr:** You're starting to split here.

**Councilman Fries:** Motion in discussion then.

**Participant:** Second.

**Councilman Kerley:** Motion and to end discussion and there's a second. All those in favors say aye. Aye.

**Councilmembers:** Aye.

**Councilman Harris:** Aye.

**Councilman Fries:** Aye.

**Councilman Kerley:** All those opposed?

**Councilman Armstrong:** I abstain.

**Councilman Kerley:** 601.

**Councilman Harris:** [unintelligible 00:20:37]

**Councilman Kerley:** This was just end discussion. This wasn't the vote on it.

**Councilwoman Curry-Campbell:** He wanted to say something.

**Speaker:** 90 or 85?

**Councilman Harris:** No, we didn't pass it yet.

**Councilman Kerley:** That was to end discussion.

**Councilwoman Curry-Campbell:** End discussion, but he wanted to say something before we voted to end the discussion.

**Councilman Harris:** He'll get that chances [crosstalk]

**Councilman Lagemann:** No, we're done discussing it.

**Councilman Harris:** Well, I guess we are.

**Councilman Kerley:** We're moving to the motion to approve.

**Speaker:** [crosstalk] 95.

**Speaker:** 136.

**Councilman Kerley:** 903 for the surveyor's appeal. All those in favors say aye. Aye.

**Councilman Harris:** Aye.

**Councilman Fries:** Aye.

**Participants 5,6,7:** Aye.

**Councilman Kerley:** All those opposed?

**Councilwoman Curry-Campbell:** Aye.

**Councilman Kerley:** Motion passes.

**Nick:** 6-1(Sheila).

**Councilman Kerley:** 6-1, not 601.

**Nick:** Oh, yes. Apologies.

**Councilman Spurr:** I'm just curious, was that because you feel he has somebody chosen for that job?

**Councilwoman Curry-Campbell:** No, it was not so much that he has someone chosen, but if we could do something right now, today, because that's all we're trying to do is to get that red to turn black. If that's something we could do-- He hasn't selected a **[unintelligible 00:21:33]** You get what I'm saying? He's got time to come back with this person with-- You understand what I'm saying? Just take it from the surveyor's office. It's been jacked up for a while. We can't fix's the surveyor's office. [crosstalk] It's [crosstalk] for a while.

**Nick:** We can make this up.

**Councilman Kerley:** I hear what you're saying.

**Nick:** I'll wait.

**Councilman Kerley:** Go, Nick, talk now.

**Nick:** Well, I was just going to say that the remaining 264,942, unless the county has cash short-term plan for the cash reserves on hand with the Fed continuing to increase the rates, which will give us higher deposit rates, as Bill mentioned today, the 1.4 interest revenue can easily be \$2 million if we're going to sit on \$50 million in the general fund for six months next year. I don't know. I'm not involved in the discussions on when you buy a building or so forth, but to worry about 264,942, I think we'll easily make it up in interest revenue because if we're increasing 75 basis points--

**Councilman Kerley:** What's the overall general fund budget or the overall general fund total?

**Nick:** Total?

**Councilman Kerley:** Yes.

**Participant:** 126.

**Nick:** Well, so it'll be this, and then it's 126,890,278.

**Councilman Kerley:** Say it again?

**Nick:** 126,890,278.

**Councilman Kerley:** Will you submit the budget?

**Nick:** I'm just going to bump up interest revenue. [crosstalk] What I do need you guys to take a motion on though, because it did not have the-- on the County Surveyor, the part-time hourly range, increasing the cash from \$22. That's from minimum wage to \$40 instead of minimum wage to \$22. That's just the range you can work with [crosstalk].

**Councilman Fries:** Make the motion to for the County Surveyor to part-time hourly range from minimum wage. Increase the cap up to \$40 an hour.

**Councilman Harris:** Second.

**Councilman Kerley:** Motion in a second is for the discussion. Hearing now, all those of favors say, aye.

**All Participants:** Aye.

**Councilman Kerley:** All those opposed? Motion passes.

**Participant:** You're comfortable doing that, Nick?

**Nick:** Yes, and the interest?

**Participant:** Yes.

**Nick:** Yes. Unless somebody voiced concerned today saying, hey no, we plan to spend \$25 million in the first quarter of next year, we should be able to recoup that on interest. We've seen our interests--

**Councilman Spurr:** I've just thought about your submission.

**Nick:** Right now, the interest revenue's based on a three and a half percent return, so if we're going to sit on that money, then as Bill mentioned, if he can get four now, he only does a little. He doesn't invest \$40 million. He's only doing small increments, but we should be able to get \$200,000.

**Councilman Harris:** And so that leaves us with what then?

**Nick:** Nothing.

**Councilman Lagemann:** We have successfully come to a conclusion on a balanced budget.

**Nick:** Well, yes, there's surplus of \$40 million in cash.

[laughter]

**Councilman Lagemann:** Well, if we include our ARPA funds, if we include our rollover, if we conclude some of these other accounts, closer to \$156 million in cash.

**Councilman Harris:** Maybe a bad time to ask, but you had shown us some time ago a graph that showed the labor of growth in the county and the revenue were about to collide or could be colliding in the short term. Great time to talk about that now that we passed all this, but when do you see those two colliding? When is that coming?

**Nick:** Good question.

**Councilman Harris:** Everybody wants to hear this.

**Nick:** This graph is the net assess value. Down here, you can see it starts at '08, and here we're at '22. You can see the steep curve, as we all know from the market how it's recently been. We already know that's flat-lining. [crosstalk] It already happened, but we work in arrears. The assessor [unintelligible 00:25:23] she's assessing 1122, and that's why you see



this big jump here. 1123, which is based on what's already-- That may still show a little bit of an increase because you're talking six--

**Participant:** It will for sure.

**Nick:** To your point, the economy for '23, pay '24, for us, is still strong. What the compensation study holds--

**Councilman Lagemann:** It'll be the third year.

**Councilman Harris:** I don't know. Well, it just depends what the compensation study holds. What happens with community corrections? What happens with needing on the confinement officer side? Those are big-ticket items. I don't know where we're going.

**Councilman Lagemann:** Well, so the other question is, despite our net assess valuation, the income is still capped in many cases because of the caps in the circuit breaker. That net assess evaluation doesn't necessarily translate immediately into cash because we do have a lot of property owners capped all over the county. Most of it's within the city [crosstalk], isn't it?

**Nick:** This just helps-- It mitigates it. We've been able to keep our circuit breaker lost. The county specifically in the general fund around five and half million for the last three to five years because assessed value has grown so much. [unintelligible 00:26:34] we're having a 14% growth in assessed value and we can only collect, increase our levy 5%. Circuit breaker is going to go down and remain flat. Paul, we still lose, the county specifically, all units in the county, we lose \$40 million, but the county specifically forgoes \$5 million because of circuit breaker losses.

**Councilman Harris:** You've got the second piece of that graph that shows [crosstalk].

**Nick:** Yes. That was the income side, and that's where--

**Councilman Harris:** The expense side would be worth, if you've got that one.

**Nick:** Well, yes. This is what you were talking about which we previously saw, and it's only done here through '21, but this, which I'll update it for '22 and sent it out to you, but what this showed was the revenue and the revenue without cares and SVOG, because that provided that \$10 million. Until we decide if we're going to use revenue replacement or we're going to use [unintelligible 00:27:29] for projects and we use it for revenue replacement, that's \$20 million that we're going to have that we didn't potentially have. At least for '23, pay '24, '24 pay '25, the revenue's going to look great because you're talking double-digit income that when we sell the Byron property, that's going to go into the general fund. If that's \$2 million, \$3 million, these are one-time hits, but they're big chunks. Well, building permit revenue may go down, but it's going to be offset by interest revenue.

**Councilman Harris:** One of the things that we briefly touched on in yesterday's compensation meeting was, we probably need to understand where those two collide, because philosophically-- not philosophically, but strategically we need to understand, we want to all from our methodology, from our compensation strategy, do we want to lead the market, meet the market, or lag the market? If we lead the market, as an example, that graph gets pretty serious because we may be sending our cost higher at a faster rate than our revenue may be able to sustain itself.

**Councilman Spurr:** I don't think you want to lead the market at all.

**Councilman Lagemann:** No, and really the conclusion as we were walking out of there was, at least be at market public sector so that we're competitive with the-- And really, what we're talking about is competition with Dayton, with Grand Rapids, with places like that.

**Councilman Harris:** By the way, there were three of us, right?

**Councilwoman Curry-Campbell:** We all had three different answers.

**Councilman Harris:** You can guess where we're going to be, right?

**Councilman Lagemann:** Yes.

**Councilman Harris:** She led the market, he was at market and I was below market by 5%.

**Councilwoman Curry-Campbell:** Exactly.

**Councilman Lagemann:** We compensated-- We compromised on [crosstalk]

**Councilman Spurr:** That's a wide swath, when you're talking, say, 65 versus 95, there's a lot of room in there to be at market.

**Councilman Harris:** There's a lot to talk about yet, and one of the thoughts in my head wasn't necessarily this reduce people down to 95, it's to say nobody should be below 95%. If you're at 78% to market, we need to get you up to 95%. That doesn't mean that if you're 110, we don't pull you back down unless you get redlined.

**Councilman Spurr:** Nick, do you have that graph where you could show a revenue versus expense?

**Nick:** Yes. It's not coming up here very well though.

**Councilman Fries:** In my concern with [unintelligible 00:30:02] lead the market, meet the market or below the market is, you talk about Grand Rapids and places in Ohio, but people that live here aren't going to want to move. If you have a police officer that's with Allen County and he can go make \$10,000 a year more at Fort Wayne, that's where he is going to go.

**Councilman Lagemann:** Yes. Fort Wayne's one of the benchmarks that we're working off of. The idea is to get that police officer up so we have parity with Fort Wayne.

**Councilman Harris:** That's a big jump.

**Nick:** With Fort Wayne? [crosstalk] The starting \$60,000 right now, what will hurt is, as you know, the police union locked in 5% starting this year, next year and the following. You know we gave 5.5%, but this year, excuse me, you only gave three, I think it was.

**Councilman Harris:** Things to find out is how many police officers leave the sheriff and go to the city of Fort Wayne. I'd like to know as a percent how many.

**Councilman Lagemann:** We need to look at the calls. What's the activity look like?

**Councilman Harris:** Yes. In other words, if I'm in the county and I'm at 95% of pay to the city, I'll probably stay in the county.

**Councilman Fries:** If you can get them to 95%, that'd be good. You talk about the calls, I rode with the city several times when I was a county officer. When they would send us to a call, it was our call, but we wouldn't be the first car to get there. There'd be three or four cars getting there and we'd show up. In the county, when they send you, you're not going to get a backup. When we have four cars working this county and on third shift, a lot of times we have four cars work in the county, they're fighting by themselves for a long time.

**Councilman Lagemann:** Yes. Troy said the same thing.

**Councilman Harris:** That's going to be important as that study comes out because we're probably going to have to make some decisions. They're thinking about an October timeframe. I think that they'd wrap the study up, but we're going to have to make some decisions on how do we want to play this? Do we want to go to the fullest extent or medium or whatever?

**Councilman Lagemann:** Right. This does come down to a philosophical conversation with council, but here's what we're talking about. We're talking about aggregate jobs across a bunch of different job descriptions and there are plenty of these jobs where we're pretty good. On the hiring, for sure.

**Councilman Fries:** I will say that the council of the last several years has been much more gracious to employees than it was years ago. The employees have gotten some pretty good pay increases.

**Councilman Harris:** Yes. I think prior to '10, about 12 years ago, I think it was pretty tight.

**Councilman Fries:** It was ugly.

**Councilman Lagemann:** I am proud of that. I'm proud of this council for doing some good stuff. Doing right by our employees. Take care of your people.

**Councilman Harris:** What's next?

**Councilman Kerley:** That's all we really have. You guys say--

**Councilman Lagemann:** We could motion to adjourn at this point?

**Councilman Kerley:** We could, but I want to thank all the, again, the department heads and elected officials for doing their part to help get us to the number that we got to. Again, it's not lost on me that 14 departments gave back almost \$750,000 in reversions. That's a big number.

**Councilman Harris:** Next month, as we go to pass the budget, let's make sure we recognize them particularly at that point. That would be--

**Councilman Lagemann:** These guys did a lot of hard work to get there too. They didn't just say, hey, we'll drop it. They found the money by taking a look at, hey, the steps don't occur for a certain amount of time in the case of DPS. They did a really good job of taking a really good analytical look at where they're going to be and they did what we've been asking them

to do all year. Which is, budget what you need and we make sure that we figure out how to get to where you need to be.

**Councilman Harris:** Another big piece is the fact that Coliseum is going to be self-sustaining again, right? That is huge to the community.

**Councilman Spurr:** Yes. We'll replace that revenue lost.

**Councilman Harris:** What's that?

**Councilman Spurr:** Sit with our plan.

**Councilman Harris:** We just need to get these celebrities to have their parties in the Coliseum. Not in the farm, but it's all good. [laughs] I was glad to see that happen again in Allen County in Monroeville. It was beautiful. It's good.

**Participants:** God bless farmers.

**Councilman Harris:** Yes. Yes.

**Councilman Kerley:** Any other?

**Councilman Fries:** Motion to adjourn.

**Councilman Kerley:** Okay. Motion to adjourn. We are adjourned.