

**ALLEN COUNTY COUNCIL MEETING MINUTES
SEPTEMBER 21, 2017
8:30 AM**

The Allen County Council met on Thursday, September 21, 2017 at 8:30 am in the Discussion Room at Citizens Square. The purpose of the meeting was for additional appropriations, transfer of funds in excess of the current budget, grants, budget hearing and any other business to come before Council.

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

Also Attending: Nick Jordan, Auditor; Jackie Scheuman, Budget and Finance Director and Becky Butler, Administrative Assistant.

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

Larry Brown: Good morning everyone. First on the agenda is the approval of the July 20th and August 17th meeting minutes. Are there any additions or corrections?

Joel Benz: Move to approve the minutes as written.

Tom Harris: Second.

Larry Brown: All in favor signify by saying aye, opposed, same sign. The motion passes 7-0. Next is the financial report.

Nick Jordan: Good morning, Council. In your packet, you see the financial reports through the end of August. Property tax is slightly behind but that is because we receive it twice a year. Miscellaneous revenues are quite a bit ahead. If you look at the cash balance, we are sitting very, very well. We still have approximately \$5.3 million for appropriations. Through August we are doing very well and I can take any questions.

Tom Harris: I was going to ask on the sale of real estate that it is up 1,600%.

Nick Jordan: They sold 113 Berry St. I think it was about \$700,000. Chris came last year and we could have thrown it into the estimate but the sale was finalized this year.

Tom Harris: In other words, if that is taken out it puts us pretty much right on schedule.

Nick Jordan: Yes, even if you take the \$700,000 out it will drop you down a little bit. The care of prisoners is very, very high and is due to the jail population also being high. That is substantially above the estimate.

Tom Harris: Move for approval of the financial report.

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Justin Busch: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Before us today we have zero and I repeat zero requests for appropriations in the General Fund. We do have requests amounting to \$549,809 in other funds. Are there any public comments? Anybody like to speak to Council before we get underway? Next is Economic Development.

Rachel Black: Rachel Black with Economic Development. We have Chris Beluschak is here with Android Industries. They have requested approval for a Statement of Benefits at their new location located at 12808 Stonebridge Road within the Stonebridge Business Park. They will be housed within the 700,000 square foot building that you heard last year from Northpointe Development. They are going to take up approximately 300,000 square feet within that building. The Android Industries manufactures and assembles specialty equipment and complex modules for the automotive industry. Specifically this will be in support of General Motors Assembly Plant that is across the street. They are planning on investing \$14 million in manufacturing equipment and around \$470,000 in real estate improvements. Three hundred thirteen jobs are estimated to be created with this investment and salaries totaling over \$22 million. Based on the review system and the point system that was in your packet, they are eligible for a three-year tax phase-in on real equipment and seven years for personal property. If you have any questions, Chris and I will be willing to take those.

Tom Harris: Congratulations, first of all, and wanted to find out in terms of the \$14 million, can you give us an understanding about what some of that equipment is? Is it a regional or local purchase?

Chris Beluschak: What is able to be purchased locally is purchased locally. Obviously there are specialty equipment that will have to come from whomever we can get them from but a good chunk is going to be from the region. It will be an ongoing development that will, over the next year, be purchased or sourced from local contract vendors or exterior companies will hire vendors in to complete various tasks and machining.

Tom Harris: And it is mostly assembly equipment?

Chris Beluschak: Yes and there are a lot of proprietary machines and technologies that are Android specific and is brought in from initially set up at corporate or designs brought to be assembled and built up.

Larry Brown: Is that it, Tom?

Tom Harris: Yes.

Larry Brown: Sharon.

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Sharon Tucker: Can you answer a few questions for me on employment and the jobs that you are bringing in, the 313 new jobs? Do you have an idea of how many people you will bring to the city to help you fill those?

Chris Beluschak: We are looking to hire upwards of 90% of those, if not 95%, from the local area. Excusing specialty roles such as Control Engineers or more specialized Engineers, 95% will be locally sourced.

Sharon Tucker: I am assuming they will all be skilled trades?

Chris Beluschak: No. Roughly 180 of the jobs will be Direct Assemblers. There will be 60 to 80 Trades jobs, Maintenance Techs, Materials Handlers, and Drivers, such as Hi-Lows and Tuggers, and management personnel.

Sharon Tucker: We are fortunate enough in Allen County to have a low unemployment rate. Do you know how you will pull those?

Chris Beluschak: The short answer to that is that it is HR's problem. We are currently working with the State and various recruiting agencies, Arrow Tech and Pro Resources to provide us and help us bring in the truckloads of people that we are going to need. It is a daunting task and is our largest obstacle. We are looking to start with upwards of 420 due to quality inspections and things that machines can't do right off the bat. It will be over 400 to get the ball rolling in July of 2018.

Sharon Tucker: So those that I know that come to me and say they can't find work, and I know they are quality people, we can send them through temp agencies.

Chris Beluschak: We encourage that. Any help would definitely be appreciated.

Sharon Tucker: Yes.

Larry Brown: Joel.

Joel Benz: I just have one quick question. We have a point system and my understanding is that you are just a couple of points away here from a five-year abatement rather than a three-year abatement. Is that correct, Rachel?

Rachel Black: Yes.

Joel Benz: They have the possibility by putting a percentage back into that Tax Abatement Development Fund of getting those extra two points. Did you do a cost benefit analysis to see if that would be worth it?

Chris Beluschak: No, I don't have to explain how stuff can flow down from all of the commercial planning and stuff that is out of my hands but what we have is a structure for our capital assets and how our company works itself. One of the things that is going to be

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unfortunate is that the building was set up and designed for this purpose. Typically, for example for our last contract, we went into the Fogwell Parkway Building and we had to make substantial modifications to make it suitable for us. This building was built and ready for someone like us to walk into.

Joel Benz: Okay, thank you.

Larry Brown: Eric.

Eric Tippmann: Can you give us an idea of the size and scope of your operations around the country?

Chris Beluschak: We are a worldwide company. Android Industries is the company and each side is its own company within the larger company. We have operations in Brazil, Mexico, Turkey, Spain, Italy and roughly 2,000 to 3,000 employees worldwide.

Eric Tippmann: So you have deep pockets.

Chris Beluschak: Deepish.

Eric Tippmann: Do you offer your employees any education reimbursement?

Chris Beluschak: Yes. We offer 50% of their college.

Rachel Black: I was going to mention that they are also located on Fogwell Parkway and that is where they started in 2012. They are staying in that location as well. I think you are doing a little expansion there as well?

Chris Beluschak: Yes, GM rolled out their top secret plan and it is bundling the labor for the tire and wheel. We currently do operate a tire and wheel plant in half of the Fogwell Parkway. Due to their logistical planning, they expanded our building and increased the quality machining required for the tires and wheels and so we occupy the entire building on Fogwell Parkway. It is bundled in with the package that we are talking about.

Larry Brown: From the numbers that I am hearing, corporate-wide, this facility will be pretty substantial.

Chris Beluschak: This launch is the most important launch in Android history. It is paving the way for four other likewise launches across the country.

Larry Brown: Good deal. Council, are there any further questions?

Eric Tippmann: With that I am going to let Chris get out here and find those ninety people with a motion for consideration of resolution 2017-09-21-01 approving a Statement of Benefits for Android Fort Wayne II, LLC/NP Fort Wayne 40, LLC.

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Sharon Tucker: I'll second that.

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

Eric Tippmann: I will speak to this next one. This puts the word petty in petty cash. That's what it is for. Move for approval of consideration of a resolution 2017-09-21-02 establishing a cash change fund for the Allen County Treasurer's Office.

Tom Harris: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Next on our agenda is the Sheriff's Department.

Charlie Edwards: Charlie Edwards, Chief Deputy, Allen County Sheriff's Office.

Larry Brown: Before us we have a transfer from Salary Increase to Food and Utilities. Would you like to share with us what is going on there?

Charlie Edwards: Nick said it earlier, the jail population is up a lot since last year and so we need to supplement that. Utilities have gone up also since we pay for the entire Justice Center.

Larry Brown: Money is available in the salary line because you have unfilled positions.

Charlie Edwards: Yes, we have unfilled positions.

Tom Harris: I will move for approval of the transfer within the Sheriff's General Fund from the Salary Increase line to Food for \$35,500 and Utilities for \$81,500 for the total amount of \$117,000.

Bob Armstrong: Second.

Larry Brown: We have a motion and a second. I do have a question. The utility increase isn't related to population, is it? Do you know the detail of that?

Charlie Edwards: Maybe Jill does.

Larry Brown: That is a pretty substantial increase. Did we under budget?

Charlie Edwards: I think it was under budgeted more than anything.

Jill Werling: Jill Werling, Comptroller for Allen County Sheriff's Department. When we do the budget, I usually average from the previous year and when I was doing it, this is an up and down thing all the time. You are trying to do a moving target. Our original budget was \$700,000 and we are going to increase that next year to \$725,000. At the time that I

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did the budget, I looked at what we had been spending and what was previously spent and that is the amount I used for the original budget.

Tom Harris: Did any of the upgrades or changes that took place at the jail have anything to do with that? There have been considerable upgrades in the last year or so, right?

Charlie Edwards: We switched over to LED's. I don't know if that helped or not.

Tom Harris: It would appear not.

Charlie Edwards: I know there were some cameras installed but I can't imagine that would jump it up that much.

Nick Jordan: Jill, do you have some invoices that are waiting to be paid?

Jill Werling: Yes.

Nick Jordan: You have about \$135,000 available but they may not even need this, at the end of the day. It is more or less precautionary so if the invoices do come through, they are ready. Last year they budgeted \$790,000 and only spent \$730,000. They may not need it all by yearend.

Tom Harris: So we could see you moving it back from Utilities into another line item.

Nick Jordan: They have enough in Salaries.

Charlie Edwards: Unfortunately we have a lot of openings.

Larry Brown: Okay, we have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0.

Justin Busch: Chief Deputy Edwards, make sure you turn your light off when you leave tonight.

Larry Brown: Next on our agenda is a salary ordinance for the County Assessor.

Tom Fox: Good morning, Tom Fox, Compensation Specialist, HR Department. This is a reclassification for the Data Analyst in the County Assessor's Office. This is from PAT 3 to PAT 4 due to reallocation of responsibilities. The Chief Deputy resigned earlier this year and the Assessor has taken this opportunity to reexamine how responsibilities are assigned. As a result, she has reassigned some of the responsibilities from the Chief Deputy to the Data Analyst. This passed in the Personnel Committee three to zero.

Eric Tippmann: I will further add that I have spoken with the Assessor and what is not written here is that this is a net savings because the Chief Deputy makes less than the former Chief Deputy. By approving this ordinance, we are coming out ahead something

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like \$7,000 in the Assessor's Office. I will make a motion for consideration of a salary ordinance reclassifying the Data Analyst from PAT 3/5 to PAT 4/5 with a salary from \$46,151 to \$53,047, non-exempt at 37.5 hours/week.

Joel Benz: Second.

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

Tom Fox: Before my boss gets up here, I will explain what we are doing here. The HR Department has a request to reclassify the Risk Manager/Attorney to Risk Manager and take it from SPEC OCC to PAT 5/2. When Charity became the Director of HR, she will still do the attorney function. This also results in a cost savings of about \$17,000. It was passed by the Personnel Committee three to zero.

Larry Brown: Council, are there any questions?

Tom Harris: I will move for approval of consideration of a salary ordinance reclassifying the Risk Manager/Attorney to Risk Manager from SPEC OCC to PAT 5/2 with a salary from \$67,647 to \$50,407, exempt at 37.5 hours/week.

Sharon Tucker: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Next is ACJC.

Tom Fox: I will say that the first five are all part of the same reclassification. I'll take a stab at explaining this. There are currently nine people in the Admission/Dispatch position which is a POLE 2. There are nine people in the Central Control Manager position which is a POLE 3. This is one of those situations where over time where duties have kind of morphed and they are all kind of doing the same thing. This is moving the POLE 2's up to POLE 3 so that all 18 positions are POLE 3 with the title of Central Dispatch Coordinator.

Jamie Mann: I am Jamie Mann with the Allen County Juvenile Center, I am the Superintendent and I am going to let our Detention Director explain these positions. He is a little better versed than I am.

Shane Armstrong: Shane Armstrong, Allen County Juvenile Center, Director of Detention. As Mr. Fox had explained, over the years we had two separate positions, Central Control Manager as well as Admissions Dispatch. When we moved into our new facility, they have separate roles. They are both security oriented. The Central Control Managers are for the interior workings of the building of the security aspect. Admissions Dispatch are for the exterior portions of the doors, greeting and opening doors for law enforcement receiving incoming juveniles, managing cameras and phone calls. These two positions are interchangeable. Because of staffing and managing, we have to move people

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when it comes to breaks, staff calling off and it just makes sense to combine the position into one spot. When we move those people from the Admissions position to work those Central Control Managers position, they are not compensated at a fair rate. This is why we are asking to get this position moved into one.

Larry Brown: Bob.

Bob Armstrong: So, in reality, what you have done is cross train and consolidated to cover both sides.

Shane Armstrong: Yes, sir.

Larry Brown: Tom.

Tom Harris: In a bigger sense, we have talked to the Judge in the past in terms of population and number of beds and such. How are we doing these days with the number of beds and maybe the percent of occupancy?

Jamie Mann: Our population is lower. We continue to monitor that. These are positions that must be staffed. They are not contingent on the population. The building has to be open and running and there has to be someone manning the doors.

Tom Harris: These aren't new positions. How is the bed population going?

Jamie Mann: JDAI has had an impact. Our population has consistently been declining. I think we are averaging 40 to 41.

Tom Harris: Okay. That is down from?

Jamie Mann: Before JDAI started, we were up in the 80's and years before that we had as many as 140 kids in that building.

Shane Armstrong: The population is fluid. It changes as things happen throughout the communities. We get spikes and we get reductions as well.

Tom Harris: I like the idea of cross training because it makes sense from an efficiency standpoint also succession planning to show that you have resources and people trained. The piece that I am wondering about is does staffing change at some point based on the bed population.

Jamie Mann: I believe we will have to look at reducing the Youth Care Staff and direct care staff. These are positions whether there are two kids or 200 kids in the building we would have to have them in these roles.

Larry Brown: Sharon.

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Sharon Tucker: I am prepared to make the motion if there are no other questions.

Larry Brown: Before you attempt that Nick, can we bundle these together?

Nick Jordan: In this motion, you can do items one through five and it is for nine positions and from POLE 2 to POLE 3.

Sharon Tucker: What Nick said. I would like to make a motion for reclassification of items one through five for Department 55, ACJC, for POLE 2 to POLE 3 for Admissions Dispatch to Central Dispatch.

Justin Busch: I will second that great motion.

Jamie Mann: We need to clarify that we are renaming the nine positions that we are classifying to Central Dispatch.

Nick Jordan: They are already Central Dispatch Coordinators.

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

Tom Fox: Item six is a reclassification of a Youth Care Specialist, PAT 3 to Assistant Director of Security and Training, PAT 4. The Director position has required more and more training responsibilities and so by creating this position to Assistant Director is will enable all facets of the job to get proper attention and make him a little less spread thin.

Jamie Mann: I am going to let Todd Stubbs, our Director of Security and Training talk a little bit more about this.

Todd Stubbs: Council, you have to forgive me. I was coaching yesterday and I am a little hoarse this morning. We have realized that we needed another level of supervision to complete daily and training operations. As it stands today, I am responsible for all of the fire codes, emergency issues, building inspections, background checks, warrants, reviewing physical restraints and documenting results, assuring staff levels of security within the courtrooms and lobby areas, assisting daily in the detention operation, participating in the State quarterly audits, sitting in on all interviews and training 170 employees. Each detention staff member is required to have 160 hours of training in the first year most of which has to be conducted within the first two months. Any veteran detention staff must have 40 hours of training each year and I am responsible for that. Each Probation Officer must have twelve hours as well. It is my job to develop, implement and train all of these people in the various subjects required by the State. You can't have everybody do the same training because some training is only indicative of certain people. That also ups the training hours for those people. For some time, we have had this person assisting me with training, day-to-day operations and supervision of the security staff. It is my hope to reclassify this person to give them compensation and to give me added supervision and help.

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Larry Brown: Good explanation.

Sharon Tucker: If there are no questions, then I think I can make a motion for consideration of a salary ordinance reclassifying the Youth Care Specialist to Assistant Director of Security and Training from PAT 3/6 to PAT 4/6 with a salary from \$51,197 to \$58,847, non-exempt at 40 hours/week.

Bob Armstrong: Second.

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

Tom Fox: Number seven is a reclassification of the Administrative Assistant to Office Manager, OSS 3 to OSS 4. Basically this is a matter of parity within the department. The other divisions have Office Managers and the Administrative Assistant is doing the same function and so it is just a matter of moving that person into alignment with the others. This passed in Personnel Committee three to zero.

Sharon Tucker: I will move, if there are no questions. Move for approval of consideration of a salary ordinance reclassifying the Administrative Assistant to Office Manager, OSS 3/7 to OSS 4/7 with a salary from \$41,003 to \$46,059, non-exempt at 40 hours/week.

Bob Armstrong: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Next on our agenda is the Highway Department.

Kim Yagodinski: Kim Yagodinski, Finance and Personnel Supervisor.

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

Tom Fox: The first two items are to reclassify the Barn Supervisors of which there are two and the Engineer. This is to increase their compensation to what is the midpoint on the WIS Study. I don't know if you received the SPEC OCC compensation overview that they completed on their positions. I will pass this around. You can look at those before you make your decision.

Larry Brown: As Tom said, this is a result of the WIS Study. I guess I will start out by saying that the thing that jumps out at me was that this was going to be retroactive to 12/10/16.

Kim Yagodinski: When we came in March to ask for these positions, the decision was tabled at that time. When we came back to get them on the agenda, it was decided that we would go ahead and put the same requisition in that we had back in March and that was

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with the retroactive on it then. We have the money in our budget and have had it in there for this year.

Nick Jordan: I told Kim if you decide not to, you can just scratch it off the salary ordinance.

Larry Brown: Council, what do you want to do?

Tom Harris: I do have a little concern on retroactivity on these. Retroactivity means that we are changing this because it should have been done back then. We are looking at this and it should have come before the Personnel Committee with some changes that we thought were necessary to have and discuss as part of our process. Do we not also have other departments that would line up and say we should have had ours also retroactive? I worry a little bit about that. I would probably move to not have those retroactive.

Joel Benz: Do you want to make a motion?

Tom Harris: Yes, move for approval of consideration of a salary ordinance reclassifying the Barn Supervisor, SPEC OCC from \$65,780 to \$67,987, exempt at 40 hours/week. No retroactive.

Joel Benz: I'll second it.

Larry Brown: **We have a motion and a second. Are there any other questions?**

Sharon Tucker: I have a question. Tell me why this one is on SPEC OCC.

Kim Yagodinski: These are exempt positions and we typically pay our maintenance workers who are out in the field overtime hours. I think that part of it was to be able, because of so much extra time that is involved and there is not a set schedule that these individuals have to be out whenever they get a call from the Sheriff's Department or out looking at the roads at 2:00 in the morning to determine what staff is going to need to be called in. It is very difficult to give this person some kind of a set schedule and to have the grid the way it is. When we are hiring someone, typically we are not hiring someone who doesn't have that previous experience. It is very difficult to find someone at the bottom of a grid level to come in and put in twenty years and most of the time the Supervisors have twenty years of experience in that field.

Sharon Tucker: Thank you.

Larry Brown: **We have a motion and a second. Bob.**

Bob Armstrong: The other thing is these guys are Barn Supervisors, North and South and then you have two Foremen, North and South. If you are on call and you are not the Barn Supervisor, you are getting paid for your call out time. If you are a Barn Supervisor and are on call that week, they are not being compensated for anything. I think that needs to be clarified because they are all doing the same job and is it fair to penalize two

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Supervisors when the other four Foremen are actually being paid when they are called out.

Larry Brown: Are there any further questions or comments? All in favor say aye, those opposed, like sign. The motion passes 5-2 (Armstrong & Tippmann).

Kim Yagodinski: Item two is our Engineer position. This is also a SPEC OCC position. This is our only professional Engineer in the Highway Department. He also takes care of all of our Federal aid which, if you are familiar with that is where we get money back from the State or Feds. That brings a lot of dollars into Allen County. I think Bill had some estimates on the amount of money he brings in.

Bill Hartman: Currently it is about \$70 million above our regular budget. Mr. Thornson does a wonderful job for us.

Kim Yagodinski: This position also requires several hours every year of continuing education that he has to do. When you read through the County ordinances, many times it refers to the County Engineer as being responsible for overseeing all of these projects which in fact Mike does. Many of the dollars that come into Allen County from Indiana go through Mike. That is in the bidding process and the approval process.

Larry Brown: Correct me if I am wrong but this is the result of the WIS Study?

Kim Yagodinski: It is. This is the midpoint of the WIS Study. In Allen County we have tried to be fair in compensation to our employees but I don't think we have ever thought that we are the top employer out there. When we first came to you in March, we decided that we would just ask for the midpoint salary. Not that we don't feel that our employees deserve a lot more but just an understanding that the County has never said they were going to go out and lead the industry but we do feel it is fair compensation.

Tom Harris: I will move for consideration of a salary ordinance reclassifying the Engineer, SPEC OCC from \$79,115 to \$85,786, exempt at 40 hours/week. Not with the retroactive.

Bob Armstrong: Second.

Tom Harris: Maybe one question with that. On some of the grants that are brought in, is that through any kind of bridge funding?

Kim Yagodinski: It is roads and bridges.

Tom Harris: Some of that \$70 million may drop...

Bill Hartman: No.

Tom Harris: So you will still be receiving some of these grants.

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Bill Hartman: All of them will still be coming.

Larry Brown: Sharon.

Sharon Tucker: For this position, the request that you put in is \$6,600 increase and you are saying that you chose that amount because it is the midpoint. Some of the supporting information that you gave is that this individual helps to bring dollars back to the community. Is that part of that position or is it over and above?

Kim Yagodinski: It is part of the position but Mike also supervises our Project Manager and Technical Service Manager. I wouldn't say it is on top of but part of his responsibilities.

Bill Hartman: There is no guarantee that we will get that money but he is very skilled at making sure the applications are done correctly and has been very successful on our behalf.

Kim Yagodinski: They also have to obtain certifications.

Bill Hartman: We all have to be certified to handle bridges and roads. We have to take an online examination every year.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 5-2 (Tippmann & Tucker). Item three.

Tom Fox: Item three is for an Administrative Assistant at OSS 3. This is moving a part-time Receptionist into a full-time Administrative Assistant.

Kim Yagodinski: A few years ago, when I started, we had a part-time Receptionist. We have had a lot of turnover because it was not a full-time position. With covering for the barns, if one of the Office Managers is on vacation, this person goes to the barn and covers that position. As this position has gone along, we have increased the hours. Our insurance changed a few years ago and it was required that part-time people who were working more than 30 hours received County health insurance. This person has been getting those for the last year or so. In an effort to fairly compensate her and for her to participate fully in the County benefits such as retirement and so forth, it would require us to move that position from part-time to full-time. She is already working that number of hours and so there is really no net difference in the budget. We are paying her out of the Extra Deputy line now and this would just move her to a regular line and it will be zero change to the budget.

Tom Harris: But it is a new position.

Kim Yagodinski: It is a new position but we have had it for the past ten years as a temporary position.

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Tom Harris: And even though in a temporary position, she was able to receive the health insurance.

Kim Yagodinski: Not the retirement benefits. We are hoping that if we extend those full benefits such as paid time off and paid holidays and the retirement that we can keep her in that position for a longer period of time.

Eric Tippmann: If you have had an employee on there for ten years at a part-time...

Bill Hartman: Not the same employee. We have had a lot of turnover.

Eric Tippmann: As a part-time position, it seems that it was all along a part-time position...

Bill Hartman: To give you a little history, back in 2007 when we lost our CEDIT money due to the annexation in Aboite Township, we had 108 employees and we reduced that down to 84 and since then we reduced that down to 73. It has put a lot of pressure onto all of our employees. One of the duties that these folks took over there was an Administrative Assistant for the Highway Director before the annexation. Those duties fell on full-time and part-time Dispatcher and Receptionist to do all of the dispatching for all of our permits as well. They wear several hats as it is and to have that full-time, I think, is something that we very much should do. It is going to fall in line with the next request for our Maintenance Workers and the Project Manager. We reduced by 14 Maintenance Workers and seven Project Managers after that annexation. We are getting to the point now where we are going to have some increased funding and in order to manage that is part of making this full-time and four new Maintenance Workers and another Project Manager.

Eric Tippmann: You are going to have or going to seek increased funding?

Bill Hartman: We will have another \$4 million next year due to the increase in gasoline taxes. The LIT money, the Commissioners have pledge money towards us that the City approved recently. Our available budget to put on the ground will increase by \$4 million.

Larry Brown: Not having City and New Haven bridges to take care of, how does that affect you?

Bill Hartman: It only took \$1.4 million away from us. It wasn't that big of a deal.

Kim Yagodinski: The \$4 million that Bill is saying is after that is taken out. It is about \$5 million of additional revenue and \$1.4 million is what the City used to contribute towards the bridges and so that still leaves us around \$4 million of increased revenue for next year.

Tom Harris: That was my question. Not necessarily from a financial standpoint but an administrative standpoint without the bridges and responsibility there.

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Bill Hartman: It is not that big a deal, Tom.

Kim Yagodinski: We looked at the wages that we are spending on Fort Wayne bridges of approximately 509 hours on a yearly basis which equates to about 25% of one person's time. It is going to be a really small impact on our budget.

Tom Harris: One of the aspects of trying to retain employees is to provide health insurance and you have already done that and yet there has been turnover in this position. That turnover you are equating to because they don't have retirement.

Kim Yagodinski: And the paid holidays and so forth. Not that we don't offer the person to take the time off periodically but they don't get any compensation for that time.

Sharon Tucker: The part-time.

Kim Yagodinski: The part-time.

Sharon Tucker: So this person or this position has been ten years part-time and no benefits as far as the retirement goes...

Kim Yagodinski: Or paid time off.

Sharon Tucker: But the person currently in the position has been functioning on a full-time basis.

Kim Yagodinski: Yes. She has been working full-time hours but has only been here a little over a year. We would like to hope that she would stay if we would offer some of those benefits. She is a single mom and it would really be nice if she could have that paid time off to be with her kids when they are not in school.

Sharon Tucker: But you are not looking to increase her salary.

Kim Yagodinski: No, the salary would stay the same. Actually there is going to be a small decrease in her salary because we gave her an increase at six months as a part-time employee but when she starts full-time, she will have to go back to the beginning step of the grid.

Larry Brown: Joel.

Joel Benz: I know it is important to maintain some continuity in your office and so I am going to make a motion for a Receptionist moving to Administrative Assistant, OSS 3/2, with a salary of \$30,701 non-exempt at 37.5 hours/week.

Tom Harris: Second.

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Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Next is item four.

Tom Fox: Bill already touched on four and five. Four is adding four Maintenance Workers, LTC 4/2 and a Project Manager at PAT 4/2. These are positions that were previously funded but have not been for a few years and are basically reinstating them.

Larry Brown: The document I have says Crew Leader.

Tom Fox: That is for the Coliseum.

Nick Jordan: Just to clarify, you want these for 2018?

Kim Yagodinski: That's correct. We put these into our 2018 budget because that is when we will be getting the new funding as a result of changes made at the State level.

Nick Jordan: Council, you are not passing a salary ordinance for these but essentially just approving them to put it in the salary ordinance for next month that we will bring before you.

Kim Yagodinski: As part of our 2018 budget.

Tom Harris: Just a recap on that why the addition? Help me understand that.

Kim Yagodinski: As part of our budget this year in LR &S and MVH, the State increased the State Gasoline Tax and the way that the money is getting divvied up between the different Counties and local entities and the benefit to the Highway Department is going to be an extra \$2.4 million in LR & S and \$2.9 million in MVH. Also, as we met with the Commissioners and reviewed our budget, they indicated that they would provide to us \$5.6 million in CEDIT funds or LIT funds as a result of the increase.

Tom Harris: From a taxpayer standpoint, what we are doing is bringing on more people to do more.

Kim Yagodinski: Absolutely. We are going to get those materials on the ground.

Bill Hartman: We are going to do more conversion projects. We are going to do more chip and seal projects and these four people will be directly involved in.

Tom Harris: So from those folks living in Harlan or Scipio Township, for example, are paying more LIT and more gas tax, we are saying that we are going to come back and do more stuff.

Bill Hartman: This is the benefit of that.

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Kim Yagodinski: The Project Manager position, the last position on the list, in 2014 we had a retirement and we did not replace that individual. Everyone was trying to cut dollars out of their budget and trying to be as conservative as we could. At that point we didn't see an increase in revenue coming and so we did not fill that position but at this time, with the extra dollars coming in and the extra projects we will oversee, it is important to get us back up to that 2014 level. We are not asking for an increase in a position but to replace a position that we haven't filled in the past.

Tom Harris: Mr. President, I will move for consideration of adding four Maintenance Workers, LTC 4/2 with a salary of \$42,474, non-exempt, 40 hours/week for the 2018 budget.

Bob Armstrong: Second.

Larry Brown: That is just item four, correct?

Tom Harris: That is correct.

Larry Brown: **We have a motion and a second.** Bob, did you have a question?

Bob Armstrong: Yes, I have one question. On the road conversions, do getting locates from utilities slow us down in our road conversions?

Bill Hartman: Locates aren't as much of an issue as it is getting them to move.

Tom Harris: You might explain that a little bit.

Bill Hartman: When we do a conversion project, we get additional right-of-way so that we can provide drainage. That means that the utilities that are in the right-of-way are asked to be moved to the outside to give us the room to do that. Unfortunately what has happened in Texas and Florida, a lot of folks that do those utility moves have migrated south in order to restore power to a lot of unfortunate folks. That does put a little glitch into getting work done here. There are only so many people that can do that kind of work. Here was a hiring of locate people from one company to another which in the last few months, we have had a little trouble but hopefully that will get ironed out.

Bob Armstrong: I just wondered if there was a good working relationship.

Bill Hartman: Yes, I would say so.

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

Joel Benz: I will go ahead and make a motion for consideration of adding a Project Manager, PAT 4/2 with a salary of \$46,970, non-exempt at 37.5 hours/week for the 2018 budget. I also wanted to add that I appreciate you being proactive. You spoke about your

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numbers coming down and now you are gearing up as you get more funds. I appreciate you guys being proactive in preparing your budgets and in your positions.

Justin Busch: Second. I want to echo Joel's comments. I appreciate the good planning and also a special thanks to Kim who is a wizard with the numbers and has everything ready for us and answers all of my questions. I would also like to state that I think it is a good use of the money when our friends in the City decided to raise the income tax and the County is using the majority of that money on infrastructure and I know it is in good hands in your department. Thank you.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Next on the agenda is the Coliseum. I see Randy Brown running to the table.

Randy Brown: I am Randy Brown, Executive Vice President and General Manager of the Memorial Coliseum. With me is CJ Steigmeyer, Vice President of Finance and COO for the facility. This is our annual report from last year for those that haven't seen it.

Tom Fox: This is really an existing position but adding an additional Crew Leader. The Coliseum has had Crew Leaders on first and third shifts and is now adding for second shift. This is an LTC 4/2.

Randy Brown: The reason for this is, I am happy to say, the Coliseum just keeps getting busier. Last year, our Use Days which is use of one space increased 24%. Year to date we are up almost nine percent. If you didn't hear, there is a ranking done every other year by Streets and Smith which is the Wall Street Journal of Sports and we are number three. That is out of 219 minor league markets. We are very proud of where we are and I think you are aware that we were successful with some NCAA bids that we will be hosting for four consecutive years beginning in 2019. The Division Three Men's Basketball Championship in 2019 and in 2020 the NCAA Division One Women's Regional. I will tell you that the Coliseum is doing everything that we hoped it would do and the Conference Center has been an absolute homerun. Year one nearly doubled our pro-forma. The activity continues to grow and the overall reviews of the venue are very strong. That is the justification for the need for a second shift Crew Leader. Right now we have one full-time Operations Person on that shift and when you have a million square feet, one person can't be everywhere. It is just the matter of satisfying the needs of our clients. My pledge, as in the past, continues to be the same, we don't spend it until we earn it. In the last five years, the Coliseum's average net revenues have been in the \$30,000 to \$40,000 range. We fully anticipate that if everything stays the same, to be where we have been and have a positive cash flow. I would be happy to answer any questions.

Larry Brown: All of that said, Council, item one.

Tom Harris: Congratulations on the continued success. I think the minimum standard is to keep this off the tax rolls for the citizens in this community. That is the minimum and

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you guys continue to exceed that and it is impressive. I am sorry Barry Manilow didn't do as well for you.

Randy Brown: We made some money. Just so you know, venues of our type lose money and just for the fact that we are on our operations self-sustaining it a unique element to itself and with the caveat that if everything stays the same, we anticipate continuing that tradition.

Tom Harris: I will make a motion for consideration of a salary ordinance for the Operation Crew Leader, LTC 4/2 with a salary of \$42,474.

Sharon Tucker: Second. I have a comment. First-hand experience of the wonderful service that Randy and his team offer out there, I'm a little disappointed that the social event of the year, my wedding, didn't make the bulletin here.

Randy Brown: I apologize. That is an oversight on my part.

Tom Harris: It would be awkward to ask if you made money on that wouldn't it.

Randy Brown: Everyday low pricing.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Let's bundle items two through nineteen.

CJ Steigmeyer: Late in 2016, County Council approved a grid change to LTC and PAT grids. In 2017, Council approved a grid increase to OSS positions. These positions that are listed here in numbers two through twelve and 16 through 19 all fall in the LTC, PAT and OSS grids. Earlier this year, I believe, there were appropriations granted to other departments for the increases of the grid changes and we were not a part of that. This is just strictly to get our appropriation lines up to what is being paid currently based on the grid changes that were made. The FICA, PERF and County Match are all in relation to those changes.

Tom Harris: We had discussed this and it was merely an oversight and that we should have included that. I will make a motion for approval of items two through nineteen in the amount of \$81,809.

Eric Tippmann: Second.

Larry Brown: Are there any further questions or discussion? All in favor say aye, those opposed, like sign. The motion passes 7-0. Next is the Department of Health.

Mindy Waldron: Mindy Waldron, Administrator of the Fort Wayne Allen County Department of Health.

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Tom Fox: This is essentially a part-time position that they want to move to full-time. It is Environmental Technician at OSS 4/2 for the Onsite Waste Water Management District and is funded by the District.

Mindy Waldron: I have it as an OSS 5. This is very similar to last year's. We have two of these Technician positions that support that District. It is self-supporting and so we started with part-time folks until the fund could support full-time with benefits. This is the second one of those that we would like to add.

Tom Harris: The dollars remain the same?

Mindy Waldron: Yes. He hasn't been here long enough to where he would have to take a cut and so he will have static funding.

Larry Brown: Tom, I may have missed your nod on the OSS 5, is that correct?

Tom Fox: Yes it is.

Sharon Tucker: And this passed in Personnel Committee?

Tom Fox: Yes, three to zero.

Joel Benz: Does anyone have any questions? If not, I will make a motion for consideration of a salary ordinance for Environmental Technician at OSS 5/2, \$37,486, non-exempt at 37.5 hours/week.

Sharon Tucker: Second.

Larry Brown: **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0.** Next is an additional appropriation request.

Mindy Waldron: I would like the architect to join us in case there are any questions on the proposed site. I sent out a packet to all of you and would be willing to answer any questions you might have. I hope it answered some of the questions as to why but I will give a brief summary if you would like.

Tom Harris: Yes, please.

Mindy Waldron: As I explained in the document, I wanted it to be an executive summary as to the why. I have Ed Welling here with Grinsfelder and Associates who has done the scope for this particular project and he can answer any questions on design and cost. As you know, local Health Departments are responsible for responding to small or large incidents of outbreaks. I am going to paraphrase this for brevity as well as I am struggling with this cold. This would do two purposes for us with this additional structure that we are proposing. We do a number of offsite clinics because we don't have enough space and we don't want to open that entire building because it is not a secure building in

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terms of having security personnel in the evening. We generally will go to another site that does have that or can offer after-hours assistance for us. We have found, from a security standpoint from staffing and having to do a lot of these after hours, it would be better if we could have it on our campus. The State and the CDC requires us a certain number of sites for the local Health Department throughout the United States to be able to respond to what they consider a worst-case scenario such as an anthrax incident or a dirty bomb or something along the line of where you need 48 hours to profilax your entire community. We only have four current sites and we don't control those sites. Those are sites like a parking lot and those are very difficult because you can't control the weather. When we set up our equipment, I showed a picture in your documents to show you a small idea of the amount of equipment that we need to set up. We found it rather difficult to haul that equipment, load it, account for weather issues, set it up and we don't have many sites where we can use the inside for vaccinations. What we have decided and last year equipped our north site, near the Vector Control building, as a drive through clinic as well. We were hoping to get more of a southern site that we controlled so that on a 24/7 basis, we can set that up. This additional and proposed building would be attached to the existing older and not too wonderful of a garage that we are basically using for storage. We would convert a portion of that and add on to it to be clinical space to serve those two purposes. Conglomerate some of our offsite clinics every week to that site as well as for an emergency site, should we need it. We recently met with the New Haven Fire and Police Departments to secure our plans for that site and they have agreed to assist. I did also list four reasons why we feel it is better to control our site and I would be happy to go over those, if you'd like. More or less it is weather, being able to get access 24/7, having it already secured and being able to control that and practice at that site. As far as the money end of things, we originally estimated a bit lower but in going through the needs at that particular site and the hope to make it a very flexible space with exam rooms, plumbing and all that is required, we realized that our initial estimates were a little low. We do have the funding available. We are always prepared to be able to buy those large amounts of medications and supplies and sustain our own equipment and our facilities. We are rarely, if ever, asking for any General Funds. In this case we are asking for an additional appropriation from the unexpended budget and we are asking for less than what the project costs because we do have some funds remaining in our department budget from a project that did not take nearly what we thought it would. We are asking for an appropriation of \$468,000 to do what we think it would take for the project. I understand from Ed that it would take quite some time because construction is pretty busy right now. We wouldn't be first on their agenda but we are in no rush right now but want to be ready in the event of a disaster. I would be glad to answer any questions about the project and Ed can certainly speak to the site plan that I provided in your packet.

Larry Brown: Tom.

Tom Harris: I guess the one question that comes to mind for me is that sometimes in crisis management particularly when it comes to IT and those kinds of things you try to spread out your locations in case one is hit with a storm or something like that. Have you given thought to instead of having this in one location having one here and then one southwest?

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Mindy Waldron: We have four current locations and they are spread in the quadrants. One was added last year which is sort of the fifth one and is at the north storage site. We have the quadrants, one in the north and we are looking for the south. We can also spread our equipment around should there be an attack in an area where electricity or a storm might take out one of the sites.

Larry Brown: Eric.

Eric Tippmann: Fully needed. I am not going to argue that. I have a completely different thing and it has only come to light in the past few days. I would like to wait on this because Park Center, have you followed the Opioid Treatment Center? It did not go through on Rupp Drive. There are other places it could potentially land and could directly impact your location. I don't want to discuss it here but I would like to wait and see how that plays out. There might be some symbiotic benefit of working with them. It is very close to possibly where you are at. I am sorry for dropping this like this but it has only come to light. I would like to wait and see how that plays out because we are a significant partner with Park Center and I think there is a chance to work together here.

Mindy Waldron: I really don't know what to say. I don't know anything about that and so I guess I would have to wait as well.

Eric Tippmann: That is on us and I am asking my colleagues, is there any cost to us waiting?

Mindy Waldron: Cost, no. I would always keep in mind that what we cannot utilize as a site for what I am proposing is a site that is open already. Typically, when we have somewhere between 5,000 to 100,000 people that we need to serve within a short period, what it does is shut down the site that you are using. They cannot have business there and that is why we typically use these parking lots. You also can't merge certain things with certain populations. I would encourage you to keep in mind that this needs to be separate from any other type of business.

Eric Tippmann: I understand.

Tom Harris: This particular property is already owned by the Board of Health.

Mindy Waldron: It is owned by the Commissioners.

Tom Harris: Consideration of another piece of property would amount to potentially additional cost to be able to purchase additional property.

Eric Tippmann: Park Center would be leasing or purchasing this property.

Mindy Waldron: Can I say one additional thing? Our hope in doing it at a site that we already own and maintain is that we have full control of it 24/7. When we want to set it

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up, most of these things that we get tends to be Friday afternoons and almost always after hours. I need to be able, at any time of the day, to go and set up and take charge and say we will close this clinic or those types of things. We have gotten away from the concept of trying to conglomerate what we want to do on someone else's site. It is typically hard for them to shut down or change their operations within a matter of hours and we like to be able to secure our own place. Practice at our own site whenever we like. I am not sure what this particular project is but we are hoping to put it where we already own the property and can store everything there and set up at the drop of a hat.

Larry Brown: Sharon.

Sharon Tucker: How often have we had to utilize the functions like you are talking about? Shut it down because we had an emergency breakout or whatever.

Mindy Waldron: That is approximately yearly because the clinics that we hope to put there are weekly. One to two major things happen where we have to secure a site each year. I am trying to think in the last twenty some years, there has been at least an event a year. And you have three to four drills a year.

Larry Brown: Bob.

Bob Armstrong: If we pass this and move forward, at any time as Eric has said, we can change direction? You see what I am saying? I don't want to stall this and if that would fall through then you are back here and we are doing this all over again. If this passes today and Park Center comes to us, we hook up and can work out a feasible plan can we make that change at that time?

Larry Brown: That is what I was trying to think through. We could make our motion conditional.

Mindy Waldron: With maybe a timeline added to it? If I would have known this I would have had Dr. McMahan here as well to speak to the need for the clinical side of things.

Eric Tippmann: I am not challenging your need. I support it. I would like to see how this other thing shakes out and if there is a benefit and you are not under a timeline, it won't cost us anything to wait.

Sharon Tucker: It is so unique because I can feel her angst there. The information that you provided sounds like it could be good but you can't share the details with us.

Eric Tippmann: It is just a concept and it has to land somewhere or the community is going to get an opioid treatment center and Park Center is going to build it.

Sharon Tucker: Part of what I have heard is even though they may build that treatment center, there are some barriers because of the ability to work together. There may not be that freedom there because there are some things that the Health Department has to have

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and movements that they have to be able to make. We don't really know if they would be able to stop, drop and roll the way we would need them to if we go in at the same area. Is that the concern you have also?

Mindy Waldron: It is and I guess I can't picture what we could put together that would meet the need that we are requesting here as well as what the opioid treatment center would be serving. I can't imagine we would co-locate those.

Eric Tippmann: You can't imagine it because you haven't built it yet. You don't know the layout of the facility yet and the usage of the land. I am just asking to wait and see how that is laid out in the direct area that might be more suitable for this.

Larry Brown: Eric, based on what you do know, do you think a specific timeline could be established that could be incorporated into our motion and if that timeline expires then Mindy is free to go ahead?

Eric Tippmann: Absolutely.

Mindy Waldron: Now that you have said it, I did hear what you are talking about. I do know what site you are discussing. That was shared with me. I would be willing to wait because I know what you are talking about now. It is not at the same site.

Eric Tippmann: We could actually come out with a better set up and arrangement.

Mindy Waldron: If I had known in advance, I wouldn't have said what I said. I do understand it is worth exploring.

Larry Brown: With your approval, we are going to table this.

Mindy Waldron: Yes because I don't want to rule something out that I don't know what it is about. All I know is there is a potential site and the benefit is the location.

Eric Tippmann: My apologies because this is only 24 hours old.

Mindy Waldron: Then maybe I don't know. I am willing to do whatever you would like us to do. We can come back before you next month. Maybe say a month from now is the limit for determining.

Eric Tippmann: Ninety days.

Mindy Waldron: Then I wouldn't come back because we wouldn't want to do that at the end of the year. We would want to get the money next year, maybe.

Larry Brown: We will let you work that out. Today we are going to table it.

Mindy Waldron: Okay, thank you.

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Larry Brown: Okay, moving forward, is there any other business to come before Council? Are there any recent or upcoming meetings that we want to share information on?

Eric Tippmann: Tonight, at the Library, there is a meeting for the opioid crisis in Indiana. It is at 6:00 at the Main Branch in Meeting Room A. This is something that literally affects us all. I know no one who doesn't have a sibling, aunt, uncle or good friend that hasn't been affected by this.

Larry Brown: Absolutely. Is there anything else? Are there any liaison reports? What I would like to do is close out this meeting.

Nick Jordan: We waive the second reading and then start the budget hearings.

Tom Harris: Approval to waive the reading on any matter approved today for which it may be deemed necessary for the County Council meeting of September 21, 2017.

Joel Benz: Second.

Larry Brown: **All in favor please signify by saying aye. The motion passes 7-0.** The next regular Council meeting will be Thursday, October 26, 2017 in this room. We are going to take a ten-minute recess.

RECESS

Larry Brown: We are going to resume. Is everybody ready? Error on my part and we are going to correct it right now. Councilman Tippmann has an item for discussion and at this time, I will turn it over to him.

Eric Tippmann: I have a prepared statement because I want to read this right into the records so that there is no lack of understanding of what we are trying to do here. From the outset of this discussion, to be crystal clear, we are not having the discussion of reducing anyone's pay. This is about a \$5,000 annual perk. The individuals under consideration have their salaries set by the State. If you made \$150,000 last year under anything regardless of any action we take here, you will make \$150,000 next year. The award goes to 27 of about 1,300 or so Allen County employees. It was first awarded, I think, in 2008 and has potentially been a \$50,000 windfall for some people. I am actually going to argue that the \$50,000 was well deserved. However, the time has come to possibly rescind this perk. The \$50,000 was well deserved because for too many years our State has woefully undervalued Judges and Magistrates, and I would argue the Governor, the State Auditor and the Secretary of State. These are all highly technical positions where having actual expertise in the position would pay for itself in efficiencies many times over. Only recently have Judges' salaries been amended to attract and retain talent and just this year it was proposed to considerably raise the pay of the State Auditor and the Secretary of State and others. As an example of how upside down our State has been in paying for talent, our own talented Allen County Auditor, Tera Klutz, actually

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took a pay cut to become the State Auditor. For those individuals that stand to lose this \$5,000 perk contend that the large pay raise at the State level on top of the County's \$50,000 contribution has made you whole for the years that you were woefully underpaid. I've heard some argue that rescinding the \$5,000 perk will result in Judges and others being less willing to cooperate or collaborate with Council. I do not buy this argument for a second. It suggests that these individuals are completely self-indulgent which I know them personally not to be. I have heard some argue that rescinding the \$5,000 annual perk will be a slap in the face to our colleagues in the Courts and Law Enforcement. To them, I would ask them to recall the additional positions, the numerous pay raises, the generous cost-of-living adjustments and the many reclassified positions that this Council has awarded in recent months and years. Our actions have said, and they have said it loudly and repeatedly, we support you. We support your employees and we support your mission. I don't see any way to interpret the millions of dollars that we have allocated. In the end, we work for the taxpayers of this County who deserve something in return for their money. I do not believe for a second that making this decision my ultimately result in these individuals missing a single pay raise that would result in the loss of one Judge or Magistrate to the private sector over a miniscule three percent discrepancy in pay. If I am wrong, we can revisit. It is always there for us to revisit. With that I will open the floor for other comments on this.

Larry Brown: I believe that Councilman Tippmann would agree that we are not asking to take action today but is a discussion item. With that is there anyone who would like to add to the discussion?

Tom Harris: I would just say it is well articulated in your thoughts and I think that speaks accurately in terms of some of our thoughts and philosophies.

Larry Brown: As we think forward on this and this has been subject matter for every bit of five years and perhaps even longer. We may want to consider, in the year 2020, several of these positions will be on the election cycle. If we would revisit this over the next several months and when we discuss in 2019 the 2020 budget, might be an appropriate time to take action. I just offer that as consideration. Before we move on, does anyone want to add anything else to the current discussion? If not, we are going to open the 2018 budget hearing. Do you want to lead us, Nick?

Nick Jordan: The first thing we are going to look at is the Binding Tax Unit Review. The first to appear is the Southwest Fire District. Under Indiana Law, the fire protection district has to have their budget approved by the County Fiscal Body. You guys can decrease it or not but you cannot increase it. In the Binding Review Notebook, on page three is a summary of the three Taxing Units subject to Binding Review but Southwest Fire District begins on page four. We can invite them up and any questions you have, we can go through them.

Larry Brown: Does Southwest Fire want to come forward?

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Ellis McFadden: Good morning Council members, Nick and staff, I am Ellis McFadden with the Board of Fire Trustees and Fiscal Officer.

Larry Owen: Larry Owen, Board of Trustees.

Don Patnoudé: Don Patnoudé, Fire Chief.

Ellis McFadden: In the budget that you have before you, we are giving the staff a two percent increase and we are still running with two retirements that we have not filled because this lawsuit keeps hanging over our heads. I think that now, as of the 14th, we have decided to get to the Supreme Court. If they accept that I think we are in good shape. I would like to read a statement that I put in the 1997 annual report that went to all Council members and Commissioners. I addressed it at that time and that was 20 years ago. I think two years ago, Tera asked at these meetings where we stood. At that point, we did not know. The paperwork for the Supreme Court has listed several statutes and I sent this to them and its number one. I would like to address a little bit. The Fire Protection District states 36-8-11-22, Areas Annexed by Municipality any area is part of a protection district annexed by a municipality that is not part of the district ceases to be part of the protection district when the municipality provides fire protection services there, as added, Public Law 341, 1987, Section 4. At the same time, the municipality annexation states that 36-4-3-7, Publications Adopted and Ordinances Effective Fire Protection Districts. Section 7C, Subsection D and E apply only to fire protection districts that are established after June 14, 1987, as amended, Public Law 341. The same PL at the same session and it exempts those districts that were established prior to June 1987. This Fire District was created in December of 1986. I was appointed to this Board of Trustees in January of 1987. I have been here and trying to get this resolved. I think if the Supreme Court accepts this, we will have a winner and it will be over. We have gone through the appeals process and I think from my perspective, and I don't profess to be an attorney, they pretty much threw it out and said they were in the wrong Court. It juggles back and forth. That is my statement on that. Do you have any questions?

Larry Brown: Council, are there any questions?

Tom Harris: I generally ask what your biggest challenge is but that may be it. Second to that the Fire District, what are the other challenges?

Don Patnoudé: We are still working on our truck replacement. That is something that we have discussed several times. One of them has to do with replacement of a ladder truck. Our Cumulative Fund is about halfway there. It is interesting because we have been taking tours and familiarization of these new complexes and of course you know we have General Motors and everything that is going on there.

Tom Harris: And even the expansion that we voted on the abatement for the group this morning. That is going to be in your area, I believe.

Don Patnoudé: Yes. Yesterday we were out at the new Walmart facility. It is a very, very complex facility and quite an interesting facility. One of the things we discovered

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there is because of setbacks and height of the building, one thing we will have to consider on replacing the ladder truck is we were going to go with a 75 footer but we are probably going to go with a 100 footer. We are not going to have the access to that building. That will increase the cost of the truck but in the long term I think that's the best bet for us. The big hurdle, we have already addressed it and that is getting familiar with these buildings. We have seen tremendous growth out there especially in the Shovel Ready areas. For us, we need to be very familiar with them and support them and I think we have been doing a good job with that.

Tom Harris: I should know that but does GM have their own fire brigade?

Don Patnoudé: The only factory that I know of in Allen County with their own fire brigade is BF Goodrich. A fire brigade has to meet all of the requirements of a fire department. It is very expensive for them to do that. GM has a spill control team for hazardous materials and stuff like that.

Tom Harris: So as they continue to expand that is falling into your arena.

Don Patnoudé: Correct.

Sharon Tucker: Do you have to expand your team to cover that?

Don Patnoudé: Well, we would like to. The problem is, and Ellis alluded to it, with this pending lawsuit we have been questioned about what our five-year or ten-year plan is but quite frankly, we don't know what next year's plan is. We don't know financially where we are going to be. What really drives this is run volume, number of calls and do we have the personnel to handle them. I can really speak for every department in Allen County and our run volumes are going up. There are multiple reasons for that but as they go up and by the same token, we are seeing what we have always seen with volunteerism on the downhill slope. Recently we were talking with other Chiefs and of all the departments in Allen County there are only two that don't have some form of paid personnel now. Most are doing a lot of part-time staffing. They are doing that only because they can't get anybody. They have to have these people in and trying to cover these ambulances and the vast majority of our calls are EMS. EMS is an easier one to cover because you typically only need a couple of people for that. When you get into the fire aspect of it and the standards you have to meet, you are talking a minimum of twelve people for a structure fire and it usually takes a lot more than that. It is getting tougher to do because you don't have the money and the people out there. That is a hurdle for everybody in fire service.

Ellis McFadden: One thing I would like to give is a little praise for Nick. On September 1 we had the meeting with the Department of Local Government Finance and we had a new person. There were the tax caps that we got at the first of the month. At budget time there was \$1,987 difference. I put that in Gateway and then when I was conversing with Nick, we lost it. That was due to the DLGF and I worked with Nick that Friday afternoon for three or four hours to get everything. In the past, George would make the corrections and I would go home and put it in. When I got home, this person had me locked out. Nick

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told me to send it to him. I think there was an error in Gateway that should have populated to Form A. I sent Nick the spreadsheet and he input it and I thank you, Nick.

Bob Armstrong: Do we still have college kids coming in and staying at one of your buildings?

Don Patnoudé: Our Live-In Program?

Bob Armstrong: Yes. How is that?

Don Patnoudé: All eight apartments have been filled going on two years now. We have had some turnover. We have had one of our volunteers who lived there for over a year. He saved up enough money and built a house in our area. We have another one doing the same thing. That has really been part of the thing. Part of the program was for that. It gives these people the ability to save up some money, hopefully build in our area and of course it helps us do staffing. That station, being in close proximity to GM, they have made over half of all of the ambulance calls we respond to.

Bob Armstrong: So the saying of train and retain is working.

Don Patnoudé: Yes.

Larry Brown: Council, are there any other questions?

Tom Harris: I will move for approval...

Nick Jordan: You will approve it next month unless you want to reduce it or modify it.

Tom Harris: So at this point we are just hearing.

Nick Jordan: Yes unless you wanted to reduce it which this would be the time to tell them.

Larry Brown: Thank you very much, gentlemen.

Nick Jordan: Next is the Airport Authority. Their detailed information starts on page 12.

Scott Hinderman: Good morning, Scott Hinderman, Executive Director at the Airport Authority.

Robin Strasser: Robin Strasser, Director of Administration and Finance at the Airport Authority.

Scott Hinderman: Thanks for having us this morning. Real quick, I will talk a little bit about where we are at. Our process for the budget, we start early. Our agreement with the airlines requires us to get approval by the airlines prior to this point. Obviously we are a Board and our Board has approved it as well. Our budget has received approval from the

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airlines and the airline approval is specific to the airport cost and not cost that is non-airline related. I am at the mike and we are supposed to brag about our staff a little bit. We are very successful and are operating the airport in very safe. Our security is strong and a well-maintained facility. Northeast Indiana deserves that and we are their airport for the region. We have accomplished that in the budget that we have put together as well as being conservative. Things that you will see this year or next year but will be awarded yet this year, we are doing a runway project on 523. We just got an award this week from the FAA of \$3.6 million but we have lost the construction season. The contractor is willing to hold that contract and we will start work in the spring. The other one is we are doing some modifications on our terminal entrance road. It needs to be rehabilitated and we are taking the opportunity where it allows our parking lot to expand a little bit. That work will be awarded in this year's budget but as you drive around and use our facility, you will see that work next year. If we are fortunate, what we do have in the 2018 budget, the runway project is the first 4,000 feet of runway 523. That is our 12,000 foot runway. We are working hard with the FAA to try to secure an additional grant for \$5.7 million. That \$5.7 million is in our capital project for next year and is in our budget for then. We do have some other things in there but they are of a lower dollar value. In 2018, we do have our north-south taxiway at Smith Field right around \$450,000 and will be in the 2018 budget as well. That will be a rehabilitate and not a new taxiway. Its service life is at the end of its useful life and if we don't do something, we are going to have to completely remove and replace and would cost significantly more. That is a lot of the capital. I will say our budget that we put together between our operating revenue, what we were able to charge our users and tenants and our operating expenses, we are having a surplus. We use a little bit of historical process when we put our budgets together. The fact that we have had a very light winter season for the last two years, we have not had a significant cost of what might have been. With the two-year history, the budget that we are putting in for 2018 is actually a little bit lighter than what we had seen four or five years ago. We are unable to use salt, like on roads, and the good news is the airport has a much smaller footprint but we have to use sodium formate or potassium acetate. Those two materials are not corrosive to aircraft and that is why we have to use them on the runways. The bad part of that is they are extremely expensive. While I don't like snow or ice, snow is much more manageable. You can move it mechanically but once ice is bonded to the pavement, it is a chemical reaction to move it. We have capital projects that we are hoping to do but what we have seen here in the last two years, our opinions are probable cost for projects is coming in a little bit lighter than our actual bids are. While it is great to have a surplus, we are still somewhat concerned of what does that mean if we have a bad winter or capital projects that come in at a higher cost. The good news is that the large capital projects that I talked about, we anticipate receiving Federal grants. Our grants come in at 90% Federal and the State varies but is typically around 5%. That is what we are anticipating but it has gone lower than the 5%. With that and I might be breaking my arm a little bit and Robin, if you have anything to add you should, but we have had seven years of growth in passenger enplanement traffic. This year, year-to-date, we are actually flat/down and it is the first time we have been down in seven years. We are .25% down which isn't much and we will have a strong finish to the year to where we can actually be up. After seven years of positive growth, having a flat year is okay. Last year, as far as the utilization of Fort Wayne International, we broke a record on

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passengers. That is nothing that I am doing or Robin is doing but is a collective effort of all of our staff and is a good indicator that the economy is strong in our region. People have a need to travel and are doing so by using our airport. Is there anything to add, Robin? Did I miss anything?

Robin Strasser: No, I think you did a good job.

Larry Brown: I have a question, Scott. You said 532?

Scott Hinderman: I hope I didn't, I should have said 5-2-3.

Larry Brown: Is that the 12,000 footer? Is that southwest to northeast?

Scott Hinderman: It is.

Larry Brown: Is that a total replacement or is it a resurface?

Scott Hinderman: The project that we have awarded this year that will actually take place next year is the first 4,000 feet. It's concrete and concrete panels that are 15 by 15 and we have about 160 panels that we will be removing and replacing. Some of the panels will be staying in place. The panels that we have looked at have deflecting cracking or are lifting. We even have line items in the project to where once we have the panel removed and the soil is saturated, we have a line item to where the contractor will go down and remove all of the aggregate, replace it with aggregate and asphalt and put the fourteen inches of concrete back on it. Next year, what we hope to bid is about 3,500 feet of the same runway. If we get it right and are working well with the FAA, which we work hard with them, we will be able to do the project that we've awarded this year and get the grant to where we can do both projects at the same time. Next year, we are designing it with both completely remove and replace or what it would cost to go down to about 12 inches and build that back up. We have taken core samples and so we have a pretty good indicator of what the old aggregate underneath it is like. We hope to have bid design on that piece so that we can make a decision on how to award, rehab or replace.

Larry Brown: Thank you. Tom.

Tom Harris: Just a question. Do you project next year being a stronger year? And do you project that way? I was looking at the miscellaneous revenue and it looked like it was down in comparison to this year.

Nick Jordan: You are only looking at half a year.

Tom Harris: I know and if you double that we are at 23 for the whole year next year. You have January one through December 31 of 2018 as being \$23 million.

Nick Jordan: The original estimate for 2017 was \$20.9 million and this is what they estimated for the second half. You can't necessarily double that.

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Tom Harris: Oh, okay. So, is miscellaneous revenue up?

Nick Jordan: Last year at this time it was estimated at \$20.9 million versus \$23 million.

Tom Harris: So they have gone up about \$3 million. Go ahead, how do you project?

Scott Hinderman: We do the historical. It would be nice to say we go back five years but the most relevant parts are for revenues and expenditures. Those are probably last year/second to last year. We do a budget where we zero-base it and say what we know is different. We are not going to ignore the history expenses and revenues. We do a combination if there is something new we do a zero-base budget and anticipate how we do that. If it is something that we have done for years, we typically look at our history and ask if there is a known element that is going to be different. On the revenue side, it would be great and you would see me doing cartwheels if I could tell you that tomorrow we are going to have five more flights and seven more destinations. We are putting our budget together and the airline is in a capacity reduction environment and so we are not looking at any additional destinations. We use what kind of activity we are seeing for the airlines in the coming year. We are projecting a flat destination, flat frequency base. We are hopeful and are always working with our airline partners to see if we can't get larger aircraft and of course we are looking to see who gets additional destinations. For the last ten years, the airlines have either been consolidating or reducing their capacity at small and non-hub airports, which we are. For what it's worth, I said earlier that Fort Wayne and our region have had a record year. If you look at FWA compared to a lot of airports our size and regions our size, we are an outlier. We are beating the norm. We are growing where many have been either status quo or reduction. Some airports have lost service all together. Those are smaller than our region. We anticipate what kind of activity level we are going to have when we do our revenue projections.

Tom Harris: Your biggest challenge for the airport?

Scott Hinderman: You are putting me in a box because that means I only have one. I am going to say two and one of them I don't know how to fix. One of them is pilot shortage. There are less people going into it because there is a legislative rule that went into effect in 2016 where you had to have 1,500 hours of flight for the carrier. If you go to school like it I did or go through a certified curriculum, you can get into the seat at 1,000 hours. It used to be that you could come out of college with 500 hours in an airplane and get into a co-pilot seat and build your hours to get a job to where you could put food on the table. Now, people are coming out of college and there are no jobs available because they come out with 500 hours and they are unemployable or even 1,000 depending on which school they go to. It is very difficult to get into the airlines' pilot position at this point. The military used to be a labor pool for the airlines. The military is doing a phenomenal job and are holding onto their pilots much longer than they had done in years past. For three years, the military has trained more drone pilots than they have actually trained pilots. It is no longer a labor pool that we once knew of. Some of the young men and women come out of college with the hours and they aren't employable in our country and so they are

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going overseas and flying for oversea carriers. They can get a job there and once they get there, their intentions are to get their hours and then come back to the States. Once they get there and get a little tenure and get the hours, they stay because they have kind of established themselves and the pay is better. Pilot shortage continues to be a challenge. My other challenge is that as our building is a modern building, we have a nice facility and our staff does a phenomenal job of maintaining it and cleaning it. We have had record growth. We don't want a new terminal building but we are going to need some modernization and some expansions for additional gates. We are thinking somewhere in 2020 or 2021 but how we get that done, when everyone does a large building improvement that is always the challenge as to how you pay for that. What can you accept on a bond? That is something that is keeping me up a little bit. That will be the challenge for us in the coming years. We are trying to figure out how we are going to pay for it before we start designing something that we know we can actually afford.

Larry Brown: Council, is there anything else? Justin.

Justin Busch: I would like to say I have worked with Scott in my day job quite a bit and I think his team does a great job out there. One of the things that is overlooked about the airport, I think, is it is the front door to Allen County. That economic development side, the people have a great experience at the airport and the private side of FBO is something that I hear quite a bit and kudos to you and your team.

Scott Hinderman: Thank you.

Larry Brown: Scott, one last thing. We typically just think of Fort Wayne Regional but you have two facilities under your authority. Do you care to speak anything about the north facility?

Scott Hinderman: I might have spoken to it too fast. I had some of the capital side that we are doing up at Smith Field. If you are up in that area, you have seen a lot of tree removal in our approach path just so we can maintain our instrument approaches to the runways. Smith Field is doing very well. In the last ten years, we have essentially rebuilt that airport. Maybe we didn't do a very strong job prior to that in maintaining that airfield. Some of the pavement had gone past its useful life but we have brought it back and it is a very viable facility. I will give credit Sweet Aviation is doing a super great job of flight instruction up there. If you are in this area and doing flight instruction, chances are you are at Smith Field. We do have some at both airports. The last I heard, he has over 100 people in the flight program. Some are because they want to do that for a living and some are turning it into a hobby. We have had growth up there. The facility is very attractive. We have moved our FBO from a small facility in the corner of the airport to be more centralized off Ludwig Road. We get tons of kudos from the users of Smith Field as well.

Larry Brown: Wonderful. Are there any other questions? Thank you very much. Next is the Solid Waste District.

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Tony Burrus: I bring to you the 2018 Solid Waste District budget which is projected to be \$1,542,603. As you know, this is a dual course for this budget and we are presenting it to you as well. Are there any questions?

Larry Brown: I am sure Tom has one.

Tony Burrus: I know.

Tom Harris: What is your biggest challenge for the Solid Waste District?

Tony Burrus: The challenge for the District is the mission to reduce the volume that goes to the landfill. As you do that because the District is currently 95% funded through tipping fees, the largest flow of waste are the industrial sector. They are trying to go zero to landfill and that reduces the volume that is going which means reducing the amount of funding. The other challenge is that the services, and the District is doing a great job, and we are just growing. The needs for the services are growing. Success because of what we are doing and trying to maintain the funding and staffing levels of those that want to play in Solid Waste.

Tom Harris: Is the fact that the tipping fees are still increasing?

Tony Burrus: The fees are probably stagnant right now. Because we have also charged for or added user fees for various services, we are seeing an increase because of the user fees.

Larry Brown: Council, are there any other questions? Thank you, sir. Now we will move into the appeal portion of our agenda. First on the agenda is the Sheriff's Department.

Jackie Scheuman: You skipped over Nick.

Nick Jordan: That's all right because I would rather we go into the appeals. We can ask questions later. There is the Budget Hearing Notebook and there is a letter in there from Sheriff Gladieux and it lays out part of the appeal.

Larry Brown: You have an appeal amount of \$249,000.

Charlie Edwards: That is correct. Charlie Edwards, Chief Deputy if I need to announce that. The Sheriff sent out a letter dated the 18th of August explaining our costs and how they have risen over the last year or so, especially when it comes to food. The fixed food budget has gone up. The \$100,000 for overtime for the Jail, we have been using unused payroll to supplement that. Some of the biggest issues we have been having is we have a lot of ladies and gentlemen that are Reservists that are deployed and we have to fill those gaps when they are gone. We are pretty close to being at full employment at the Jail as far as Confinement Officers go. I can give you a minute to read the letter, if you would like to.

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Larry Brown: Nick, I am still trying to find it.

Tom Harris: A question on the food contract. Is the food contract going up because of the number of people in the Jail or because the contract is going up?

Charlie Edwards: The contract is allowed to be adjusted once a year. The numbers have gone up as far as population too. I think it was .945 per meal and now it is .964. We are above capacity at all times. We have been above capacity at Work Release and the Jail. Along with that goes the cost of the food. It is projected, of course.

Tom Harris: Charlie, what are your thoughts in terms of the amount that the Sheriff's Department does in rollover every year compared to what you are asking for in addition to the budget this year? One of the thoughts could be to simply not ask for this appeal recognizing that you are going to have enough because of a variety of things anyway. You may not roll over as much going into 2019 because you have had the funds to cover.

Charlie Edwards: I agree with you. This is all projection and we are trying to stay within our budget. We don't know where we are going to be next year as far as employment. The food is a given. The overtime is what is more in question. We use 206 money and commissary but we can't use that for wages. We do have vacancies all the time but we have 15 that are active Reservists and National Guardsmen. We have to pay them while they are gone for two weeks and hold their spot. What you are saying as far as rollover, yeah. We have always had rollover. If you want to wait and see if we come back for it, I don't think the Sheriff has any issues with that.

Tom Harris: If we were to vote no on this, it wouldn't be a reflection of trying to reduce cost. It is simply recognizing that we'll play it a little tighter to the budget. Your Federal reimbursement continues to climb as well.

Charlie Edwards: Federal, we are going to have to start using some of that. We were audited in our 206 money and we have had it too long. They don't want us to have too much interest grow on it I think is what their problem is. We are going to use that on the K9 facility is we ever get the shovel in the dirt for that.

Tom Harris: What is your timeline?

Charlie Edwards: That is the Sheriff's pet project. I really don't have a whole lot of information on that. I thought he was hoping for this fall but it doesn't look like it. It is still in the planning stage.

Larry Brown: Sharon.

Sharon Tucker: Charlie, did I hear that you can get by without the \$149,000?

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Charlie Edwards: I think as far as the food goes, if we could do the food at least. The overtime would be great but like Tom said, we can always come back and I don't know what we see as rollover this year.

Nick Jordan: The five-year average of what we consider the Sheriff and Jail, the rollover has been about two percent or a little over \$500,000. If the rollover in the future is as has been in the past, they could definitely cover this \$249,000. It is just crazy work for the bookkeeper to move things around.

Charlie Edwards: It's not that we don't want to come in front of you. You have been very pleasant.

Larry Brown: Council, what do you want to do?

Sharon Tucker: Any movement that we would do would be to ease bookkeeping because we may potentially have enough in our budget. Is that what you are saying, Nick?

Nick Jordan: To move from salaries to the 300 Series, they would have to come to Council for approval. The overtime is not a big deal and Jill can do those in a minute. For a transfer next year, they would have to come to Council.

Tom Harris: I, for one, particularly like to see the Sheriff and Charlie come before us. I would move for not approving this. I don't know if that is the appropriate way to handle that. Not approve the \$249,000 on the basis that should that come and there is a need, we will work on that.

Joel Benz: I'll second it.

Larry Brown: **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-1 (Tucker).** Next on our agenda is the County Extension Office. The request is for \$64,300 for a person. Correct me if I am wrong.

Vickie Hadley: There are actually two parts to this. I am Vickie Hadley, Health and Human Science Extension Educator in the County Extension Director of the Purdue Extension Office. As Larry indicated, the \$64,300 is actually two pieces. \$62,070 of that is for one FTE, Community Development Extension Educator as an addition to our staff. And then the \$2,230 was the one percent contractual increase that Purdue has asked for in 2018. I shared with you yesterday in an email but our calendar year, as far as reporting, is September 1 to August 31. They waited until all of the Educators statewide got all of their reports turned in to put together the impact statement that I sent you and the map that showed where Community Development was being done within the State. It gives you the ideas of how the programs are being used. Those are the types of things if we had the Educator on staff that would focus on those themes, goals and programs that go along with those. Again, they are taking a look at what the community needed to incorporate that in as opposed we just add those onto those of us that are on staff already. We would

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have someone who could focus and really collaborate and bring the partners together and then develop the action plans to truly make successful projects. As I shared with you in the email, we have already had some things since I spoke with you that have been brought to our table that are really focused on Community Development. IPFW came to us because they are looking at experiential learning for their students in Community Development arenas in combination with the Education and Public Policy Departments. They felt that giving them the opportunity could expand their horizons as to some job opportunities. The second one, we will be meeting tomorrow in True Partnership. Allen Alliance came to us really taking a look at those small communities and leadership development within them. I don't care what organization you are in, getting volunteers to step to the plate is a challenge. They realized that as they are looking ahead at some of their projects. This will be a partnership sitting down at the table with Leadership Fort Wayne, Greater Fort Wayne, Inc and New Allen Alliance to take a look at some leadership program for them that could be used in all types of communities. Realizing that we already have Leadership Fort Wayne, Purdue already has a leadership program but we would be really taking a look at what are the needs of the New Allen Alliance and what type of a program can we come up with. We anticipate that these opportunities are going to continue to come up. If we had someone in that Community Development role and could truly focus on that and address those needs could move forward a lot of those initiatives going on in the community. There are lots and lots more as we take a look at those five major program areas as well. We have touched on some of those a little bit but we just can't focus time on them with the effort that we need to. I know that Tom and Larry have questioned in the past why does the County have to come up with all of the funding? Why doesn't the City come up with some of the funding too? Currently with the Educators that we have on staff and the contract that you have with Purdue, the County is from 25% to 30% and Purdue picks up the rest of that. We have three funding sources for Purdue Extension. We have Federal funding, State funding, and for the Educator funding, it is flat lined and we have County funding. By State statute, the County is the one who funds the Extension Office. When the question comes up that you service the City, which we always have, if you are a resident of the County, we don't care if you live in the City. If you are looking at the City becoming a part of our funding, it would be a legislative issue. There would be just a handful of Counties that would have both County funding and City funding. Currently Marion County is a joint because of the way they have their funding set up. The key thing is there are a lot of opportunities on what can be done. Getting the announcement out there and getting someone hired, we have no idea how long that is going to take. The 1.5% increase, we can use the user fees that we have collected and that you requested several years ago but really focus on getting the additional Educator. I am willing to answer any questions.

Eric Tippmann: Vickie, who is the New Allen Alliance? I am not familiar with them.

Vickie Hadley: Does anyone here sit on that? Tom does. Do you want to address that?

Tom Harris: It is basically East Allen County and some of the communities, New Haven, Monroeville, Grabill, Leo-Cedarville and Woodburn. That group gets together on

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a monthly basis talks and strategizes on how to get additional funding and growing East Allen County.

Sharon Tucker: They focus on community development for their communities.

Eric Tippmann: Who might be the type of people to sit on that Board?

Tom Harris: Chamber Presidents and community leaders.

Larry Brown: Tom.

Tom Harris: I was going to ask a couple of questions. One is about the document that you sent yesterday. It shows all of the different programs on a 2016-2017 map of activities. It shows community leadership programs and these are listed in various Counties throughout the State but not Allen County. That is 2016-2017 and why would that be? The second largest County and we have none of those going on. Does that fit your argument or is that indicative that we don't have enough funding to be able to do that through Purdue University?

Vickie Hadley: We don't have the individual on staff that has the Community Development assignment. If you take a look at these other Counties, they have someone that has Community Development and it varies. The smallest percentage that anyone has is 20% up to full-time. When you designate that community development is part of your program area, then you need to be providing at least one if not more of these programs in order to meet the requirement. All of us have those requirements in our own program areas as to the types of programs that we have to provide. Since we don't have anyone designated then those are not focused program areas.

Tom Harris: The user fees and I don't have the numbers in front of me, but the user fees how did you do in 2016 versus 2015?

Vickie Hadley: I don't have those with me. Nick, do you have them?

Nick Jordan: It was \$6,160 in 2015 and \$5,921 in 2016. In 2017 to date, was \$2,150 and it doesn't look like the fundraiser was done yet.

Tom Harris: So actually user fees have dropped. Do you have any thoughts on that?

Vickie Hadley: The key thing is that our user fees are based on diagnostic samples and weather controls a part of that.

Nick Jordan: Just to clarify that doesn't include any class fees.

Vickie Hadley: No.

Nick Jordan: All of those go to Purdue.

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Tom Harris: Is that indicative of the weather or people are not coming to you but going to other places?

Vickie Hadley: Weather is the biggest driver because we have no control. We still have a large number that walk in. We still have people that feel that any service that is provided, they shouldn't have to pay for. We will have individuals who come in and when we say there is a fee, they say nope, I'll go someplace else. The question is, where are they going? Where are they getting the information and is it accurate? With technology, we have some individuals that will email us pictures and sometimes we are able to diagnose and explain to them what is going on. We never see them and will not be collecting a fee.

Tom Harris: You mentioned that the \$64,300 is part FTE of \$62,070 but there is also a Purdue increase. What is that?

Vickie Hadley: With the contract that you currently have with the five Educators, the University has asked for a 1.5% so that we can get our merit raises.

Tom Harris: So the University comes back and basically says we need to pay those individuals more but we want local community to pay for that.

Vickie Hadley: And again, realize that the County only pays a portion of that. Purdue picks up the rest of that.

Tom Harris: The rest of that increase.

Vickie Hadley: Yes.

Tom Harris: My last question is, what would happen if this is voted no, recognizing this map? Do you reallocate your resources to make sure that you move toward an economic development initiative training session process or do you simply say without that resource we are not going to go in that direction?

Vickie Hadley: For many of the programs that are listed there, many of them require training in order for the person to be able to offer that. With no one currently on staff having that we will not be able to offer those because we don't have the commitment for the training that goes with it.

Tom Harris: You wouldn't reallocate resources? You wouldn't say that this is a higher priority?

Vickie Hadley: I would have to go back to staff to see if they would want to reduce what they are doing and give up some of the opportunities that they are doing now in order to pick up this.

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Tom Harris: What would your thoughts be? I am just trying to understand in terms of priorities, would this become the priority or would you maintain and retain your current priorities?

Vickie Hadley: The key thing is if we are going to continue to have opportunities that come to us, we have to figure out if we are going to address those or go to the neighboring Counties that have someone committed to that and ask them to assist us.

Sharon Tucker: If I am hearing you correctly, in order for us to be equal to the communities within the other portions of the State, the position is needed for that or we will have to reduce some of the benefits that we are currently offering the community in order to reallocate those funds. Reality is that your budget is already tight and so we either have to expand the allocation or reduce services provided.

Vickie Hadley: Correct.

Tom Harris: I understand you currently have an opening and I guess where I was headed without really saying that is do you move that one position that's not filled and now fill it with an economic development objective or do you simply fill it the way that it was filled previously?

Vickie Hadley: The key thing is if we take that position and fill it with Community Development, then all of the programs that are currently done in that position would be eliminated.

Tom Harris: So that would be your priority.

Vickie Hadley: Yes. That would not be fair to our community.

Sharon Tucker: Are some of those services provided by the open position requirements from Purdue as part of the relationship or contractual agreement that we have?

Vickie Hadley: They are not required but we have that position to fill the needs that we have within the community based on the requests that people have. The focus of that position is horticulture.

Sharon Tucker: I know it is small in the number but the \$2,300 could be covered with user fees and the \$62,070 is what you would need to cover a Community Development person.

Vickie Hadley: Yes.

Larry Brown: Okay, Council, are there any further questions or discussion? If not, what do you want to do?

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Sharon Tucker: I would like to see the opportunity there especially looking at the communities and the mapping with all of the other Counties competing for the same people and making sure that we are at least balancing our with our competing Counties. I am wondering if this is something that we could do an exploratory for a year or two to see if it adds value. It is a large request. Is this a position that could be hired on an exploratory basis to see how it is benefitting the County? Is that something that you would be open to?

Vickie Hadley: I would but I don't know what Purdue's policy is on that. I would have to go back to the Director. We would be taking a look at the programs that we could get quick results on because some of those we can but some are long-term and it takes time to get that.

Larry Brown: Councilman Benz.

Joel Benz: One of the things that has kind of come up in looking at this is our society is changing a little bit in how we accumulate information. The internet has made a real significant shift. Would you talk a little bit about the amount of information that is available online that would change the way that this person would be utilized? You were talking about grant writing, for example, if I wanted to learn about grant writing, I would go look online and find some webinars or something along those lines rather than taking time to go to a meeting. What is the difference there?

Vickie Hadley: The key thing is with doing it in person, it is two-day training and by the end of it they have a rough draft of a grant and they are ready to run. For some people that works very well because they need that push to actually do that and have something in the pipeline. There are those that choose to go online as well but sometimes the coaching is what makes successful results. When it comes down to truly writing a grant, they can come back to the instructors and they can still review that proposal before it moves forward.

Joel Benz: Thank you. Where does the salary point for this position come from? Is that based on our HR or something that comes from Purdue?

Vickie Hadley: No. All of the Educators are Purdue employees and so Purdue establishes that. The three support staff that we have in our office is County employees.

Joel Benz: Surprisingly I have gotten more emails pro and con on this single issue than about anything else that I have gotten. I think \$62,070 is a pretty significant sum and so it comes down, to me, to what am I getting in return on my investment that I am handing to you? That is where I am at.

Eric Tippmann: This is related to having discussions with Soil and Water Conservation District. It is something that started in 1945. There was a need and we are looking at overhauling the entire concept and you should probably do that once every 90 years or so. It is a similar thing for this and Councilman Benz has already indicated that the model for the Extension and Soil and Water goes back to when it was difficult to find information.

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Libraries were maybe not the best resource for the specialized knowledge that was needed. That is my sentiment and it is going around elsewhere as well.

Vickie Hadley: The challenge that we find is that as people have access to the internet, is it truly research based and accurate information. I just taught a workshop last night and I always get lots of questions that grandma used to do it this way and to get them to understand food safety has changed a lot since that time and these are the new procedures and this is why.

Sharon Tucker: I am probably one of the only people my age that has a landline and a cell phone. They both ring, believe it or not. I answer them both. Times have transitioned but there is still value in both. I don't use my landline as often but I know that I have it there and when my constituents need to call me, they know they can call my landline. I am also an internet person. I realize that someone behind the internet has to have the skill set to be able to teach what they may or may not teach. You can't X-out everything and put it on the internet just because it's there. There is still a need for both avenues and maybe that need moves more to one side as that transition and people change in age. There is still a need to consider both communities in that.

Vickie Hadley: At your request, we have definitely tried to reduce our budget and so we have started using the internet more but realizing that not all of the population that we serve has internet. We still have to mail things, use the telephone and our standby methods of communication.

Sharon Tucker: I am a city girl through and through and I have taken a lot of comments on it. I was surprised because I was invited by Tony Ridley from the Southeast Neighborhood Partnership to the farms and I sent those pictures out because he knew I was not in favor of the conditions of how urban farms are left afterwards. Going out there, they taught me actually more about what the farming and information that they receive from the Extension and why they felt that having this position in place would be valuable. It was not at the request of Vickie that they called me out there or the request of Mr. Smiley. Tony actually felt that this was something needed which is weird because this is in the city that we always talk about. You think about the rural community and the value it could add too. This could be competing with our Road to One Million and the Counties and Townships around us. I would be in favor of approving even on a trial basis to see how it benefits the community and making a recommendation for the \$62,070 for a two-year budget cycle. Mr. Tippmann said that we have to be willing to see the change and make changes. What did you say when you were talking about the Health Department? You don't know if you don't try.

Eric Tippmann: Councilman Tucker, I make it up as I go along.

Larry Brown: Might I ask, what expectation would you have in terms of reporting to know what the results are of this trial basis?

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Sharon Tucker: We would have to be able to measure how it has benefitted the community and how the community is growing from having this Community Development position. The programs that they have in place in other communities are we able to implement them and measure and establish that they have helped our community and I would like to see the Food Deserts being approached. Being able to see people getting healthy food especially in the areas that don't have grocery stores and how is that helping us? I am like Tom, how are they going to help on Local Government? Of these ten to twelve programs, which two or three can we initiate and have substantial increase in helping grow our community and bring in additional tax dollars?

Eric Tippmann: Councilman Tucker, we could do that without the additional position. In fact, we probably should. We could do exactly what you said without the additional position.

Larry Brown: Tom.

Tom Harris: My years in the private sector, a lot of times when we would have an opening, it allows an opportunity to reevaluate where our priorities are and to fill that new position with new talent, skills or new direction. You have done a great job in communicating this but I would lean toward using your open position to identifying if any of these are a priority and then bringing someone to the table that can maintain some of the programs that you've had but maybe have a skill in one of these areas that might be a priority to work on as well. As Councilman Tippmann has mentioned, the overview of an organization once every 90 years or so, in essence is what is kind of going on. They are saying maybe we should be teaching, training and developing other kinds of skills rather than what we have done for the last 50 years. Possibly taking your opening and hitting one or two of these initiatives might be a direction you would want to consider. I would not be in favor of moving forward with the two-year program or the \$64,300 improvement.

Nick Jordan: I would like to ask one question. You mentioned that the County's agreement is 25% to 30% of the Educators. Why would we be paying the full amount on this one? This would be almost a \$200,000 salary if \$62,070 is 25% to 30%.

Vickie Hadley: I don't know. That will be a question for Dr. Henderson.

Larry Brown: Councilman Busch.

Justin Busch: As a whole, we talked offline about folks that used the process and moving towards the internet and things of that nature. I grew up in unincorporated Allen County and I know people by name that views the Extension as the authority. I think as a whole, it still has its place in the modern era for folks that are still living in the County and use their services. For me, reading through the documents that Purdue has provided about this position, during my day job I work a lot with entities that are dealing with this. I think there is a lot of overlap with it out in Fort Wayne. We touched on local government in a jovial matter a couple of times but Purdue said this position is one that

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provides free webinars to local government and how the issues affect them in regards to the State budget and things of that nature. It's another thing that we are getting from other sources that we have in the County. For me, I can't really support the position but I am eager to hear ways that can possibly be helpful to the community. What you talked about in the southeast of the County could be helpful but to support this vision as a whole when you look at the roles that Purdue has laid out, I just think there is a lot of overlap and redundancy that we already have in the community. That is why I can't support the position at this time.

Larry Brown: Bob, any comment?

Bob Armstrong: No.

Larry Brown: Joel?

Joel Benz: No.

Larry Brown: Eric, anything to add?

Eric Tippmann: No.

Larry Brown: Sharon, do you want to make a motion?

Sharon Tucker: I absolutely will in order to support although I recognize the way that I think this is going. I will say, before I make my motion, Vickie you need to consider all of the avenues that you have to go because I think I see the way this is going and you may have to look at cutting some programs based on the vote. I would like to make the motion to support the Community Development position of \$62,070.

Larry Brown: **We have a motion.** Is there a second?

Bob Armstrong: Second.

Larry Brown: **We have a motion and a second.** Tom.

Tom Harris: I don't know that you have to cut because this is basically a newer position. It's not a cut because your budget has been approved will maintain what you have been doing. This request is simply for an increase of a new position.

Sharon Tucker: The cut is not of funding but more of services in order to reallocate the resources to be able to cover this position if this is what they really want. If this is the direction that they really want to go, they would have to move sources from other programs in order to have this program in place. They would be cutting services to residents of Allen County in order for this position to be moved forward.

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Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion fails 2 (Tucker & Armstrong)-5. Next on our agenda is NIRCC for an additional \$147,076. Nick, is there supporting documentation that we should look for?

Nick Jordan: Not really. Dan will explain it.

Dan Avery: Dan Avery, Executive Director of the Northeast Indiana Regional Coordinating Council. Thank you for the opportunity to make this appeal of \$147,076. I think it is important to first mention, in case you don't know, that NIRCC is generally able to recover 80% of its budget through Federal transportation planning funds and other revenue sources in contracts with the Indiana Department of Transportation, grant administration fees and labor standards activities. Over the next twelve to eighteen months, we have the ability to access some additional planning funds. I would like to take advantage of those but in order for us to seek reimbursement, we have to pay those out of our budget initially and then we submit quarterly requests to gain that money back. I originally went through my budget to see what I could trim back and did make some reductions and that was primarily to give me the ability to increase my part-time budget to help oversee the administration of the EPA grant that we had brought before you several months ago. I am happy to report that we were awarded that grant to the tune of \$367,438. We will be looking to administer that over the next three years or so. In addition, the \$147,076, I would like to use it on four separate projects. The first project is collaboration with Citilink and that is to do a comprehensive and operational analysis of their system and a ten-year transit development plan. We typically partner with them every five years or so on that type of effort and it rolls into the transportation plan and transportation planning process. I anticipate about \$60,000 for that effort. Citilink will also be providing money to that in matching of those funds. That will not result in any additional cost or net cost to the General Fund. We are getting some information on a data migration project. We are very data rich and we have a lot of data that we need to use to do the planning activities. Our current platform is just not sufficient any longer and we are pushing its limits. We want to migrate to a new database platform to give us more efficient retrieval and input of data and integration with the GIS system. I anticipate about \$25,000 for that. The third project is a spinoff of our trail branding initiative that I have been working on for a while in the region. It is a program that would help facilitate primarily improved signage on our trail system. Part of the branding effort is to get consistency throughout the regions so that there is a certain expectation of the trail user as to navigation and a safety aspect so they understand exactly where they in case of some type of situation that they may need assistance with. We are partnering with the City of Fort Wayne on this project but it will be available to the entire region and the City of Fort Wayne would partner in that and cover the matching funds.

Tom Harris: Is there a cost to that one?

Dan Avery: About \$55,000.

Tom Harris: And you say the City of Fort Wayne will match, would that be \$55,000?

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Dan Avery: They would come up with at least the 20% match and so the net result to the General Fund would be zero. We would be able to gain the reimbursement of the \$55,000. The fourth project is what we call Big Data Analytic. It is essentially a project that takes mobile processes data from mobile devices and gives us the ability to glean trip making characteristics from that data such as different trip demographics, trip origin and destination data, travel shed data, travel pattern data, commercial traffic and all of that assists effectively and efficiently with the planning process. I have about \$45,000 budgeted for the data and \$50,000 for data interpellation but some of that is already part of my contractual budget. If you total all of those up, they exceed the \$147,076. I guess, to wrap up, all of these projects are crucial to the planning process and the request for \$147,076, once we get reimbursement and participation from some of our partners, the net cost to the General Fund would be about \$6,400. I would be happy to answer any questions.

Eric Tippmann: These aren't for additional positions but are they for consultants for paying people within the organization to do more?

Dan Avery: Some of it would be for the transit development plan to assist with a consultant to come in and do a third party look. The \$25,000 for data migration would be working with Allen County IT and Atos to cover the cost of migration. The short answer is that I am not asking for any additional positions. I am not sure what the following year would bring in the terms of the availability of funds but if the funds are not available, I would not expect this to be a continuing amount in the budget.

Larry Brown: Sharon.

Sharon Tucker: Somewhere I got lost in your description. You said \$147,076 but the net to the County was \$6,000. Is this just a temporary loan or temporary needed and it rolls back?

Dan Avery: The way we function is we get at 80% of our money reimbursed from various sources but primarily from Federal Transportation planning funds. If it is salary or one of these projects, once we pay \$25,000 to a consultant, we will get 80% of that back and goes right back into the General Fund. We have to have it in our budget to pay it out in order to gain the reimbursement.

Eric Tippmann: We just did one of these for them for that \$367,000. We gave them the money.

Sharon Tucker: We called it a loan and that is why I was checking to make sure. Of all of the projects that you listed, all of them have to be done for 2018?

Dan Avery: The money that will be available to us to gain reimbursement will be there in 2018 and I don't know if it would be there in subsequent years.

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Sharon Tucker: Thank you.

Larry Brown: Good explanation. Eric.

Eric Tippmann: I will make a motion to approve the submitted budget for NIRCC in the amount of \$1,203,291.

Joel Benz: Second.

Larry Brown: We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 7-0. Next is the Public Defender.

Eric Ortiz: My name is Eric Ortiz, Executive Director of the Public Defenders Office.

Randy Hammond: Randy Hammond, Public Defender for Allen County.

Larry Brown: Before us is an appeal in the amount of \$500,000. Do you want to give a brief overview? I don't believe it is necessary.

Randy Hammond: Be glad to, actually. First of all we had put in a request that we were going to withdraw \$150,000 on CHINS TPR cases. For those of you that don't know, CHINS is Children in Need of Services cases and Termination of Parental Rights. The Department of Children Services goes into a home, files a case with the Court and the parents are appointed Public Defenders for that process. Over the last three or four years, those cases have risen...

Larry Brown: Excuse me, but that is a result in a change in the legislature, correct? That it was transferred to you.

Randy Hammond: As a change in the Public Defender Commission Reimbursement Program. We had to cover CHINS cases as Public Defenders in order to keep our Criminal Reimbursement. Anyway, those cases are increasing a ton and so it is costing the County more with the Public Defenders who handle those cases. I am going to work with Nick and Eric and we think we can restructure our Public Defender representation to reduce that cost. They are contract employees now and I think we can do a flat salary of some kind that might lower that cost and keep it from increasing. We are withdrawing that request.

Tom Harris: Is that \$150,000 off of the \$500,000?

Nick Jordan: It was on top of the \$500,000. The \$500,000 is still on the agenda.

Tom Harris: Just checking.

Randy Hammond: The \$500,000 is the result of a couple of meetings with Nick, Eric and me and a staff attorney from the Public Defender Commission. We met to talk about

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how we could add to our current Misdemeanor Section of the Public Defender Office to meet Commission standards. Commission Standards are the keys to all of this. We get over \$1 million reimbursed every year because we are in compliance with those standards on Felony and Juvenile cases. Since 2003, we have been in that reimbursement program to the tune of about \$15 million back. Our budget is about \$2.3 million and we get almost 50% of that back from the State because we are in compliance with Commission standards on Felony and Juvenile cases. We actually get reimbursement for costs that are not out of the Public Defender Office. For example, out of Superior Court translators that come in and translate legal proceedings and we include that as a reimbursement request and get 40% of that back. No County is eligible for reimbursement on Misdemeanor cases by statute. That is the way the Commission originated their reimbursement program. Last spring there were efforts to try to change that. There was a House Bill and a Senate Bill to change reimbursement opportunities for Misdemeanor and they didn't pass. There is a Task Force in place now to investigate that and make a report and hopefully something comes of that. This \$500,000 is what it takes for us to meet Commission standards even though we can't get reimbursement yet. By adding two additional attorneys and three additional staff people, it would reduce the caseloads and meet Commission standards for reimbursement opportunities if that ever comes about.

Larry Brown: Tom.

Tom Harris: Just on that Misdemeanor piece, the fact that it did not pass, is there somebody initiating that or is it the Public Defender Association? Are they going to be bringing that up in this General Assembly?

Randy Hammond: Yes. Larry Landis is kind of the head guy on the Public Defender Council who supports legislation and watchdogs that every year. Again, there is a Task Force right now and Misdemeanor caseloads and reimbursement opportunities are on that agenda. Hopefully something comes out of that.

Larry Brown: Joel.

Joel Benz: I appreciate you guys coming down here to do this. I am so in support of moving forward and getting these guys in place. One of the things that I would like to see and Nick, maybe you can touch on this a little bit, how do we keep track of these guys' time? Do you get a report of that?

Nick Jordan: Some of them submit hours. I sent a letter three or four months ago and it is hit or miss but based on fact that they are not here full-time and the hours that some submit aren't unreasonable, you would expect to see more. The flip end of that, which I know Eric and Randy can speak to, is they are handling cases. You can say that they are handling cases but just not reporting the hours.

Joel Benz: To you gentlemen, is there a way that we can do a better job of tracking that? I feel that with some of the stuff that is going on, we should be able to accurately track this?

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Randy Hammond: That is a fair question and we should be able to do that. We will address that.

Joel Benz: One of my thoughts was to tie into these positions and say they need an accurate representation of their time. I don't know that we need to go to that extent if you are willing to say that you are going to make it happen. That was something that I considered tacking on if we approve it.

Nick Jordan: The new guys are full-time.

Randy Hammond: They will be like the rest of the staff.

Nick Jordan: So they are part-time?

Randy Hammond: Right but they get full-time allocation of cases.

Tom Harris: Another thought on this is the idea that the approval of this request today with the idea that next year you'd come back with a request to make these full-time positions. Maybe similar to the Prosecutor's Office that these are full-time in the County rather than work in the County and someplace else. Your thoughts to that, which I will make as a recommendation?

Randy Hammond: The compensation we are proposing probably isn't sufficient for a person to be full-time and work only as a Public Defender. You would have a tough time filling those spots, I would think.

Tom Harris: Understood but in other words, next year you could come back and the Boards inside approval with a budget that would say let's move these to full-time.

Randy Hammond: We could take a look at that.

Tom Harris: That is the request that I would have.

Randy Hammond: I know you know about the litigation that we have and we don't want to get too crazy about that for obvious reasons but from my seat, granting this would fix the problem that is alleged in the lawsuit. We would be in Commission compliance standards and there shouldn't be a complaint going forward. What that does is obviously a Mr. Posey question from you guys as to how that plays out long term but we feel that we have done our job to present to you how to fix the problem that is the basis of the lawsuit.

Larry Brown: What I am hearing are two conditions to approval. One is time accountability and the other is expectations for the next budget cycle presentation of changing to full-time positions from the current part-time positions.

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Tom Harris: Council will have the ability to vote yea or nay at that point but I think it is something that we should be looking at.

Joel Benz: I guess this is a general Council question but do you guys feel it is appropriate to add a piece onto this or just pass as is?

Larry Brown: To add what?

Joel Benz: The time keeping piece...

Tom Harris: The two components that you just mentioned.

Larry Brown: I think both components need to be added. It is just my personal opinion.

Sharon Tucker: Do we need to check with our legal counsel before we make those decisions?

Larry Brown: It is general enough that I think we are okay.

Tom Harris: Yep.

Larry Brown: And basically they have agreed already.

Joel Benz: I will go ahead and make a motion that we approve the Public Defender request of an additional \$500,000 for a 2018 budget of \$3,592,922. This is coming with the condition that the Public Defender will come back next year with a proposal comparing and contrasting of what it would look like to have a different structure and secondly these additional positions are dependent on accurate records of timekeeping by your staff. Then we can at least assess what is going on.

Tom Harris: Second.

Sharon Tucker: I have a question. If you are making the recommendation based on those two conditions, if those two conditions aren't met, then what?

Joel Benz: Those five additional positions would go away.

Tom Harris: Does that answer that?

Sharon Tucker: That answers that.

Larry Brown: Are you sure that the way you stated it is what you meant? Accurate timekeeping is for the new positions. What about the existing?

Nick Jordan: They all submit them.

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Larry Brown: But it is on a hit and miss basis and I think we are saying...

Joel Benz: Do you want me to say for all positions?

Nick Jordan: Currently we have the list of who is currently there without the new positions and it would have their hours in there and if they are reporting or not. At the end of the day, it would be everyone.

Joel Benz: This is additional work for you guys and I recognize that. I think it is important for us to have that information in light of the litigation that is ongoing. It is so we can say that we are attempting and this is what is occurring. If you guys agree to keeping track of that we will just move forward as I stated it.

Randy Hammond: We agree.

Joel Benz: Thank you.

Randy Hammond: By the way, the \$500,000 really turns out to be about \$420,000. There is a partial reimbursement component to that and if this legislation passes, it would be \$200,000 back at the 40%. Hopefully it is a short term bigger expense with opportunities for the future.

Larry Brown: **We have a motion and a second. All in favor say aye, those opposed, like sign. The motion passes 6-1 (Tucker).** Thank you, gentlemen. Nick, we now turn it back over to you.

Nick Jordan: Actually you get to do the Surveyor's request.

Larry Brown: Excuse me. An item that is at the tail end of our agenda is a request from the Surveyor for a salary increase. Is there anyone that wants to speak to this issue?

Tom Harris: That would be the Surveyor.

Jeff Sorg: Good afternoon. I am Jeff Sorg, Allen County Surveyor. I am in front of you today to ask for a salary increase from the current level of \$57,500 to \$71,333. That number that I am requesting is based on the lowest paid Elected Official in Allen County which would be the Recorder. There are a number of reasons and I think we have been through this before. Everybody has heard from the construction industry, real estate industry and anybody that has any interest in this was in support. There was a line of people that came in support of this although it still didn't fly. In any event, it is based on what other Elected Officials make and you also have to realize that every structure that was ever put up in this County comes across my desk. Whether it is a house, which we have to approve the subdivision, or whether it is a factory that employs 2,000 people. It doesn't matter, we have to approve it. We have to do it in such a manner that the public is safe from flooding and whatnot. The office plays a huge role in the economic development part of what goes on in this County. If we are slow and not getting things

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done, it puts the brakes on anything that is going on. Another thing that was continually brought up the last time I was here was that I knew what it paid when I took the office. Indeed, I did. However, what I didn't want to state at the time was that the current HR Director had told me this would not be a problem whatsoever to have it increased. I didn't want to say that at the time because she was still in that position. It's just not like me to throw somebody under the bus. That is what I felt like I would have been doing. I wouldn't have taken the position if I would have known what it was because it was not a pay increase from where I was at. Actually, it was a slight decrease, I believe. In any event, those are my reasons for being here. Another thing you might want to look at, and I will pass this around, and this is the salaries of the people in my office. You can see where the County Surveyor has to be able to do all of these jobs if he is going to be an effective County Surveyor. I am somewhere in the middle of all of these. I don't mind doing the work. I realize that it has to be done and it is my position to do that to make sure that it is all done. It all seems just a bit bizarre and when you look at this along with the other salaries and I haven't included them all because there are a lot of appointed positions, but with that there isn't a whole lot more I can say. You have heard it all before. From what I have heard, this isn't going to fly anyway. That was even in the newspaper. It was on the agenda and I appreciate you putting it on the agenda and giving me a chance to speak. Unless somebody has a question that is about all I have to present.

Larry Brown: Council, does anyone have any questions?

Tom Harris: I will make the comment that as we have talked before and the challenge for this position is that the pay was set up in a structure that if you became certified or received a license, the number would be able to go up. I am willing to look at that each and every year that you are in office. Should you come back and present additional certification or whatever we are more than willing to take a look at this again.

Jeff Sorg: That is what the law is however, I want to say that regardless of who runs for County Surveyor or who wins, if they are licensed or unlicensed, if they are licensed they are due one-and-a-half times that of an unlicensed Surveyor. You guys have the ability every year to write the salary ordinance any way you want. I think that is your duty to look at that every year as Elected Officials and people's representatives. The reason you didn't want to do that is because you felt that you would have to do that for political reasons. I really hate hearing that. Political reasons are not a good reason to not take an important action.

Larry Brown: I take personal offense to that statement, Jeff.

Jeff Sorg: I apologize but why?

Larry Brown: Political reasons. There is no political reason for me. The salary ordinance is very clear. You are either registered or you are not. The salary ordinance covers both situations. Has your credentialing changed?

Jeff Sorg: No.

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Larry Brown: Okay, then in my opinion, you are being paid \$10,000 more now based on the generosity of this Council than what the salary ordinance calls for. To me, it is end of story. Sharon.

Sharon Tucker: Jeff, I have no political gain from it either way as the only Democrat sitting at this table. Your statement is sad. It is unfortunate...

Jeff Sorg: I apologize but I heard that from someone that was a Councilman.

Sharon Tucker: I would have to agree with the President that the increase, and I supported you then, was generosity. The ordinance is pretty clear. At that time, you mentioned that you would serve and do it regardless of the salary because you had that passion.

Jeff Sorg: Because I had the commitment.

Sharon Tucker: It is unfortunate where it is at. I think the other thing that is unfortunate and I know we are not in a court of law but because she is not present to defend herself on whether she made those statements or not, we really should refrain because we don't know if it is true that HR made those comments.

Jeff Sorg: I understand.

Sharon Tucker: I do support your effort to come back and I'm like Councilman Harris in telling you to come back next year and we can look at it. I would not be able to support it and it is not political for me.

Jeff Sorg: I understand.

Eric Tippmann: I remember quite vividly that conversation in January. My explanation and reasoning was right there in the record and there was no political element to it. It was about attracting and retaining talent. Tera was our first Auditor to be a CPA, credentials and look where that got us. We just want more of the same.

Larry Brown: Council, it is going to take a motion to move on this. Does anyone want to make a motion? For lack of a motion, the subject matter has died. Moving on, Nick, we turn it back over to you for an overview.

Nick Jordan: Council, I will be short and sweet since we have been here almost four hours. You guys can ask questions and I will be more than happy to answer them. Back on the original budget hearing summary, you have the project revenue of about \$97 million. This is about 3.1% higher than 2017. You can see the breakdown in the middle between Property Tax, Miscellaneous Revenue and LIT. The next bolded is the approved allocations of \$96 million. We did just approve a little bit in the appeals for \$147,076 and \$500,000. This is about 2.9% greater than 2017 and the revenue is 3.1% versus 2.9%. Potentially next month you will approve a budget with revenue exceeding expenses for a

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little bit of a surplus. As I mentioned at the beginning, revenue year-to-date is trending great. The cash balance is great. Highway mentioned that they are getting an influx of money and they currently have a good amount of money on hand. Across the board and in multiple funds, the County is sitting very, very well financially. When the next economic downturn comes, we should be very well positioned. It is due to the hard choices of this Council as well as the ones in the past. I can take any questions. Next month you will formally adopt the County budget as well as the three binding units. As was eluded to by Solid Waste, we will have a County budget Solid Waste and the exact same as you will be adopting for the binding and so in January you are covered both ways if the Commissioners and you decide to proceed with the Solid Waste District.

Larry Brown: Nick, might I ask, and there is no sense of urgency on this, I see through correspondence that County Services or Purchasing is accumulating data on vehicles to try to get to a more sophisticated replacement method. Do you know anything?

Nick Jordan: In talking with Dawn Rose, the Purchasing Director, they have a current system but it wasn't necessarily built for that aspect. There are other systems out there and she is looking into that. She is trying to find the least cost and most effective but that is the last I discussed with her versus just using a spreadsheet. When you go to the Service Center, they have the mileage in there and things like that but I don't believe it is a very robust fleet management system that she would like to have.

Larry Brown: Who is the liaison to Purchasing?

Eric Tippmann: I am.

Larry Brown: Would you inquire if there is anything that Council can do or needs to do to reinforce that effort? I think we would be 100% in favor of getting behind her on that effort to have a more sophisticated fleet management system.

Nick Jordan: I think for Bob's request, she sent a spreadsheet. I don't believe the Service Center's is completely accurate because of how the system is.

Larry Brown: Nick, do we have to do anything formal at this time?

Nick Jordan: You are going to adjourn but everything you did today, you will formally adopt at next month's meeting.

Joel Benz: Move to adjourn.

Eric Tippmann: Second.

Larry Brown: All in favor please signify by saying aye. Opposed like sign. The motion carries 7-0. There being no further business the meeting was adjourned at 12:23.