

Randolph County Council Budget Hearing

August 20, 2024 and August 21, 2024

The Randolph County Council met for its budget hearings at 8:30 AM in the Commissioners and Council Room of the Courthouse with the following members present: Council President David Lenkensdofer, Tom Chalfant, Mike Stine, Tom Kerns, Todd Holaday, Missy Williams and Beverly Fields. Also present was County Auditor Laura J Martin.

Council President David Lenkensdofer presided.

Circuit Court, Supplemental Public Defender

David said so, first on the agenda is Judge Toney, the first one up.

Judge Toney said good morning. With regards to the regular budget items, I really don't have any specific comments but would be happy to answer any questions you have. I do have some, a couple of comments with regard to salaries once we get to that point. But as far as the regular budget, I would be happy to answer any questions.

David said does anybody have any questions for Judge Toney? We've all got the budget in front of it. It looks like it's pretty much the same as last year.

Judge Toney said and I guess I do have one comment with regard to the law books. We're trying to continue to get that number down in not taking the statutes because they're available online. So, we're not doing any of the updates to those. There are a few things, Indiana Law Encyclopedia, which I think we have the only copy. I think Superior Court uses that also. New instruction books, four books criminal and civil each year, we're required to get those, and then the rules. But as far as the statutes, we're not getting those anymore. We send them back. So, that number should continue to go down. And hopefully, we won't use that this year.

David said okay. Any questions, other questions? Judge Toney, you wanted to speak on salary, is that correct?

Judge Toney said yes, just a few comments. Recall back when we were, had to hire a new Community Corrections director. We talked about the issue of experience and where the salary should start with regard to the former director, I think we may be lowered it by 15% or something of that nature, then raised it 5% each year for the first three years so that somebody who just came in without quite as much experience, it would reflect in their pay. Yet, as they gained more experience that would increase. I understand there are a lot of county employees and dealing with salaries is a difficult issue. But, what I see when I look at salaries for different positions is none of that goes on, it seems like, in relation to doing the work of the courts. Just as

an example, I am lucky to have two court reporters that, I mean this is Amanda's 20th year, and Jackie was here before that. So, she has an excess of 20. And even my bailiff has been here I think a dozen years or thereabouts. And I know it's a comment I made last year, I think I did, that the court reporters are actually creating content, they're creating orders from scratch. And I know there's at least one person on the council that knows all about that, and that it's difficult sometimes. And yet, with all their experience, plus the job that they do, there are people in other positions in the courthouse who process the paperwork and maybe have a year of experience, or two years, or less sometimes, that make more than they do. And that doesn't make any sense to me and it's nothing against them. It's just the way the system is set up that they come in and process the paperwork that we create with very little experience, and make more money. I just think that's something that, I know there are a lot of employees, but that's just a specific area that I think could be looked into, simply out of fairness. That's, I guess that's what I have to say about that. I think the council also knows there are some, in a couple of areas, some real issues with regard to comp time and no matter how you attempt to pay it out or give people credit, or whatever, unless the problem itself is taken care of, then it's going to continue to be an issue, whether it's paid in cash or it's given in time off, or whatever it is. But that's kind of a separate issue and I know that you're looking at that issue trying to figure out the best way to deal with it.

David said we are. We'll definitely note that, Judge, today. Our normal process is that we'll approve the current budget, except for the salaries. And right now, it looks like it's around an 8% increase in most cases. Not in all, but most cases.

Judge Toney said which is good, and it's nice that you folks are able to do that. So, I'm not, definitely not looking down at that.

David said you know we formed this salary committee about two years ago and it's, I think it's working, just takes time to get through the processes. Hopefully, another year, we'll get it through where it's doing pretty well. Anything else for the county council?

Judge Toney said I don't think so.

David said okay. If not, I'd entertain a motion to approve Judge Toney's budget, except for payroll, and then move forward.

Missy made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

Beverly said as I was involved in the salary committee, and there's been a lot of talk. I mean, the way it works right now, it's pay for position and not pay for performance. So, it's a tough one to challenge, and if it changes in one area, I'm sure it'll have to change throughout. But it's kind of a tier system within each office that will have to be affected. And I think down the road, I think there will be something. But for right now, I don't have an answer for it.

Judge Toney said well, and the example I gave you was an easy one because we were only talking about one position.

Beverly said right.

Judge Toney said I know it was easier to do it then, and it made sense to do it that way. But yes, I appreciate and understand those comments.

David said okay. So, I guess, anything else for us, Judge?

Judge Toney said not with regard to my budget.

David said okay.

Judge Toney said thank you.

David said the public defender fund?

Judge Toney said and we had the same thing on that this year as we did last year.

Tom Kerns said I'll move we approve the public defenders.

Mike seconded the motion. All aye votes. Motion carried.

Judge Toney said and on the subject of public defenders, that gives me a chance to do a commercial here. Anytime I'm asked to speak anywhere, I tell anybody that will listen that we are badly in need of attorneys in Randolph County. Some of you older folks that are older like me, probably never thought that would happen anywhere. And it's not Randolph County, it's all around the state, particularly in rural counties. For years, we've been sending thousands of dollars just about every month to attorneys in Jay County, Wayne County, Delaware County, and I appreciate those folks coming in and helping but I'd sure like that money to stay here. We're losing attorneys a lot faster than we bring them in. So, if there's any young people you know that are going to college, just tell them that Randolph County is a great place to live and they can make a good living being an attorney here in doing good work. I'm trying to spread the message, but it's not just here. It's in a lot of places. So, keep that message going out.

David said okay.

Children's Advocate

David said and the last one we have is the children's advocate program. It's the same as last year?

Judge Toney said yeah, this continues to be just one of the things I think that the county can be really proud of, based upon the money that we save. I know I tell you folks this every year, but just as a reminder, we're required, in every child in need of services case to appoint either a guardian ad litem, which would normally be an attorney at their rate of pay, or a children's advocate volunteer. And this program that thanks to Deborah McGriff Tharp, has been certified with the state. We're able to appoint children's advocates to these kids, and it saves, is this for?

Deborah McGriff Tharp said that's for this year.

Judge Toney said this month, if you took the hourly rate of the attorneys, and yet what we're paying.

Deborah McGriff Tharp said up until this month.

Judge Toney said right, what we're paying the children's advocate through the program and everything, it's over \$220,000.00 that we saved. And those are real dollars. Those aren't some made up figure, because we can see the kind of time they put into, and also the kids get better representation. The attorneys just wouldn't have time to do that program justice. So, this is one of the great things that the county has. And some counties don't have this program. I don't understand why. I think some judges don't want to mess with it. They still don't have it in Jay County or Blackford. But, at any rate, it's a great program and is great to try to help these kids as obviously, already in a tough situation, and it saves the county a tremendous amount of money.

David said thanks for doing that. Deb, we appreciate it.

Judge Toney said she had experience from Grant County.

Deborah McGriff Tharp said uh huh, that's where I started.

Judge Toney said and it really helps. But, you know, she's like me though, she's sort of a short timer in the overall scheme of things. So, we'll be looking for other people to come in and fill that place at some point.

David said okay. Tom, you made a motion to approve the Children's Advocate Program budget presented.

Beverly seconded the motion. All aye votes. Motion carried.

David said okay. Anything else for us Judge, today?

Judge Toney said no, thanks.

David said alright, thanks for coming in.

Probation, Supplemental Probation

David said whenever you're ready, go right ahead.

Beth Kreig said okay, the Probation budget, we have, there're two. There's the general budget and then the supplemental. So, I want to be careful and not cause too much confusion with that. As far as the general budget, well, it's not the only change. The changes that I made this year, I am asking again for my part-time secretary. I have two secretaries, one's full-time, one's part-time, per position, I guess. And I'm asking again for that part-time position to be changed to full-time. It was, that position was reduced down to part-time, I want to say it was about 15

years ago, and the main reason that it happened was because there was just a lot of push to make cuts. And that was probation's contribution to the county. We couldn't, there was no way we were going to cut a probation officer position. We're overworked as it is. And ever since that time, it has been very difficult to maintain someone in that position. It's hard to find people to work part-time that are skilled and qualified to do what I need them to do. I've asked several years; this might be my third request to have that changed. There's always been a drawback because of insurance and how that's all going to work. And when the position was full-time, it was never an issue then. So, I'm still a little confused as to why it needs to be an issue now. Probation is affected due to that full-time position being part-time. I need that person to help with office management scheduling, completion of reports, that directly has affected Juvenile Probation because it was my secretary that was cut. So, I'm managing a lot of office work that I normally would not have been doing. I've been doing it for quite some time. There are more things that are happening with requirements. There are policies and procedures that I need to be doing for the state. I can't do it because I'm spending a lot of time doing some of these other things, not to mention the computer input work. We're talking about overtime and concerns with that this year. There are a lot of times that doing that, doing overtime to get computer input completed. And then always, always fee collection is an issue. So, I'm asking that we have that position back full time. That's really the only thing. Everything else is the same. Probation officers' salaries follow the salary schedule. I think I did submit a copy of that. I did bring extra copies today if anybody wants a copy. But, as far as general operations, nothing has changed for the general budget.

David said I noticed that going through your entire, there're a few adjustments, but most of that is for overtime.

Beth Kreig said yep. And the overtime, I wasn't, this is the first time I've ever been asked to even come up with a number to do that. We always operated under comp time. I understand that's an issue, and that that's being looked at. But I'll just say what I can about that. As far as in the probation department, the comp time works for us because you know, we're dealing with people, and a lot of business is conducted after hours. So, then, if you're working over flexing your day, being able to come in a little later, we've always made it work. So, I'm not going to complain if I'm going to get paid overtime, but I'm concerned how that's going to affect our budget, not necessarily with, I mean, obviously, county is going to deal with the general part of that, but if we have to supplement out of probation user fees, then again, trying to figure out the balance of that. So, I guess I did have another comment for you.

David said okay. We'll note that. If we decide to go to overtime, it'll be, everybody will be treated the same, and it won't be a comp time here or overtime there.

Beth Kreig said I understand. I just wanted to make sure that I shared my opinion.

David said that's perfectly alright. That's why we're here. Any questions for Beth? Okay. I would entertain a motion for the General Fund portion of Probation except for payroll.

Tom Kerns made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

David said the next one we have is Supplemental Adult Probation, all except for payroll, to accept, do I have a motion?

Missy made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

David said okay. Anything else, Judge or Beth?

Judge Toney said no, I think that's it.

Beth Kreig said no.

David said thanks for coming in.

Prosecutor, PTD, Prosecutor Incentive

David said okay. Dave, come on up.

David Daly said morning everybody. I have three budgets for you all to look at. If you'll note on the County General budget, the only thing that I have included on County General is payroll, except for there's an item for training and seminars, I think it's towards the end. And that is specifically earmarked for child support. And the reason we do that is because if it comes out of County General and we submit it for reimbursement, the county gets 2/3rds of that money back. So, that's why we do that for child support. So, it's actually only going to cost the county about \$700.00 by the time we get reimbursement if we spend \$2,000.00 out of that line item. I do understand you're not talking or making decisions on salary and I appreciate your comments, Dave, and I appreciate your comments, Bev. I do want to touch upon that and say something before I finish today. But, that's about the essence of my County General budget. My second budget is user fees, which is PTD money. Those are not money that is generated from tax payers, so that is a fund that is generated from my office by using diversion programs. I'm not required to do diversion programs, but I have found over the course of time, that if I do establish and utilize diversion programs for first offenders, low level offenders, kind of what I call young and dumb, or old and wise and should have known better, but you've never been in trouble before, those kind of offenders, and over the course of time, I've been able to generate enough money to use to pay for the bulk of the expenses of my office, which again, then that takes the burden off of our county tax payers for funding the operation of my office if we let offenders pay for the expenses of my office. Those items are not real specific. It's kind of like a bank account. When you put money into the bank account, down the road, you draw money out of the bank account as you need to make expenditures. I do know that under my user fees, every single expenditure that I make out of that, I have to submit those claims to the council and the council has to approve it. So, if it's vague for postage or office supplies, and it's not real specific, well I can't go out and spend those monies on whatever I want to. I have to have your approval in spending those. So, like there's a \$10,000.00 in miscellaneous, I don't know from year-to-year what that might entail, but you folks do have to approve those expenditures. Then my last budget is the incentive budget, which again, it's very vague. I have discretion on spending those monies as I choose to do. The law does not require county council approval for those expenditures, but by law, those expenditures have to be for legitimate child support expenses, and those expenditures cannot be used to pay my salary. Those are the two restrictions on

incentive money. And again, we use those incentive monies to try to fund some of the needs and operations out of the child support division. So, with that being said, that's kind of my budget in a thumb nail. And my comment that I wanted to make about salaries was that I received a copy of what the salary committee's recommendations were for my second deputy prosecuting attorney. And the adopted budget for 2024, out of this fund, was \$38,002.00 and the salary's recommendation for this upcoming year was 38,200. That's a half of a percent increase. And I didn't know why that was. My second deputy prosecutor is Carlton Brumfield. He's worked for me for about 27 years. And he's unique. And I don't know that there's another position like it within our county government and employee structure. He is an attorney. He works for me doing all of the child support cases and child support collection. He actually generates money back to the county because that's how we get incentive funds is through our child support collections. Carlton also does all of my domestic violence cases, and he also does what we call critter law, which is the violations for hunting and fishing and conservation statutes. He does good job, and I know we're not necessarily talking about performance based, but Judge Toney alluded to a shortage of attorneys in Randolph County. And I can echo that. I have seen our public defender pool diminish over the course of time to where it is hard to get attorneys to come in and practice in Randolph County. I would like to keep Carlton happy and I'm just being blunt when I looked at the half of a percent increase in his salary from County General, folks, I took that as it's almost a slap in the face. And I hope that maybe there's some misunderstanding and maybe people didn't understand who and what that was, but he does an important job for this county and for my office. Most attorneys I know of would not want to trade places with the work that Carlton does because basically, folks, it's not real pleasant. It's going up there, if you've ever seen the hallway crowded on a Friday morning, with all of those people up there for child support collections, well that's what Carlton does. I certainly wouldn't want to trade places with him doing his job, but he does it well. So, I'm hoping I'm making a pitch and a plea to you to please, when you're looking at salaries, that you take into account what it is that Carlton does, the nature of his job, of the longevity, the fact that he does that job quite well. So, I'm sorry, I'll shut up now.

David said I agree with you Dave. I've got that one circled. And our salary committee.

Bev said yeah, we will talk about it at salary time.

David Daly said okay. Thanks. That's what I thought coming in here. I thought surely, surely, yeah.

Bev said sometimes we have no idea, you know, and it helps. It helps.

David Daly said no, and I do appreciate the, I saw that the percentages of increases for other folks was very significant, and I thank you all on behalf of my staff for those increases if they go through. I think that's very good of you folks.

David said okay. Anything else, David before we make our approvals?

David Daly said no. Any questions?

David said yeah, any questions? If not, I'd request a motion, let's go ahead and approve all three at one time, the General, the County User fee and Prosecutor's Incentive for the prosecutor's office.

Missy made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

David said anything else for us, David?

David Daly said no, thank you.

Commissioner, LIT-Econ. Dev., LIT Special Purpose, Cum Cap Dev, Windfarm

David said okay. Gary's in here, let's just get the commissioners' budget up there.

Gary Friend said I concur with the salary committee. That wasn't intentional at all. So, I don't know how it got through,

Beverly said I don't remember either.

Gary Friend said we didn't do that to any position on purpose.

David said I'm sure you didn't.

Gary Friend said alright. Morning everybody. Of course, the commissioner's budget, and thanks to the auditor's office for helping putting it together for us, is quite a bit of it is contractual. We've already agreed to the pricings that are in there. With that, we start with General for, I know the salaries and all will come up later, and I'll just have a comment on that at the end before you guys take over with that, so. Any questions on General? The only additional for the General is the commissioners would like a line appropriated at \$30,000.00 for grounds, for Jake to be able to use it to fund. He thinks he can be more competitive getting bids when you can maybe bid the whole entire project out to one contractor. But also, to make it easier for billing to go through one account that's paying for it anyway, whether we divide it into five or put it into one.

David said I personally think it's a good business move.

Beverly said are those the three that are highlighted here that they be combined into one that would.

David said this is an additional line item.

David said Jake, come on up a minute because I was asked yesterday, the jail was not included.

Jake Donham said yeah, the sheriff, after the last meeting, he cornered me and said we may as well put him on there like we did the rest of them. So, he wanted me to go ahead. So, I just, I kind of guessed on some of the numbers. I went back and looked at last year's what we spent on snow and everything I could put together, some of the mowing I had to guess on, because I don't

have an actual on it. My actual number is like 27,500. So, I just went ahead and put it at 30. With Mother Nature, I don't know if we'll use all of it or more than that. So, I just stuck it, rounded it up to \$30,000, start there. With the EMS building in Farmland, I'm not sure what that's going to entail yet, not knowing the exact size and what have you. So, that'll be another building to put on there as well.

David said will this \$30,000 cover the jail also?

Jake Donham said yeah, yeah. Yeah, I went and got the sheriff and kind of seen what his wants were as far as snow and mowing and all that. So, yeah, I through a number at his as well.

Gary Friend said it's also leaving 4-H on their own?

Jake Donham said yeah, 4-H, we didn't do anything on 4-H.

Gary Friend said that's why it's still funded in here.

David said okay, alright, thanks Jake. Okay, Gary, back to, I questioned you on the group insurance, but I did find there're five different areas group insurance comes out of and represents about 2.5 million, and wasn't that close to the quote?

Gary Friend said yeah. I think it might be a tad short, depending on the experiences. I think we showed three, one maybe last year.

David said but that doesn't include the employees' contribution.

Gary Friend said oh, then, yeah.

David said that's just strictly county support.

Gary Friend said county support from other funding sources.

David said right.

Gary Friend said and then you have the employee contribution comes in on top of it.

David said right.

Tom Chalfant said do you know what that percent is across the employees' contribution?

David said I don't have that.

Gary Friend said oh, it's not, maybe, 8, somewhere in there. It's not a significant percent. But, from my memory back, it was, I thought we were close to 200 to 300,000, which was employee contribution. I don't know the numbers, but yeah, it's not a significant percent. We've always, we've held that line on how much is taken from the employees for quite some time. And it's a

good thing that we can.

David said okay. Are there any other questions on the General portion of the commissioner's budget?

Todd Holaday said is the maintenance contract for computers, is that doubled because of the towers, is that included in that or is that something else?

Gary Friend said no, but I can ask Danita.

Danita said it's the J&K new contract.

Laura said maintenance on the towers, yes.

David said okay. So, are there any other questions on the General fund?

Tom Chalfant said yeah. Does that include the economic development, go off of 250 to 270?

Gary Friend said no.

Tom Chalfant said that was separate?

Gary Friend said yeah.

David said okay, anything else? Questions? Gary, have you got questions?

Gary Friend said nope.

David said entertain a motion then on approving the commissioner's General portion of their budget?

Gary Friend said except for the salaries.

David said except for salaries.

Beverly made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

Gary Friend said the next one I have on the tabs down here is Cum Cap, 1138, and it's a total of \$280,000.00. \$250,000 for building maintenance from Cum Cap development, computer equipment repair. We haven't spent out that account this year, that line. Obviously, we've been using a lot of ARPA funding instead. But ARPA funding will be appropriated this year to go out the following year. So, I think that Cum Cap one probably ought to stay where it's at. Now, it used to be higher than that, but with the availability of other funding sources that we have in Renewable Energy, a major situation comes up, we are covered. So, I think 250 in there is an appropriate amount to leave in on the Cum Cap line. And then the computer equipment repair, I'm not the biggest computer guru, so I always ask the people that know on that.

David said okay. Are there any questions on that? It's the same as last year's budget.

Missy said so, as of 2025, there'd have to be cameras in this room and at some point, has to be uploaded to someplace, whether it's face book, whether it's whatever you decide?

Gary Friend said public access, yeah.

Missy said that would be that \$30,000 for the equipment and the training?

Gary Friend said I don't think it's totally all of that.

Missy said that's what I'm wondering. If he asked

Laura said Joseph and I are working on that issue right now. We've got a new computer coming for up here that will support, we have to stream it, so the meeting will be streamed live. And so, he's getting the new computer this year. And then as soon as it's set up, we'll get with BIS on getting the rest of it set up for that. So, I don't really have a total cost, but the computer will be paid out of that \$30,000 line for this year, not next year.

Missy said yeah, okay.

Laura said but we're working on it.

Gary Friend said it may not take all of that.

Laura said no, I don't think it will.

Gary Friend said so, there could be other expenses that would fit such category to use, with all the computer technology today, it's not hard to need it.

David said so the law did require live stream?

Laura said beginning July 1st of 25, yes.

Missy said and they recommend that you get it up and running.

Laura said ahead of time. And we're working on it now.

Missy said it's got to be usable.

Gary Friend said yeah, sooner, rather than later, because when it goes, it has to be ready.

Laura said I was told live stream. So, I don't know, we can check into it.

Missy said you have a choice. Remember in that Saturday meeting, several of us attended, that

it's a choice whether you want to do a live stream or whether you want to do YouTube or whether you want to do face book. And Luke Britt suggested streaming was the easiest.

Laura said live stream.

Missy said it was, it would take the other people who decided they wanted to edit it and put it on their own sources, it would leave them liable for changes in the law.

David said I think it also said it had to be up for 30 days on support.

Laura said yeah, yes.

Gary Friend said in the archives a minimum?

Laura said I think it'll be on the website for so many days, like 90 days or something.

Missy said that way, you control it.

Gary Friend said I take it, this is the guy right there, looking at us.

Laura said that's part of it.

Gary Friend said huh?

Laura said that's part of it.

David said there's one right behind you too.

Gary Friend said so, people sitting 3 rows back so they're not in the main frame.

David said okay. I'd entertain a motion on 1138 Cum Cap development request.

Beverly made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

Gary Friend said elected officials training is what I have next, and it's \$2,000.00.

David said questions? Same as last year?

Tom Kern made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

David said okay. What have we got next here?

Gary Friend said Wind Farm, 4915. This is the payments, the contractual payments that we made to the school corporations all the way back when Headwaters I.

Tom Chalfant said is this the last year?

Gary Friend said I think it is the last year.

Tom Chalfant said so, what happens if they say, hey, we like that, keep it coming.

Gary Friend said I say no. I mean, I'm hard set no.

David said that was for the, just that one Wind Farm, correct?

Gary Friend said right, yeah. Lessons learned. All we can do.

Tom Chalfant said well we didn't have much choice because of the way the taxes were doled out.

Gary Friend said the only thing that really wasn't right, and I don't necessarily believe that it's in a bad spot, is Union School probably didn't get exactly.

Tom Chalfant said they got about 30% less than.

Gary Friend said more of it landed over there. We left it as it was.

Tom Chalfant said right. It was an honest mistake, but it wasn't corrected.

Gary Friend said good way to put it, yeah.

David said entertain a motion on Wind Farm economic development?

Tom Chalfant made motion to approve. Beverly seconded the motion. All aye votes. Motion carried.

David said what have you got next, Gary?

Gary Friend said that's all the tabs I have on here, Dave, but I'm thinking economic development should.

David said well you have some more.

Gary Friend said I've got a good memory.

David said we have an economic development page.

Gary Friend said yeah. I'm ready to answer them though. Oh, I've got it. EDIT 1112?

David said yep.

Tom Chalfant said is broadband infrastructure?

Gary Friend said I'm trying to remember what that one actually is. I don't remember for sure.

Laura said originally, it was because we were going to build some extra towers, but we backed out of that.

Gary Friend said that's the tower fund. It was 400,000.

Laura said yeah, and we paid a little bit to Tower King out of that a couple years ago.

Gary Friend said and the technology committee have been back and forth, they would like to use it for certain things. And honestly, the last, at least the last one, maybe the last two that came up, I wasn't in favor of it at all. It's too selective on how it helped the county.

Todd Holaday said do we need to leave it in the budget?

Laura said our EDIT shows it, so, yes. What's in here is in our EDIT plan, so it's already been approved and, through the EDIT board.

Gary Friend correct. It would have to go back to the Edit board.

Todd Holaday said so it's not committed then?

Gary Friend said no.

Tom Chalfant said can we control what it goes to, or is that all commissioners' call?

Gary Friend said it's the commissioners' call. It's an EDIT fund. If we were to inappropriately do it, the council would stop the appropriation. But as long as it was an appropriate expense and appropriately funded, then yeah, it's all commissioner.

Tom Chalfant said who gets to say appropriate?

Gary Friend said mainly, the law. The fist was in the law. It doesn't matter if the parties all agree, if the commissioners are agreeing.

Tom Chalfant said I found one attorney says this is appropriate and one attorney says that's appropriate, so, you know.

Gary Friend said yeah. I got my information from the State Board of Accounts. I've been down this road a little bit. And the way I understand it is, it's got to be out of bounds before the council should interrupt a capital development funding., mainly because if that theory could expand to a street development being done and Mayor's change and they just stop it, the council does. And all of a sudden, you've got an undone street because the capital development plan was interrupted, and it shouldn't have been. So, you know, there's agreements and disagreements on what we're using things for. Doesn't mean that they were wrong.

David said any other questions for Gary on this? I have one major question, Economic Development. Due to the reduce the salaries over there, I would recommend we reduce the Economic Development fund by \$35,000.

Tom Kerns said are they planning on taking that payment again next year from tourism? I mean, it's not in the tourism budget.

Laura said and it's in our EDIT plan, I don't know how to, how that works. I don't know what the law is. We kind of need Meeks on that, but, he obviously, isn't here.

Gary Friend said what I can do on council's recommendation, after you vote on it, is I can take it to the commissioners with the recommendation that we would have to then, on legal bounds, give them 30-day notice and change the contract. Otherwise, the contract rules at this time.

Tom Chalfant said when that contract expires.

Gary Friend said 2 ½ years from now.

Tom Chalfant said we had a finance committee meeting last week and they were just, it's not anyone's fault, but they're struggling, they don't know, we've got funds that nobody knows the history, what they can go, and it just sits there. They've got 3 employees, ex-employees who have credit cards they're paying fees on, that nobody's using, but they can't cancel them because a guy has to say cancel. So, people, there's a lot of confusion and a lot of just emotion,

Gary Friend said is the commissioner's appointee on that finance committee?

Tom Chalfant said what?

Gary Friend said is the commissioner's appointee on that finance committee?

Tom Chalfant said no, I don't believe so.

David said in my opinion, I'm not an attorney, I don't think they're fulfilling their contract at this time.

Gary Friend said I think it would be, I think it would be hard for them to argue that they are.

David said I will get with Meeks and see what his opinion is.

Gary Friend said I will certainly bring this to the board of commissioners for review.

Missy said so you extend an invitation for somebody representing them, whether it's their board president or the acting director to come and answer some of the questions that you're asking right now?

Gary Friend said yeah. In their contract, they're actually required to bring updates periodically and we haven't gotten an update, forever.

David said forever.

Gary Friend said but, forever is a long time. I think the last update that was really real, that I would consider a real update was last February. It was in February, maybe, when the director decided to tell us what he was planning to do.

Missy said who's their board president? Does anybody know?

Gary Friend said Andy Fahl, isn't it?

David said yes, it is.

Gary Friend said I'll contact Andy Fahl.

Tom Chalfant said Jamie Meadows seems to be the contact person, who's digging in, trying to find answers to things.

Gary Friend said I think what I'll do is bring it up to the commissioners' representative, Mike, and start there. And as he informs the board of commissioners, the addressing of these concerns because I haven't been active in their operations for two years, to understand, I understand, I think I understand fully, what we're talking about. But I haven't been in the meetings. And I think Mike has. It would only be fair to let him explain these concerns, whether he agrees or disagrees, or has a resolution, I don't know. I think the concerns are valid. I'll say that. They're valid to me.

David said any other questions on this? If not, I would recommend on Economic Development portion for today, that we approve everything but Economic Development's.

Tom Chalfant said and your motion, was that to make, well but you said reduce it 35, you're talking going from 250 to 215?

David said actually.

David said it's 270 to 235.

Tom Chalfant said you're actually just reducing the 15,000 from the 2024 budget?

David said right.

Tom Chalfant said okay. Well I think it could be more than that.

Gary Friend said part of that 270 is a carve off of tourism too.

Tom Chalfant said yeah, that made you more money on their farm ground now because they traded woods for tillable ground.

David said okay. So, somebody like to make a motion on the Economic LIT, Economic Development budget?

Gary Friend said for clarification, everything except the 270 in its entirety right at this time?

David said yes. If not, I'll make that motion. Do I have a second?

Tom Kerns said second.

David said it's been moved and seconded that today's budget hearing for the LIT Economic Development Fund 1112, that we approve everything except Economic Developments today's date. All in favor?

All aye votes. Motion carried.

David said I will personally get with Meeks and see what his opinion is.

Gary Friend said and I will get with Mike and I'll make the first phone call to Andy Fahl.

David said okay.

Gary Friend said he is the board chair.

Tom Chalfant said that is, a little aside though, I'm glad the Housing Resource Hub is going away because that, I think one of the reasons it was, we had, or we agreed to it, because they were going to develop a housing addition as part of their.

Gary Friend said guaranteed it.

Tom Chalfant said yeah. And that was another misnomer. They misunderstood; they didn't think that's what it meant.

Gary Friend said I don't know how, but, yeah.

Tom Chalfant said yeah, but that's what it is.

David said okay. The other one, Gary, we have is.

Gary Friend said yeah, I've got it. EDIT 1114?

David said 1114?

Gary Friend said yeah, that's our bonding.

David said yeah, basically, it's the bonding.

Gary Friend said that fund is growing and we will be having a jail project come up, and right now, we're discussing that we expire all of the ARPA funding into that project. And then coming back possibly, into Special EDIT, which is an allowable expense out of Special EDIT. And that we can fund this at no bonding, nothing. We'll be able to pay for it. That's one of the ways that we can do this, is a thought.

David said and that's a very good approach to do that.

Tom Kerns said it should grow more because the RCFFO will be off in 26?

Gary Friend said yep.

David said it's off this year isn't it?

Laura said we make a payment in 25.

Gary Friend said and for the council.

Laura said last payment, 25.

David said is it a full payment or half a payment? I don't know why I thought it was a half payment this year.

Danita said we make a half payment, we make a payment in July. We make a payment in January for, we make a payment in December for January's payment and we'll make a payment in July. So, there's only one payment made in 25.

David said so, it's 25.

Gary Friend said something for consideration too, that particular fund is allowed to help support courthouse security, as we go into the future, with that necessary endeavors that we take on.

David said and it's allowed to support any other buildings, projects, which we still have an airport building terminal.

Gary Friend said it is kind of like EDIT as long as we stay in the pretty broad boundary. But it won't let you step out, it'll slam the door if you step out of anything to do with. Public buildings and safety basically.

David said I'd entertain a motion to approve the Special Purpose LIT.

Beverly made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

David said okay, I think that's it, isn't it?

Gary Friend said I think that's it. Okay. On the salary one, I know there's been a lot of talk, a lot. I've even had a certain elected official call me and explain to me that some of what they had to say wasn't really personal because they come back pretty sharp. To me, it wasn't a mistake what we put in there. We discussed it in the salary committee. Of course, the salary committee has had time to re-review too, so no problem there. I know that it's probably more than some like-size counties. I don't think it's fair to say Randolph County, even though we're a larger county than a neighboring county, where that's the normal wage, because a lot of those larger counties have a large city government, which is occupying a large portion of their county. But this county, the commissioners take care of it. And I don't think honestly, you know, we've done a lot of work, all these people up here, to get this county financially sound. We've waited, as far as even, when it come down to it, and we went through some budget hearings where we were scared to death we were going to lay people off. I mean, so, we didn't take anything for some time. By saying that though, I understand it's probably more than like counties with a demographic-like county. But sometimes, somebody's got to be the first and the leader and set the bar. And I'll leave it there. I don't think it's out of line personally. If I did, I would back off. Tom told me, Tom talked to me, a lot of you guys have, said well I'll give you one thing, you won't let go. I said well no because I believe it. That's what I believe. But it's going to be what you guys believe. And I guess we're in a unique position where we have two commissioners who have done it on this council. We have two that's likely going to be commissioners. Only we can't, you know project the voting. I know that, Missy. We just can't. And my colleagues, two of them are coming off, who actually voted to recommend to the council not to go over 10%. But that's a recommendation from two. I'd disagree and I would have. If I'd have been here, and I wasn't here. I couldn't get back from Michigan. I was up in there. But it is definitely a wage in hour, as we found out through the salary committee and going through these it is 100% at the council level. It's not a commissioner call. It's a council call. Obviously, you listen to the commissioners and we listen to you on that thing, so. I appreciate you guys' consideration and you'll have it and we'll go from there. But I just wanted to let you know, it wasn't a mistake for me. I still stand fast. But obviously, without a doubt, we'll respect what comes out of your deliberations.

David said I think, Gary, yesterday, they elected it would be the average of the increase for county employees, wasn't it?

Gary Friend said and I spoke to Mike. I told him the reason I had other thoughts on that is because that's not the role we took over 10, 12 years of, you know, I've spoke to one's that said well you know, you set my peoples' wages on average cost of the county's size. And I think what's mixed up there is that was a defense poster we were kind of in. We were doing the very best we could do with the money we had and bring out, hey, we've got you near other counties, like Randolph County. It wasn't like that's where we always wanted them to be. It was like if we could do better, we would. But in those particular days, I was using it as a defense mechanism. We don't have anymore money. We have zero funds left. We've come out of this council hoping fees come in to help us out. At one time, you know, we borrowed, I don't know what, 150 grand from the EDIT funds and, just to get the budget reconciled. And then obviously, some fees came in and the council voted to give it all back, and we should have. So,

I think that thought pattern that's out there sometimes is holding the council and the commissioners to a standard that we had no choices at the time. We have choices now. We're not broke, and I'm glad we're not. And we actually, everybody here has done one whale of a job of bringing Randolph County out of close red ink to, we got room now. Will that room last forever? I don't know. Mistakes can be made. Laws can be changed. But we know this year, next year and the following year, the we're financially sound. And I don't think we can, I don't think anybody can project beyond that, not safely. We can have another tornado, God forbid. I hope not. But that cost Randolph County alone, 250, well, not necessarily Randolph County 250, it cost the highway department that, but also cost solid waste some money. Those kinds of things come and there's nothing you can do. And that's also why I'm in full favor of getting our Rainy Day up because we could have a catastrophic event in the county, and we could hit our stop loss gaps. And we have to have the money right then to pay it. So, that's a good move and I'm going to continue to support getting Rainy Day up to where we need it to get.

David said and that's on our agenda. I don't know if we'll be bringing it up today or tomorrow. I presented it to the commissioners yesterday that we would like to see the \$250,000 from General fund and \$250,000 from Wind Farm to put into Rainy Day, because we're still only about half where we need to be. We'll get there but it's just going to take time.

Gary Friend said well, thanks everybody. Thanks to the salary committee. It's a bit of work. Other people have done it. You go through every line. How we missed the prosecutor, I don't know. I don't know. Sometimes there are double-funded positions where you kind of lose track of. It wasn't on purpose.

David said I'm sure it wasn't.

Gary Friend said we wouldn't have done that. I don't, we just wouldn't have done it. Alright, anything else for me?

Tom Chalfant said Gary, I agree with a lot of your comments of being a commissioner today but I think there have been a lot of improvements, but also, we have not done a very good job of managing our resources in certain areas, our real estate, our vehicles, economic development. There are things that we have really, and I think there's, the commissioners, when they can do that, I think they should be paid for that. And there're ways to manage that better. But those are things I think we've been lacking. I think you need more than just an 8% because there're times the council and commissioners didn't take a raise, other people did. But I don't think we're going to get to that bid of a raise that you wanted. But I think you deserve more than what you're receiving.

Gary Friend said I don't disagree with you Tom, at all. I don't. That's something I think I have an ability to do is to have a difference of opinion and not be, I might be mad if I get insulted, but to have a difference of opinion, I'm okay with that completely. And I agree with you Tom. I think there is room for counties to grow into things like that.

Tom Chalfant said I guess I'd like to see this room underneath us be used for something. 10 million dollars to put it in here, yeah, there're just things that.

Gary Friend said I suspect you probably will see the room being used, just thinking out loud. Code talk is not transparent, is it? I understand the room is down there. I want to be transparent. I think it needs to be used. I think when we do it, it relieves an expense elsewhere. I think that's a fair way to put it. I always like being transparent. That's why I came out and told you guys what we put in the salary meeting. If you think I didn't think there was going to be some black lash, I was expecting it a little bit. So, anyway. Thank you very much, all of you.

David said thanks, Gary.

Clerk of the Circuit Court, Clerk of Superior Court, Election board, Voter registration, Clerk's RP fund

Mindy Peed said I don't have any changes in anything except for election, my election budget. So, that might make it a little easier versus going one by one like we usually do. So, apart from salaries, my election budget is different, obviously, because we don't have an election next year. But, then, I also requested additional in my computer maintenance line because it's been recommended to me by our vendor that we need to upgrade our electronic voting machines. So, purchased around 20 years ago, and they can no longer get parts to fix the current election machines that we have right now. I mean, it'll still work for this year, obviously. They upgraded them, I don't know the exact year, but they upgraded some of the functionality within them. So, they're fine for this year. But if we had any major breakages or it's just going to be hard to repair with our equipment like that. I requested an additional \$130,000 to replace all 46 of voting machines. Other than that, I don't have any other changes.

David okay, it looks, I've gone through it 2 or 3 times, and everything looks pretty good, other than the wages. And like you say, we'll determine that tomorrow. But it looks like now, it's an 8% increase for your employees.

Mindy Peed said I appreciate that.

David said and yourself, so.

Mindy Peed said I appreciate that you do a percentage since our jobs are not performance based, and they're not based on work load or anything like that. So, I appreciate that it's an across-the-board raise.

David said well I guess we can take these all at one time. We will be looking at the Clerk of Circuit General, Clerk of Superior Court General, the election board, the registration, Clerk's RP fund.

Mindy Peed said that's not general.

David said no. You said.

Mindy Peed said they're all the same. It doesn't matter.

David said nothing's really changed other than your payroll, and last fund was the training fund

of \$1,000. So, somebody would like to make a motion on all of those?

Todd Holaday made motion to approve. Mike seconded the motion.

David said it's been moved and a second we approve the Clerk's general fund for the Clerk of Circuit Court, Clerk of Superior Court, election board, the registration, the Clerk's RP fund and the elected official training fund.

Tom Kerns said are you putting the clerk's incentive in that?

David said yeah, they were stuck together, clerk's incentive. It's been moved and a second. All in favor?

All aye votes. Motion carried.

David said anything else for us, Mindy?

Mindy Peed said that's all I have. Thank you.

Assessor

David said okay, the assessor. Morning George.

George Caster said morning ladies and gentlemen. How are you doing? Hope you are all in a good mood. Well there isn't much really going on with, I did have to do some increases, basically because of inflationary raises for postage and other things. I've had to increase those. But, I think most of my budget is fairly close to what it was before. This is probably the first year I've never really went after lowering it, only because I know inflationary raises have caused postage to almost double on us. General Fund, basic increased was basically association funding to be part of the association. They've decided to raise their dues. And then sales disclosure funds is the mileage and training again, based on the cost that they apply to, for the training, they've increased it. And so, I didn't go up as much as I was told to go up, but I know that I do have two right now in training. One will have a level 1 here in September, only because we do not feel she should have to pay \$175.00 to go one day to take a test at a conference. That's what they were going to charge, we're like, no we're not. So, she's going to do it in September. And then by November, she'll be a level 2.

David said I have one question George.

George Caster said yes.

David said under your property reassessment, computer maintenance program, you have \$31,800 for 24, and zero for this year?

George Caster said yeah, we paid it off, ARPA.

David said okay.

George Caster said we concluded that contract. It was a 5-year payoff. We just got rid of it.

David said okay.

George Caster said now what you do see in there, that 36, that's the set yearly maintenance that they do, helping us do, whatever I need them to do for us.

David said okay. Any questions for George?

Missy said George, do you have enough in postage? Did you up that enough in postage?

George Caster said based on what we've spent and what I have talked with the post office, I believe we do. I mean, we may be getting it down to the zero, but I don't like putting in more than I need to have. But I got, I think it's \$12,000 that I put in there. Last year it cost us 10. And only because Bev, before she left, we bought a bunch of post cards. Well, we're about run out. So, we're going to have to start putting some more post cards out for personal property, so. Other than that, I think we're covered on that.

Beverly said but by the same token, are the people who filed personal property is also going down?

George Caster said is going down, so we're offsetting both sides. The state is requiring now if you don't have in the county an acquisition cost of over \$80,000.00 than you don't have to file, pay for personal property tax. So, where we used to have a lot of people, we've dropped it here, even though cost has gone up are about now, about the same, so.

David said any questions for George while he's here? George, do you have anything else for us?

George Caster said well I do, but I don't. I'll keep that to myself. I do thank you guys for doing what you guys do. I know every year it's a, you've got all these elected officials and other heads of office come in here and they're fighting for their people, which they should be. I'm never one to spend money that don't need to spend. But, some cases, when they say, you know, we don't do performance-based pay, well, maybe we should. I'm just leaving it at that. You can take your own conclusion for that comment. So, other than that, I'm, if you've got questions, you know where I'm at. I'll answer them. Next week, we've got conference. And so, we're ready to go.

David said okay. Being that's said, I'd entertain a motion for the assessor's General Fund, the County Sales Disclosure Fund and the Property Reassessment Fund for their budget for 2025.

Beverly made motion to approve. Mike seconded the motion.

Laura said you're not saying except the salaries. So, I don't know if you are including them or not.

David said all of these except for salaries. Got a motion and a second. All in favor?

All aye votes. Motion carried.

Missy said I've got one question for you and I know you may say I can't you know, predict that, but I talked to some older home owners who luckily, their insurance is paying to rebuild the house or to make improvements, and then they're realizing that I'm going to go from a house that I had a mortgage on for \$55,000.00 and when it's done, so do you agree that it may increase double in value? Do you think that's what they're?

George Caster said do I agree?

Missy said yeah.

George Caster said yes.

Missy said yeah, and so.

George Caster said these people building these new homes that got wiped out, we lost all that money. Most of those homes were older. Some of them weren't that old. But now, we've got permits coming in 5, \$600,000.00.

Missy said yeah, I knew you did. I guess that's what I was interested in.

George Caster said that's what they're getting put on at, because that's the cost. Based on the state law that we use cost, which is, because there're no sales comparable to these homes, they're brand new. They're not selling them so we've got cost. They're going to say it's cost me \$600,000, that's what we're going to put them on at. Now they'll depreciate out, but I mean, that's what it is. And unfortunately, these homes that are being remodeled, have their effective age changed which lowers the depreciation, which increases the value. Especially, when we've got people paying 3, \$400,000.00 for a \$100,000.00 home. I don't know how they're doing it. I couldn't do it. But, it is going to go up. That's why I say in, that's what I told you guys in that briefing, in 25, not be much, but come 26, you're going to see about 42% increase in tax take in, in one year. I mean, that's a lot.

Missy said which means those people have to come up with the money to pay for that tax increase. I mean there's, I'm not, it's just the way things go.

George Caster said just the way it is, unfortunately.

Missy said some of them, they got a new house out of it, but if you're on a limited budget, you can't afford the insurance, the property tax and all that.

George Caster said yes. It is an issue. And believe me, a lot of people come up to me, well you know, I'm old and on a fixed income. I say well, I'm sorry, but there's nothing in the rules that allows me to stop that. But I'm on a fixed income. I get one check, you know, I mean, we're

pretty much anymore, all on a fixed income based on what's going on. I will, I did forget one thing, but it's just so you know, I do have LEAP looking into replacing a major reassessment-funded piece of equipment. It's that big printer we have downstairs. We bought that in 2010 or 2011 to print all of our cards. It's almost 14 years old. They don't make them anymore. And if the thing ever goes out, we're going to be in a world of hurt. So, LEAP is already looking into a replacement to those. He didn't have the data for me before I presented this, so that's why it wasn't presented. Once I do have it, then I'll come to the council and discuss it then.

Beverly said is that by any chance, is that the machine that you do the routing, you know, the routing maps and all on?

George Caster said not the routing maps. It's the all the property record cards.

Beverly said okay.

George Caster said that big, the 950.

Beverly said oh, that particular copy machine, yes.

George Caster said we run somewhere close to 7, 8,000 cards.

Beverly said yeah, do it double sided, yeah.

George Caster said double sided cards every year on that thing, plus other legal documents and ledgers and stuff like that. That thing will kick them out at a rate of about 40 cards, double-sided per minute. That's a lifesaving thing for us down there. If that thing goes out.

Beverly said because every year it's 25% of the parcels that have to be printed out.

George Caster said yeah. So, it's quite needed. But we're going to be looking at that going forward.

David said alright. Anything else for George? Alright, thanks for coming in.

Surveyor

David said surveyor. Pretty much straight forward other than salaries, and I noticed a drainage board. Maybe the salary committee could bring us up to date on that.

Ed Thornburg said well we asked.

David said what's that equate to a meeting?

Ed Thornburg said I don't know.

David said does anybody know?

Tom Chalfant said say it again, Dave?

David said yeah. Did the salary committee did it, or did you ask for that?

Ed Thornburg said I made a request.

Tom Chalfant said 8550, is that your request?

Ed Thornburg said 8550 was my request, yes. The salary committee recommended \$10,772. I don't get anything for going to the board meetings. You divide that by 12, actually 14 this year, because we've had two special board meetings.

Tom Chalfant said they used to meet twice a month, used to be 24 times.

Ed Thornburg said used to meet after every commissioner's meeting and now we're meeting once a month unless something comes up. Monday, we had some drainage plans that needed expedited so we went ahead and met.

David said well, the concern I have, that's a 39% increase over last year.

Tom Chalfant said that's salary committee's recommendation.

David said right.

Beverly said I think the salary committee would agree that it's too much, 8% is what we really were looking at. Why that got put up there, I can't explain.

David said the 2024 is \$7773. Are you saying plus 8%?

Beverly said yes.

David said okay. Just trying to get all the facts and figures here.

Beverly said yep.

David said did you get that Danita, 8% on it. Are you figuring as we go along?

Danita said to change that to 8%?

David said yeah.

Danita said okay.

David said any questions for Ed? Looks like it's pretty straight forward other than the salaries. If there are no other questions, I'd entertain a motion to approve the surveyor's General, the Drainage Board, the Surveyor's CP fund, and the Training.

Tom Chalfant made motion to approve. Tom Kerns seconded the motion. All aye votes. Motion carried.

David said anything else for us, Ed?

Ed Thornburg said no, I don't believe so. I think we're good.

David said did you guys want to take about a 10-minute break shortly, or keep going? What do you want to do? It's up to you. We're going to take about a 10-minute break and reconvene here.

Area Planning

David said Area Planning. Deb, go right ahead. Do you have anything for us? It's pretty straight forward it looks like.

Debra Johnting said I made a little change to the budget. They were, as it turns out, they were over billing me for legal notices. But I'm going to leave it the way it is right now, because we're having more hearings on changing the unified zoning ordinance. We're changing Solar and adopting a new flood hazard. So, I'm going to leave it that way. Otherwise, mine doesn't have any changes, I don't think.

Beverly said looks like a position.

Laura said we added that this year.

Beverly said okay, that's good.

Laura said yeah, it just wasn't budgeted. We added after the budget.

Missy said how much do you think you'd be overcharged in that?

Debra Johnting said well, we've got it worked out. They were billing me as if I were just a normal customer and not government.

Missy said okay.

Debra Johnting said so, I have a credit and I've got to get that all figured out how. We paid one, and that actually paid for three. But we're going to be having more hearings. For now, it's not that much over. They were paying or charging us \$107 instead of \$25. I questioned it, and they're new, the News Gazette, it's under new management. They're getting it figured out.

David said okay. Any questions for Deb?

Beverly said just one. Is the secretary then, going to be your assistant?

Debra Johnting said uh huh.

Beverly said okay. One in the same.

Debra Johnting said yep. She's doing very well.

Beverly said okay. Thank you.

Tom Kerns made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

David said okay. Anything for us, Deb?

Debra Johnting said no. Thank you for the assistant. It's working out very well. I appreciate it.

Building Commission

David said Randy.

Randy Abel said morning. I think the one thing that's maybe changed, I don't know what it was last year, was the maintenance and the vehicles. My truck's getting older and older. Usually I was able to trade every two years and get a really good deal, but inflation and COVID and strikes and you name it, it's not a good deal anymore. So, maybe if the economy turns around, we can do it.

Tom Chalfant said I assume you tried to trade it after two years. What was the difference between, like 1800 before?

Randy Abel said yeah, so we used to be able to do it for like \$900 a year. I couldn't even get a good response. And the one guy didn't even want to do, he wanted to upgrade the truck, and it was like, you're talking \$10,000 or more, and it's just like, nah, that's not even reasonable. I mean, I know I wouldn't do it and I'm sure you wouldn't either. So, hopefully, in the future, it's a 21, so it's 3 years old, so, if you can get somewhere around a \$1,000.00 a year or maybe even a little more than that, it would make sense then. But the way it is right now, just, you know, nobody is even getting back with me, so. You know it's got to be bad when they're not even returning your calls and getting with you.

Tom Chalfant said they're not selling cars either. I don't know why.

Randy Abel said I don't either. I think what scared them off was, I sent them the, what we had done before, and I think they saw that and went ooh, no way. They weren't going to do that, so, that wasn't a good deal. So, I did up that to \$1,500.00 for maintenance because you know, might need tires or something pretty soon. And I did have another question I brought up earlier with Missy. So, in my job, in that office, technically, I'm the only one that can do the inspections. Some of the other stuff, other people can do. But the inspections, I'm kind of stuck doing that. In some of the years past, what I've done and chosen to do, is to take my vacations, you know, I do it a day at a time. And that way I don't, I'm not missing a week and that's not hard to

schedule. You know, contractors want to put a basement in, they want to put it in now. The weather's nice, whatever, they, you know, they don't want to wait. And so, I guess my question is, does something need to be put in the budget or something done, if we ever have to contract another inspector, because if I'm out for a month, what do we do? You can't ask the contractors to put it off and you certainly don't want to go without inspections.

Tom Chalfant said what does it cost you to be licensed or trained to do that?

Randy Abel said I'm not really licensed. I go to training all the time, but I'm not really licensed. They don't license inspectors.

Tom Chalfant said I mean is there anybody you know of that could do that instead of you, locally that we could hire?

Randy Abel said well, I've talked to a couple contractors and I've also talked to Keith Pugh on that also. But then it all comes down to scheduling and who's available, you know. And then I've had some contractors said well, I'll do the footers and this, but I won't do electrical and plumbing, and then. So, it may be a thing where you have to actually get 2 or 3 different contractors. It would nice if you could get somebody like Keith Pugh, or somebody even out of the state. I think, if it's an emergency, I think the state may even have people available. I don't know what the cost is. I can look into that and see. I didn't know, I don't want to blindside you with some big expense. So, I wanted to mention that today, and then if, you know, if there's a way to put it in the budget or not, but at least if you were aware that that could be a possibility. I'm assuming that the commissioners would have to approve whoever contracted to do that.

David said it would and we'd just have to find the money for it. I would like to see some numbers personally. See if you could figure out how much it would be.

Tom Chalfant said what if we have somebody, another employee that could do this, learn to do it, I mean like a maintenance supervisor, somebody maybe to figure, has some familiarity what's required. I mean, yeah, who gets the stamp, is it your title that takes to do this, and your title is what's required, or?

Randy Abel said yeah. I mean, it would take somebody would have to know the code pretty well. I mean the code's pretty involved. If you look at the stack of books, it would fill the table up. And it's not so much that you have to know all the code, but you got to know where to find the code. There are a lot of things that come up I really don't know. I have to go look it up just to clarify some issues sometimes. But, you know, unless something happened where I couldn't even answer the phone or do something like that, obviously, a person could contact me and I could help them out with that. Yeah, I was just looking for some direction to take it, like do you want me to try to get somebody like Keith Pugh or get private contractors out of the county that we know? There are some that are very, very competent that I would trust. There're others I would never.

David said Keith Pugh is very competent.

Randy Abel said oh yeah, yeah, absolutely. And he keeps saying he's retiring, but he keeps.

Tom said yeah, keeps coming back.

Randy Abel said I mean, I can try to find some numbers. I can maybe contact the state building inspector and see what other counties do.

David said I'm sure there's a per hour figure out there somewhere.

Tom Chalfant said do you have friends in Jay County, Wayne County?

Randy Abel said yeah, Jay, I talk to him all the time, John.

Tom Chalfant said I mean you guys ever work back and forth, or is that a possibility?

Randy Abel said it might be possible. It would be pretty hard, pretty hard, just timewise. I mean there would be days you could do it, but then, to say I'll take over a whole week, that would be pretty hard to do though. Because most counties are like us, they've got one inspector. That's the problem. If you went to a larger municipality or county that had more. That's why I saying, maybe the state has something they can do, because obviously, they've got a lot of inspectors. I'll call them and check and see what they can do.

David said I know in Ohio, they have 4 and 5 counties put together, when I was with Shockney Electric we had to call Miami County on work done in Darke County for the inspector.

Randy Abel said yeah, they contract all their inspections out, I don't know if it's a company or what.

Todd Holaday said if you had somebody cover you that is not like minded, know what I mean?

Randy Abel said uh huh.

Todd Holaday said because there's, I mean, isn't there variability within the position.

Randy Abel said there is. You have some options sometimes.

Tom Chalfant said you, I'm sure you have contractors that they're going to do this tomorrow and you're okay with that. You're willing to sign off because you know them, you know it's good.

Randy Abel said that happens sometimes, yes. If you can't cover all your inspections, you pick the ones you trust and, yeah. Because there're some I've just never had trouble with, ever. So, you know what their work looks like.

David said okay. Any other questions for Randy? I'd entertain a motion for the building commission budget except for salaries, to be approved.

Mike made motion to approve. Todd seconded the motion. All aye votes. Motion carried.

Airport

David said okay. Airport.

Jim Michael said we really don't have much to discuss. I think everything looks, from what you guys have put on here, what we have, everything looks the same. I know the salary commission; you guys have already working on that.

David said I had just one question, the salary committee, it shows it going from \$3300 on your budget, for the board of aviation to \$4500. That's about 36% increase.

Beverly said we had a little bit of discussion on it and we just thought that was a fair number.

David said so you were just going after a number, you guys have what, 12 meetings?

Conan Wallace said we meet monthly, once a month, third Tuesday of the month.

Tom Chalfant said there are six members?

Conan Wallace said five.

Jim Michael said and like I say, that was from the salary committee recommendation.

Beverly said uh huh.

David said okay, any questions, forward?

Missy said is that in line with like Darke County or Richmond's airport? The increase in the, making it, \$75.00 a meeting?

Jim Michael said I think it's lower than other counties from what I've checked, but if we, I mean, none of us are out there doing it, to make the money. I think it's something that we have to, because when I came on, I said I didn't even care. But they said well you have to accept the money.

Todd Holaday said the overtime comp, is that a calculation you're presenting?

Jim Michael said no.

Todd Holaday said that's from us.

Jim Michael said and from what my understanding is, after we did this is when they came out and said they were going to start not having comp time, it's all going to be paid overtime. I don't know. I don't know who put that number in.

David said I would assume Eric probably did that.

Jim Michael said yeah.

Todd Holaday said for the budget number of hours of overtime, what typically happens?

Jim Michael said well it's, I mean, it's going to vary on their vacations, who is taking time off, who has to cover for the other guy, and holidays, if somebody calls at midnight and Eric has to go out to look for an airplane, which happens 3 or 4 times a year, FAA will call him and say hey, somebody filed a flight plan and their plane is missing, can you go see if they're at your airport. So, those type of hours, I mean I don't know how you would figure in what they're going to get for overtime. They're not, I mean, they're not scheduled overtime.

Todd Holaday said we've got it budgeted this year for the first time and we're just pulling this number from somewhere and I'd like to know the thought behind it.

Jim Michael said yeah, I can ask Eric if he's the one who pulled that \$6,750. I don't know what that would equate to over a year's time.

Beverly said well everybody was just told to put something in the budget. I don't know what or how they came up with, and the fact is, when it comes into next year and they start using some and they've run out, they would have to come back and request additional funding.

Jim Michael said I would assume that he looked at the comp time. He's been there long enough. I assume he looked at the comp time he's had year about year and did the calculation that way.

Beverly said that's what we could assume?

Jim Michael said yeah, that makes it reasonable.

Todd Holaday said the comp time that we've got on here for, that we're currently sitting at is \$1,238.00.

Tom Chalfant said yeah that's, and the airport is a problem because they advertise hours open. They have two people, so you know, sometimes they can flex it, but that office is hard to flex and there's only two, one full and one part-time, and he can't just open up 4 hours later because he's out at midnight. So, that's, and some office hopefully could manage flex time better than a small operation.

Jim Michael said an FAA funded airport it's got to be open so many hours and set hours, and things like that.

David said I think right now, you're open 58 hours a week, and we have salaries for 68 hours.

Jim Michael said 58 sounds high, but that could be. We're open 1 to 5 on Sunday, so that's 5 hours.

David said how many hours on Saturday?

Jim Michael said 8 to 5 and 8 to 5 Monday through Friday. But I assume they get an hour lunch in there. I don't know if they get paid for their lunches or not.

David said I researched this just a little previously, but I think we have salary for 68 hours a week.

Jim Michael said okay.

David said so there must be some overlapping somewhere.

Tom Chalfant said well Eric doesn't work 58 hours a week.

Jim Michaels said no, no, Eric doesn't. But the part-time, he works Fridays and Saturdays.

David said that's all the questions I have. Anybody else have any other questions?

Missy said my only question is on runway repair, is that enough?

Jim Michael said yeah, we talked about that and it should be enough. We don't have any big plans for anything right now.

Missy said I just wondered.

Jim Michael said we've got a few cracks that need to be sealed and that. But there's really nothing else that needs to be done to the runway.

Todd Holaday said just to tell you where my mind's going on this overtime this year is as we talked about this, I know what the plan is that the persons who are in charge of the budgets can use up to this amount before they have to come before us and ask for additional. So, we don't want to set it to some low number and we do, also on the other hand, not want to set it a high number that it's, it doesn't encourage a lack of management of overtime, because you don't want to, you want to manage your overtime, anybody that's a good business person wants to do that, because you're paying a premium rate for it. If you've having constant overtime, you change your staffing for it assuming you can find them. So, on all these, my recommendation is we shoot a little low with the thought that we're going to have some people come in and say hey, I need more, versus shoot a little high, and have the opposite effect. So, I don't know if we're, I'd just would like to have some better idea on some of these from the people who know the hours as to what's reasonable before I just make a guess or I suggest a guess.

David said and I think everybody got, did you get a comp time report, the total report?

Todd Holaday said I've got this, this report. But this isn't an annual amount of comp time.

David said that would not be a total annual.

Todd Holaday said it's a carry over from 23 and what's been accumulated in 24, and it doesn't include what's been paid out.

David said right.

Todd Holaday said so it's more of a running total of comp time versus a computation of annual, somebody's working on that, right?

Laura said yeah, we're working on a report. But it's very tedious, so, it's time consuming.

Todd Holaday said so, kind of shooting in the dark here on this.

David said right. I agree.

Todd Holaday said the plan is great, you know, to try and not have this unaccounted for comp time that you know, sits there as a non-booked expense for the county. And the date, you know, the plan is to pay it as we go. And we need to not just do the, we need to make sure we're managing it well. And I don't know how to do that without a good budget. And we don't have a budget, we don't have feedback from the people in the departments, that are over each of these divisions.

Tom Chalfant said does Eric give you his overtime every month at your meetings?

Jim Michael said no.

Todd Holaday said but having the employee tell you what their overtime is just, nobody does that, right? The manager says this is what I think is an appropriate amount of overtime. If I asked a person who reported to me, what do you think would be appropriate overtime, that's not the way you do things, I wouldn't think. So, I'm not just picking on the airport here.

Jim Michael said yeah, I mean, and from what I gather, this is all new to everybody. I mean, it's no different than you know, you ask the highway department what's their overtime is going to be this winter, they aren't going to have any idea. So, yeah, the airport has got to worry about the snowfall out there too, figuring the overtime hours, what they're going to be getting.

Todd Holaday said you make your best shot at it and you know, we have flexibility within the budget, but we have to then talk about. So, I'd just like for people to not just look at the number and just go with it, they need to think about it.

David said yeah, did everybody get the, I call an overtime request sheet?

Missy said it's been awhile.

David said you compare that to the.

Missy said it's been awhile.

David said that's something Laura sent out through email.

Missy said I thought you sent it.

Laura said did you send it? I didn't send it.

David said somebody gave that to me.

Missy said I think maybe you gave it to us once or gave it to me. I'm not sure.

David said somebody did line item, line item of request. My point is between the actual payout comp time and what's requested is about 4 times greater. We're going to have to really look at it hard on overtime.

Laura said Shannon may have done that.

Tom Chalfant said when we approve their budgets, is the overtime included or is that part of the personnel?

David said it is.

Tom Chalfant said so maybe we should put it inside of the pay package.

Todd Holaday said well you've got the computer print then, so what you're saying is as we're working through this today, are we approving that overtime. No, the overtime is part of the compensation, correct?

David said right.

Todd Holaday said so we have not approved that yet?

David said no, but I think you have to approve it by tomorrow.

Todd Holaday said tomorrow, yeah.

David said we've got to advertise it, we've got to get it advertised, so, we have to make that decision by tomorrow before we leave. Maybe we can get a copy to everybody of this. But I do agree with Todd, I think they've got to learn how to manage the overtime. Any other questions for them? I'd entertain a motion for the board of aviation's budget as presented, except for salaries.

Missy made motion to approve. Beverly seconded the motion. All aye votes. Motion carried.

David said and the other one we have is the Fly-In Breakfast. It's the same as last year?

Conan Wallace said yeah, pretty much the same every year.

Missy made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

David said anything else for us? Do you have any questions?

Conan said the T hanger construction will start, pre-construction meeting is next week and I think they're hoping to start the first of September. And I believe Culy does have the contract for the site work.

Jim Michael said yeah, it's Culy or Cobalt, one or the other is going to be doing all the grounds work.

David said so, who's building the T hanger itself?

Conan Wallace said it's the same company that built the last big hanger.

Jim Michael said Copelands, out of Decatur.

Conan Wallace said Copelands out of Decatur or Berne.

David said they got the, evidently, they got the materials situated now?

Jim Michael said yep.

David said I know that was an issue here a few months ago.

Conan said yeah, I think it was about a 16-week.

Jim Michael said 16 weeks, yeah.

David said not too bad for today.

Jim Michael said right. But we have a, they had already, which I think that was 2 months ago when we were up here, they already have the approval to order the material then so. I don't know if they followed through with that or not. I'm not sure, but hopefully, we're hoping, you know, before the end of the year, everything is going to be done.

David said okay. Sounds good.

Missy said this is totally off the subject, but the, kind of and kind of not, the Rust to Revival project, I don't know if you've heard yet or not, Bill Armour let me know, let several of us know that that's up for an ESPY and will be awarded in London next month sometime. And I think they've added a little bit to it to show what a small community we are and how welcomed we

are, and I think they have added a little bit on the plane, the jet, whatever you guys call it, that little jet that brought them all in. I think that's going to be, that's going to do the lead in he thinks. Going to make just a few little changes before the guy gets in the car and then starts driving. It's kind of cool.

Jim Michael said yeah, that's good to hear.

Extension office

David said next up is Julie.

Julie Wilson said hello. So, we have a few changes. I guess mainly just the one for office supplies. Just in general, our office supplies are higher. Paper cost is higher, staples are higher, just in general, things are more expensive. And then you guys talked about the overtime and then the salary committee's recommendation, also is an increase from what we submitted. And then the professional development from Purdue, that's the figure that I get for Purdue for the contract with the county. So, if you have any questions, let me know.

Todd Holaday said let me strike the same question, so I don't see where, maybe I'm missing it, that you, I don't think any of you have had comp.

Julie Wilson said Laura Thornburg, the office manager, is the only county employee.

Todd Holaday said does she ever have comp time?

Julie Wilson said yes. And her and I believe Danita kind of went over her figure for the fair and some other evening events that take place, but the fair is kind of hard to predict, depending on the year.

Todd Holaday said so it looks like for her right now we're sitting at about \$2,800 of accumulated comp time?

Julie Wilson said okay. And I didn't have those figures when we, her and I tried to go over it.

Todd Holaday said that's over quite a long period of time I think. So, I don't think it's just for this year.

Julie Wilson said okay.

Todd Holaday said based off of this it looks like it is added up to \$6,000.00 for, what's currently a \$36,000.00 position seems a little high.

Julie Wilson said mainly, it was a shot in the dark trying to figure out how many hours that she gets during the fair, plus throughout the year. And I wasn't sure on the figure of what the pay time would be, so, I think, she did communicate with the auditor's office trying to figure that figure and I was at the state fair, county fair, when they were doing all that, so she didn't get back with me on it. But yeah, it's kind of a guestimate on what it would be. And I do, when she

clocks in and stuff, we talk most of the time when she's coming back for an event, if it's going to be comp time at this point, so we do, as the manager side of it, we do communicate that in our office when she's going to clock in versus if she's just coming back, like last night, she came back with her dad. So, that wasn't a clocked in time thing. So, we do communicate that in the office.

Todd Holaday said thank you.

Julie Wilson said I'm not sure I answered any of your questions, but you're welcome.

David said any questions, other than that for Julie?

Julie Wilson said is there a way, moving forward for next year, like what we actually spent out of that we can always readjust, so like if we don't, if we only spent the \$2800, like next year when I would come back, obviously I wouldn't have the \$6,000. It's just hard to know this year I guess.

Beverly said being the first year.

Julie Wilson said yeah.

David said and we may not agree to that \$6,000 this year.

Julie Wilson said right, right. I totally understand that, so.

David said so we don't, yeah, not quite sure where we're at yet, so,

Julie Wilson said and I guess with that figure, that doesn't, does that, that's what she's currently got banked, so that doesn't mean what she's currently used, because you have to use your comp time before you can use your vacation time. Correct? If you're over a certain figure?

Todd Holaday said and the number I gave you is what was accumulated through July 31st, and the plan is to pay out at the end of the year.

Julie Wilson said okay, okay.

Todd Holaday said everybody would be starting at zero.

Julie Wilson said okay.

David said if no other questions, I'd entertain a motion to approve the County Extension.

Tom Chalfant made motion to approve. Mike seconded the motion.

David said it's been moved and with the salary and any overtime not included, it's been moved and a second, so the County Extension approve the budget as presented. All in favor.

All aye votes. Motion carried.

David said any other questions for us, Julie?

Julie Wilson said I don't think so. I just want to tell you guys thank you for the support. We did do the groundbreaking last night for the fairgrounds. They've got people out there looking all the fire alarm systems right now, trying to figure out how that's going to work moving forward. So, I thank you and I'm really excited.

David said it'll be a nice addition.

Julie Wilson said well thank you guys and if you have any questions, let me know.

Missy said I know we don't, we can't vote on this, but in my opinion, this is a much needed increase in salary for the office manager because you talk about putting time in, and really, you probably don't see that but.

Tom Chalfant said but the problem is, what are we going to do when Sue retires?

Missy said she's never going to retire.

Julie Wilson said we're not talking about that. She has been here 35 or 6 years.

Tom Chalfant said there's a lot of institutional knowledge

Auditor

David said okay, I guess we'll have to do the auditor next.

Laura said so, not a lot of change. Association dues are increasing a little bit. And I will put in a plug that I'm kind of with George and Judge Toney that performance and experience should be considered in salaries. I'm just going to put that out there. I understand that we have never done that, we don't do that, but it really should be. There should be some thought put into that.

Tom Chalfant said I thought by State Statute, you have to pay, you have to maybe make this person the deputy clerk, this is what they make.

Laura said no. Every deputy doesn't need to make the same. That's up to the council. You can do that however you choose.

Tom Chalfant said and whatever title that is, they can, they're both deputy clerks, they can get different pay?

Laura said yeah.

Tom Chalfant said I thought that we were under obligation by Statute to pay everybody equally per job title.

Laura said no.

Missy said how would we go about doing that evaluation though? Who would, would the office holder turn in an evaluation? I think it's a good idea.

Laura said I mean, yeah, the office has to do an evaluation if you chose to go that route, and then turn in their.

Missy said thoughts.

Beverly said but it also has to be managed when that person leaves, how that gets fulfilled.

Laura said because right now, when somebody that's been there 20 years, walks out, you're bringing in somebody new making that exact same amount of money with no experience.

Beverly said that's right.

Laura said I understand. I'm not saying it would be an easy thing to do, but I do think when the salary committee is going through that, some of that needs to be considered. I mean, just like in the court's situation you know, they've got brand new people in one court and twenty-some year people in the other court, and they're all making the same.

Todd Holaday said but we tried to do that last year with the sheriff's department. Was that implemented?

David said actually, if you remember when I was on the salary committee last year, at the very first, I recommended to step up a salary-type schedule.

Todd Holaday said I think we did that for the sheriff's department.

Laura said I just want to throw that out there for consideration at some point.

Tom Kerns said well the first step of that would just be a longevity thing instead of evaluations.

Laura said I feel like some people feel slighted when somebody that comes in and they're making the same amount as them and they've been here twenty-some years, or have the experience, are really good at their job, I think it should be considered. And I know George brought it up, Judge Toney brought it up. I'm in total agreement, but I feel like that's something that should be looked at.

Missy said it's the only system I've ever worked under. And it, there is a lot of incentive to stay put and be loyal to the company or whoever you work for.

Laura said if the company is being loyal to you.

Missy said yeah, exactly.

David said that went out about 15 years ago.

Laura said anyway, that's my salary plug.

Tom Chalfant said well the elephant in the room is that all elected officials are not created equal. So, you have those people determining whose work is good and who's not, and that might vary from what we think.

Laura said and I'm not even necessarily talking about elected positions. I'm more talking about the employees.

Tom Chalfant said well the ones that we control regularly, yeah.

Todd Holaday said well the one Judge Toney was speaking at, I didn't want to put him on the spot, but I'm thinking you're comparing your staff to a person in somebody else's department, who are you comparing them to? Who should I be looking at here and saying that person should make less than your person, or your person should make more than that person? It gets kind of difficult for a council person who's here who doesn't inner gauge with these people every day to really know.

Laura said right. And I understand that.

Todd Holaday said in theory I agree. It's how do you?

Laura said how do you make those determinations? I get it.

David said is that something Kent Erwin can do to look at, while we're doing the handbook? He would have the background knowledge. I don't think all of us could put together a program.

Beverly said I don't think we could.

Laura said I know they do salary studies for other counties. I don't know what the cost is. I just know other counties did it.

Tom Chalfant said you can have a generic performance evaluation to pay people, but you still can't get to the true value of everybody. But hopefully, you can help people that are going beyond and above.

Laura said right. Just a thought. Just throwing that out there.

Beverly said it's been discussed.

Laura said yeah. So, anyway, other than that, unless you have questions for me, my budget pretty much stays the same, other than salaries.

Todd Holaday said so to be fair to you, where did you come up with the overtime?

Laura said I took the comp time that we've earned for a year. I went with 2023 numbers and took it times the hourly rate at 1 ½. Now all that probably wouldn't be at 1 ½ because we're on 35, but at the time, when we figured this, we were talking about going to 40. So, I did it at time and a half.

David said okay. Any other questions for Laura? How about entertain a motion?

Tom Chalfant made motion to approve. Beverly seconded the motion. All aye votes. Motion carried.

Laura said and then on the auditor's plat book, I added rebinding books. So, this year, I got an additional appropriation and had a lot of books done, and they look nice. I mean, they really upgraded our books. So, we were just going to have the guy come in once a year and see what needs to be done and maybe just do a few books a year rather than have a big lump sum like I did this year, because we didn't do them all. We just did the worst ones, and I think we spent like \$10,000 this year. So, I thought, well if we could do so many a year to try to keep them up to date and looking nice, so I added the \$2,000 in there for that.

Beverly made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

David said official training, pretty standard.

Tom Kerns made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

David said anything else for us, Laura?

Laura said no.

Solid Waste

David said Solid Waste. I don't know if anybody notified then or not. I can speak on their behalf. I sit on their board. It's pretty much. They just had increases in their salaries. The supplies are normal. So, that's pretty much it. There's a hazardous waste disposal went up about \$5,000 over last year. This has been approved by the Solid Waste Board. So, if there're any questions, I can try to answer.

Missy said the only question I have is on the director's salary and the educator's salary, is that sticking with that percentage that we're doing for everybody else?

David said actually, I think it might be a little less.

Tom Chalfant said is that 30 hours a week? I think she works 30 hours a week.

David said 30 or 32.

Tom Chalfant said educator is like 20, 25.

David said I don't know why they didn't give you a copy of the, I have a copy with everything on it.

Danita said that might be my fault. I might have did that column and didn't print it.

Laura said we gave everybody a book.

Todd Holaday said last week, the last time we met?

Laura said yeah.

David said come on up. You're being talked about.

Tonia Williams said are you talking to me?

David said yeah.

Tonia Williams said are you ready for that?

David said yep.

Tonia Williams said okay. Well that was good timing then.

David said we were trying to figure out the raise increases.

Tonia Williams said I'll introduce myself. I'm Tonia Williams. The Community Outreach coordinator, Shanda is unable to be here this morning. And what can I answer?

Missy said how many hours does the director work a week?

Tonia Williams said we're allowed, Shanda has 30 and I have 25 hours. And the raise increase was the, just for cost of inflation .03.

Missy said we don't know what it was in 2024. Can you tell us what it was in 2024?

Mike said yeah, it's on this book.

Missy said yeah.

Tonia Williams said the proposed budget in 24 was \$40,000.

David said so a 3 percent increase it looks like you guys got.

Tonia Williams said from last year, for last year.

David said over last year?

Tonia Williams said yeah. I don't remember.

David said that's what it figures out to.

Tom Chalfant said the income from the Solid Waste comes from the landfill which are locked in permanently. So that's an income, other than tonnage might go up. So, with inflation and everything else, it's not going to change other than people putting more trash in the landfill.

Todd Holaday said I know you've mentioned this before, but is there a body here that talks with them and contracts with them, potentially talk to them about some sort of?

Tom Chalfant said yeah, commissioners have tried to talk to them about it, but it was twenty-some years ago the contract stipulated a \$1.50 ton and perpetuity. Hopefully, there's a way to break that.

David said I'm sure there is.

Tonia Williams said that's not a terrible price compared to state other landfill host fees. The break we get with some especially that they're locked into that, is they give us a really good price on the charge for our recycling. So, we just renegotiated that contract and it went up very little. And so, it kind of balances out because compared to the other districts and the cost of recycling, they would not do what we do in this county. So, Best Way is very kind to us that way. They understand.

David said okay. Any other questions?

Missy said Laura help me, those salaries, with the 30 hours and 25 hours, what's the hourly rate? Is that first one \$27.46 an hour? I'm assuming that's 50 hours, or 50 weeks, with two -week vacation, something

Tonia Williams said I'm allotted a week of vacation and Shonda is allotted 3 weeks, and then we get paid holidays. So, we don't have any other benefits outside of that. And then, I know as of right now, I make \$16.80 an hour.

David said Shanda is about \$26.41.

Beverly said is the, and what is the, I don't have a calculator, the other one?

Tonia Williams said I'm \$16.80 an hour right now, as of right now.

Beverly said as of right now.

Missy said yeah, we're looking at what's the proposed.

Tonia Williams said and just because this is in the budget, it really doesn't, we don't know what we're going to make for next year until our board meets and sets that wage. We have a board review.

Missy said do we set the wage or do they set the wage?

Tonia Williams said so, we'll have an employee review and a special, out of our board committee, will do the wage review.

Tom Chalfant said and the board is made up of 3 commissioners, 1 councilman and 1 appointee from the mayor from Union City and Winchester, is that correct?

Tonia Williams said uh huh. Yep.

David said it'll go to \$17.43 for next year. The budget is already approved. All we have to do is put their performance evaluation. Tonia will get \$17.43 at part-time next year.

Laura said so, the board does the approval of their budget, but then you guys do a finding where you will approve it here.

David said right. You have to do it.

Missy said I guess that's why I was confused. I know we see this every year, but I don't, I thought.

Laura said I think by the state IC code, we have to do a binding review and approve their budget.

Beverly said that's good to know. I really didn't understand it either.

Missy said yeah, that's why I was confused on it.

Laura said yeah, that's why.

Tonia Williams said we have no affect on the county budget, but yet we still are a special district, so. All the districts do this. Except, every district is formed different. Some do have an influence on their county budget, but we don't.

Missy made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

David said okay. Thanks Tonia.

Treasurer

David said Brenda, would you like to come on up?

Brenda Tharp said mine's pretty simple. The only thing I really changed was the supplies \$1,000.00 and you've heard all this morning, it is because the price has gone up. Other than that, everything is pretty well the same on all of it.

David said okay. Any questions for Brenda? She's got the treasurer budget and the just the elected official training budget.

Tom Chalfant made motion to approve. Missy seconded the motion.

David said is that for both of them, Tom?

Tom Chalfant said yes.

David said it's been moved and a second for approval of the treasurer's and the elected official training budget as presented, except for salaries and overtime. All in favor?

All aye votes. Motion carried.

David said anything else for us, Brenda?

Brenda Tharp said I was just having my girls tell me how much they've made.

Beverly said I was just going to ask, investments?

Brenda Tharp said for this month alone, just now, we've already made \$122,083.03. So, we're averaging over \$200,000.00 a month on interest. But, I've got to tell you, it's probably not going to last, because we had our meeting a couple of weeks ago, and interest rates are probably going to start going down, so. I'm working on trying to get some things maybe moved that I could have it locked in. I'm working with some people on that, to get some money locked in. Trust Indiana has been very good to us. Seeing what I can get done before they change the rate.

David said yeah, the Feds are talking September a quarter percent less.

Brenda Tharp said yeah, they're talking who knows when it's going to happen, but I'm trying to look at a little bit ahead to maybe get it set now. But we've been making about \$200,000 a month.

David said that's good. Your part of our financial plan overall has helped get the county back into a good position.

Brenda Tharp said well, I'm trying so. But I just thought I'd let you know that interest rates probably won't be as good, coming up.

David said what is the current interest? Is it 5?

Brenda Tharp said I think it was 5.3 yesterday.

David said okay.

Brenda Tharp said now of course, that changes every day, but it's around, averages around 5.3.

David said so, lose a little, but not a, if it continues to do that, but it's going to go down.

Brenda Tharp said yeah, so.

David said and it will.

Brenda Tharp said oh, yeah. It'll happen. I'm sure.

David said okay.

Brenda Tharp said but it's making me look good right at the moment.

David said take all the credit you can get.

Brenda Tharp said anything else? Alright. Thank you.

Building Maintenance

Jake Donham said courthouse, Community Corrections, RCFFO and Cum Cap, building maintenance line items is the three I have. I don't think there was a whole lot of changes. Cum Cap stayed the same. The utilities are a little more in all of them, I'm pretty sure, because utilities keep going up. Community Corrections Probation building, I did bump up the building maintenance and equipment, maintenance line items, and well the Cum Cap payments line items too I guess, because that building is not getting any better. But everything else stayed the same.

David said in your equipment repair of Community Corrections, is that for, it went up \$4,000?

Jake Donham said that's just surprises.

David said general equipment?

Jake Donham said yeah, yeah. I bumped up that one a little bit, and then the Cum Cap as well. We can use, that building is not as particular, I guess, we could have put that all in the Cum Cap if we want to, versus in the general budget.

David said I think it'll be fine.

Jake Donham said because I don't, that building there is all kinds of possibilities on it.

Todd Holaday said it's a fairly low amount you went to for overtime compared to some of the payouts that have happened in the past.

Jake Donham said well, I was asked to provide a number, a figure for overtime, and without knowing what we're going to make next year, I couldn't do that. So, I just gave Danita a block of hours. I just kind of went back and just guessed on my hours. Mine are kind of unforeseen on emergency calls, snow removal, all that stuff. My girls, I can kind of pinpoint a little bit more, like at the old hospital or RCFFO building. Certain holidays, we have off, that building, we still have to keep staff on hand to, first and second shift, because there're other offices in there, tenants, that don't have that holiday off. So, that's where the majority, their hours are going to be comp time. And they may have an hour here and there on some emergency cleanup stuff, but it's very minimal. So, I just, I can't remember what the hours were I even put down, to be honest with you. It wasn't much. And I think Danita went back and put a number on it with what maybe the projected raises were going to be. But at that time, I didn't know what that was.

Todd Holiday said I appreciate the number being you know, conservatively I think it is. If you need more, you'll just have to come back.

Jake Donham said exactly. That's what, that's why I looked at it. I'm like, I'll just throw a number out there and if I need more, come and ask for it. Just like building maintenance, you know, if I run out, we need it, I'll come and ask you. I mean, that's how it works. That's pretty cut and dry common sense to me. I do like the idea of performance-based raises versus just across the board. If you do a performance base, it gives incentive to work harder I think, to see that there's, you know, something at the end, that you thrive for. You know, they want to come in and do more. And you know, sometimes you have people that do more and they just kind of get thrown in with everybody else, hey thanks for coming to work, is the way I look at it. But you've got people want to come in and do more and show they can do more, and if it's asked of you, you do it, and just drive on. That's just my 2 cents on performance-base versus just across the board percentage. Hey, here's a raise, everybody got something, just kind of run of the mill.

David said any questions for Jake?

Danita said so you'll only be reducing your outside grounds.

Jake Donham said yeah, that, yeah. I'm glad you said that. With commissioners putting their, creating a line item for outside maintenance and grounds for all the buildings, I think 3 of the buildings that I have, we did have an outside grounds line item so we could pull that out of these budgets and put that money towards the other. So, that would be a cut, I guess. I forgot about that on those 3 facilities, because I don't think other ones we've had to do that, had any outside line items, right?

Danita said you had the courthouse, RCFFO and the Community Corrections building, you have outside grounds on those 3. So, we reduced those to zero and you're adding it to the commissioner's budget.

Jake Donham said yeah. And then, backing up a little bit, the buildings that I have on the list right now for outside snow and lawn care, was courthouse, jail, RCFFO building, EMS, Winchester, Farmland, Community Corrections, Probation, the shooting range, we still take care

of it, mowing. And then I also included the three 911 tower sites, because we'll still have to maintain those for weed control and so forth, and possibly snow removal. I don't know, I haven't talked to Chris on that if that's going to be a thing we need to look at. These are kind of new to me still, too, so I'm still trying to wrap my head around who is all in charge of what on those.

David said okay. Other questions for Jake while we're here? I'd entertain a motion for the courthouse, RCFFO building, Community Corrections building, the Cum Cap development.

Tom Chalfant made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

David said it's been moved and second, we approve the courthouse, RCFFO building, Community Corrections building and the Cum Cap development, as presented, except the salaries. All in favor?

Tom Kerns said isn't that excluding the upkeep to grounds?

David said and excluding the upkeep to grounds, yes. All in favor?

All aye votes. Motion carried.

David said okay, anything else for us, Jake?

Jake Donham said not that I'm aware of. Thank you.

Missy said you take care of a lot of stuff and I know you look at a lot of stuff, but how about the Community Corrections building, are there any major repairs taking place in that?

Jake Donham said absolutely. Yeah, near future, we're looking at probably 80 to \$100,000.00 roof, just a wild guess, 40 to 50 HVAC. And that's not addressing the issues that it's not ADA acceptable once you get inside that building. So, and then once we do that, we're probably looking at complete plumbing over haul and that building's, it's on borrowed time.

Missy said when was that built? Anybody got any idea?

Jake Donham said I have no idea.

Missy said I don't either.

David said Gas Company built it, Ohio Valley Gas. It was their corporate office.

Missy said I've seen what was torn down to build it, but I couldn't figure out what year it was.

David said 70, 80 years old probably.

Missy said same thing, I'm not going to bring anything else up, same thing with like that tank. It definitely needs to be sanded. I don't know how you do it, but it definitely does need to be more presentable. But that could run into more money than what you think it is.

Jake Donham said I don't know. The commissioners were talking about it. Nobody said anything to me, but I've got some ideas if they want to, if they want to be energetic in helping cost-wise, it would be that much.

Missy said sand blast it and then repaint it.

Jake Donham said I'd probably power wash it and paint it, and add some vinyl decals that're on there now, and just put the vinyl decals on there and call it good. I think you could get that done pretty reasonable.

David said yeah, years ago, a local gentleman, a local veteran used to maintain it himself. I don't know if you could get the Legion or, maybe Farmland, maybe to help out, do something?

Missy said yeah.

David said okay. Thanks, Jake.

Jake Donham said yep.

Veterans

David said okay, let's do the veterans next. Come on up. Good morning. Looks like it's pretty straight forward. Are there any questions you have of us?

Dani Sibert said no, we tried to keep it simple.

David said that's what we like, simple.

Missy said you've been pretty busy the last of last week and this week, haven't you?

Dani Sibert said yeah, we have.

Missy said people really appreciate that too.

Dani Sibert said yeah, with the banners, you're talking?

Missy said yeah.

Dani Sibert said yeah.

David said are they doing the banners? Who is doing the banners?

Missy said no, but they have been really helpful. Winchester Main Street is doing them but

everybody is showing up at their office needing, and you've found documents that they needed.

Dani Sibert said right. Sometimes we did, yeah. If they hadn't been in our office, we couldn't get them for them, but we could tell them where to go to get some.

Missy said yeah, so, which office do they, because I know some of them came to the courthouse and found what they needed. So, that was.

Dani Sibert said uh huh, the recorder's office they'd go to.

Missy said I think they've got 34 orders to hang them on the flag poles around the courthouse and probably down some streets and can't be on AEP poles because they have to go through a long process to get that okayed. But yeah, so I know they've had a lot of people in their office.

Dani Sibert said we'll probably have more next year too, because a lot of people, they had to go through a different route to get their DD214. And it takes longer to get, so they couldn't get it this year. We'll do it again next year.

David said okay. Any questions? I'd entertain a motion to approve the Veterans' officers' budget as presented, except for salaries and overtime pay.

Mike made motion to approve. Beverly seconded the motion. All aye votes. Motion carried.

David said we're going to work on the pay tomorrow, finalize it. Do you have any questions for us?

Dani Sibert said no.

David said I have one question. Have you guys, do you guys do military cards, you know, those little ID cards?

Dani Sibert said we don't do them in our office, no.

David said okay.

Dani Sibert said but we have the information for veterans that tells them where they go or who to call.

David said I know. I think Darke County at one time, did it, had the cards where you. Now, the state of Indiana, you could also have it put on your drivers' license.

Dani Sibert said uh huh. Yeah, you get a V on the back side of it.

David said yeah, it says veteran on the back. Okay. That's all I have. Thanks for coming in.

Dani Sibert said thank you.

Recorder

David said okay, Jane, would you like to come up?

Jane Grove said good morning.

David said okay. It looks like it's pretty well straight forward.

Jane Grove said I did ask for an increase elected official training. It cost us for our state board conference, it cost us \$1800 to go last year, for two of us. Our \$99.00 rooms are gone. Our \$129.00 rooms are gone.

David said those are a thing of the past, aren't they, Jane?

Jane Grove said yes. So, with registration and our rooms, it was \$1800, so, I did ask for an increase out of elected officials training.

David said I think that's reasonable. Wasn't AIC \$139 this year for the rooms?

Jane Grove said you know, I turned mine in, but I don't remember what.

David said any questions for Jane? Well, I would entertain a motion then.

Tom Chalfant made motion to approve. Beverly seconded the motion.

David said it's been moved and a second, we approve the recorder's budget minus the salaries today as presented, and the, we'll just do them all, county identities security, it's for the redaction, and the elected official training. All in favor?

All aye votes. Motion carried.

David said anything for us, Jane?

Jane Grove said I don't think so. Thank you very much.

David said thanks for coming in. Do you want to take lunch break now or? Be back here by 1:00 o'clock.

Health Department

David said first up is Health Department. This didn't go through the salary committee did it?

Beverly said not really. Well we looked at it but we didn't make any changes.

David said okay. Is there anything you'd like to tell us?

Sherri Thompson said as far as money-wise, we are going to receive an additional \$1,600.00

from the state. We were told that after we'd already handed in the budget, so that will need appropriated.

David said okay. That's an additional appropriation down the road. The 2025 salary budget numbers, is that what was agreed to? Somebody's going to have to refresh me a little bit.

Beverly said we didn't touch it in the committee, because we knew that there was extra funding coming in this year I believe, like it did last year, but exactly for what, we weren't sure. We just were unsure about it to make any recommendation.

David said and most of your budget is covered by the state funding?

Sherri Thompson said yes, most of it is covered by the state.

Missy said what's the registrar, coordinator registrar, that's a big jump.

David said it's like 20% increase.

Missy said yeah.

Sherri Thompson said that's me. That's what they agreed to last year.

Danita said so 24 is what was adopted, but then they came in and requested higher pay, so This isn't reflecting what's actually being paid.

David said so, the 24 number, Danita, that's from 23 budget request then, is that right?

Danita said yes, it was adopted last year at budget hearings, but then health department came in after that and ask for an additional request.

David said once they got the money?

Danita said yeah.

David said okay. And that's what we see in 2025?

Danita said the 25 was how much they are currently, yes.

David said okay. That's what I was trying to get to. This is a whole new thing for us, this first year.

Tom Chalfant said and the sanitarian and the public health nurse, where are they at now?

Sherri Thompson said they are moved into that state fund, the 1161. Part of the agreement was that the county would only have to put in 20% after the first year. So, that was why we moved them over so that it would save the county money.

Tom Chalfant said is that like 3 years, this program is going out 3 years?

Sherri Thompson said it was. Originally, we were told 5, then it got moved to 2. So, they're hoping to keep it for 2026.

David said last I heard, it was just a two-year program. Any questions? I think is pretty much what we agreed to here last fall.

Missy said my only question is there is no upkeep for the two vehicles, they're going to do that on their own, out of the other funding? A brand new vehicle is \$9,000.00 for repairs and maintenance?

Danita said the maintenance is probably not for vehicles.

Missy said okay. What's, do we have any idea what the maintenance, what is it for?

Sherri Thompson said our freezers. They have to be calibrated, and they have to be gone over every year, and data loggers, something like that.

Missy said but how can it go from \$700 to \$4500?

Sherri Thompson said because we have a new freezer and the \$700 maintenance is only for a one-time per year, and the other is going to take care of them monitoring our temperatures, and purchasing data loggers, and those types of things.

Missy said okay.

Beverly said it was just coincidental that repair vehicles and the maintenance are both identical.

Sherri Thompson said part of that is for insurance, and we have an additional line for fuel and things like that too. So, I don't remember that we put the insurance on a separate line?

Missy said I see liability insurance.

Sherri Thompson said that's for the nurses.

Missy said yeah, it's \$9,000.00. Promotional expense, \$17,800, what all does that involve?

Sherri Thompson said I actually have another paper here. Because yours is not as detailed as the state's, I had to lump it all together. With the state, that includes all of the supplies that will be given to the schools or when we have our safety day, we're planning a safety day for the kids. That includes all of those supplies. And also, any supplies that we give to the public, diabetes supplies, smoking supplies, those types of things. And I can get you a copy of all that if you'd like.

Todd Holaday said so many new things.

Sherri Thompson said yeah.

Todd Holaday said like a lead risk for example. Wasn't something even out of my list last year.

Sherri Thompson said right. And that is because in prior years, the state gave us a person that would come in and do the lead assessments at no charge, and they're no longer offering that. We don't have that anymore, so we have to pay for each incident. So, how we figured that was we're hoping to share that with another county, so that if they are paying their lead assessors, we can also use the lead assessors, but it was approximately about a \$1,000.00 per.

Todd Holaday said so, what, I mean, I don't understand how that even happens. To assessing lead, in somebody's water or something like that?

Sherri Thompson said no, no. It's in the children. They, by the time they're 5, they have to have a lead test. They have to have one before they go to school. And if it reaches a certain level, then they have to go in, assess why their lead is high, what is going on, and address all of that.

Missy said so every child who enters into kindergarten has to do a lead test? Where do they get that at?

Sherri Thompson said at the Health department or at the doctor's office.

Missy what if they don't come. I mean, do, does every kid come through there?

Sherri Thompson said well, they can get them at their physician's office too.

Missy said this is an increase of \$322,000.00.

Sherri Thompson said that is what the state is providing this year. The whole amount is, that they are providing is \$532,000.

Missy said if they are providing the 500 and what you just said, 30 some, I thought.

Sherri Thompson said yeah.

Missy said so what is it that the county is going to have to be responsible for all of this?

Sherri Thompson said the 1159. Everything that's in the 1159.

Laura said we have to have a 20% match.

David said that helps.

Missy said yeah.

Laura said the state provides that new funding but we have to, isn't it 20% match?

Sherri Thompson said yes, has to match 20% of it.

Laura said so, the 1159 is our match to the state's funding in 1161.

Tom Kerns said if they shut this program down in two years?

Laura said then all that goes away.

Tom Kerns said sure.

Tom Chalfant said well, they're going to say we're so sold on it, we're going to make sure it continues.

David said and I think they stressed that heavily if it goes so does all these increases. Any other questions? If not, I'd entertain a motion to approve the Health, 1159, local public health services, 1161 excluding salaries.

Todd made motion to approve. Tom Kerns seconded the motion.

David said it's been moved and a second, we approve the Health Department's 1159, 1161 budget as presented, except for salary. All in favor?

All aye votes. Motion carried.

Missy said just one more question. Looking at the line item, part-time employees, do they have to be hired with somebody's consent to hire them if they are going to be a county employee? There's a line on there.

Sherri Thompson said we've not, we allocated for it, but we've not done anything with it as far as that was just a cushion to make sure it was there if we need to hire part-time to help with, since the septic's and things like that have gotten so big with all the construction and all of that, but in case Eric would need help with food inspections or anything like that. That's why that is in there. And would you like me to send out the itemized state's budget to everyone? I can send it to Laura and she can send it out.

David said yeah, I think that would be good.

Sherri Thompson said okay. I can do that.

David said as I say, it's all new to us. We're trying to evaluate.

Sherri Thompson said sure, I understand.

David said okay. Anything else for us?

Sherri Thompson said I don't think so. Thank you.

Tourism

David said okay, we're gong to take tourism next.

Cheryl Prescott said I'm just here since we don't have a tourism director right now, for the budget.

David said okay.

Cheryl Prescott said I should be able to answer most of your questions.

David said your advertising went down quite a bit, Cheryl.

Cheryl Prescott said the advertising, we split it with special projects. Next year, I would like to have that, I mean, this is just a budget, but I would like to be able to put it into a program to where I could specifically send a report saying which, each project that we did, and have a special line item and have every project listed. I think that that's important for everybody to see, not just you guys, but everybody. So, I want to split that, so I got put in special projects and advertising, because a lot of it is special projects, not just advertising.

David said okay. So, you split with the special projects?

Cheryl Prescott said yeah. If you see the special projects, it went up. So, it's just an offset.

Tom Kerns said so this, the director's salary, was that paid through Economic Development before?

Cheryl Prescott said it is paid through direct, through the RCU, and actually that's why I really am here, is because they asked, they said that I had to come and get it approved because we have, they wanted \$14,000 put in there for their budget so they could, so we could pay them indirectly. But as of today, we don't even have a director, so there're a lot of questions that you might have then. There's really no answer to, because we don't have a director today. There is a meeting tonight for Randolph County United, so, maybe I'll have some more clarity on what's going to happen in our future, I don't know.

Missy said is there an office space over there like there was?

Cheryl Prescott said no.

Missy said when Scottie Harvey was there?

Cheryl Prescott said no. There is a, the person, the office space that we did have, it's been taken over for the marketing. She's the new marketing for Randolph County. So, she's got, they hired

her for a full-time position on that position, as of.

Missy said so she's not splitting and doing tourism and that?

Cheryl Prescott said no, they have sent out, I wasn't aware of that until we were at a, we had a meeting with tourism, our executive board did. So, they had a, they let me know, well, I was actually talking about what our future was going to be, so they let me know they hired her for a full-time marketing position. But as of today, we do not have a tourism director. So, I have a recommendation for them tonight. But I don't know if it'll get approved or it won't get approved.

Missy said they have four full-time employees but no tourism director is included in there?

Cheryl Prescott said that's correct. Well, I don't, no, three full-time employees. Did they hire?

Missy said you have a receptionist?

Cheryl Prescott said yeah.

Missy said and you have the full-time marketer, then you have the chamber or whatever that combination is, then you have the executive director?

Cheryl Prescott said yes. And I think Jackie, which is the chamber she's doing the director position while Daniel is in Hawaii on his leave of absence.

Missy said he's due to return soon?

Cheryl Prescott said I think October, the last I heard. I'm not a 100% for sure on that. But the last I heard was October. October was when his deployment was over is what I was told. But I don't know if that's a 100% accurate. I'm just going by hearsay on that.

Tom Kern said isn't the tourism director paid out of the money that we give them for EDIT dollars? Wasn't that part of the EDIT dollar agreement?

Cheryl Prescott said I think that's what the original by-law said, we had in the very, very beginning, because Randolph County had to come up with their own by-laws for the state. I have been ahold, gotten ahold of the state because there're a lot of changes. And since we didn't have a tourism director, I felt like I'd probably better call the state board of accounts to make sure I'm doing everything right properly. And I've talked to Danita, you know, just to get clarification. And so, I think that that was the best place to go. So, I have called the state board of accounts to make sure I'm filing the right paper work. And so far, we are. But, during that, I did learn that in the beginning, we had a contract with the county, back in 2007. I can't tell you what that contract says, because I wasn't in this position. But, during that, it was stated in the contract that the county pitched in for the wages. And that was, so, I'm 90% sure that what you're saying is right, that those EDIT funds are supposed to pay for the salary. And according to my records, and I don't know if this was a 100% right, what you guys pay, that more than

exceeds the wages for her. And the \$14,000 that they've requested is just above and beyond their expenses to help the amount.

David said I think it's 23 something a month.

Danita said 23 something.

Cheryl Prescott said 23. \$2365 that goes toward tourism?

David said I got that changed when I was in there, temporary director, which they had, they didn't meet the EDIT plan and I had them to, went to the Laura's office and told her that.

Cheryl Prescott said I don't have the financials in front of me, but I just printed off the financials for the Randolph County United and I'm sure it said 1900. But you're saying it's 2300? Okay.

Missy said yeah, it was on yesterday's agenda.

Tom Kerns said should we split this line in the EDIT budget then and take that out, and pay this out of that line?

David said say that again, Tom?

Tom Kerns said the EDIT budget, the commissioner's side should, since we're paying this director's fee to them out of that, should we split that out of that amount?

Laura said it is split out. We pay two different claims.

Tom Kerns said oh, it's on two different claims already?

Laura said so, yeah, and they just approved, the commissioners just approved it yesterday, to pay it next month. But it's, they pay 20,134.34 for RCU and then 2,365.66 for Randolph County United tourism, two separate claims.

Tom Kerns said just a collection of money. It has nothing to do with the salary really?

David said this is from the fees and the hotel.

Missy said on the 2300 for tourism that they are getting, where's that money going?

Laura said I thought it was to pay the director. Am I not right?

Missy said but there is no director, correct?

Cheryl Prescott said there is no director today. And on the executive director on this budget, we were asked to put this in there because Randolph County United needed that money to pay the executive director for the tourism.

Missy said but there is no director.

Cheryl Prescott said there is no director today.

Tom Kerns said even if there was a director, they're getting paid twice.

Missy said yeah.

Tom Kerns said technically.

Missy said there's no office space over there for tourism. So, the office that was tourism.

Cheryl Prescott said it's not, I mean, I'm sure that they would allow us to use the conference room. There's a little space back there that that's where.

Tom Chalfant said that's the refrigerator, yeah.

Cheryl Prescott said yeah, that's just closet. There's a place, I'm kidding, that's a joke. But, there is a, they do have a little space in the other room that you could utilize if we wanted to. But, actually, we are going to be putting in a request tonight for a different direction. So, whether or not, you know, so, on this budget here, I understand if you want to table it until for a month from now to see where we are at, that would make.

David said we've got to advertise it. That's the problem.

Cheryl Prescott said that's what, I didn't know how you, or to take part of that out.

Laura said you can always do an addition later if you change it.

Cheryl Prescott said if you wanted to take that, the executive director part out, because you know, even in, on our end, we're going to need for the tourism, we need to do something to utilize the money that we're collecting. And we've still got to conduct business and things we've, things that we've already obligated to.

Missy said if I'm remembering right, the fall and the early winter was your, and also summer, but was a really busy time for tourism.

Cheryl Prescott said yes. So, and like right now, we're really busy, you know, you have the races, you've got the tractor engine show in Portland. There're a lot of things that are going on right now that we really don't have the face for, so I would recommend, we're going to recommend tonight that we bring Scottie back on part-time, just to get us over the hump, because she knows what she's doing. She actually knows the job, until we can find a director that is the best person for that position.

Missy said who decides who you can hire, Randolph County United? Or does the tourism have

the ability?

Cheryl Prescott said we voted for on tourism, but since it's paid through the Randolph County United, I think we have to go through them, and we're only contracted until the end of the year. But, if they choose, they could choose not to accept her, and then we have another, we have A and B offers, or we could just kind of go about our own way, and then we'll have to come here and ask if we could pay like a sub-contractor to do tourism, then I'll have to come back anyways.

Missy said what if they didn't say they would, and then where's your office going to, I mean, where would be a place that you could set up?

Cheryl Prescott said well, we've thought about that too.

Missy said in Richmond, as soon as you get off the interstate and you start heading east into town, they have a presence right there.

Cheryl Prescott said there's, we have a few options. One option, just a temporary option, would be we have a little, we have a little business center at the hotel. We can make that into a tourism center, and put her little desk in there and have that space, and it wouldn't cost anything as far as utilities. The internet is there. Everything is there as far as that part goes. So, that would be a place that could be an office. But you don't, tourism, you don't want them in the office all day, but we'd have to have like, a phone there, and at least that way she could, if somebody come there, there's somebody there 24/7. So, if you come there 8:00 o'clock at night, unlike here, you know, you're always going to have somebody there that could leave a message for the tourism director or something like that where say, oh, the tourism director is out, but we'll give her a message, or him, whoever it may be. We could do that. And Summers Point is, it's kind of at the hotel now, but they will be out on September 6th. So, they'll be back in their facility then.

Missy said all of them?

Cheryl Prescott said all of them. We've got, there're a few other people that's there from their house being still, just a couple. But the Summers Point, the assisted living will be going back to their facility September 6th.

Missy said your hotel population is going to go down really fast.

Cheryl Prescott said well, and you'll have your lobby back. It'll be, and so, we're going to redo the lobby as well. So, just to kind of spruce it up again. So, we're going to end up redoing the lobby, so we'll have, we could make that space especially for, even if we don't make it for like a little tourism office, we're going to make that our concierge, where they can pick up their pamphlets and things like that, because the business centers are gone by the wayside now in hotels. They don't have those anymore. People don't need them. Everybody brings their own laptops.

Beverly said good information, thank you.

Cheryl Prescott said maybe too much, I don't know.

Missy said well you know the sign out at the speedway used to have tourism events there. And then the one beside.

Cheryl Prescott said and I have talked to Larry and he wants to get all of the tourism events on there, but he didn't have any information last month. So, I told him I would be getting him all the information for that. So, that's not actually their fault. I think it's just lack of information that's been received.

David said sounds like you have a lot of opportunities, Cheryl.

Cheryl Prescott said yeah, I know I come here and I'm like, I don't have a lot of answers.

Tom Kerns said but it's, that's the thing about it, is we have all the opportunity and we're taking \$14,000 of that opportunity away to pay for something we're already paying for.

Cheryl Prescott said yeah.

Tom Chalfant said is that a motion, Tom?

Tom Kerns said yeah, I'll make a motion we approve their budget without the executive director pay.

Mike seconded the motion.

David said it's been moved and a second we.

Missy said my only question is what if Scottie can come back on half-time?

Tom Kerns said well it comes through Economic; it comes, we're already paying it. That money is already there for that.

Missy said okay.

Cheryl Prescott said and if they don't approve that, then I may be back. They may and they may not. I can't say what their approval is going to be.

Tom Kerns said we still haven't passed it yet. We could adjust that, the EDIT dollars that's going there and switch it over.

David said I've got a motion and a second to approve the tourism budget minus the executive director's salary as presented. All in favor?

All aye votes. Motion carried.

Cheryl Prescott said thank you. Any other questions for me?

Coroner

David said okay. I think I see Darin back there. Come on up Darin.

David said anything you'd like to tell us today?

Darin James said not really. I didn't do too much adjustment really, other than I upped the batteries just because we need running cot batteries. They're \$500.00 apiece. So, really, everything else stays the same. Office supplies went down a little.

David said went down a couple hundred dollars?

Darrin James said yeah, we've purchased enough cameras and we've got, we actually got a couple additional cameras through state health department. So, and still this year, again, all of our toxicology is still going through axis which is free for us still. I don't know how long it's going to last, but that saves us quite a bit of money by doing that.

David said would autopsies seems to be the same?

Darrin James said yeah, the price hasn't changed for us. I can't predict what next year is going to bring obviously, but this year, we're doing very well. We haven't done near the autopsies we did the year before and really the last four years, which I think it's a good thing. So, but yeah, I think we keep it the same just because we don't know what's going to happen.

David said yeah, that's fine. Did the salary committee do a recommendation on this?

Beverly said yes, we did.

David said okay.

Beverly said we did.

Darrin James said I have to say with what I see on my paper, and again, I don't know, I guess I have to be honest with you, I didn't even know there was a salary committee.

Missy said it's new isn't it?

Darrin James said it must be. I don't know. I agree with the recommendation. I think our, my pay and everybody else's pay in the coroner's office has been low for quite some time. I don't know if you guys understand what the job consists of. It's not just pronouncing somebody dead and moving on. So, it does take a lot of time. But, I'm going to have to somewhat agree to what they've recommended.

Beverly said we talked about it. We talked about it quite a bit as a matter of fact. We thought the several times you had been in and come in and had done reports and all, that there was a lot

more going on than what was reflected in the pay we were getting so, we thought it was necessary to increase the pay.

Darrin James said and it's, I don't know if you guys have read this, the news, or you know, the Wayne County Coroner is now gone. He resigned because of similar situations with the pay being so low and the time you have to put into it. It's going to happen more around the state. But eventually, everybody is bringing their pay up as well. We talked about it at our conference this year. It's improving throughout the state, but just slowly.

Missy said this is a silly question, but you know, we share an engineer for the highway between Henry County and Randolph County and are able to pay him a fair, very fair, I mean, at least a fair. Is there anyway Wayne County and Randolph County could work together since if your deputies could do some stuff, and then they, back and, reciprocal back and forth and, think they could?

Darrin James said we do.

Missy said I was just thinking that their coroner isn't there.

Tom Chalfant said well Jay County would match up a lot more with us than Wayne County.

Darrin James said now, I talked to Jay County before. I didn't quite like what they had to offer. They were going, are you talking as far as taking cases?

Missy said yeah, just working together.

Darrin James said they were charging, they wanted to charge us. We'd have to do a mutual agreement to begin with. They were wanting to charge us \$500.00 per case when it came over here. I thought it was a bit high, so I didn't really agree with it. And we didn't go any further on that. Now if we want to do something like that, I have no problem. Wayne County, I've helped Wayne County out before and I don't charge for it. They're a neighboring county, and if they need my help, I go and help. It's not very often, but if they get in a situation where they need some help, then we help. But, I see what you're saying.

Missy said yep, just wondered.

David said any other questions? If not, I would entertain a motion to approve the coroner's budget as presented except for the salaries, and we'll do that tomorrow.

Tom Chalfant made motion to approve. Beverly seconded the motion. All aye votes. Motion carried.

David said anything else for us?

Darrin James said just want to keep on the radar, I know, as far as space goes, I know we've talked about it over and over, I don't know where we're at or what's going on with it, but we

have to continue moving forward with that. We've got to get our own coolers. We don't own the ones we've got, and they could be taken away at any time, or if they break, and they're not monitored, which that's what I worry about the most.

David said so, we haven't moved forward from last year, the commissioners?

Darrin James said right. So, I just wanted to keep that on.

David said I thought they were close to getting the building or something.

Darrin James said last I'd heard, they were talking about putting us out at the EMS building, taking two of their bays. Don't know if that'll work. But I'm willing to try anything.

David said okay.

Darrin James said that's all I got.

David said alright thanks for coming in.

Darrin James said alright, thank you.

Missy said would there be any room at the old hospital?

Darrin James said no. We try to, we really try to stay off of a major thoroughfare if we can, I guess.

Tom Kerns said we did discuss that at one time, and the access and everything just really isn't there.

Darrin James said it wasn't great.

Tom Kerns said yeah, it wasn't great as far as dealing with them.

Darrin James said we don't like to take out, you know, in front of Greenville Avenue if we can avoid it. Thank you.

EMS

David said okay, Brad, you're up next.

Brad Mullen said okay, one big request I'm asking you is to add some more staffing. We're in the process of building a new station over in Farmland. It's going to be told to the public that it's a 24-hour station, and with the staffing that we have right now, it would be kind of hard to run it. We're going to, as a 16-hour station right now, and we're, a lot of our calls are happening after the hours of midnight when a station gets shut down. Just since January, we've had 80 calls over in that area after midnight, and we've had to turn 30 of them to a different agency. And I think it would be very impertinent to get the staffing over there so we can keep the income coming for

Randolph County and not have to have another agency come in and take our calls for us.

David said so, are you asking for double the staffing, is that what?

Brad Mullen said I'd like to have 6 additional employees over there to help cover out there and make it a 24-hour coverage, 7 days a week, and always have it staffed.

Tom Kerns said how many ambulances are we staffing over here?

Brad Mullen said we have two at Winchester and then just because we're over at the Farmland fire department, we only have one over there now. But we'll have two ambulances over there also.

Dalton Brown said we're only staffing one.

Brad Mullen one for 24 hours

Tom Kerns said one 24-hours here?

Brad Mullen said yes.

Tom Kerns said that was the, yeah, okay.

Dalton Brown said we have one 8 to 8 and then the Farmland truck is 8 a.m. to 12.

Brad Mullen said and a lot of those times, if after midnight, if we get a transfer out of St. Vincent's, then we have to rely on either Winchester or Delaware County or Henry County, or Reid EMS to take our calls because we don't have any staffing after midnight. And that just kind of makes me nervous, you know, living in a community and not having an ambulance that we have to require another county to come in and take our calls for us.

Tom Kerns said if you're just staffing one more shift over there, can you do it with just 2 additional people or what, I mean, we look at that versus 6 additional people?

Brad Mullen said well currently, we only have 6 full-time employees. And that's at Winchester. Now, we're staffing with all part-time in Farmland, and in order to cut down on overtime and have a, part-time employees sometimes are hard to get covering shifts over there.

Tom Kerns said sure.

Brad Mullen said if we were to have 6 full-time employees over there for that truck. Because most of our part-time staff do have a full-time job and they're coming from their full-time job so it's, to help us cover over here.

Missy said do you think any of them would be interested in going full-time?

Brad Mullen said yes.

David said okay. Any other questions for Brad?

Todd Holaday said you said to capture the ambulance services leaving the area, do you have any approximation of how much that is?

Brad Mullen said well when we use, we have an agreement with Delaware County any time they come in and take a call for us, they charge us a \$110.00 per call. We don't have any mutual aid agreements with anybody else at this time.

Todd Holaday said so that's your cost if someone takes one of your calls?

Brad Mullen said yeah. If Delaware County comes in.

Todd Holaday said is their revenue for a call? I know it's not always.

Dalton Brown said depends on pay status. It differs. I mean if it's Medicaid, Medicare, or if they're insured or self-pay.

Todd Holaday said what's an average?

Brad Mullen said I'd say a normal ambulance call is \$1500.00

Todd Holaday said and that's a normal charge? That's not a normal collect?

Brad Mullen said collection just depends on Medicare or Medicaid say how much they give you.

Todd Holaday said right.

Brad Mullen and it's significantly lower.

Todd Holaday said yeah, I guess I'd like to know the whole picture, personally, I'm not saying it's not worth you know, doing, but we're seeing what the cost would be for 6 more people, I'd like to see what the income would be to offset those costs. I can kind of calculate, you said there were, you've had.

Brad Mullen said 80 calls so far, after midnight, in that territory.

Todd Holaday said and that's between when and when?

Brad Mullen said from midnight until 8 in the morning.

Todd Holaday said no, I mean for what period of time?

Brad Mullen said January to in August.

Todd Holaday said so 8 months is generated 80.

Brad Mullen said 80 calls after midnight.

Todd Holaday said 80 calls that you've had to pass off to someone else. Do you get charged for those?

Brad Mullen said if Delaware County comes in?

Todd Holaday said yeah.

Brad Mullen said we've not received a bill from Reid or Henry County or Jay County.

David said what's, on the St. Vincent runs, do you charge St. Vincent?

Brad Mullen said we charge the patient.

David said okay. And that is to Indianapolis, right?

Brad Mullen said no. We only take transfers to Ball, Reid and Wayne hospital, because we were getting into it where the truck was out of town more than it was here, and it wasn't being able to cover the 911 calls.

David said that's I was alluding to because a few years ago, we talked about this and we weren't being covered is what was happening.

Brad Mullen said yeah. There're several times though we've had to call the hospital and say we can't do this, we're so busy on the 911 side. We have to cover that first, and we tried to give them ample amount of time to say, you know, try to make you know, arrangements for them and stuff like that.

David said okay.

Todd Holaday said the receipts that come from that sort of thing, do they come in as an offset to expense or how do they show up on the budget?

Danita said they get receipted in the general.

Todd Holaday said so we don't have, do we have any idea what those are?

David said we used to get a monthly report. They were showing what was billed and what was collected. So, you guys aren't doing that right now though? I think Duane used to do it. That's who we used to get the email from.

Brad Mullen said if that's something you guys would want, I could do that. I mean if that's

something you guys would like. I could do that on what we bill and what we actually bring in. Our billing company is really good to work with, and you know.

David said I'd like to see the financials.

Tom Kerns said at least quarterly. Did Duane do it quarterly or monthly?

David said monthly I think.

Tom Kerns said monthly.

Danita said we have the receipts, what you bring in each month. So far this year, they brought in \$450,000.

Todd Holaday said do you have, I'm sorry do you have like a rough idea of how many runs you've had, cases you've had?

Brad Mullen said last year, we did 1200 calls.

Todd Holaday said 1200 a year?

Brad Mullen said yeah.

Danita said last year their income was \$705,000.

David said any other questions for Brad while he's here?

Missy said if we, if we're building that and we needed it over there, do we not want to staff it at nighttime where most people would have their?

David said they'd have to staff it.

Dalton Brown said it's been advertised it's going to be staffed 24/7 already, to the public. So, I think at this point, we don't have a choice but to staff it.

Missy said yeah, when most of your calls come in, but it seems like the nighttime might be busy.

Brad Mullen said over there in that Farmland area, where Farmland, Modoc, Losantville, up in the Albany area, that's our busiest time. I mean, there're a lot of times that our crews get off at midnight and before they're even out to their car, we're getting a call and the truck has to come from Winchester. And I mean, it would cut down on time for us to get there. I mean, when it comes to medical emergency, time is huge.

Todd Holaday said I guess my point was it's not a total cost. You just don't know how much of that cost would be, when you look at it this way, you're throwing out compassion and service and all that means look at the numbers, definitely the size of our wages it's going to more than

double from 670 to a million a million three. If there's insurance collections, and personal collections to offset some of that, then that really helps make it possible. I'm not quick enough right now with the math to figure out you know, that when you look at the total of the bills brought in last year, compared to what the 2024 budget was, it's more than half the budget. So, it is, the amount of dollars spent, you get about 62 cents back. So, if you look at it from that standpoint, the additional cost would be about 40% of what the ask is, very roughly.

Tom Kerns said it's not all additional cost because you also have the part-time people coming out of that, that we're currently paying.

Todd Holaday said where do you see that at?

Tom Kerns said because you're currently covering two shifts over there with part-time, correct?

Dalton Brown said well, every shift, pretty much. I mean, we'll still have some part-time expense to cover holiday, vacations and sick, and that kind of thing. And then there will also be one day open in Winchester and one day open in Farmland that will be filled with part-time employees.

Tom Kerns said but there would be less need for part-time employees if you got full-time?

Dalton Brown said less financial need, yes.

Tom Kerns said so, that part time line, even though it's increased, could potentially decrease as far as the amount being used.

Beverly said so the number, the 1 million 3 that is on here, that's the number that would be proposed to be able to cover your shifts like you're wanting to cover?

Brad Mullen said yes.

Todd Holaday said all these, let's say there're paid 12 people here, they're all paid the same rate?

Brad Mullen said you have a basic pay, an advance pay and a paramedic pay.

Todd Holaday said and this is based off of some average of that?

Brad Mullen said yes. Our income has gone up. I was Duane's assistant for two years and when we were cutting checks, it's went up a lot. We've got a great group of part-time staff, and full-time staff that are getting their reports done on time, and we're able to get it to the billing service. Our billing service is very quick on getting turnarounds and stuff like that. It averages between \$50,000 and \$82,000 for the last 6 months, of what we've been bringing in monthly from our billing company.

Missy said you tell everyone you can't service, it has to be pulled from Ball or Jay County, or wherever else, you lose that money, right?

Brad Mullen said right.

David said anything else? I think you pretty well painted a picture here for us, with the new building, we've got to have additional staff.

Todd Holaday said so, the number of, a year or so ago, we've been talking about an ambulance being purchased and outfitted, so, do we have that now? Is that in place?

Brad Mullen said yes. We have a new one coming in November or December. And we'll have an all brand new fleet. So, they've all been replaced. We've been rotating them out so we're trying to keep down on mileage. We're not running one particular truck up, so. At the first of next year, if the new one comes in, we'll have 4 brand new ambulances.

Todd Holaday said will you keep two at each location then?

Brad Mullen said uh huh. Just in case one breaks down or we have something like that, we can always switch it out and not have to take it out of service.

Todd Holaday said and then I'm, just, so I have the numbers in my head, how many people are at a station at a time? It is always two, is it three?

Brad Mullen said well, like at the Winchester station, there's always one 24-hour crew.

Todd Holiday said what's a crew, is that two?

Brad Mullen said two guys. Then, I'm in there as administration and Dalton is there as administration. Then our Farmland station is just two.

Dave said then you'll be able to dispatch out of Farmland if you needed.

Dalton said yes, our trucks cover the whole county. Farmland is primarily 400 W and over unless we're out in Winchester. We have areas but once the trucks go out we go throughout the whole county.

Brad said there are times when we help cover the city too, if they are out. This weekend all of our resources were used. We had to take a couple of calls for the city and the city helped us out.

Tom Kerns said when you and Dalton are there as administrative, do you also go out.

Brad said yes, if there is a need for another truck or if they need help we jump in and go.

Dave said anything else? Good conversation. If there is nothing else, let's go ahead and approve their budget less the salaries until tomorrow.

Bev made a motion to approve the EMS budget less salaries. Missy seconded.

David said it has been moved and seconded that we approve the EMS budget for the general fund and cum cap development, less salaries. All in favor.

All aye votes. Motion carried.

Brad asked would you like monthly reports? I can get those from our billing company.

Tom Kerns said for runs billed and collected is pretty much what we need to see.

Bev said if you email it to Laura to be sent to us for our monthly meeting, you wouldn't have to send them to us all.

Brad said okay, I can do that.

Sheriff

Dave said Art come on up. We will start with the general fund for the Sheriff's Department.

Art said with the Sheriff's Department there were a few additions that I put in the budget. Repair vehicles, I increased by \$5,000. The schools and training was increased by \$4,000.00. The K9 budget I increased by \$500.00. Equipment which goes into the vehicles I increased by \$5,000.00. And then the big one was for new vehicles, I increased that by \$50,000.00. I've shared before that the commissary fund no longer supports the third vehicle that we need to buy every year. We have fewer inmates, so there are fewer funds coming in for us to supplement. Other than that, I believe everything on that budget stayed the same.

Dave said on the equipment did you say 50 or 40? It says 40 on our sheet.

Art said for the equipment, that should have been a \$5,000.00 over last year.

Dave said the purchase equipment?

Art said that's cars, new equipment to go into the cars.

Dave said this is account 44102.

Art said how much is in that account?

Dave said it shows that you are requesting \$40,000.

Art said for equipment?

Mike said it says equipment purchased.

Art said isn't that the one that was moved, because I thought we'd moved new vehicles and equipment out of cum cap into the general fund.

Dave said this is the general fund.

Art said correct. There was nothing in that originally and that's a line that's been moved back and forth between cum cap and general. In 2024 in cum cap for equipment purchased which was the 44102 line, that was blanked out and I believe that money was moved into the general fund and it was \$35,000 at the time. I don't have that specific sheet with me that shows the move.

Dave said your thinking that was part of cum cap?

Art said it wasn't in 2024, it was in 2023.

Danita said in 2024 we moved it from the Sheriff's general and were paying it out of CCD. For 2025 your moving your equipment back to general.

Art said I thought they'd moved it from CCD to general. Because in 2023 both the new vehicles and equipment were in the same line.

Danita said your vehicle are coming out of your general budget this year.

Art said correct.

Danita said equipment is coming out of CCD this year.

Art said that is not showing in my CCD.

Danita said last year we moved it over during budget hearings and so it would not be on this requested.

Art said I thought it was all moved.

Dave said so Danita is it in the general fund this year or the CCD?

Danita said the equipment line is in CCD.

Dave said so that's not part of his Sheriff's budget. It's part of CCD.

Danita said he is requesting it for 2025 to be part of the general budget.

Art said I don't care which line it comes out of. I know when I'd requested it last year, what I recall last year was, in 2023 both were in CCD. When we moved to 2024 the Council had moved it. Because I'd requested the funds in CCD again and I thought they had moved both the new vehicle and the vehicle equipment to the general fund last year. Because I'm not showing a balance in my fund for 2024 of having that there. Normally that was always in CCD and I thought that they had moved both of them.

Danita said in 2024 we paid for your vehicles out of your Sheriff's general.

Art said yes.

Danita said in 2023.

Art said we paid for it out of CCD. I'm just not positive that the equipment moved with it. If they didn't move it then I've made a mistake on that part.

Danita said they moved the equipment out of the Sheriff's budget to CCD last year, this year, 2024.

Art said it gets confusing because those have moved back and forth before.

Tom Kerns said since we're talking about his equipment and vehicles where it's moving back and forth. What Danita told us about the public safety LIT. While we're talking about that, do we want to move a couple of the vehicles over to there. Since there is extra money in Public Safety LIT.

Art said we can. I have no issue with that.

Danita said the equipment line is paid out of CCD this year.

Art said then I apologize, that's my mistake on the budget. If we can just raise it from \$35,000 to \$40,000 with inflation and everything that's gone up. Just trying to keep the cars outfitted. I'll get with you after the first of the year to make sure I have it all straight this time.

Tom Kerns said I would leave the equipment where he has it this year. I'd rather CCD build. Go ahead and leave it in the general and maybe take all three vehicles and put them into public safety LIT. Since we have the money for all three vehicles.

Dave said are there any other questions under the Sheriff's budget out of general? If not I'd entertain a motion for everything other than salaries and the overtime. And move the \$150,000 to Public Safety LIT.

Tom Kerns made a motion to approve as discussed. Tom Chalfant seconded. All aye votes. Motion carried.

Todd said can we talk a little bit about the overtime on this particular department for a second.

Dave said sure.

Todd said did we had a pretty good discussion at the salary committee meeting that Gary Friend led. You were here. We ran into some very real problems, I felt like with the overtime methodology, with the Highway Department and the Sheriff's Department. It felt like where we ended up was, we were going to have a side discussion related to the employee handbook and

what would work and what wouldn't work and then we contracted with Irwin to sort of figure this out. As we look at this tomorrow and this overtime and this dollar amount that we have here. Are we flexible after we advertise it to possibly go with a hybrid system again? Or are we locked into a time and a half.

Laura said the vote has been that we will not go with a hybrid. Both Council and Commissioners have already voted to that effect.

Todd said so we are going to paid overtime?

Laura said yes, paid overtime.

Todd said so that being the case, then the number that we have here and the number that we have here and the number for the jail. Can you kind of go over that with us again.

Art said I had emailed a sheet where I had done an overtime calculation trying to explain. Because ours isn't a simple formula to figure out because when you talk about overtime, are you talking about hours actually worked over, to where they are going over their normal hours and the training that they do outside of their regular work. Are we including holiday pay into this. Because if we start paying this, those are items that have to be paid. So, I tried to figure both, in this sheet. I can send it again. But what I did was I went back and looked in 20, 21, 22, 23 trying to figure out how many comp hours people have earned because with the 4 and 2 schedule, I don't know whether it's straight time or time and a half. So, basically what I came up with in the jail in 2023. There were 1177 hours that would have been paid out as overtime at the 1 ½ time rate. I figured that up trying to find a middle number, because there are different ranks, so your talking net cost in 2023 would have been \$36,510.54 to the county. With the road I did the same thing, they had 1732 hours of OT figured at 1 ½ rate and I based it off of a Sargent's pay because that's in the middle. And came out with \$68,145.54. The kick you get into when you add in the holidays, is if your paying the holidays at 2 ½ rate, which is what your doing now. With the jail it's going to cost you \$80,652.00 to pay for the staffing during holiday's and on the road it's going to cost you \$88,657.00 for the holidays. So, what I came up with for the combined total is \$125,652 for the jail and \$168,657 for the road.

Todd said so rounding it to the nearest \$1000 on the budget, we have \$125,000 for the sheriff's department.

Art said for the jail.

Todd said am I looking at the wrong one?

Tom Chalfant said the jail is \$168,000.

Todd said are you backwards or am I backwards.

Art said for the total. For the jail I have \$125,652.00. For the road I have \$168,657.00.

Todd said I think the numbers have gotten switched on our paperwork.

Art said is there anything in the budget for them?

Danita said I'd have to look.

Art said I don't believe I filled it out on the budget form. I just included this sheet.

Todd said so, \$168,000 for overtime, \$68,000 of which is for 1 ½ times \$100,000 is for...

Art said holidays, correct.

Todd said are we currently paying for holiday's in our 2024 budget at 2 ½ times.

Art said it is with comp time generated. Because what happens is if they don't work they are given 8 hours of comp at a later time for that holiday, the way it currently is because it's a scheduled day off. We have never messed with that in the time keeping system, which is something we are going to have to address if we go to overtime pay. Everybody else's holiday moves to a working day. Our 4 and 2 doesn't do that. Then what happens if you do work it is you get your straight 8 pay currently plus you get a day and a half of comp later. So, you're paid at 2.5 rate for working the holiday. But it's giving them comp, so you get 1.5 in comp and then a straight 1 in pay.

Todd said so, every hour you work on a holiday you get an hour and half of banked time currently?

Art said yes.

Todd said so they are currently getting paid in comp time?

Art said correct.

Todd said sometimes people will take that time and use it. You might have administrative leave or you might have?

Art said I figured up on average, I went back and looked at how much comp time the average employee uses every year, and they use approximately 200 hours. Which is one of the concerns I've had with going to straight overtime, that I've voiced. Is that in emergency services, by no longer giving comp. The first year that employee is only entitled to 9 days off total. Because it would be the accumulation of the personal days and sick days which is going to be PTO now. They don't get the holiday's off and their not entitled to vacation time. So, they only get 9 days. After you've been there 1 year, you only get 14 days.

Todd said so you go from a person who might, there first year take 200 hours of time off, to taking 72 hours of time off.

Art said correct.

Todd said so the county is going to pay for another 120 hours of time for that person.

Art said correct.

Todd said I'm really concerned about where this is going from dollars. I don't think we are winning. Anybody is winning. I think the county's going to pay more and the employee is not going to have as much time off. Or we are going to have to compensate them and give them additional time off.

Art said correct. Or I don't think we're going to get new employees to come for this.

Tom Kerns said the employees will make quite a bit more money.

Art said I don't disagree. To some extent.

Tom Kerns said they are going to get paid for those extra 100 and some hours a year.

Art said they are going to make more money. The concern is, my big concern is, the job in emergency services and what they do. Even the other offices that work here in the county when you face to face with the public, let alone face to face in stressful situations. Nine days the first year isn't enough time off. The next two years they get 14 days. That's still not enough time off.

Todd said I agree with you, because I think one, the things you face in that job are highly mentally stressful. You need time away from it.

Art said some of them are horrific.

Todd said your working holidays a lot of times, when you should, you'd like to be with your family. It's just a different thing. We're encouraging them to, we're not allowing them to take, your either going to pay again for them to take more time off then we are currently giving them and pay for the time and half that their working or their going to have to live with the 72 hours that they're currently entitled to in the hand book. Nine days at 8 hours a day. I don't think it's going to end up being when I say a win, I'm not looking for a financial win, I just don't think it's going to be a healthier environment.

Art said the other thing that I would like to add to that is unless you've worked a 4 and 2 type rotation. You only get 9 true weekends a year, where most employees get 52 weekends. They only get 9 so a lot of that rotation, their working most of the weekends. That's fine when your young. But when you start having a family, that gets to be stressful.

Todd said I think we ran into a similar but not as severe situation with the highway department.

Laura said the highway is already on overtime.

Todd said the way it was explained to me at that salary meeting, sounded like we had an issue with them being able to make their 4 day, six day thing work without overtime.

Laura said they don't get comp time.

Danita said unless it's the supervisor, office people get comp time. Drivers don't.

Todd said anyway, that's the situation as I see it for the police department and the jail. I know we want to have one system that fits all. I just don't think it's a great idea for them.

Art said my comment with it, to share with everyone, the comment I made is if you did some type of a hybrid where your emergency services was given the 80 hours of comp, basically you would abide by the federal statute under fair labor, where according to it we can go up to 480 I believe in comp time for police. If you cap that and anything over 480 the county has to pay, period. Instead of doing the 480, set that at 80 or 120 and anything over that amount is automatically paid and then as they take that time off. The next overtime or holiday that they work, that slots back into the comp time and then it goes back into paid overtime anything over 80. I don't know how complicated that is for the auditor's system. But there has to be, there should be some type of rule they could put in to that to help with that.

David asked are there any other questions?

Todd said we've already approved the budget, so it's not really anything to do with that. It's more of what direction they want to go with it. I personally don't think it's the right direction to go with it for this department.

Dave said let's move on to the jail.

Art said in the jail I think the only increase I had was for training and schools. With a new jail commander coming in and a young staff. I've increased that from \$2,500.00 to \$10,000.00 so it would be a \$75,00 increase. Other than salaries, I believe that budget remained the same.

Dave said you and I talked yesterday about one salary in particular, the jail supervision.

Art said correct.

Dave said I don't know what the salary committee was thinking at that time or what the plan was but the jail sergeant should be paid more than the jail supervision. Is that correct?

Art said correct. And I don't know if you receive my email but I sent an email with the figure yesterday.

Dave said I'm thinking it's around \$1400 or \$1500 difference between the two pay scales. The one I'm referring to account 11505 is one of them, 12501 is another and 12902.

Bev said there is a hierarchy there that maybe we didn't understand.

Dave said that's what I'm thinking.

Ken Hendrickson said that's what it was. Jail sergeant out ranks jail supervisor. It's ranking difference.

Dave said instead of the \$49,680 for the jail supervision, it should be around \$46,456. That's an 8% increase like the rest of them.

Tom Kerns said two sergeants and three supervisors?

Art said correct.

Dave said any other questions on this?

Tom Chalfant made a motion to approve the jail budget as presented except for salaries and overtime pay.

Mike seconded the motion.

All aye votes. Motion carried.

Dave said I would like to go back to the jail. Number one on the list account 11100 is Art's. There wasn't a salary put in there.

Danita said there wasn't one on the Salary Committee's recommendation.

Dave said we need to discuss what that is. I know there will be a contract with the Commissioner's.

Todd said on the jail page, where it says overtime/comp payout that should be \$125,652. Of that number, \$36,500 is time and a half and \$90 some thousand is just for people to work on holidays. Keep that in mind. How expensive holidays have become. Whereas before, they would get some comp time for that and they would take it. How many holidays are there?

Laura said 13.

Todd said for 13 days almost \$200,000. Get my point. You have \$600,000 of budgeted overtime. One third of it just for those 13 days.

Dave said let's go back to the Sheriff's salary.

Laura said isn't that a percent of the prosecutor's salary?

Art said statutorily there is a minimum.

Bev said that's why we didn't touch it.

Art said in years past what I've normally requested for my salary is an increase equal to what the deputies are receiving, in a dollar amount, not in a percentage.

Dave said I'm trying to find what the salary for the prosecutor is. It's up around \$180,000.

Art said it's \$183 and some change, but I'm not positive what that change is.

Bev said all I can tell you is in salary committee; I think Gary understood that it was a percent of the prosecutor's salary. So, we left it alone, knowing it was probably already a set amount.

Dave said 60% is what the minimum is of what the \$183,000 is \$109,800. That's only a \$600 increase.

Tom Chalfant asked what was the deputies increase?

Dave said if we use the deputies difference, \$114,250.00. Is that a number you want to start with? Lets put that in and then we'll finish the discussion tomorrow.

Tom Kerns said if your doing that let's go back to the jail real quick. On the supervisor's that were lower, are we going to go 8% on those.

Dave said right. It's 8% of \$43,015.00 is \$46,456.00. Let's go to Cum Cap Development. It looks pretty much the same other than \$5,000 increase in repair buildings and \$5,000 for maintenance.

Art said correct.

Tom Kerns made a motion to approve. Bev seconded. All aye votes motion.

Dave said the next one is the handgun permit. Stayed the same.

Tom Kerns asked are those dollars still coming in?

Art said they haven't sent any grant funds in quite some time. So, I don't know if we'll get something at the end of this year or the beginning of next year. Maybe the state thinks we haven't thought about it long enough that it will just stop. Currently those funds are not still coming in.

Tom Kerns made a motion to approve. Mike seconded. All aye votes. Motion carried.

Dave said the next one is public safety sheriff and jail.

Tom Kerns said we added \$150,000 to that for the vehicles in the Sheriff's department.

Bev made a motion to approve. Tom Chalfant seconded. All aye votes. Motion carried.

Dave said the next one is County Misdemeanant.

Todd made a motion to approve. Mike seconded. All aye votes. Motion carried.

Dave said the last one is the county user's fee for continuing education.

Tom Chalfant made a motion to approve. Bev seconded. All aye votes. Motion carried.

Danita said you need to approve the accident report fund.

Art said there was no change on it either.

Bev made a motion to approve the \$4,000.00. Mike seconded the motion. All aye votes. Motion carried.

Art said when you discuss salaries tomorrow will the department heads get an opportunity to come back.

Dave said absolutely, it's an open meeting.

Dave said before we get out of here. We need to review the comp time overtime situation. I gave everybody the overtime requests. It's in the budget, try to review that. The other thing is I went to the commissioners yesterday and asked about the rainy day fund for next year adding \$250,000 from general fund and \$250,000 from wind/solar farm. So, think about that, I'd like to take a vote on that so they can add it to their next meeting, which is in two weeks.

Todd asked was there any money last year put into the rainy day fund from the wind farm?

Laura said yes, they put \$250,000 from general and \$250,000 from wind farm.

Dave said yes, right now we are at \$1.6 million. Are there any other questions? We will recess the budget hearing until 8:30 tomorrow morning.

Superior Court

Judge Arnett said and we are now taking all the subsequent filings which have been going through the clerk's office. Mindy was having kind of some of the same kind of problems. Whenever she would get somebody new in they, you know, if they didn't have somebody on their staff to training them. Then I called the state Odyssey will not send anybody to train on that. And then I've got two new folks, we kind of got behind. We're addressing that problem. Susan that works for Judge Toney part time is going to come in and give us a day a week for

about a month. I've looked at some of the other courts that were like us. In Jay County, they have three court reporters and they have less cases. If we continue to be swamped, we may be asking for another part-time or full-time employee next year. We're going to try to work through this and not have to do that because we're cognizant of the budget for Randolph County. There's only so much to go around and you know, what we don't want to do is, you know, we've all got to work to operate the bank. But just like it noted, it's been a little tough. But we, our budget, I mean, does anybody have any questions on the budget, I think that.

Tom Chalfant said was there any reason you chose Odyssey to use, that's your software?

Judge Arnett said we didn't choose. The State of Indiana.

Tom Chalfant said okay. That's what I thought.

Judge Arnett said if you've got any questions about that, call them down there. It's frustrating.

Tom Chalfant said the stater doesn't seem to understand, so.

Judge Arnett said we don't. We're out here in cornfields and they're in the high rises and they don't understand why and how things get done here. And there's always going to be a fight. We're a fly over county like Indiana is a fly over state.

David said okay. Yeah, it looks like it's pretty much the same. Witness fees are up a little.

Judge Arnett said yes. We got several trials scheduled that may go and that's why we bumped that. You know, last year we didn't have any jury trials. The year before, we did. But we have two or three jury trials since. And some money that we don't spend, it'll still be there.

David said this one's for the salary committee. The secretary, assistant, court reporter and the bailiff.

David said should it be 43?

Danita said yes. They should all be the same.

David said okay.

Todd Holaday said it looks like we've over-budgeted on the overtime comp payout just based off of what we've had to pay in the past.

Judge Arnett said that's, yeah. The fact that we're on Odyssey, it's easier for the clerk's office. It saves them time, but it costs us a lot more time, and with the two aids I've got, not having been trained, they had to spend some extra time and we're still a little bit behind. We're trying to catch up. That's where, that's what that is. And I don't like them having to work extra hours but they do. We cannot afford to not do things timely, especially in the criminal court.

David said okay. Any other questions for Judge Arnett? If not, I'd entertain a motion to approve Superior Court's budget as presented except for salaries and overtime at this time.

Tom Chalfant made motion to approve. Mike seconded the motion.

David said it's been moved and a second, we approve the Superior Court budget as presented except for the salaries and overtime at this time. All in favor?

All aye votes. Motion carried.

David said okay, then we've got the public defender reimbursement account. That's stayed the same Judge?

Judge Arnett said yeah, it did. I would like to say one more thing on the salaries. Our bailiffs are not making as much money as they were as jailers. When they first came over here, they were making a little more than jailers and that's why they came, both of them. And they now, as I compared them to last year's budget, they were just a little bit under the jailers. And it's going to be hard to keep good bailiffs. Until we get security in the courthouse, they are our security. Judge Toney and I are working on that.

David said we'll note that.

Judge Arnett said again, I will say another thing. I met with Judge Toney the other day on security and we are going to have a security committee meeting, going to have somebody from the commissioners, somebody from council, somebody there, so everybody stays well informed. Plus, I think Meeks will be there. I'm trying to do that fairly soon.

David said okay. It's much needed.

Judge Arnett said it's much needed. It really is. I never carried a gun in my life until I got elected judge. I don't like having to do that.

David said I understand. Okay. The next public defender reimbursement account. We need to make a motion and approval on that.

Beverly make motion to approve. Mike seconded the motion.

David said it's been moved and a second, we approve the public defender reimbursement budget as presented. All in favor?

All aye votes. Motion carried.

David said anything else for us, Judge?

Judge Arnett said I don't think so. Thank you.

David said thanks for coming in.

Emergency Management

Chris Shaneyfelt said good morning. I brought Mindy with me. She's my deputy director. She's, I'm just letting her learn about what's going on in case something happens to me, she's got some sort of idea.

David said that's great.

Chris Shaneyfelt said where would we like to start?

David said we will start with the emergency management director for the General Fund.

Chris Shaneyfelt said I think most of that is pretty much the same. Looks like maybe on office supplies I went up maybe by 10% just because everything else seems to be going up. And then, I have it down maybe I increased the vehicle repairs by \$150.00.

David said looks like it.

Chris Shaneyfelt said so then, other than that, I think the only other thing that may be in there is we were asked to put in overtime. I'm not even, and it's probably not in this one I have printed out.

Todd Holaday said I think this is overtime for, this one, is this for the director?

Chris Shaneyfelt said yeah, in emergency management, it's just me.

David said okay. Any questions for Chris on this?

Todd Holaday said I mean, Chris have you had comp time paid out this year?

Chris Shaneyfelt said yeah, to my knowledge, all my comp time is gone. It's all been paid out.

Todd Holaday said so, I mean, it's \$10,000.00 based off the past?

Chris Shaneyfelt said what it is, got with Danita and asked her what I've been paying, or what my overtime had been as far as paid out, and she gave it to me, and then I broke it down by month and then times it by 12. But I think when it comes into the director line for the emergency management, my overtime there has been minimal but with the exception of the tornado and stuff like that, most of my overtime is coming out of 911. Just for the bare fact that that's where I've been.

Todd Holaday said well as we go back through these later and start looking at these overtime lines.

Chris Shaneyfelt said that one is probably high.

Todd Holaday said okay.

Chris Shaneyfelt said just not knowing what it is commonly, I just put a dollar amount in there.

Todd Holaday said I move to approve the budget except for payroll and overtime.

David said okay I have a motion on the floor. Have a second?

Mike seconded the motion.

David said it's been moved and a second, we approve the emergency management agency out of the general fund for the director's budget except for salary increases and overtime. All in favor?

All aye votes. Motion carried.

David said okay the next one we have is local emergency planning. It's just some office supplies, training, communications.

Chris Shaneyfelt said I don't recall increasing anything in them.

David said well you increased office supplies, training and communications.

Chris Shaneyfelt said yes. The office supplies, again, everything is going up. The training, the training was increased because trying to get instructors in here to do the hazmat awareness and hazmat operations courses. Their fees have gone up and we actually had to pull some money from another line last year to pay for the class, so yes, I did increase that.

David said okay. Any other questions for Chris on this one? I'd entertain a motion.

Mike made motion to approve. Beverly seconded the motion.

David said it's been moved and a second, we approve the local emergency planning budget as presented. All in favor?

All aye votes. Motion carried.

David said next one is public safety commission budget.

Chris Shaneyfelt said is this 66 or 22?

David said 66.

Chris Shaneyfelt said I have now for service contracts, is it \$131,000, is that right?

David said I show \$181,000.

Chris Shaneyfelt said It's related to, oh, that's because of the continuation of the J&K stuff. I actually put them in the last contract. Then Solarcom, which Solarcom fees with the upgrade that we're doing, once I get the equipment in, will be subject to a new service contract which we did not have before. And then EMS that we've added in, so that's the amount there for the 066 on the service contracts and why we're doing that.

Todd Holaday said so the J&K came up yesterday as part of the commissioner's budget. So, somebody's got it in there twice I think, between the two, your budget and the commissioner's budget. Am I right on that?

Chris Shaneyfelt said yes.

Danita said yes.

Todd Holaday said so somebody needs to decide who is going, where it's going to sit, right?

Danita said J&K.

Chris Shaneyfelt said do you know if they've got that coming out of their budget?

Todd Holaday said you weren't here yesterday but that specifically came up because the commissioners had a line item that had gone up by about the same dollar amount and Danita said it was the J&K contract. So, I think we don't need to budget it here.

Chris Shaneyfelt said it doesn't matter to me, wherever it goes, that's fine as long as, because I just knew that, you know, we owe it, so I put it in.

Todd Holaday said me either. I just want to make sure we don't.

Chris Shaneyfelt said absolutely.

Todd Holaday said so can we take that back out to where it was then.

Chris Shaneyfelt said yeah, that's fine.

Todd Holaday said and then on the overtime part, I know we did have significant, have had historically time there, and you're always trying to find people it seems like, to prevent that. Now that we're going to be getting into time and a half, and so it's going to be more important that we try to limit that as much as we can.

Chris Shaneyfelt said right.

Todd Holaday said and it looks like we've budgeted enough time and a half to almost equate to two full time people. So, I mean, is there a plan to try to snap up so that, it's almost like one, one missing person is kind of what it looks like.

Chris Shaneyfelt said well right now we're still down one full time employee. We were down five at one point in time. So, we've got ourselves back up to, we've got one that should be released by the end of the month, so that'll leave us with just one short. You know, so, we have again based on what we have paid out, and then you know, I did the math on it and then made it go through. She asked me to put a dollar amount in there and to me, that's the worst case scenario.

Todd Holaday said okay. And so, one of these line items is currently unstaffed?

Chris Shaneyfelt said one position is. It was filled but the girl quit 10 days ago.

Todd Holaday said one of them you said is going to be staffed as soon as they come out of the, whatever the training is?

Chris Shaneyfelt said she's still working. She's on the floor. She's being paid. It's just, she should be released from training here in a couple of weeks.

Todd Holaday said so this is kind of your, assuming you don't have a massive change that this is your worst case scenario then?

Chris Shaneyfelt said then overtime budget is worst case. That puts us back to where we were paying for you know, three people, four people short. So that's how I came up with that money because it was the money, the overtime budget that I figured when we started was from January through May.

Todd Holaday said now did you include yourself in that too?

Chris Shaneyfelt said yes. So, and that's why I said you know that the other one is probably on the EMA side is high. So, worst case scenario, that's me you know, being on the floor getting paid what I get paid, and time and a half and all that, so. And until we have a really good idea of what we would be doing year to year.

Todd Holaday said right. So, maybe next year we can.

David said okay. Any other questions for Chris on this? Most of this budget is salary and or, overtime. If no other questions, I'd entertain a motion.

Todd Holaday said move to approve everything except the change to service contracts to move it to \$50,000.00 and not including his overtime and compensation at this time.

Beverly seconded the motion.

David said it's been moved and a second, we approve public safety commission 0066 budget as presented except for the salary increase, the overtime and changing the service contracts back to \$50,000, all in favor?

All aye votes. Motion carried.

David said and then our last one, Chris is the 1222 statewide 911 fund.

Chris Shaneyfelt said looks like here was the telephone budget, I decreased it by \$10,000 and upped the utilities by 10% and service contracts by 10% all coming out of that one line. And that's the only thing that I have marked down as a change. Service contracts I think, would be less than 10% there because I haven't really adjusted them much over the years. But I'm going to try to do that wherever we're adjusting by 4%. I think that's what Motorola is doing and most of the other contractors are doing like you know, four or five percent each year.

Todd Holaday said telephone went down.

Chris Shaneyfelt said the state is assuming more and more of the legend fees. So, it's been about a year, year and a half, and they've been working on assuming more of the costs for the fees for the 911 side of the house. So most of that stuff there is admin now, in the admin fees.

David said there was a new line item here for shift supervisor. Is that coming from a different fund?

Chris Shaneyfelt said how many shift supervisors do you have listed there because I noticed that.

David said two.

Chris Shaneyfelt said there should be two. We haven't been filling that because we've been so short and the people that we have aren't really to the point to where they have the education and experience to be supervisor, so somebody is still being paid out of that line, they're just not getting supervisor pay.

Tom Kerns said he moved from public safety

David said that's what I, came out public safety to this 911.

Chris Shaneyfelt said yeah, so the line communicators all should also be on the public safety side then the supervisors are all coming out of 1222.

Todd Holaday said I have the same overtime question on this one. So, you've got two people at most in the department.

Chris Shaneyfelt said there's three.

Todd Holaday said the assistant director, sorry.

Chris Shaneyfelt said yeah.

Todd Holaday said the director, a part of the director, an assistant director and two shift supervisors and the overtime number just doesn't seem to.

Chris Shaneyfelt said it's probably high, but again, it's going, well I don't even know where, let me see where that's at. I'm not even sure if I've got overtime listed on this one.

Todd Holaday said I just wonder if it all shouldn't just all be in that other budget, in this budget?

Chris Shaneyfelt said in 66?

Todd Holaday said yes.

Chris Shaneyfelt said it's all good until to me, I don't care how they get paid as long as they're getting paid their overtime but, I don't know that you can do that with two different funds because one is kind of general and one is a non-conversion fund.

David said yeah, they're two different funds, Todd.

Todd Holaday said proportionately, this doesn't seem to quite.

David said no, it doesn't.

Laura said do you want to weigh in on this Danita, because I know you helped Chris decide where to put these?

Danita said yeah, we want to keep the overtime line in the same fund as where the employees are getting paid from.

Todd Holaday said so we just, we've moved the shift supervisor out of 66 down to this one.

Chris Shaneyfelt said the supervisor should have been in the 1222 with this year's budget as well, because when I looked at the overtime forms that you guys were trying to decide the payroll and stuff, the pay raises, it seemed like to me that there was more shift supervisors than what we have, so, that's where I got confused with some of these, the stuff that we've had two shift supervisors and myself and Mindy in this year's 1222 line. So, nothing should have been moved this year.

Todd Holaday said okay, so if the overtime here is based off of these three people, then are these three people right now, regularly working that kind of overtime?

Chris Shaneyfelt said Mindy is and the other supervisor would be. Since I've left the floor, I left the floor in July, I haven't been getting that much overtime. It's an hour here, and hour there.

Todd Holaday said it just ends up, I mean, it's enough money, you're almost looking at another person again.

Chris Shaneyfelt said and that problem would be, well, technically, it would be the three of them, then that would probably cut my, you know, whatever you guys deem appropriate, but again, it's the worst case scenario. Doing this overtime budget stuff, it's new to everybody that's trying to come up with numbers. I mean, worst thing that could happen to you guys' budget now is if something goes wrong and we have to come back and ask for additional funding.

David said there you go.

Chris Shaneyfelt said it'll work out in the wash. So, I mean, as far as the overtime budget goes, you guys do what you feel that you need to do to cut it and make it appropriate. It doesn't bother me because I know that it'll work out in the wash as far as that goes.

David said any other questions? Entertain a motion.

Todd Holaday said move to approve with the exception of overtime compensation.

Mike seconded the motion.

David said it's been moved and a second, we approve fund 1222 statewide 911 fund budget as presented except for raise increase or overtime pay. All in favor?

All aye votes. Motion carried.

David said anything else for us, Chris?

Chris Shaneyfelt said what I said to Danita that thing about Motorola, A surprise just before the budget hearings is, I was going to ask you to throw that in, but there's no need to, I think between what I have left this year and then with the service contracts for next year, it'll be fine. So, if that comes up, don't worry about it, it'll be fine. Okay.

David said alright, thanks.

Missy said maybe this isn't the place for it, but I'm going to say it. Your importance during that tornado, and your team, wow. I heard from another person in Wayne county.

David said okay, next we have up is Community Corrections.

Community Corrections

Rhoda Davis said good morning. I have Beth Croyle with me. She's my administrative assistant. I thought this would be a great time to cross train her.

David said okay, we'll start with your 1122 Community Correction project monies.

Rhoda Davis said so the only real difference is in the payroll series. Also, I tried to put some money in line so we could use those grant dollars.

David said okay.

Rhoda Davis said and I think our drug testing has been up.

David said I noticed miscellaneous supplies this year, repair maintenance.

Rhoda Davis said that would be some things we are able to the dollars in our grant fund and we have a few additional dollars.

David said Any questions for Rhoda on her project income side? If not, I'd entertain a motion to approve her budget as presented except or the overtime.

Tom Chalfant made motion to approve. Beverly seconded the motion.

David said it's been moved and a second, we approve 1122 community corrections project income budget as presented, except for the overtime. All in favor?

All aye votes. Motion carried.

David said we go to the 9001 Community Correction grant. We don't show anything for 2024.

Danita said from one year to next year, they change fund number. So, next year this fund number is 9001. This year, it's 9000. So, that information doesn't show up on our budget projection sheets, and I meant to prepare something to give you this year's figures bud didn't get to it.

David said that's the same total dollars, right?

Rhoda Davis said correct. The grant total is the same amount of money, yes.

David said I learned something today. I didn't realize they had an odd year. Sort of figures for the state doesn't it? Well we see what's presented here, so entertain a motion to approve.

Beverly made motion to approve. Missy seconded the motion.

David said any questions? It's been moved and second, we approve fund 9001 Community Corrections grant odd year budget request. All in favor?

All aye votes. Motion carried.

David said anything else for us Rhoda?

Rhoda Davis said no, thank you.

Highway

David said thanks for coming in. Okay. Last one we have on the list is the highway. Come on

up Jay. What we'll do is we'll just go through our packet as we have here and first one on is 1169 local road and street. It's for the road equipment, wedging, calcium. It's the same as last year. Any questions for Jay on this? I'd entertain a motion.

Tom Chalfant made motion to approve. Mike seconded the motion.

David said it's been moved and a second, we approve the 1169, local road and street budget as presented. All in favor?

All aye votes. Motion carried.

David said now we'll go into fund 1173. I see you've done some switching this year on truck drivers, equipment. That goes to 1176?

Jay Long said yes.

David said looks like it's pretty much standard for them to operate next year. Are there any questions for them?

Missy said I've got a couple questions. Is it possible, I guess, in driving around and talking to people, they're really excited about what you guys are doing. I mean, 200 West, the chip and seal. I don't know how you get that wide road, road wider than what you did. I guess it's Burning the grass or something.

Jay Long said yes.

Missy said I don't understand any of that. But if it's possible, I would really like to see that paving taken up another 100, if we can do it, another \$100,000, because you're on a roll. Things are going really well. I mean, people are very appreciative. I tried to kind of find out, you know, what people, I think, but, for the most part, 600 East over in Union City, that road, those farmers told me that road hadn't been, much other than throw something in a little pothole or a big pothole and do it. So, if possible, I want to see us increase the paving and stone and gravel. Do you have a way you can store gravel out there that, if it's?

Jay Long said uh huh.

Missy said you do now?

Jay Long said yeah.

Missy said yeah, because having to wait to go get it and then if it's, you know, shut down or something it's, I just heard from another farm. I talk to those guys out there and they say well they were going to bring gravel, eight months ago, not you guys but then it didn't get here because it was, had to be done, and it was shut down, anyway, couldn't do it. So, I would make that motion if we can, and I guess in bridge and structural we're okay, they're, I'm wondering why the zero, I don't remember why the zero in 2024, but I'm glad that that's in there.

Anywhere else you guys, I mean, I'm just going on what I've talked to, people that live on that road have had to kind of suffer for a while. And I know there're lots of, I'm not saying that road, but.

Jay Long said yeah. There're a lot of roads that need.

Missy said right, yeah. There're a lot.

David said it's going to take time.

Missy said yeah.

Jay Long said that 600 East, that's on our list for next year. And we're just going to grind it and

Missy said I know. They're excited. I won't name the person but you re-did a road there, chip and seal, and they're thrilled. They hadn't had that road touched in forever. And it's, and I've driven on it too, so, going to Greenville, so I know.

Tom Chalfant said have you heard anything from the state yet about reimbursement for the new bridge closure?

Jay Long said yeah, we actually had talked to them a couple different times and basically, it's the same thing, they don't know the state of the road before they did that, but we know better.

Nathan Moore said they're saying the road was like that before.

Jay Long said so, from now on, whenever we have a closure like that, we're going to go out and Take pictures of the road ourselves.

Tom Chalfant said so, they're not going to give you anything?

David said well it didn't surprise you, right, Tom? Their, how they receive their income is through the gasoline tax. So, at any time we can do an additional if we need to, can't we? I mean, the way I look at it. Do we need to put the money there now or do we want to wait?

Laura said I'm guessing this was advertised at this, correct? We can't go up. We can go down. They can do an additional later, but we can't go up on the budget just because this is what was advertised.

David said I agree with you Missy, it needs to be more.

David said they're sort of a different, I want to say unique operation out there compared to all the others.

Jay Long said and then like, next year you know. We kind of got a slow start on, you know, as me coming in, Nate, and we've got on our plan next year that we're hoping to get started about

two months earlier on some of those projects.

Nathan Moore said on some of our projects we're two months behind on where we think we should be right now at this time of year, so, just trying to play catch up.

David said okay. Maybe we'll have a long fall here. You never know.

Missy said I've got one more question for you Mr. Moore.

Jay Long said uh huh.

Missy said so you were an equipment operator.

Jay Long said yeah.

Missy said what are you now? What is your title, official title now?

Nathan Moore said assistant superintendent, supervisor.

Missy said have you been paid as assistant supervisor when you took the job.

Nathan Moore said yeah.

Tom Chalfant said so you're the first in line when 2:00 in the morning and a tree falls over and you have?

Nathan Moore said yeah.

Jay Long said yeah, we take turns.

Nathan Moore said yeah.

Jay Long said we don't just rely on one person to do it. We have other guys to help out doing that too.

Nathan Moore said you know, there're a lot of guys who are more than willing to go out and take the calls too, so that helps.

David said okay. Any other questions for 1173, MVH restricted budget? Entertain a motion.

Beverly made motion to approve. Mike seconded the motion. All aye votes. Motion carried.

David said okay, next one. We'll go to 1176. I'll tell you, we've been, our county council association has been trying to get 1173, 1176 more conducive of what the operations are in the counties and there again, it's the state that's requiring that certain things. First one we'll have is 1176 for highway administration.

Tom Kerns said move to approve excluding salary.

Mike seconded the motion. All aye votes. Motion carried.

David said our next one is 1176, highway maintenance and repair. So, on the truck driver, the first line item, did you guys add, is that from the other page? Looks like you've added some personnel.

Tom Chalfant said how many employees are you up to now?

Jay Long said we're about 18 right now.

Tom Chalfant said total?

Jay Long said yeah, which we, we're allowed to have a total of 22. We got two guys that are getting ready to start. I think one starts Monday and I'm waiting for the other one's paperwork to come back and we actually have a seasonal guy. He's doing really good. But he's working on getting his cdl stuff done too. So, when we do all that, we'll have to promote somebody to an operator then we'll have one position open after that. So hopefully, everything stays as it's going now.

David said good.

Missy said I know the Winchester High School; community high school does the CDL program. Is that anything you guys can ever have anybody use? I don't know.

Nathan Moore said yeah, I think so. I think it's just, and it's a lot cheaper too. I think it's up to him where he wants to go do it. I told him I would recommend out here at the high school.

Missy said is it true when they go for that driving test that sometimes they will fail it by just a few points and if they'll pay another between 350 and 500, they would make sure they passed?

Nathan Moore said oh yeah. I know first hand on that. I rode with a guy over there and the way the instructor worded it to him was kind of not, in a gray area in there, so the guy didn't answer right, he failed him, then he came in and asked me the same question and I explained it exactly like he did and he said I would have failed you too. I said so, what would you have done different? He said well, you've got to tell me you're getting out of the truck. So, then I ended up having to pay another \$150.00 and go back over. I mean, he did all the motions right. He just didn't explain to him. It was kind of weird.

David said okay. Any other questions on 1176 highway maintenance and repair? If not, I'd entertain a motion on this.

Beverly made motion to approve. Tom Chalfant seconded the motion.

David said it's been moved and a second, we approve the highway 1176 maintenance and repair budget except for the payroll. All in favor?

All aye votes. Motion carried.

David said and the last one I have is 1176 highway general.

Missy made motion to approve. Tom Kerns seconded the motion. All aye votes. Motion carried.

David said okay. You guys have any questions for us?

Jay Long said real quick too, I want to introduce Jaycie Bergman. She is our, she is basically, our assistant secretary. She's pretty much taken all the responsibilities now.

David said okay. Welcome aboard. Okay, any other questions? I'd like to recess for just a few minutes and we'll come back and talk about the final lines of the budget for the salary increases and overtime.

Final discussion

David said okay, we're going to go ahead and reconvene. We're going to start by department, start at the first of the book, and what will be concentrated on is the salary increases and the overtime. So, first one we're going to start with is Circuit Court. Any ideas or questions on this? It looks like 8% is sort of the standard increase in pay. Looks like their overtime request is \$5,000. Any questions? What's your opinion on this one?

Todd said just to break the ice, my opinion is the overtime in this category seems reasonable compared to the number of people that are in the department. I feel like just over all, 8% is a high number, but that's what we've been looking at all along, so, you know, that's what this is. So, I think it's appropriate. To say, based off of what I'm seeing personally, this year, in private sector, the large increases were a couple years ago and last year, to a certain extent have now dropped off to around a 3% sort of standard that's been you know, the last couple of decades. The consumer index peaked around 9% at the rate of inflation a couple of years ago and has been since then steadily declining since they stopped increasing interest rates to now a little below 3. And you know the target is always 2% now that that's going to be reached in the future, it's going to be sort of the norm again hopefully. But, you know Gary especially, his desire was to catch people up this year and that's why the committee presented the higher number this year.

David said okay.

Todd said but on this particular budget line for this court, it seems like we followed that approach and it's seems reasonable to me.

David said I agree with you on that and I agree with the CPI is how you base a lot of information for payroll, and it has come down to about 3%. And I do agree with Gary that we're trying to catch up our employees to where they can make a decent living and have a decent package for

vacation and all the other PTO time off. I'd entertain a motion on the Circuit Court payroll and the overtime as presented.

Todd made motion to approve. Mike seconded the motion.

David said it's been moved and a second, we approve the Circuit Court payroll increase of 8% for salaries and the overtime comp payout at \$5,000. All in favor?

All aye votes. Motion carried.

David said next one we have is probation. Their salary is set by the state of Indiana, so, we're sort of bound by that agreement, except for the secretary. And the other request is that they're wanting a part-time to go to full-time position. I know they have requested that the last couple of years, and we've turned it down the last couple of years.

Todd said it looks like part time, is about 2/3rds the cost of full time, is that what you're seeing?

Tom Chalfant said well there are no benefits. Part time doesn't get benefits. Full time gets benefits. Is that, but that's not showing up, is it?

Danita said the secretary part gets paid out of two different lines. So, you need to take this other sheet has a secretary line, \$36,022.00 and you add that to the \$33,228.

Todd said okay, so that brings the \$33,228 up to around \$36,000.00?

Danita said yes and the part-time secretary does not get paid out of the other fund.

David said you have to have both of them together even for the probation officers.

Danita said correct.

David said they're the same way. One thing I noticed the overtime is about \$19,000.00. I think that's pretty high, in my opinion.

Todd said yeah. On the other hand, could that be adjusted down if that position is full time, right?

David said you would hope.

Tom Chalfant said yeah, if you do one, you should do the other.

David said yeah. And if you add the two overtimes together, it's around \$25,000.

Todd said my thought would be to make the position full time and adjust the overtime down to the same level as the one we just looked at for the Circuit Court.

David said the \$5,000? What are you people thinking on that?

Mike said with the overtime, do we need to split it between the two?

Tom Kerns said we should leave a little in that line so the line stays open.

David said could put \$2,500 in each if you wanted to do that. Do we have any motions on the floor to accept what we've talked about?

Todd said I'll make that motion then to move that position to full time at the proposed rate and adjust the allowance for overtime down to \$5,000.00 with that number being split equally between those two lines.

Mike seconded the motion.

David said it's been moved and a second, we approve the probation increase in salary per the state level. We'll be adding a part time to a full time and the overtime will be at \$5,000, total, \$2,500 in each location. All in favor?

All aye votes. Motion carried.

David said okay, next one I have is the Prosecutor. It's pretty much cut and dry. It's 8%, that's all administration basically.

Todd said adjust that second line.

Tom Kerns said yeah.

David said yeah, what should it be.

Todd said \$41042 is what I calculated.

Tom Kerns said it comes out of two lines, two budgets. So, if you combine them, is it the 8% come out of the other budget also?

David said where are you seeing that at, Tom?

Tom Kerns said in the county user fee, that second deputy there.

David said oh okay.

Tom Kerns said there's a portion of the salary comes out of there also. Is that an 8% increase there? I didn't figure it.

David said that's a 6%.

Tom Kerns said so, we need to take that to an 8% also then.

Todd said to be consistent that'll be \$24,452.

David said okay. Any other questions on the prosecutor's? Entertain a motion.

Tom Kerns made motion to approve. Tom Chalfant seconded the motion.

David said it's been approved and a second, we approve the prosecuting attorney's budget as presented with adjustments for the second deputy to \$41042 and increase the 8% on everybody else. All in favor?

All aye votes. Motion carried.

David said Commissioner's budget. Let's start out with the elected officials, commissioners, council, see the request there.

Todd said an 8% increase would put the individual reimbursement at \$23,590 for a commissioner and \$9,855 for a council, just in case you haven't already done that.

David said how much for a council?

Todd said \$9,855. Those numbers are comparable with other counties of our size. A little on the low side I would say average

Missy said Mike, what did you get for the, or Todd, what did you get for the top one again?

Todd said \$23,590.

Tom Chalfant said and as I mentioned yesterday, the council and commissioners, a few times of not taking pay increases when giving others, where we might be a little behind, and I would, you know, I'm not certainly in favor of the 61% but I could see going maybe a 10% pay increase for them. I think that's justifiable without making everybody else mad. And since I'm not going to probably be the only one who won't receive it, I feel more comfortable saying that then the rest of you. So, I'd be open to giving, like I said, 10% increase, especially for commissioners in anticipation of them doing a better job managing their resources.

David said what's your thinking on that? Anybody agree on that?

Beverly said I agree with it.

Missy said yeah, I can't go with these numbers that they wanted.

David said no, but the 10%.

Beverly said right, 10%.

Todd said that would be \$24,027.

David said I do have to agree with Tom on that. Over the years, several times, you've got to remember we're service oriented people. Don't always do it for the money, but you always want to keep it a good enough figure there to get good quality people in here too.

Missy said that's something you could work on year after year with everyone else.

David said what about council members, 10% also? Would that be in line?

Todd said I'd just leave it at the 8 just, it's already pretty much in line. That's my feeling.

Beverly said well you did say it was on the low side,

Todd said yeah, it is. There are a couple counties that run around 10 or 11, but there're also a couple at 5. I feel like these positions, my personal opinion, it's more of a calling. If people are running for it for the money, I mean, it's more of like a, you do it because you want to serve, and you get reimbursed for your, maybe your mileage and stuff. That's my opinion. If it becomes a level of pay, that just starts attracting people to run for it because they want the money. I think we don't get as good a quality of person as we get when it's more of a service. That's kind of how I feel about it.

David said okay. That's why we're here, for discussion. I don't have any problem with the 8% on county council.

Mike said I don't either.

Missy said I guess I'd like to see 10% just because we were talking about we're, we had fallen behind I think by comparing some of those. With that fact book. I think the council should go to 10% also.

Tom Kerns said I agree. If we're going to go 10% on the commissioners, I think we should go 10% on both. But once again, none of us do this for the money. So, it's kind of irrelevant.

David said so what's that figure out to, Todd?

Todd said \$10,035.

David said okay. Not much difference. Okay and the other is the overtime comp payout, \$12,000 and that's for the commissioners' employees. Then they have 5 employees I believe.

Todd said it looked like that added up to about 98 hours of overtime to me, for a year, not per person, total. And that seems probably okay. It's for 4 people I think? Is that what we're looking at?

David said I think it's 4 people.

Tom Chalfant said now are we still, I guess, does that bring up the discussion about flex time, do we allow people to flex? I mean, allow supervisors to tell somebody if they worked 3 hours the night before to take 3 hours the next day, is that what we're talking about?

Todd said they should always do that if they can to keep it at 40.

David said or you pay time and a half, one or the other.

Todd said right.

Tom Chalfant said I mean, is that even policy or is that just?

Laura said that's part of the change that it's going through.

Tom Chalfant said the handbook?

Laura said that wasn't in there to allow that.

Tom Chalfant said okay.

Beverly said that's the first I've heard it. I'm glad that's in there.

Laura said yeah, it was in that list that Gary sent out.

David said yeah, what was it, 8 items, 9 items?

Laura said uh huh.

David said okay. Those are three items for the commissioners' budget. Entertain a motion.

Danita said can you please address the county attorney to get paid out of the salary?

Laura said and building administrator. RCFFO custodians. Those are all salary.

Todd said yeah, those are all 8%, right?

David said yeah.

Danita said so, the attorney is not 8%? The account number is 318.

Todd said is it more hours or more per hour on that one? Is that a, explain how that works. Is that a?

Laura said it's a contract.

Todd said it's a contract for a certain number of hours?

Laura said not really, just whatever he's needed for.

Todd Chalfant said yeah, he's the attorney for the council, commission, drainage board.

David said yeah, drainage board.

Tom Chalfant said he does those 3 functions.

Todd said I see.

David said but on the other hand too though, if he has special projects, he can bill accordingly.

Tom Chalfant said right. And he usually refers us to specialized attorneys and insurance litigation stuff.

David said so what's your wishes on the attorney?

Missy said since he can bill for special projects, I think an 8% increase there.

Tom Chalfant said you have a pretty big increase.

David said the way I have it now is the commissioners, council, 10% increase of time at, presented \$12,000, and everybody else an 8% in that category.

Tom Chalfant said we had some disagreement on the council at 10%.

Todd said well it's a \$200.00 difference.

Tom Chalfant said so is the attorney at \$33,475 8%, is that right?

Todd said \$33,474 is what I came up with. Is that wrong?

Tom Chalfant said 60 cents, or it's 75.

Todd said oh, I'm sorry. Yeah, 475.

David said okay. Anybody want to make a motion?

Missy said I know there're a lot of times, as you all know in those positions but, you want to compensate people fairly. I know the budget committee worked very hard on this.

David said anybody want to make a motion?

Missy said motion to approve.

David said I'll read this off again. In the commissioners' budget as presented increases for commissioners at 10%, council members at 10%, overtime comp payout at \$12,000, attorney at 8% and all other employees at 8% that report to the commissioners.

Beverly said second the motion.

David said okay. Motion has been first and second, all in favor?

All aye votes. Motion carried.

David said okay. Let's go into Circuit Court. Pretty much straight forward. 8% and the overtime and comp payout is at \$8,700.

Beverly made motion to approve. Missy seconded the motion. All aye votes. Motion carried.

David said It's been questioned about the overtime comp payout, additional for the clerk of the Superior Court of \$5,100.00.

Todd said both of these look like about a 100 hours each to me. So, they both, even though the dollars are different, look like about the same roughly. It doesn't seem out of line to me.

David said okay. Entertain a motion to approve the overtime for the clerk of superior court at \$5,100.

Beverly made motion to approve. Todd seconded the motion. All aye votes. Motion carried.

David said now let's go to the assessor.

Beverly said it probably is at 8% because there's \$2,500.00 added on over and above. First you do, first 8% off of last year's figure I think, and then because of the level 3, it's \$2,500.00.

Tom Chalfant said that's from the state?

Beverly said that's from the state.

Tom Chalfant said because the state doesn't pay it.

Beverly said correct.

David said in the last year's, that \$49,777, wasn't the 2500 included in that?

Beverly said to the best of my knowledge, it probably was.

Tom Chalfant said we sort of figured that in the salary as part of the package.

Beverly said yes.

Danita said 2500 comes off then add 8%.

Beverly said right.

David said so, what was his total last year?

Tom Chalfant said wasn't it the \$49,777?

Beverly said minus, yeah, then you take 2,500 off of that.

David said so, what was the?

Beverly said we're trying to bring it up.

Tom Chalfant said we're trying, I mean, that's what he got paid last year. If we give him 8% more this year, it would be, but you're giving him 8% and then, plus \$2500?

Beverly said right.

Tom Chalfant said which is a change from last year?

Beverly said it might be.

Tom Kerns said the 2500 has been figured in for years. That's several years ago.

Tom Chalfant said yeah, so, if we want to keep him in line with everybody else, we agree to 8%, we want to give him more.

Laura said the state requires us to do a base salary and then figure the 2500 on top of the base. So, you need to figure out what you want the base to be and then the 2500 would be added to that. And we have to put that amount in the salary ordinance because we have to pay what it says, right.

Tom Chalfant said if we want to give him an 8% pay raise, we would add 8% to \$49,777 and then you guys massage it however it needs to be.

Laura said the \$49,777 includes the 2500. Am I right?

Beverly said yes.

Laura said yes, so, it's already included in that 49. So, basically if you go 49, plus 8% plus 2500, he's getting the 2500 twice. Do you see what I'm saying?

David said that's why I question it.

Tom Kerns said isn't there additional in the other line also?

Laura said I don't think it, does anybody have the level 1 and 2?

Beverly said we discussed this because I want to, he has been, his, he's being paid the same as the recorder on his regular pay. But then we need to add the 2500 over what the recorder gets. That's how we were figuring the various offices to make it somewhat even. Because we had discussed this and Mike, I know you were in the meetings as well. And well, I'm not going to fight an old battle, but the assessor has been shorted for a lot of years, since they have required the level threes.

Tom Chalfant said but always in the past we've apparently not agreed with that argument, paid him more than all the others, elected officials. We've always kept him just a little bit under the auditor, however the hierarchy we thought was because he manages 3 people, his office.

David said well, to stay consistent to what we've done in the past is he should be right around 53,552. That's with the \$2500.

Tom Chalfant said that would be an 8% pay increase over his pay last year.

Beverly said does that make him then, even with the recorder?

David said let's see. I'm not sure what we're.

Laura said did you say that 53 includes the 2500?

David said it does. Actually, it would be about \$800.00 more than the recorder. I'm not sure why they're comparing the recorder.

Tom Chalfant said like a comparable sized office to just to compare, different, number of people involved is similar.

Beverly said and I'm going to say it this one last time, and that is, it's one office you are required to get the education that is required by the state on that, which requires 7 classes that are college level classes.

David said and the county pays for all of that. Is that correct?

Beverly said they pay for it.

David said yeah. Plus, they give him \$2,500.00 additional once they receive that. Is that right?

Beverly said I guess. Yes, I mean, over and above, yes.

David said what's your wishes on this? We've got two items, the elected official and the overtime.

Tom Chalfant said I guess I would give him 8%, the same as everybody else.

David said okay.

Todd said I think it's not out of line.

Tom Chalfant said and well, I guess I have a question. Well, are we done with, because the chief deputy, is that, the chief deputy was at 34, and then the second deputy was 34.5. Does that have anything to do with you know, family, hiring families or some kind of reason?

Beverly said nepotism.

Tom Chalfant said yeah, is there nepotism or something because why is the second deputy making more than the first deputy? Is she trained?

Tom Kerns said I think it's lower because normally, the second deputy is required a level 2, so that level 2 has been subtracted out of what the salary is supposed to be if I'm not mistaken.

Beverly said none of the deputies have any of the levels.

Tom Kerns said right. But, with that subtracted out, it shouldn't still be lower than the second deputy. Am I right about that? There's a stipend to be added to that is they would achieve it.

Beverly said at their levels.

Tom Kerns said yeah.

Laura said they're working on them now, their levels, is what George told me.

Beverly said there were some previously, but they didn't seek any credit for it. They're required to obtain 42 hours of continuing education and they didn't get that.

Tom Chalfant said and they don't carry it forward if they don't?

Beverly said right. Level three, level three, they, works the same way with the exception of the college classes, you never have to retake those, the ones that have to do with local assessing. Level 1 and 2 you have to have 42 hours a year continuing, or every two years.

Todd said so this is a case where we've got two line items, 11214 and 11215, both have the same account descriptions and have two different dollar amounts. Is that normal? I mean. Am I missing something there?

Tom Kerns said what's the stipend for level 2? Do you know what it is?

Beverly said \$500.00.

Tom Kerns said level 2 is 500?

Beverly said 500.

Tom Kerns said what's for level 1? Not sure they've got one.

Beverly said there's not one I don't believe.

Todd said so is that what the difference is?

Danita said this is the two separate deputies. One is at \$34,544 and the other one is at \$34,000 So, there's your \$500.00 difference. Where they're requesting this year, not sure why they have them different.

Todd said because none of them, they're all equal as far as what they have, as far as levels.

Danita said none of them have any levels right now.

Todd said yeah, so they should all be, shouldn't be any.

Todd Kerns said the same thing, the chief deputy, is that required to have a level two?

Beverly said no, not by the state.

Tom Kerns said that's what I was questioning,

David said so, both 2nd deputies probably should be \$37,000 for the 2025 budget. Is that correct?

Todd said it should be \$36,777 I think.

Tom Chalfant said the 8%?

Todd said yeah.

David said okay.

Tom Kerns said then if they get their level, they'll increase by 500 if they get their

Todd said right.

David said 36 what Todd?

Todd said 777.

David said okay.

Todd said I had the same number as you did as far as like an 8% and \$2500.00 add, minus a few bucks when you were talking about the top line.

David said \$53,560.

Tom Chalfant said buy one second deputy has a level two and one doesn't?

Todd said no.

Beverly said neither one does. However, George did mention the other day that one will be taking the test and if passing, for a level two. I don't know what happens then. I don't know if they'll have to wait another additional year or what happens.

Laura said we can amend to add it once they get it.

Beverly said well that would be fine. I mean as long as they can, you know.

Laura said yeah, we can do it just not for electives, but we can do it for deputies.

David said okay. And the chief deputy, what number are we looking at that?

Todd said I'm not sure that I would, my thought is the same, the \$36,777 for all three of those lines. 11201, 214 and 215. Based off of last year's budget and that no levels have been achieved, that's the number I come.

Tom Kerns said the chief deputy would have more responsibility though.

Todd said do they though? But if we've budgeted in the past for these same.

Beverly said yeah, they have to act as assessor.

Tom Kerns said every other department, the chief deputy is a step up.

Beverly said chief deputy is paid more than the other two deputies. And to be equal with, let's say for instance, the recorder, as I mentioned before would be the \$39,640.

Tom Kerns said and if they would actually, if they'd get their accreditation, they would go up to 40040, because they would get a \$500.00 stipend.

Tom Chalfant said it would be \$37,200 wouldn't it?

Tom Kerns said with the chief deputy if we left it at the \$39,640.

Tom Chalfant said okay, that's a big, how much an increase is that?

Tom Kerns said it's a huge increase.

Todd said well it's not only the 8% but it's also an increase based off of saying the chief deputy.

Tom Kerns said I don't understand why the chief deputy would be below the second deputy. That doesn't make any sense.

Laura said George told me that he wasn't paying her as chief because she hadn't received her levels so she wasn't able to act as a chief without having those levels. That's what he explained to me.

Todd said so in that sense, they should be the same until something happens from a status standpoint, then we could amend it.

Laura said yeah. He could come back and ask and then we could amend it. I mean, if, it's whatever you guys want to do. I'm just explaining what he explained to me why it's the way it is.

Tom Kerns said he mentioned that the last time he was in here that he technically didn't have a chief deputy because they did not have the credentials.

Laura said right.

Tom Kerns said that's why I was asking if it was a state requirement or a requirement.

David said so, basically, we're back to an 8% increase on everybody down through it.

Tom Kerns said well, to bring that one up to match all three of them the same.

David said right.

Tom Kerns said so basically, do we define it as a second deputy, and not define it as chief and set the pay as chief deputy so if somebody is put in that position, the pay is there.

Todd said that's a good point. We could add a new line and a third, second deputy at the same rate and leave the chief deputy open and move later is that what you're saying?

Tom Kerns said yes. Leave that open with.

Todd said next year if it hasn't changed.

Danita said is that giving him another position to open?

David said I think the theory was that we would.

Laura said he had come to the commissioners to change that chief deputy to first deputy because of them not having the qualifications of a chief and then it was kind of a mixed-up mess and he just decided to leave it alone, just pay them the way he was until they get their levels. That's what my understanding was, just by what he's told me.

Missy said why is it, in 2024, why was the second deputy making you know, almost \$500.00 more than the chief and the other second deputy?

Laura said I didn't realize it was that way.

David said did last year one of them have a level? Did that position turned over or something? Is that what happened?

Missy said did they get their credits in?

Tom Kerns said the ones that had that accreditation should have been making \$500.00 more than the others.

David said okay. I guess what we've got is just an 8% down the line and the overtime is \$4,800. Is that a reasonable number?

Todd said it looks good to me.

Tom Kerns said I still think the other three positions, instead of 8%, should be the same so the \$36,777 all three of them would be the same then I guess you just come in for adjustment if somebody gets their accreditation.

David said I agree.

Tom Kerns said but even that adjustment might also include in addition to \$500 a job description adjustment too if they become chief deputy also.

David said okay. I need a motion to.

Todd said just to be clear, I'm going to state it, okay?

David said okay.

Todd said I make a motion that the salaries and overtime be at \$53,559 for line 11100, \$36,777 for lines 11201 through lines 11215, and as stated, \$4,800.00 for 11309.

David said okay. Do I have a second?

Tom Kerns seconded the motion.

David said it's been moved and a second, we approve the assessor's budget as presented with 53,559 as elected official, three deputies at \$36,777, and then the overtime at \$4,800.00. All in favor?

Laura said can I just clarify for our knowledge, so we know how to put it in that 53,559, did that include or not include the \$2500?

David said it does, like we've done in the past.

Laura said because we have to do a base and then we have to add it and I just need to know how to process that.

David said okay. Next one I have is surveyor and drainage board.

Danita said some of the things they discussed, going part time employees, hourly rate,

Beverly said yeah, the hourly rate went up to 17.50 is what we recommended.

Laura said so will we vote on that at some time?

Tom Kerns said want to just make a motion on that right now?

David said let's do it right now, get it out of the way.

Tom Kerns said I'll move that all part-time employees go to \$17.50 an hour.

Mike seconded the motion.

David said it's been moved and a second that all part-time employees go to \$17.50 an hour. All in favor?

All aye votes. Motion carried.

David said okay, now to the surveyor and drainage board. Do the surveyor first.

Tom Chalfant said so the salary committee, is that 8%, right \$52,855?

David said I have \$52,934 as I show it. It's a 7.84% increase, and it's. The secretary, I show at 9.38% increase.

Laura said she's part-time. It went to 17.50 an hour.

Tom Chalfant said because that's 28 times 17.50 an hour. That's what that is.

David said okay.

Todd said so that \$52,855 should be \$52,934, just to make that correction?

David said right, for the surveyor.

Tom Kerns said for the drainage board, if we jump that up 8% it's \$8,395, is that right?

David said just want to go 8%? That's the commissioner.

Tom Chalfant said \$8,395.

Todd said is that like, work out to an even dollar amount per meeting or something? It doesn't matter.

Tom Chalfant said it probably started out that way at one time.

Todd said it isn't now.

David said let's go with the surveyor's first and then entertain a motion for the 8% and the 17.50, that's automatic, I assume.

Tom Chalfant made motion to approve. Todd seconded the motion. All aye votes. Motion carried.

David said now let's go to the drainage board. 8% increase for both and the board attorney on that one.

Danita said he is paid quarterly, paid quarterly amount. He's not paid each payroll. Now he's paid \$1400 a quarter.

Tom Chalfant said and 8% would be \$6,048 if we raise him 8% of \$,5600. So, that would be \$1,512 a quarter, which he gets that over and above his other money. I think his contract apparently is with council, commissioned for that said amount and drainage board he gets this much.

David said it would be \$1,512 a quarter. Is that what you're saying, Tom?

Tom Chalfant said uh huh. 8%.

David said have a motion?

Tom Chalfant made motion to approve. Beverly seconded the motion.

David said it's been moved and a second on the drainage board we give an 8% for the board and then the board attorney \$1,512. All in favor?

All aye votes. Motion carried.

David said let's go to area planning. Any questions there?

Todd said I guess this one the overtime is one that I would kind of take a look at because it's higher than what we've seen in other departments compared to the number of people. It looks like we paid out or we would pay out right now, when we looked at this at the end of July, we would be paying out \$1,600.00 of total comp time for that department. Correct?

David said that sounds right, yeah.

Tom Kerns said that's for one person?

Todd said yeah, it's one person. The other person is part time.

Tom Chalfant said she has meetings. Once a month there is an area plan meeting. Other than that, it would just be office overtime. Once a month she goes to an area plan meeting, 3 hours probably or so. But other than that, it's only going to be overtime in the office.

Tom Kerns said there're two meetings. She has to go to both.

Tom Chalfant said oh, BZA so, two, twice a month. You know, most of the time they meet twice a month she would have meetings, night meetings, so, 6 hours probably. That sound right.

David said well, cut that about half. I agree with you Tom but it's probably a little high.

Todd said it looks like maybe 32 hours overtime here. So, I don't, it seems high compared to the other departments. I'd like to just kind of lower it to like around \$2,000.00 and then if they need it, then we will learn from it.

Tom Chalfant said yeah, the first of the year, we'll just don't know.

Todd said yeah. So, I'm proposing \$2,000.00.

David said I need a motion for the executive director and the over time?

Mike said are we doing the secretary too?

David said I guess just need the executive director and overtime motion.

Laura said and the secretary. It's a new position.

David said okay. I thought we'd already added that in.

Laura said but it's for 2024, so yeah.

Todd said so, I would make the motion that we adjust the overtime to 2,000 and leave the

executive director and admin assistant as listed here with the 8% raise.

Tom Kerns said there's not an 8% raise in there, the assistant.

Tom Chalfant said that's what, they just hired her.

Laura said so you want both to have 8% up from their 2024?

Todd said yes, right.

Laura said okay, and you just made that right? You made the motion?

Todd said I made a motion.

Mike seconded the motion.

David said okay. It's been moved and seconded we approve the executive director and administrative assistant an 8% increase and the overtime at 2,000. All in favor?

All aye votes. Motion carried.

David said okay, down to the building commissioner.

Todd said is this legal item like all the others or is it just as needed, do you know? Is it a contract or is it a, on demand, kind of thing.

Danita said for legal services? That's Meeks, gets paid quarterly.

Tom Kerns said it's, is that Meeks or is it Jason?

Tom Chalfant said that's Jason, Jason Welch.

Tom Kerns said Jason Welch.

Danita said Jason gets paid out of Area Planning, \$500.00 a month. That legal services in building commission I believe is Meeks. It's \$390.00 a quarter.

Todd said so is it another one that we should treat the same way as we have the others? You know what I mean, to be consistent?

Tom Kerns said yes.

Todd said so, that wouldn't be an 8 percent increase? It's not shown on our report? \$1,685.

Todd said I move to approve the salaries and legal services at 8% increase and overtime at \$800.00 as shown.

Beverly seconded the motion. All aye votes. Motion carried.

Tom Kerns said back up a second. How is Jason paid out of Area Planning? Is he contract or is he paid hourly?

Danita said he gets paid \$500.00 a month, so it's contract.

Tom Kerns said so, should we raise his because he didn't get a raise. We skipped him in Area Planning in legal services.

Laura said is that paid through payroll or through claims?

Danita said no, it's through claims.

Laura said so, it's not a payroll.

Danita said not a payroll.

Tom Kerns said okay.

David said let's go down to the airport.

Tom Chalfant said so, his salary recommendation was an 8% increase?

David said no, his is 6%.

Todd said there's a correction remember, that we had to make. Does this incorporate that correction? I guess what I'm asking is, a year or so ago, I'd have to have my memory, we accidently increased that line item more than we intended, right? And did we adjust that back down that year to \$42,934?

Laura said we did.

Todd said so I would say to be consistent, we would do the 8% but we need to adjust that overtime. It's like 200 and some hours of overtime. I would rather they came and asked for it than used it. And I would suggest a 1,000 hours, or sorry, a \$1,000.00 there instead of \$6,750.

David said and what about the board? Better question, from a \$50.00 per meeting to \$75.00.

Todd said that seems fair to me. I mean, by the time you travel to a board meeting.

Tom Chalfant said it's not in payroll, it's a claim, right?

David said yeah, I believe they only get paid if they show up, is that correct?

Danita said that's correct. They get it through payroll.

David said so, I need a motion for the board, the airport manager and the overtime.

Todd said I propose, I make a motion that the should leave the board of aviation pay as shown at 4,500 for the budget, change the airport manager to an 8% raise, should be 46,368, and change the overtime line to \$1,000.00.

Tom Chalfant seconded the motion. All aye votes. Motion carried.

David said down to extension next. Two items, the office manager and the overtime.

Tom Kerns said that currently shows a 21 plus percent increase.

Tom Chalfant said this is an individual case. I mean, it's a calling for this woman so, probably given her more than an 8% raise. She's, yeah, she's done this for 30 some years, 35 years. So, have to rethink it then. I don't know, if salary.

Beverly said I know at one time, I thought at one time she was paid as a chief deputy out there, and I don't know if that's the same.

Tom Chalfant said yeah, I don't know.

Tom Kerns said but going to the other way, we're funding the position, not the person.

Tom Chalfant said right, yeah. When she leaves, you can't, yeah.

Tom Kerns said yeah, you've got to be a little careful with that.

David said what's your recommendation on the office manager?

Todd said so, 8% would be \$38,841. 10% would be \$39,560. If we feel it needs to be more than that.

Tom Chalfant said yeah, I think it need to be more than that. But like I say, when that changes, we need to recognize a new person in that job.

Todd said when we talked about overtime yesterday, I think there was not a lot of strong feeling about this number being a solid need. It was more of a, just an idea. And I think what you wanted to do was just, you know, set a number and then talk to us next year. And I think probably it's okay to reduce this to maybe half of what it currently is. Hopefully, that's enough.

Tom Chalfant said they come and give us updates anyway so, during her update, she can ask for more money.

David said so, you're recommending 10% then?

Todd said well that's what I've discussed. So, I will make a motion that we have the overtime at \$3,000 and the office manager position at a 10% raise, which is \$39,560.

Tom Kerns seconded the motion. All aye votes. Motion carried.

David said okay. Let's go to the auditor's office. Showing what looks like about 8% across the board. Overtime at \$7,500.

Todd said this overtime proposal is based off of, from discussion yesterday, off of calculation off of actual comp time pay, so I feel comfortable with this one as it stands. I would move to approve this as it's shown.

Tom Chalfant seconded the motion. All aye votes. Motion carried.

David said now the auditors plat book. We have overtime there.

Todd said who is this attached to? How does that work?

Laura said so, my GIS coordinator, she gets paid partially out of General, partially out of this plat book. We don't make enough in the plat book to pay her fully out of there. So, we just split that, try to take a little bit off of the General.

Todd said I move to approve this overtime budget as shown.

Beverly seconded the motion. All aye votes. Motion carried.

Missy said on that one, the GIS coordinator, why did that, why is that reduced?

Laura said they equal the same amount. You have to add the two funds.

Missy said okay.

David said let's go on to Veterans. Looks like the service officer is at 12.53% increase.

Tom Chalfant said I would think 8%.

David said 8%?

Tom Chalfant said that's what I would think.

Tom Kerns said they have a 35 hours also, just like the courthouse.

Laura said yes.

David said entertain a motion on the veterans.

Tom Chalfant said I move 8% raise.

Danita said so, the secretary, she is paid at the proposed amount of \$17.50 an hour, which is what part-time. I just want to make sure that's where we're looking at on the secretary line.

Laura said she is full time, right?

Danita said she is full time.

Laura said just clarifying that.

Tom Chalfant said she gets benefits?

Danita said right.

Todd said so, you're proposing that across the board, Tom?

Tom Chalfant said yeah, I think 8% raise for full time employees, so it would be 8% on, yeah, 17.50 times 8.

Todd said second.

David said it's been moved and a second that we, on the veterans' office we do the 8% increase on both the employees and 540 in overtime. All in favor?

All aye votes. Motion carried.

David we're going to take a break here.

David said okay, let's go ahead and reconvene. We'll start with the recorder's office. Okay, it looks like 8%, other than chief deputy is at 11%. Is that right?

Missy said is there a reason for that?

Todd said are you sure that's right?

David said that's not right.

Todd said I think it's 8.

David said I don't have a figure off here. Yeah, it's 8%.

Tom Kerns said I'll make a motion we approve the 8% plus the \$500.00 for overtime.

Mike seconded the motion. All aye votes. Motion carried.

David said okay. The just one is the Health. This is sort of all brand new to us this year because of the state funding. What are your wishes there?

Tom Kerns well you do not have an increase at all for the health officer. I don't think we should fall behind on, I think we should still do an increase there.

David said so you're recommending an 8% on that?

Tom Kerns said probably.

David said so that would be \$28,030, is that right?

Todd said yeah.

David said okay. Anything else?

Todd said we're just doing this page, right? 301. Are we looking at both 1159 and 1161?

David said probably should look at the whole thing since it's a, well 1159 is the county's portion. We probably should do it by county and then by state.

Todd said so, correct me, this column on the left, the 2025 requested by the, that's not our numbers, right, on those salaries?

Beverly said that's, it's not ours.

Danita said it didn't have any increase, they didn't provide it.

Todd said yes, it is. 8% for that second line for coordinator would be \$40,393.

Laura said can I just ask, you guys did a raise part, through the year and I believe the requested budget amount is the amount of what they're making currently, because that adopted 2024 was before you guys did that increase. Just so you clarify that. So, they're actually making what the adopted, what the requested budget amount is at this point.

Todd said so the 2024 is the original?

Laura said original before you did that increase.

Tom Kerns said but we didn't do an increase on the health officer then?

Laura said no, I don't think we did.

Todd said so we could adjust the health officer and leave the other one as it stands?

Tom Kerns said because then we're pretty substantial increases

Todd said is that also true on the second page then?

Laura said yes.

Todd said we knew we really went over last year because of the state's provision. And we have to be careful we know because that could be, that rug could be pulled out from under us. It will be. And my thought is, you know, we leave these numbers as they were, don't increase them at all, except for that health officer.

David said okay.

Tom Kerns said the overtime \$1,000.00 there, is that for one person or two?

David said it's so small I think.

Danita said it's just for one. The health officer doesn't get overtime.

Tom Kerns said oh, that's right, yeah.

Laura said and they also have overtime on the next page.

Todd said well the numbers aren't out of line compared to what others that we've seen for other departments for the overtime. For the number of people. So, I think I would still be, are we ready to make a motion?

David said 1159.

Todd said I'll make a motion that we increase the health office to \$28,030 and leave the overtime at \$1,000 and the coordinator at the current level.

David said do I have a second?

Beverly seconded the motion.

Missy said I can't, I kind of have some issues with that, just the fact that he's not here. He's living in Lafayette.

Tom Kerns said let me say again, we fund the position, not the person that's in it.

David said and I have talked with the state health officer and it's okay. He can do that. I don't understand that but she said it was okay. So, I've got a motion on the floor for 8%, health officer increase, overtime at \$1,000 and then the coordinator to 2025 requested budget.

Tom Kerns said where's the health officer in other counties, where do you look it up?

David said they're all in here.

Todd said last year they had their own book. Remember?

Laura said from the state. Yeah, it was from the state.

Todd said all the county health officers, and all the other physicians. And we looked at that year they were comparable. So, it shouldn't have gone the wrong direction. If anything, it could have gone up. I just don't know where that book came from. We didn't get one this year.

David said I still have a motion on the floor for the 8% for health officer, coordinator 2025 requested budget and the overtime at \$1,000.

Laura said we have already seconded. We have a motion on the second.

David said okay. I'm sorry. It's been moved and seconded that we approve the health 1159 account of the health officer and 8% increase to \$28,030, the coordinator, 2025 requested budget and then the overtime at \$1,000. All in favor?

6 aye votes.

David said all opposed?

Missy said aye.

David said 6 to 1. Okay. Let's go to 1161. This is the local public health services. And this is what the state is supplying the county this year and I believe next year, 2025 and 2026 budgets.

Tom Kerns made motion to approve as submitted. Todd seconded the motion. All aye votes. Motion carried.

David said let's go to the treasurer's office. Looks like 8% and then \$5,000 overtime. They don't normally have a lot of overtime. I know they hire a lot of part time during the peak season.

Todd said so it would be about 80 hours of overtime.

David said what's your recommendation on that 2,000 or a 1,000?

Todd said I would make a motion that we, they have 8% as proposed with a \$2,000.00 overtime allowance.

Tom Kerns seconded the motion.

David said it's been moved and seconded on the treasurer's, the employees at 8% increase and the overtime at \$2,000. All in favor?

All aye votes. Motion carried.

David said let's go to the coroner. Reviewing the population-wise for, there're what, 9 counties that we're in with, the proposed salary is extremely high. So, I would take any recommendations on that.

Tom Chalfant said these emergency services are sort of quirky. I mean, it's hard to, depending if there're no murders or no deaths or anything, yeah, it's, they're on call, but it's sort of a, how you balance it

David said well there're a lot of counties that are population-wise, there are 12, 16,000, 17,000, even the population of higher, one step up are only in the 19,000, 20,000 range.

Todd said anybody have a sense for how many hours a week this is? This one, as far as the variabilities, probably has the widest range from county to county. Seems like nobody really knows what to pay.

Beverly said you're, basically, on call 24/7.

Mike said and who else do you get to do it?

Beverly said and we have an aging population in Randolph County. I don't know how else to.

Tom Chalfant well he doesn't get called when somebody dies at the nursing home. It's an accident or a murder right, a crime or an accident.

Beverly said or a death at home that may be.

Mike said if someone dies at home.

Tom Chalfant said die at home. Those three situations.

David said whatever you guys wish.

Todd said I appreciate what we discussed yesterday, but look at the, at the data, you know, that we're given. At that rate, there is no county even you know, at that rate until you get all the way up into one county that has a population about twice our size. They have \$41,000. But there's, almost every other one is the teens and 20s. I'd like to do something more, but not quite what we've got here on this sheet. There is a county here that's got \$27,850 that's near our size. We could kind of go around that number I think.

Tom Chalfant said where's the 8% of that take us from the 22?

Todd said it doesn't do much.

David said \$24,689.

Tom Kerns said that's the second highest in that category doesn't it?

Todd said it does.

Mike said should we just do an 8%?

Tom Kerns said I'll make a motion we go 8% on four positions.

Mike seconded. All aye votes. Motion carried.

David said okay. Let's go to EMS. You heard the commitment yesterday that Brad gave to us. What are your wishes on this?

Tom Kerns said how many years have we had the ambulance over there in their building?

Tom Chalfant said in Farmland?

Tom Kerns said in Farmland.

Tom Chalfant said maybe a year and a half or 2 years.

Laura said yeah, I think this is our second year.

Tom Kerns said this is the second year and the whole time we've been there it's been at 16 hours?

Laura said uh huh.

Tom Kerns said and see if I'm wrong, when we had this original discussion, we were operating two, two here in Winchester, and we were going to switch to only operate 1 here in Winchester and 1 there and wasn't even talking about a personnel increase when this was all proposed, put together. But now it's.

Tom Chalfant said yeah, this came about because Union, we weren't covering Union Township.

Tom Kerns said right.

Tom Chalfant said so, we tried to cover them better, because Culberson's left, so, yeah.

Tom Kerns said but it sounds like we were under different administrative personnel.

Tom Chalfant said yeah Diana, Duane, yeah.

Tom Kerns said Duane covered the second ambulance, which the administrator stayed here, so

we were really not using the coverage of the second ambulance during the day for here or for there. Just discussion trying to figure out where we can, where we're at, what we need.

David said so what's everybody's wishes here?

Todd said just to remind what we talked about yesterday on the adopted budget for 24, \$1,127,169 we had receipts from services of \$700,000 which left us really at an expense of \$400,000 to provide those services to the county, right, because some of it is paid insurance, private individuals.

David said but we only received \$400,000 of that 700.

Todd said is that?

Tom Kerns said the 400,000 is what we've received today for this year, so far.

David said right.

Tom Kerns said the 7 is what we did receive last year.

Todd said yeah, Danita gave us two numbers. She gave us what we received through Aug.

David said oh, alright.

Tom Chalfant said about 62 cents on the dollar something like that, what it cost us, we get 62 cents back. And we still, and we outsource, that's not covering the whole county, we outsource Greene Township and what else. I forget what else.

David said you mean for service?

Tom Chalfant said yeah, services.

David said Union City.

Tom Chalfant said I think Ward, not Ward, but Jackson and Wayne. Greene. 25,000 people. Maybe we should contract the whole county.

David said they don't have many runs over in the Union City area.

Tom Kerns said we need to fund at least part of those over there and then you could cover the other with part time, like you've been covering with part time now. Could we split it up some way? Currently, we're only covering two shifts. And the other shifts are getting covered by other departments.

David said I don't think our budget could stand 6 new additional employees in the EMS.

Tom Chalfant said it's hard to back up once you start.

David said what are you wishes?

Todd said well, how do we calculate proposed increase of certain number of people? Do we divide this by however many are currently in it and then work our way back up? Like this \$670,616, that's how many people is that?

David said we were told six yesterday.

Todd said because we were going to double it, right? Double the count.

Tom Kerns said that seems like high for six people.

Mike said it does.

David said how many people are those Brad, in their \$670,000 budget?

Brad Mullen said that's for the six full time we have right now.

David said but that doesn't include part time, right?

Brad Mullen said yeah.

Tom Kerns said does that include the fringes in that or is that's just straight? At the 20.

David said yeah, that doesn't seem right does it?

Todd said that's a \$112,000 each. Seems high.

Tom Kerns said we're paying what, 20,6?

Todd said do we have 6, that we're budgeted for more than 6?

Tom Kerns said I'm trying to think of hourly, we have an hourly rate What's the hourly rate for, is it around \$26.00?

Danita said hourly rate for the, well they have three different ones. Paramedics are at EMT 24.08.

Tom Kerns said that's.

Danita said that's the highest one. EMTs are \$22.64 and the basics are at \$20.99.

Todd said the highest rate, that's 27,942 hours divided by \$20.40. That's 13.5 people.

David said they're on 48-hour, isn't it Brad?

Brad Mullen said two 24-hour shifts.

Todd said 48 hour.

Tom Kerns said so there's 8 hours automatic overtime in this, per week.

David said per week.

Todd said I hate to just do this like this.

Tom Kerns said what's it cost for one 8-hour shift?

Todd said they currently receive time and a half for those 8 hours?

Brad Mullen said they get overtime right after the 40 hours and get 16 hours each pay.

David said it's still most of them around I think between 57 to 65,000 a year for, something doesn't, still doesn't seem right.

Todd said so, that would be about \$65,000 at 48 hours every week, time and a half on the 8 hours. So, 670 has got more than 6 people on it because.

David said it doesn't represent, it represents what more than what 6 people are.

Tom Kerns said well we should probably start by taking those hourly rates, and if we're going to give them an 8% raise or what we're going to do to begin with, and then figure from there with the positions.

Todd said right.

David said just 8% on top. It would be about \$26.00 an hour with an 8% raise.

Todd said I think we've got 10 people budgeted in the number, in that full time EMS.

David said it would make more.

Tom Kerns said yeah, that sounds about right.

Todd said so, I think the recommended budgets is maybe a little bit, well, a lot higher than it really should be because the budget that he started from to make that calculation which he thought was for 6 people, but it's really for 10.

Tom Kerns said what would the rate be for that you figure them?

Danita said at the 8%?

Tom Kerns said at the 8%.

Danita said the full-time paramedics would be \$26.01. Advanced would be \$24.45. And then the basic would be \$22.67.

Todd said so what kind of a mix of people do we have in the crew, I mean this full-time EMS. Are they all at one level?

Danita said I don't know.

Brad Mullen said I have 3 full-time paramedics, 2 advanced and then 2 basic.

Tom Kerns said you basically want a, you don't have them now, but a full-time on every shift, paramedic on every shift?

Brad Mullen said we currently have one in Winchester and one in Farmland, so they're both covered.

Tom Kerns said for every shift?

Brad Mullen said yes.

Tom Kerns said so, we would be, if we're looking at the shifts, that would, well start out, the \$26.01 with the 48 hours a week, what's the total salary per year, with overtime?

Danita said \$64,920.

Tom Kerns said so we're wanting to cover 6 shifts.

Danita said for the advanced would be \$61,027.

Tom Kerns said \$61,027?

Danita said and then the basic would be \$56,585.

Tom Kerns said even if we put everybody at the paramedic level of the budget, we're only talking about \$779,000 at 12 people.

Todd said I came up with the most expensive person at 48 hours a week being about \$69,000 and some change. I'm not sure you're including the half time for those 8 hours.

Danita said well that doesn't include overtime for anything over 48 we didn't.

Todd said oh because it's built into the second line under overtime?

Danita said no, they get paid overtime through the full-time line. They don't have a separate line to get paid overtime out of.

Todd said currently. In the future, it will be different than that?

Danita said no, their comp line where the \$15,200, that is for the director and the assistant director. The EMTs and the paramedics, their overtime gets paid out of their full time EMS line.

Todd said okay. Alright.

Tom Kerns said so, on this paramedic, the \$64,000, does that include 8 hours over time on the 48 hours or it does not, since they work 48 hours a week?

Danita said I just took 26.01 times 48.

Tom Kerns said okay.

Todd said I think it just doesn't include the half time.

Tom Kerns said is just doesn't include the half time.

Todd it's about \$4,000.00.

Tom Kerns said which is about 4,000, with is about 49, or 69. Okay. Roughly.

Todd said yeah. So, if you if you had 69, if they were all at that level and you had 12, \$828,000.00 would be the worst case, or highest possible case, right?

Tom Kerns said right.

Todd said so it's not as bad as I thought. And if there is some additional income as a result of those night runs, which is most of the ambulance runs are going to be, you would think, at night, I don't know, maybe not most, but. So, we're proposing an 8%, I mean that's what we're probably going to make a motion for, right?

Tom Kerns said right. I'll make a motion for an 8% increase in pay and for 12 positions. I guess we've got to come up with a number, 6 positions as a paramedic, 3 and 3. Three advanced and 3, does that sound about right?

Brad Mullen said yes.

Tom Kerns said I'd obviously like to do 6 advanced, but 6 and 6. Maybe if they found 6, we could do it at 8% increase, 6 paramedics, 4 advanced and 2 basic EMTs. You'll probably always want to have some basics. Back and forth in that industry.

David said so what type of dollars total?

Tom Kerns said close to 800. So, we're only, you know, it's not a huge increase.

David said wonder where the 670 came from?

Tom Kerns said well I think we had more than 6 positions, because or that many positions funded in that before, because we had a one time, we just didn't have them hired, because we always had trouble getting full time. I don't know what was listed. Do you have any direction in any of that?

Danita said I don't.

Tom Kerns said I think when Duane was there, I think we had more than, because we talked about at that time, having two full-time crews there 24. So, we would have had to have had more anyway. We never have had actually the staff that I think in the past that we had more positions.

David said it would be nice to know, huh? Pretty close how many dollars we'd need there.

Tom Kerns said well, we can figure that.

David said I think we need to.

Todd said I think you're at 828, you're a little over.

Tom Kerns said yeah, we are.

Todd said because of the difference of pay rate between the advanced and basic. Should we, would it be a good idea, why don't, is there a reason we don't break this out like we do other positions where, like the sheriff's office for example, so we can actually see the number of people? Is it just because we haven't before or is there?

Danita said they are an hourly rate, they get paid by the hour. It would be hard to put in.

Todd said because some are part time, some are?

Danita said right. It would be hard to set the amount.

Todd said so it needs to be a pool.

Danita said right, same with the highway department.

David said based on 52 weeks?

Todd said that's what I did. So, I had roughly a range between 61,000 and 69,000 depending on level.

Tom Kerns said take the position, just multiply the number.

Todd said how many, you said 2 of the, I can't remember what you said.

Tom Kerns said I said 6, 4 and 2.

Todd said 6, 4 and 2. 6 advanced, 4 whatever the middle is.

Tom Kerns said 6 paramedics, 4 advanced and 2 basics.

Todd said okay, I've got the bottom and top one. 66 is what I came up with, rounding, for the middle position. I came up with right at \$800,000.00. Should we just go with the round number?

Tom Kerns said yeah because there's a chance that.

David said so, you're recommending \$800,000 for their full time EMS line? Is that okay with everybody?

Tom Kerns said and he would probably have trouble staffing all 6 full-time positions, 12 full-time positions, you'll probably end up using part time for part of that?

Brad Mullen said there might be two shifts.

Todd said so, that was 6, I'm sorry, what are the names, what are the titles again, paramedics again?

Brad Mullen said advanced, EMT, and basic EMT.

Todd said so, 6 paramedics, 4 advanced and 2 basic, that's 12 positions for that. I mean 12 full position, if you figure all full-time people at 48 hours a week, 52 weeks a year, on line 11302, that would be \$800,000.00. And then we've already, so the motion is for an 8% increase in all the rates, \$800,000 on that 11302 line, which incorporates that, and at overtime at what it's stated.

Tom Kerns said question on how it's paid out. I don't know how you guys work, since you guys are both paramedics, director and assistant director.

Brad Mullen said I am not.

Tom Kerns said oh, you're not. Okay, the assistant is, and since he's got a salary and so you guys work 40 hours a week in the office.

Brad Mullen said he is still working 2 24-hour shifts. And then helping out in the office as the assistant director. And then I work 1 24-hour shift and 2 8-hour shifts to get my 40.

Tom Kerns said okay. So, if he picks up another, I mean, does he ever work another shift?

Brad Mullen said we offer it to the part-timers first. And if they don't take it, me and him split it. If he takes one then I take the next shift.

Tom Kerns said and then that goes over in the overtime line then?

Brad Mullen said yes.

Tom Kerns said just trying to figure out how that all worked together.

David said okay. So, I've got a motion on the floor for all employees an 8%, the full-time EMS, account number 11302 at 800,000, the overtime to remain at \$15,216, and then I assume the part-time EMS 8% also?

Todd said yes.

David said okay. Do I have a second?

Beverly seconded the motion.

Tom Chalfant said do we have a total what that is? A total amount?

David said \$800,000.

Todd said are you talking about line 11302, we have a total, but the others are just whatever that is times 8%.

Tom Chalfant said well that's what I was wondering where we're going to be on the bottom line.

David said Danita will have to adjust.

Todd said should add about 140,000 to the bottom line.

Tom Kerns said the biggest

Danita said so, if you subtract 800,000 from the 1.3 million it's 451,000, will reduce that total, whatever that is.

David said is that what you wanted, Tom?

Tom Chalfant said yeah.

David said okay. It's been moved and second. All in favor?

All aye votes. Motion carried.

David said okay. On to the sheriffs. Start with the sheriff's department first. Recommend an 8% increase across the board.

Tom Kerns said we didn't do an 8% for the sheriff. We did the same as the deputy, so we took it to \$114,250 is what we came up with yesterday.

David said \$114,250, right?

Tom Kerns said yeah.

David said yep. We have an overtime on that too.

Todd said so, one thing we needed to remember that in the overtime, that it should be \$168,000.

Tom Chalfant said switched them, yeah.

David said so, what's the wished on this total budget? I guess the one thing in question is the overtime.

Todd said I sort of beat this to death with my over-analysis or whatever, but I, my concern was that so much of it was just to cover holiday. But if this is the direction we're going to go, I think we just, that's a calculated number, and I can see leaving it as it stands and just seeing how this actually works out the first year. That's the only thing I can say, because it's extremely expensive to cover those holidays maybe we'll find out.

David said okay. Is that a recommendation, Todd, for the whole?

Todd said it's the thing I didn't like, but I will, just the wrong person to make the motion, but I will go ahead and do it, because I feel like it's as close as we could come. And so, I will make a motion of 8% raise with the exception of the elected official which was calculated at \$114,250 and overtime as it's shown at \$168,657.

David said okay. I've got a motion. Do I have a second?

Beverly seconded the motion.

David said it's been moved and seconded we approve the sheriff's budget for the elected official at \$114,250, the employees at 8% and the overtime at \$168,657. All in favor?

All aye votes. Motion carried.

David said next, we have the jail. 8% on all the employees and overtime at \$125,652.

Todd said and we did talk about the correction to the jailer supervisor position, right? So, that's

\$46,456.

David said right. It goes to the 8%. What was shown on our worksheet was 15 ½ percent, but it's an 8%. Should be an 8%.

Todd said I make the same motion, that we go with the 8% increase, with the correction to the jailer supervisor position, and the overtime as calculated as \$125,652,

David said do I have a second?

Mike seconded the motion.

David said it's been moved and a second, we approve the jail employees at 8% increase, the correction to the jailer supervision position, and the overtime at \$125,652. All in favor?

All aye votes. Motion carried.

David said okay, that's it on the sheriff department. Let's go to Superior Court.

Todd said I think on this one that the overtime should be basically the same as the other Courts, somewhere in that range.

David said that's \$5,000 wasn't it?

Todd said yeah. It was \$5,000 for Judge Toney's court. It was a little bit more for probation.

David said you're recommending \$5,000?

Todd said yes.

David said okay. The correction for the court reporter and bailiff should be \$43,030?

Todd said that's if we make that position the same as the jailer's, is that correct or no?

Tom Kerns said no, that's just 8%.

David said 8%.

Todd said sorry, that's right, we had not put enough in there. I make a motion that we have an 8% increase for the salaries for the three paid positions and overtime budget line item at \$5,000.00. That's my motion.

Tom Kerns seconded.

David said it's been moved and a second for the superior court that we give an 8% raise to the employees and the overtime comp payout of 5,000. All in favor?

All aye votes. Motion carried.

David said E911.

Tom Kerns said I recommend on that one we go, I'll make a motion that we go 8% and then since this is just the emergency management side, probably most of the overtime comes out of the 911 side, we just take the overtime down to \$1,500.00.

Todd seconded the motion. All aye votes. Motion carried.

David said okay, public safety. And the recommendation is 8% for the employees and then the overtime.

Todd said I feel like Chris explained that this is a worst case, and I'd rather not budget for worst case personally.

David said okay.

Todd said and so, I would like to propose a motion that we increase all the staff at 8% and that we allow overtime of \$40,000.00. If he needs more than that, he can talk to us.

David said okay. Do I have a second?

Beverly seconded the motion.

All aye votes. Motion carried.

David said okay. Next item we have is the 911 fund. 8% proposed for the employees and the overtime.

Todd said I have a similar motion I'd like to make on this that we have an 8% increase as proposed with a reduction on the overtime allowance to \$20,000.00.

Mike seconded the motion.

All aye votes. Motion carried.

David said now we'll do the courthouse. Got 8% and then the overtime.

Tom Chalfant made a motion to approve. Todd seconded the motion.

All aye votes. Motion carried.

David said okay next is community corrections we got an overtime payout of \$3,000 out of project income and \$5,000 out of their community correction grant.

Todd said how many people is this for?

Danita said three.

Todd said three people.

Tom Kerns said is that an 8% increase in that or do you know what the increase is since we don't have the?

Danita said I would have to look at the salary committee's recommendation because they're grouped together and paid out of one appropriation line.

Tom Kerns said right. Why don't we just go that way? Just go with an 8% increase?

Danita said they have a scale and so, we have to take the base rate and figure out where we to with 8%, we can calculate that.

David said they have a three-level scale.

Danita said yes.

David said on the community corrections though, that's their grant dollars. They've got to match that number, is that correct?

Danita said they don't have to match it, no.

David said well I mean, what they turn into the state, we have to make sure we have the correct numbers for.

Danita said on their grant fund, they only get the amount of money that they budget.

David said right.

Todd said could we take the overtime out of the 1122 account and just leave it in the 9001 account? Is that allowed? Does that work?

Danita said what they do is if they are running out of their money in their payroll line in their grant at the end of the year, then it switches over then they'll be finished paid out at the end of the year out of their project income. So, if they have overtime at the end of the year, they're going to need an overtime line in the 1122 line. So, I would recommend leaving that in there in case something would happen towards the end of the year where they have overtime.

Todd said okay.

David said okay, let's go to the community corrections project income line. I'm hearing 8%

increase and leaving maybe the overtime, as it, or reducing?

Tom Kerns said well if we go 8% increase and I don't know what they put in here, the extra would just automatically go to project income because the line in the grant, the grant is a set amount. So, if there was any addition or subtraction from what they asked for would all have to come out of project income, is that correct?

Danita said correct.

Tom Kerns said so the project income really is what we need to go 8%, which would affect the project income, because I don't, we don't have anything to compare it to, so I don't know what their raises

David said okay. So, I guess I need a motion for whatever.

Tom Kerns said I'll make a motion that we give them 8% raises. The overtime stays as they presented it, however that fits into their project income. That would be through their project income salary.

David said okay, do I have a second?

Beverly seconded the motion.

All aye votes. Motion carried.

David said do we have to approve the grant itself through our budget process?

Danita said yes.

David said okay. Because I know we approved, don't we approve, don't we sign off yearly on a grant that they bring to us?

Danita said yeah, but this is still in their budget.

David said okay. Entertain a motion on community corrections grant budget.

Tom Kerns said I'll make the motion we approve the community corrections grant budget. Once again, the salaries being an 8% increase in salaries, knowing that if it goes overage it will be switched to project income.

Todd seconded the motion.

David said it's been moved and a second, we approve the community corrections grant as presented. All in favor?

All aye votes. Motion carried.

David said down to highway. Going to 1173, is there anything there? Not really. 1176 for all the, okay, 8% raise, it looks like. And overtime at \$10,000.

Todd said and Danita, you're saying that overtime on 1176 is not, on the 2nd page where it's got truck driver and?

Danita said correct. The \$10,000.00 would be overtime for the supervisor, secretary and assistant supervisor.

Tom Kerns said this isn't new to them? They've already been paid overtime?

Danita said not the office. They get comp time.

Todd said I make a motion on 1176 that we go with the 8% salary increases for each position and the overtime allowance item of \$5,000.00.

Mike seconded the motion. All aye votes. Motion carried.

David said let's go to 1176, truck drivers and all the labor. Entertain a motion.

Beverly said motion for 8% increase.

Todd seconded the motion. All aye votes. Motion carried.

David said anything else?

Todd said can we revisit page 21?

Tom Chalfant said you just want to go back on Area Plan, right?

Todd said Area Plan, that was it. There was an overtime item that got my attention. I didn't have the right number of people. So, it was under area planning. Yes, thank you. That's it. Is it possible to make a motion to adjust that to what it originally was \$4,923 instead of the \$2,000 that we agreed upon?

Tom Chalfant said so, there're two people out of the office. BZA and APC.

Todd said I made a motion to amend that line item 11309 on the area planning budget to be \$4,923, as it was originally stated.

Tom Kerns seconded the motion.

David said it's been moved and a second, we amend the 11309 overtime out of the area planning commission to \$4,923. All in favor?

All aye votes. Motion carried.

David said I have one other thing I want to check real quick. Back to the commissioner's budget, economic development, account 51101, did we ever finalize that yesterday?

Laura said I show that you took it down \$35,000.

David said was that approved?

Tom Kerns said you took it down to \$235,000.

Laura said that's what I have.

Tom Kerns said is what I wrote down too.

David said so that is, just wanted to verify it again. I got a call this morning so.

Laura said that's what I have.

David said okay. So, the budget will be at 235.

Mike said I thought we reduced it 35.

Laura said we did. It was 270. We reduced it 35,000 to 235.

Tom Chalfant said some of us wanted to reduce it more.

David said yeah, well, not some of us, one of us. Is there anything else to come before the county council budget meeting for 2025? Well thanks to everybody.

Laura said I brought up at your last meeting about reducing the health and the assessment levies by \$50,000. You just need to decide if you want to do that. So, that would take that 50 out of that levy and put it into the general levy. You don't have to. It was just an option based off of Jason's analyses.

David said we have a lot of confidence in Jason Semler, Jason Semler at Baker Tilley that does our work.

Tom Kerns said those are building beyond what we are spending. I'll make a motion we reduce the health department levy and the assessment levy by \$50,000 each to increase the general by \$100,000.

Mike seconded the motion. All aye votes. Motion carried.

David said one other thing. Our rainy day and windfarm monies, the commissioners will be meeting the first week of September, and I proposed to them in their meeting the other day, I

would run it by the county council, and I think I brought it up yesterday, that we would like to see another \$500,000 put into rainy day and \$250 coming from the general and \$250 coming from windfarms. And they need a decision for that Monday so they can make their request.

Tom Kerns said their request would just be on the windfarm.

David said right. But they wanted to get our opinion before they'll make their opinion vote. So, is everybody willing to talk about that today, or do you want to wait until next council?

Tom Chalfant said I think we think it's a good idea. We did it last year.

Tom Kerns made a motion to approve. Mike seconded the motion.

David said it's been moved and a second, we take \$250,000 out of general at year end and \$250,000 out of windfarm and to put it in rainy day account for January 1. All in favor?

All aye votes. Motion carried.

David said okay, anything else to come before us? Alright entertain a motion to adjourn.

Beverly made a motion to adjourn. Mike seconded the motion. All aye votes. Meeting adjourned.

Reviewed and accepted this 3 day of December, 2024.

RANDOLPH COUNTY COUNCIL

David G. Benkenslofer

Tom Chalfant

Beverly Felt

Mike Kerns

John Kelly

ATTESTED:

Laura J Martin

Laura J Martin, Auditor

