

# Randolph County Council

August 24 ,2022

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

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Council President Gary Friend presided.

Gary said alright good morning everyone. The council will reconvene for the budget hearings. And first up is Judge Arnett.

## **Superior court – Fund 1001**

Judge Arnett said good morning. Well, not much different than it has been for the past few years. We've tried to hold expenses as much as we can because I know everybody is in a budget crunch, and it all comes out of the same general fund. There's one thing on here. Books, there's about \$6,000. We're probably not going to use it. I'm more comfortable, we get the on-line research. There's a few books that we need. I haven't called them out there yet to see exactly which ones they are. We'd like to have the advance sheets, but the books have been being ordered for several years are just sitting there, and all the attorneys who may become judge after I'm not judge, are computer literate. And it's really easier to search on line than it is through those books. It's kind of archaic so. There will be about 4 or \$5,000 probably that we won't use that's in this budget. But we've allowed for it because we still have the subscription, and that's one of the things that I'm going to do real shortly, is pare that down to get only the ones that we need. But other than that, we've been doing pretty well on pauper attorney's fees. We haven't, we still got plenty left. Any questions.

Gary said okay. Going to start on the general fund part of your budget. So, does anybody have questions for the judge. Okay hearing none, does someone want to make a motion to approve the budget, the only thing, other than we're adjusting salaries later on today. But there will be raises so.

Judge Arnett said okay and we asked for a small raise but not much.

Gary said yeah. So, hearing none, someone want to make a motion to approve the judge's county general budget minus the wages.

Max made a motion to approve except for wages. Missy seconded. All aye votes. Motion carried.

**Superior Public Defender - Fund 1200**

Gary said pauper attorney.

Max made a motion to approve. Bev seconded. All aye votes. Motion carried.

Gary said that's done. Is that it for the judge.

Judge Arnett said yep that's all I got. Thank you.

Gary said thank you.

**Emergency Management Agency - Fund 1001**

Chris Shaneyfelt said I'm looking in the emergency management side at the moment, unless you want to start somewhere.

Gary said no that's good, general fund.

Chris Shaneyfelt said on the emergency management side, I asked for basically a 100% increase in office supplies and the reason for that is because my printer ink went up 90% and deleted my office supplies, the first order I made this year. So, I had to switch money around. Other than that, that was the only increase in emergency management.

Gary said alright. Anybody have any questions for Chris. Okay. You know the wage situation, we'll do this later. So other than wages, would somebody like to make a motion to approve the emergency management, general portion.

Bev made a motion to approve except for wages. Dave seconded. All aye votes. Motion carried.

**Local Emergency Planning - Fund 1152**

Gary said 1152 fund.

Chris Shaneyfelt said no increase in that. So, it's the same budget as 2022.

Laura said office supplies again.

Dave said yeah office supplies went up \$300.

Chris Shaneyfelt oh well yeah, I stand corrected, yes.

Gary said okay. Alright, any questions for Chris on the 1152 fund.

Max made a motion to approve. Missy seconded. All aye votes. Motion carried.

**Public Safety Commission – Fund 1001**

Gary said alright, public safety commissions, general fund again.

Chris Shaneyfelt said general funds, there was a \$250.00 increase for office supplies. Other than that, it remains the same.

Gary said okay. Any questions for Chris on this. Would somebody like to make a motion to approve.

Dave made a motion to approve. Bev seconded. All aye votes. Motion carried.

### **Statewide 911 Fund - Fund 1222**

Gary said and then your 1222, statewide 911 fund.

Chris Shaneyfelt said in the office supplies, there's a \$500.00 increase. I increased utilities \$4,500.00 because that's the line that the electric comes out for the towers. And it's been anywhere between \$350 to \$400 a month for electric on those towers, with the exception of the central line. I'm not sure who's being billed for the central line. I don't know if the highway is eating that or, I'm not getting a bill for that one.

Gary said so you are looking at \$400.00 a tower.

Chris Shaneyfelt said \$400.00 a tower. I'm paying almost \$800.00 a month.

Gary said \$400 a tower.

Chris Shaneyfelt said oh where am I at, utilities. And then increased service contracts by \$5,000.00, not knowing what the cost of Spillman maintenance would be. Some of my other contracts, I mean, they haven't gone up much in the last several years. Even if everybody else has an 8, 9% increases, I'm sure that we'll see an increase somewhere in there.

Gary said alright. Anybody have any questions for Chris on the 911 fund.

Dave said Chris, your equipment line, that \$10,000, what would that be used for.

Chris Shaneyfelt said the equipment would be used basically for anything that is computer related, and radio related, and other things that are tied directly to the 911 site. I can't use it for a chair, I can't use it for anything like that. It's strictly that kind of stuff.

Dave said okay.

Gary said anybody else. Would somebody want to make a motion to approve the 911 fund minus the wages.

Max made a motion to approve except for wages. Missy seconded. All aye votes. Motion carried.

Chris Shaneyfelt said the only thing I would mention is at some point and time, I'm going to



have to get with you folks and we're going to have to create a line for tower inspections and maintenance fees that have to deal with the ground and stuff around the towers. I spent last week doing the weed eating and stuff out there. And I don't mind, I used my own equipment, but it's, I ate a lot of, a lot of plastic line and fuel. And I don't know, it's probably more cost effective to pay somebody to go out there and just spray it with weed killers and stuff like a couple times a year, but, just know that I'm going to be coming soon to try to get stuff for that. Okay.

Gary said okay.

Dave said speaking of towers really quick. I went down 27, the tower at the radio station has that generator there. Has it been serviced or is it.

Chris Shaneyfelt said it has been serviced.

Dave said okay.

Chris Shaneyfelt said we're at the point where it's time to stop taking care of that. But there was an agreement that was made well before apparently I got here, that to use that tower for the old 911s, our old radio stuff we provided a generator. And so, the generator is there, Shockney is still going out and checking on it. And I've still got the propane out there. But I don't, not knowing what the agreement is, I don't know if we're supposed to, now that we're basically done with it, do we pull the generator out, do we just turn it over to the company that runs the radio station now, or what we want to do with it.

Dave said that's probably a commissioner call.

Gary said yeah.

Chris Shaneyfelt said it's just one of those things. But we're not, we haven't signed off completely on the towers and the radio project yet. So, I'm still maintaining all that right now.

Gary said yeah. Anybody else for Chris. Thank you.

### **Convention, Visitor & Tourism - Fund 1127**

Scottie Harvey said I did increase my budget this year just a wee bit.

Gary said on the computer maintenance contract.

Scottie Harvey said are you asking where I increased it at.

Gary said yeah that's where it's at.

Scottie Harvey said yeah pretty much.

Missy said what does that entail.



Scottie Harvey said the web page, services, new computer.

Gary said okay. Do you know how much the spend down on last year's budget proposal? Where are you guys at on that. Are you spending what you had appropriated.

Scottie Harvey said no I'm way below. I've got money but most of my bills are in the later part of the year. My dues and that sort of thing usually come September and October.

Gary said okay. Anybody have any questions for Scottie. Someone like to make a motion to approve the tourism budget.

Bev made a motion to approve. Tom seconded. All aye votes. Motion carried.

### **Community Corrections Project - Fund 1122**

Gary said we'll start with your 1122 fund. Is that project income? So, it doesn't look like there's any changes from last year then.

Robin Vickery said no. We just you know, changed the numbers around and fringe benefits that these changes might need to be made.

Gary said totals are the same though, grand total.

Robin Vickery said totals are the same.

Gary said alright anything you want to add before we start.

Max said I've got a question I guess. I noticed the group insurance went down, any particular reason on that or.

Robin Vickery said because I had to stay within the numbers, because it had already been advertised I guess, or something like that. So those numbers stayed the same. I mean, not stayed the same. I left those lower. If we have to go in and increase that, we will do that. We'll have money in project income to make those changes.

Max said thank you.

Gary said okay. Anybody have any questions for Robin on project income. Would someone like to make a motion to approve, except for wages we'll discuss later.

Missy said I do have a question. So, project income, how much, can we ask how much is in that account.

Robin Vickery said you sure can. We currently have, as of the end of July, \$104,547.63.

Missy said what's everything you can possibly use that for. Is there a limitation?

Robin Vickery said yes, it's limited. It's statutorily limited to how we can use those funds.

Gary said okay. Anybody else have any questions. Would somebody like to make a motion to approve the project income account, 1122, except for wages.

Max made a motion to approve except for wages. Dave seconded. All aye votes. Motion carried.

**Community Correction Grant – Odd Year - Fund 9001**

Gary said and then the grant. So, we don't have a 2022 grant. What's it mean by odd year. On the very top line Robin. It says community correction grant odd year.

Danita said every other year they have to change the fund number.

Gary said the fund number.

Robin Vickery said yeah so the 9001 is for odd years and then so next year it will go back to the fund number will be 9000. That way they can track their fund cash easier, and the state requires them to do it this way.

Gary said okay.

Danita said that's why you're not seeing the previous year because we use, actually had a different fund number last year. This year it's 9000. So maybe next year when we do this, I can manipulate this so you can see the previous year.

Gary said that would be good. Alright. This is all so you can grant your grant, I mean, yeah, okay. Any questions for Robin on the community corrections grant.

Missy said so I see cleaning supplies for \$500. Doesn't the county, doesn't Jake, don't they clean it and they have those supplies in there. Do those take care of it.

Robin Vickery said but there's other cleaning things that we, I guess, assist with as well. I mean, there's like some regular light bulbs that we purchase. We've always tried to use money from the department of corrections to help with the needs in the office because there is money there that we can use. So, we do try to use that money for, I'm trying to think of other things. I know in the past, when we've had money at the end of our grant year, we've put in new faucets, we put in handicap railing. There's just different things that we used those supplies for. We have to have supplies. They are cleaning supplies like for our equipment, for home detention monitoring equipment. So, there are supplies for cleaning that we purchased with that. There's just different things that we contribute.

Missy said and the vehicle supplies, \$1500, do you have a car that the county provides?

Robin Vickery said we have two.

Missy said two, the county provides.

Robin Vickery said the county does not. The state. It's the project income money that we bring in, we use project income to purchase those vehicles.

Missy said and is there any way project income could pay for those supplies instead of the county paying for them since it's not county owned vehicles. I mean is there money in that budget. If project income is a \$104,000.00, five hundred more, approximately, and then so cleaning supplies in the vehicle, I mean there's \$2,000.00. Is there any way it can be paid out of that fund for \$104,000.00 instead of passing the expense on to the county?

Laura said this isn't the county. This is a grant that they get from the state.

Missy said okay.

Robin Vickery said this is state funds.

Gary said any other questions Missy.

Missy said no.

Gary said okay. Anybody else have any other questions on this. Somebody like to make a motion to approve the community corrections grant, odd year, account 9001.

Bev made a motion to approve. Max seconded. All aye votes. Motion carried.

### **Local Road and Street – Fund 1169**

Gary said okay Mike and Jessica we'll be starting on 1169, local road and street. Before we start, anything you want to add to the council.

Mike Haffner said no not that we're aware of.

Gary said okay we'll go through these one fund at a time. On fund 1169, local road and street, you have appropriations for \$630,000.

Jessica Olsen said correct.

Gary said are those projects for those already or is that just anticipation of the projects.

Mike Haffner said the road equipment is in dissipation, but the rest is, we've got projects scheduled.

Gary said and it's up \$230,000 from last year. Is that just because we have extra funds in there.

Mike Haffner said uh, a lot of the road equipment that used to be funded in MVH, we've trying to pay out of this.



Dave said so what type of road equipment are we talking about.

Mike Haffner said dump trucks.

Dave said just tandems only.

Mike Haffner said yeah we wasn't able to buy any this year, and you're up in arms if we can even buy them in 23.

Gary said alright. Any other questions for road and street.

Missy said yeah, Mike, I know you talked about a paver to the commissioners the other day.

Mike Haffner said yes.

Missy said so is that included in that \$400,000.

Mike Haffner said no.

Missy said no. Where will that come out of.

Mike Haffner said that, we have \$605,000 in, years ago, in an old loit fund, left over. But that was what was ear-tagged if we were able to do that project. That would cover the paver and roller and some other.

Missy said I know that you and Joe both, Joe was really.

Mike Haffner said yeah we're trying to hit that pretty hard. But we had kind of a fund set aside that we can use that out of.

Gary said alright. Anybody else on 1169. Somebody like to make a motion to approve local road and street.

Bev made a motion to approve. Dave seconded. All aye votes. Motion carried.

### **Highway-MVH Restricted Fund 1173**

Gary said 1173, motor vehicle highway restricted fund.

Jessica Olson said I'm sure everybody got the email, there's additional lines in there and that's where the split of the payroll between 1173 qualified expenditures for payroll, and that's just a separation between 1176 and 1173. That's just trying to balance out as best we can. And the things we can get into 1173.

Gary said you guys are keeping a balance.

Jessica Olson said we're trying.

Gary said is the state making it easier yet.

Jessica Olson said they did open up the patching stuff, so we've been able to afford that out of 1173, because that was a no go to payments. So, and the legislation in regards to snow removal that's also.

Missy said that should help you a lot.

Jessica Olson said it's going to help a lot if we can, yeah.

Mike Haffner said patching alone, if they can the snow, that would help as well.

Missy said we think that snow might save you.

Mike Haffner said especially if you add your materials, the salt and sand on top of the labor, you know, it could save you a good 50, 60,000 easy to transfer over into that 1173.

Missy said cause originally, that's what helped on the calcium chloride, if you dropped 20,000. I thought might have been in that.

Mike Haffner said the calcium chloride is the dust control on the gravel, which we don't have a lot left so, that's why over the last several years, you seen that expense we actually budgeted lower because we're just, we don't need as much of it.

Dave said so Jessica, you said the state legislative group is trying to look at this now. Is that through the state senator, state rep.

Jessica Olson said I'm assuming so based on what I'm getting from AIC. The next legislative session.

Dave said why I asked is I'm part of the Indiana County Council legislative body. For things like this, I will address that in the September meeting.

Jessica Olson said that would be great.

Dave said so that really does need to be move to 1173.

Gary said between that and patching, that ought to be enough to make balancing an actual. You guys did a good job in trying to do it, the highway department. I shouldn't say trying, of getting it to work. I think other counties just couldn't do it. Now they're starting to warm up the idea. Got it too stringent. So, a question you have a million seven on this one right here, over from a million two, is that reflecting that switch for patching.

Jessica Olson said it's reflecting the additional, whether it be payroll lines, I don't think any

other lines, other than the ones I addressed, the increase of tools, the fuel, the tires, you know, that type of thing that we can also pull out of 1173 that was majorly budgeted in 1176. So, we've been also trying to move that over into additional appropriations this year in order to get those type of things, with fuel. We've been going through daily's and we've calculated fuel cost based on what type of work the guys were doing that day. If they are chip and sealing, we could pay all the fuel out of 1173, so we been dividing that out. And this is just a preliminary, because I've only got about five months' worth of data, you know on cost, but hopefully by the end of the year, I'll have better. And then next year, we should have a really good idea of what it is. I mean, obviously, that's going to depend on what kind of winter it is, and if they move that snow removal, snow removal, is we have a bad November and December, 1176 is going to be hit harder.

Max said talking about fuel, between your 1173 and 1176, you really haven't increased your total fuel budget that much. I mean, you know, I know what fuel has done.

Mike Haffner said a lot of it deals with manpower. We don't have near as many people using that fuel. And now if we get our manpower up.

Max said okay. So, your fuel cost at this point, hasn't been hit that bad.

Mike Haffner said no. Well it has, but I think we were a little over budgeted, and now we're keeping an eye, a much closer eye, and our fuel maintenance monitoring system, we have a little better projection of what we've used. And instead of just a guesstimate, we've got more information. We was over budgeted before, so that's why, yes, we're seeing an increase in price.

Max said yes, thank you.

Mike Haffner said but we believe it's budgeted enough for what it is.

Missy said am I allowed to ask how many employees you have right now.

Mike Haffner said 16 or 17 total. We need to be at 21 to 22. We're down a good 4 to 5, which really is a concern for this winter. That's another day.

Gary said you have funds coming in, are they up.

Mike Haffner said we have not really heard directly. Has Jackie said anything.

Jessica Olson said that's probably partially my fault, because I've been trying to, I was not an expert. I remember passing the data on to the highway in regards of how to calculate those estimated costs, and I did forward emails to DLGF or Auditor of state, trying to get a good number on those. It's going to be up. It usually always is up you know, every year. Our distribution was down in August, but it typically is. But when I calculated from January until now, it's up probably 35 to 40,000 from last June's distribution.

Gary said okay and this budget right here represents that.



Jessica Olson said this represent actually the same numbers we had this year. So, I anticipate there being an increase. I just don't know how much exactly it's going to be. It's not going to be.

Gary said so this is not on any kind of reserve. This is the anticipation of the draw.

Mike Haffner said actually it was very conservative from what I think adding both of them together would be a couple \$100,000 less than what was budgeted to be last year.

Gary said I just wanted to make sure you weren't bringing in anything in anticipation.

Mike Haffner said no.

Gary said okay. Any other questions for the highway 1173. Would somebody like to make a motion for this minus the wages, which we'll address later.

Tom made a motion to approve minus wages. Max seconded. All aye votes. Motion carried.

#### **Highway – Fund 1176**

Gary said 1176. Anything for 1176?

Jessica Olson said professional services. We did bump those up in both funds.

Gary said yeah this is split, I have some questions. What's the split between the two on manpower basically. Are you trying to get it fifty-fifty?

Jessica Olson said as close as I can, as close as I could. In anticipation, a lot, some of the anticipation is stuff for Joe, the engineer to hire some contractual work. We did an additional for him that you guys, that you guys worked on the previous month, and that's for all those new culverts slash areas where SJCA came in and said we may have to close these down. So, in anticipation that something might come up. We would also utilize that, but say we had to pay Culy's for whatever that quote we would have to pay.

Mike Haffner said somebody could be installation. He's taken some core samples so he knows what kind of structure that he can do.

Gary said group insurance shows \$519,000 on 2022, and \$180 on this year, why the spread there.

Jessica Olson said well because there's group insurance in 1173.

Gary said okay. So, there's \$180 in each for \$360, versus \$519. Is that manpower related from last year.

Jessica Olson said that was just over budgeted Gary.

Gary said okay thank you. Anybody else have questions. So that number there is pretty solid then, \$360. However, is there room in there if you do get 4 more people. Well you are going to have to, you got room in there in anticipation of proper manpower.

Jessica Olson said it's budgeted for everybody we had before. So obviously, we're not pulling as much out of the line because we don't have as many employees. But that's a figure based on if we were fully staffed.

Gary said alright. Anybody have any questions for 1176.

Max made a motion to approve except for wages. Bev seconded. All aye votes. Motion carried.

Gary said that's it. We're going into discussions of salaries here after a recess.

### **Salary Discussion**

Gary said council back in session. Okay we'll go into the salary portion of this meeting. One of the things we have to get out, for instance, like those paid by the hour. EMS is listed by the hour, but the highway is not.

Laura said yeah we need to know the hourly rates on the highway people. You have it on the EMS, the ambulance people. You don't for the highway. When you through to that point.

Dave said okay. Yeah we don't have that. We have the increases, but, well what we did this year, did something a little different.

Missy said Dave who is on the committee.

Dave said that's what I'm going to explain right now. We formed a salary committee, a committee of Mike Wickersham, commissioner, Bev Fields, Max and I, and we met four different times to come up with what we feel is a good salary increases this year. There's nothing across the board. The basic minimum was \$1,500.00 and it varies up to more than that, depending on what we came up with. And I'm going to have Max explain sort of how we came around to getting an average by the different departments.

Max said okay we used the 2021 fact book that's available to us, and we compared ourselves against counties that are in our peer group as far as population. And tried to establish an average salary in that peer group. And the ranking where our county falls within that peer group, as a basis for looking for discrepancies, where we were either way out of line or just close to being average, whatever. We looked at longevity, at this point, felt like we weren't ready really to consider that as a part of our study.

Dave said okay. Is there anything else Gary, on the basis?

Gary said no so that the auditor's office can develop a salary ordinance we should go through pays down to it, departmental.

Dave said we can. You don't want to go line item by line item do you.

Gary said what would you guys need. Do you need line by line item? If hypothetically we approve this report, change the report, we could turn the report in for the basis of the salary ordinance.

Paula said I need that report.

Gary said right, yeah.

Laura said we understand that. But they don't have to go through it line item by line item to give you the report. They can approve it however they choose.

Paula said okay.

Dave said either approve it line item by line item.

Gary said or as a whole report.

Dave said as a whole report or by department.

Gary said what I'll do is say does anybody on the council want to discuss any part of the report for consideration. Or we can go with the report. And I guess we, Missy have you reviewed the report.

Missy said I think you did a great, yes, the committee did a great job. My only question is was it for elected officials, was it the same for every, I guess I'm confused on why elected officials it's a little bit different depending, so what determines.

Max said basically we looked at the average or the pay in the other peer counties. And there's differences there, and we compared ours to that.

Dave said Max had a nice report he worked out to come up with averages and there was some we were way below the average of those, I think nine counties.

Max said yeah the counties involved were Carrol, Franklin, Fulton, Jay, Owen, Scott, Spencer, Starke, Sullivan and White. Those are all counties in the same population category in the fact book as Randolph.

Gary said anything else Missy, Tom.

Tom said I don't think I have anything.

Gary said Dave.

Dave said I think there is, what did we find last night?



Max said I was talking with Bev about that. There's two second deputies in the assessor's office. Last year there was a difference in the salary between the two, apparently, due to certification. And I noticed in his request, budget request this year, he had them equal, so I have to assume that he's anticipating.

Paula said they are both equal now.

Max said they are both at the same level certification-wise?

Paula said yes.

Max said on the study that we sent to your office, they would need to have the same salary then.

Gary said speaking of the assessor's office, I don't know if they did this year, but should be on the mind of the council, is George up for election this year.

Laura said yes.

Gary said so he doesn't have a chief deputy.

Bev said correct.

Gary said that, we did everything we could to ask him to keep his chief deputy two years ago, three years ago. At the end of his last four years with no chief deputy to take over his, if he retires, it's likely that his wife may retire at the same time. If we have no chief deputy in the assessor's office, we could be hanged. We might have to convince George he needs to hire a chief deputy next year or the year after.

Paula said reinstate.

Gary said thank you, reinstate.

Dave said yeah I think that would be a good idea. Some of us could talk to George and tell him.

Gary said yeah thanks for all you did on a budget, but we have to prepare for. Is there a term limit for the assessor?

Bev said no.

Gary said so he could go on, but we don't know that.

Bev said he says he's retiring. This is his last run.

Gary said meaning the council should keep that in mind next year deliberations. Okay what else Max.

Max said I don't think other than the question on the highway hourly rates, but, our biggest problem there was, they budgeted the line item is one lump sum.

Gary said one lump sum.

Max said and we had no idea what the mix of ratio on the, as far as hours are concerned, but so it's difficult for us to decide what the new hourly rate ought to be.

Laura said well if you look on the highway. Go to the highway. Here are the current hourly rates. And we've showed a lump sum for each of those lines on the salary ordinance. We need to know what these end rates are going to be in the new salary ordinance.

Dave said one other thing we did was raise the part-time from \$14 an hour to \$15. We got to bring that up.

Gary said \$14 to \$15 on all part-time.

Dave said all part-time.

Paula said did you take that into consideration for full time employees making less than \$14 an hour?

Dave said there shouldn't be, I thought we looked at that last year.

Laura said I think you did.

Paula said you did not bring them up above \$15.

Tom said they went up to \$14 last year right.

Paula said you brought them up to \$14 last year.

Dave said so they should be brought up to \$15 this year.

Paula said okay.

Gary said okay. Bev.

Bev said my only question is with the assessor in that the \$2,500.00 I believe needs to be over and above the \$46,490 that's on the form here.

Gary said can you explain that please.

Bev said the assessor is entitled to a \$2,500.00 stipend for level three. And it says we establish a base rate as county council, and it's over and above the base rate. My suggestion is this is the

base rate, the \$46,494, and he is still entitled to the 2,500 over and above that. And that falls true with the \$500 level two for the two deputies.

Gary said above the base rate.

Dave said the question I have is the annual salary was for the assessor last year was \$44,990.

Paula said that included the stipend.

Dave so our figures that we went through as a committee added to that number. So that would include his stipend.

Bev said I mean, maybe that's, if that's what you're doing, that's what you're doing. The trouble is as I see, I think he's getting less money. He's getting less money from the other elected officials on the first floor. I don't think it's right frankly. There's no one else that has to have the education required to do that job. And it's a slap in the face. It's like too bad, so sad. I don't think it's right. When I was assessor, I got it for two years. I got the \$2500 over and above. And then things changed, out of my control. That's when you raised everybody else's and then left mine the same.

Gary said okay.

Bev said that's my opinion on that.

Gary said anything else.

Bev said no.

Gary said okay. We'll come back to your opinion. Guess we'll come back around again and talk about it. Missy what are your thoughts on Bev's concern.

Missy said I can see her point. I mean that's, I guess, I understand there's different jobs for elected officials, not the council or commissioners but there's some really wide ranges in there. And I know, I guess in my mind, I would think who has to handle money, who has to be, I mean there's a lot of liability to that. I can see your point. He's run a pretty lean office down there and saved the county some money. And they seem to operate well. And I agree they need somebody in training to be able to move up in there.

Gary said Tom what do you think on the assessor.

Tom said I'm in between. If we had that on or above, it takes quite a bit ahead of some of the other elected officials that I think have a lot busier offices. But I think we almost need to make an adjustment in between somewhere on there, look at the, cause even with that, if they run for assessor, that's a requirement for the job, is at level three. To me that should be figured in to the pay because that's a requirement for that job, to what the pay is going to be period. But, you know, we addressed this quite a few years ago, and like Missy said, we have elected officials in



different positions. We thought some of the office requirements and the amount of employees they have and what they were handling, and the activity of the office. I wouldn't agree with it going above a couple of the other offices in total pay. And since that's a requirement, to me, that's basically part of the base payment of that position because that's a requirement to be in that position.

Gary said what we want to keep in mind, I think we can't call it part of the base pay, correct.

Tom said right.

Bev said right.

Gary said it has to be added to the base rate set by the council.

Tom said word terminology, but figured in the position of somebody coming in because it's there no matter what because they are required to have that to be in that position within the first year of office I think it's required.

Bev said yes basically.

Tom said you get elected you have to be a level three within.

Bev said there's other stipulations if the elected person does not attain that. That means you have to hire some, you have to get a level three in and you 'd be paying an extra person.

Tom said you have to have a level three in the office.

Bev said in the office, yes. So, you'll be hiring somebody from out of county and paying them more than what we pay them to begin with I'm sure.

Gary said level three is the high, it's one, two, three. Three is the top.

Bev said right.

Gary said okay. Anything else Tom.

Tom said it's just a tough balance between departments.

Gary said Dave you have any more you can put on that.

Dave said I don't think I do. No, I think I'm open to any recommendations everybody wants.

Gary said Max what do you think on that thought.

Max said well when you look at the elected officials we had three positions, when we compare to our peer groups that were below the average, commissioners, councilmen and auditor. The

others were above the average. Assessor was very close, but he was above. And that's the reason you know, pretty much. I have no problem, it is a requirement of office. He understands that, or they understand that when they run. I can go either way.

Gary said okay. I remember the discussion quite well the base salary didn't move, then the \$2,500.00 was added on to during those. And you opposed it then, quite well actually, and he should have. So, the base salary we looked at in the fact that it did include that stipend.

Max said I don't know.

Gary said or was it a base salary.

Dave said it's usually a total annual salary.

Gary said total annual. So, in the Assessor's, what would his base salary be. Let's just say it would have to be, we're saying his base salary is minus \$2,500.00 of the stipend, which is added in. Correct. And how does that pay come. Did it come with every paycheck?

Paula said yes.

Gary said and it's divided down into 26 pays.

Paula said yes sir.

Gary said and then added on. Is it still that way?

Paula said yes.

Gary said how's it show up on the stub. Does it show up as a stipend, or just a regular salary.

Paula said no shows up at one total.

Gary said so yeah, I mean, we're looking at the salary in total also. I guess, leave it or not, I mean, final thoughts Bev.

Bev said I mean I, I think the \$46490 is, if you're going to keep it that, which is inclusive of the \$2500.

Gary said right.

Bev said I mean why can't it be the same as the recorder. I mean it's less, I know it's \$200 less, but that has happened over the course of time when a percentage was given. Because when percentages are given, it doesn't affect the \$2500, it affects the base. And they're never going to make as much as the other offices at that rate. So, I think it's a slam. I'm sorry. It's just, it's upsetting to me. But I, that's where I'm at on it.

Gary said I would agree.

Bev said the legislative office that set you know; our diplomats have seen fit to say that the assessor needs this to be able to do their job. And there's, I think there was a mention earlier that even the clerk has a \$1,000.00 she gets extra for something. I don't know what it is.

Laura said election administration.

Bev said election administration.

Gary said is that included on her salary.

Laura said no that's over and above.

Gary said that's over and above too. Well that's a good point. We can't have one over and above and another not over and above. And I agree with the assessor so. I guess we can talk about it one more time, see where the council's going to land on. Missy what do you think.

Missy said I think he deserves, and I'm not looking at him as an individual, I'm looking at the office and the requirements.

Gary said exactly.

Missy said I think all of our, I mean, I tell you, elected officials right now are going through some tough times. Until you've walk in their shoes, it's, and handling money, running an office, it's just a tough situation. And I think those people are worthy of that money. I particularly think the assessor's office because of the requirements that the state has. I think should be brought up at least. And I'm not, I don't know Laura that well, but there is a big difference in the auditor's office. I don't have a question on that one, that's not what I'm saying. I'm in favor of it. I think we should reward that position, because otherwise, there's no one. If you can't find a person, you've got to contract somebody to come to do it, and it may work out great, but it may not work out great.

Gary said Tom.

Tom said looking at the other salaries, I think we should, I'm kind of looking at the base salary before the certification stipend or whatever, maybe about a \$1,000.00.

Gary said guess my thought is it should go up a thousand because we're not going to punish the Clerk of courts by making a change. And we're not going to be two-sided, allow one to have and not another, or have it included in to the total. So, I would agree with that too.

Tom said so looking to kind of balance it out between looking at some of the other salaries. And kind of what, what might be fair.

Gary said what do you think Dave.

Dave said that sounds fair to me.

Gary said okay. Max.

Max said yes, that would be fair.

Gary said so I think we should raise it a \$1,000.00 right now so that there's, this isn't going in one office and not the other. What would you think about that?

Bev said I'm glad that, I'm glad were getting the consensus on that much.

Gary said yes.

Paula said do you want that paid twice a year as an additional stipend.

Laura said I think that has to be included.

Paula said I was under the impression it had to be included.

Gary said just to be clear the \$1,000.00 is a base pay adjustment because the stipend is part of the total. So, the stipend still exists, the base pay is going up another \$1,000.00.

Paula said so the total appropriation is going up.

Gary said right. And it makes sure there's nobody, is there anybody else in the county that's getting stipends above and beyond that we don't know about.

Laura said I don't think so. I can't think of any others.

Gary said alright so we can, before we vote, we could vote on that so we don't have to come back. Someone like to make a motion to move the assessor's base salary \$1,000.00 above what's shown in this report.

Bev said I'll make that motion.

Gary said we have a motion. Do we have a second?

Missy said that goes to \$47,491.

Gary said yeah. I lost my place. We have a motion. Do we have a second?

Tom seconded. All aye votes. Motion carried.

Gary said okay. Any other discussion on any other topics on the report. We got on the hourly for the highway. I think if you do the math, if it's \$1,500.00 for highway barns, that's 70 some



cents an hour.

Paula said what is the question.

Gary said you have the highway is paid by the hour.

Paula said correct.

Gary said and our report doesn't show it by the hour. So, we need to know what we are approving per hour for highway drivers. So, \$1,500.00 mapped out is what per hour.

Paula said for 80-hour employee.

Gary said yeah. Take \$1,500 divided by 52 and divide it by 40.

Max said I just show that we did a lump of 24,000 for the, that covers all of the truck drivers.

Dave said there is 12 truck drivers in that crew. And so, \$24,000. The rest are at \$1,500.

Gary said that's about 75 cents an hour. The rest of them being.

Dave said equipment operators, bridge techs, sign tech, garage mechanic, foreman, and park, yeah foreman.

Paula said okay.

Gary said right at 2,000 per driver is what you were figuring on in there. Is that correct.

Paula said 96.15 cents.

Gary said 96 cents. That's for CDL drivers.

Paula said that's for the truck drivers, yes.

Gary said and then 1,500 on all else.

Dave said we were told there was 12 people in truck drivers and truck drivers and part-time equipment operators.

Paula said okay. So, this is truck plus truck and equipment. The 2,000.

Max said right.

Paula said so then the equipment operators, bridge tech, sign tech, on down, all are looking at \$1,500.

Max said right.

Paula said 72.115 cents.

Gary said okay. Alright, discussion on that. Missy.

Missy said is there a reason we can't hire people and keep them. Is it the pay? I mean, so I think you, I think you've got to, they can make so much more money. Go up just a little bit.

Gary said okay we'll just give that thought, first I've got to, Tom what do you think.

Tom said I'm with Missy. I think that's still only takes, say our truck drivers, up to about 18, yeah 18.40 plus an hour. And as a CDL driver, we should be pushing \$20 for that position to be even close to being competitive in the market now.

Dave said yeah it's more than that even.

Tom said yeah, more than that, yeah.

Gary said what do you think Dave.

Dave said pretty easy going, I'm just trying to work it out.

Gary said yeah Max, what do you think.

Max said whatever.

Gary said I think it's got to go up. I do too. I think we got to hit \$20.00 an hour.

Max said I do know that their insurance is probably a little better than a lot of truck driver's insurance.

Gary said oh, the benefits, yeah.

Bev said twenty bucks.

Gary said twenty. Okay. Alright twenty bucks, what do you think on twenty Missy.

Missy said we have got to show value in our employees. We want everybody else's in east central Indiana to pay more, you know, paying good workers.

Gary said Tom.

Bev said we've got good benefits, you know so, between the benefits, hopefully the benefit can take some of the brunt of the hourly wage on that, might be rather enticing.

Gary said I agree. Tom.

Tom said since there's four categories, we probably need to come up with an hourly to add to each category.

Gary said I agree. We'll get to that next.

Tom said yeah, but I was going to say maybe \$2.00.

Gary said hourly across the board.

Tom said across the board on those. So, take a look into that and see what that brings the hourly, we're close to a dollar, so all those be a little more than double what you're talking about.

Bev said keep them within the same range.

Tom said but, I would take the just the standard truck driver to \$19.48. But then the driver, the, you know, with the part-time equipment operator, would be a little above \$20. So standard truck, or just the street truck driver, would be a little less.

Gary said so your looking that the \$2.00 an hour per category, just make them move, all categories move \$2.00.

Tom said that's kind of what I was thinking.

Gary said I know that the fund can afford it.

Bev said since they're prorated based on what they do, how they come out in the long run.

Gary said okay and Missy, what do you think about that.

Missy said I'm thinking okay.

Gary said Tom, Dave, what do you think.

Dave said it's okay.

Gary said Max.

Max said be fine.

Gary said okay. Somebody want to make a motion that we move all highway truck drivers' positions to \$2.00 an hour.

Bev made a motion to approve a \$2.00 an hour raise for the highway department truck drivers. Missy seconded. All aye votes. Motion carried.

Gary said okay that's \$2.00 an hour, \$4,000.00 a year. Right.

Paula said per person you mean.

Gary said yeah. A hair over. Okay we should probably look at the supervisor and the highway superintendent, that's bringing the drivers really close to their responsibilities. They moved \$1,500. So, any discussion on the \$1,500.00 for the superintendent. Okay and thoughts on that Missy.

Missy said I think we need to take it up a little. The supervisor obviously has to make decisions.

Gary said well you don't want them to say you know what I'd rather be a driver and get some overtime to equal my pay.

Gary said yeah so. Tom what do you think.

Tom said yeah. I don't have an amount right now.

Gary said Dave.

Dave said yes.

Gary said Max.

Max said I'm okay.

Gary said I'm okay. Bev.

Bev said I'm in agreement.

Gary said I'll start this way, what do you think the movement ought to be on that.

Max said what would you think if, because you got several here, you've got the bridge techs, the sign techs, the mechanics, all these others, you establish, we've established the truck drivers, what if you kept the spread the same on all the others. So, if you increased the truck drivers by \$2.00 let's say, then the others would go accordingly.

Gary said oh, the spread.

Max said yes.

Gary said run the math on what the spread is if you were to break the superintendent down by the hour, you bring him back up to \$2.00 an hour.

Tom said I think we've included the other techs in that last motion didn't we.



Gary said yeah we had everybody done other than the part-time.

Max said okay. I'm sorry.

Tom said other than that, but.

Gary said this is just moving the same spread, equally, correct.

Paula said what number am I starting with.

Gary said you are starting with the current 2022 salary.

Paula said thank you.

Gary said other than the assistant and the superintendent. And make them the same spread.

Max said with the exception of part-time.

Gary said correct.

Paula said okay. Currently, it looks like \$25.82 per hour, which would be full, a \$2.00 spread would be 27.82 per hour.

Gary said times,

Paula said oh you want an annual.

Gary said yeah.

Paula said I apologize. \$58,073.60.

Gary said \$58,073.

Paula said 58,073 and 60 cents.

Gary said okay. Alright. Bev.

Bev said I like that number.

Gary said Max.

Max said okay.

Gary said Dave.

Dave said okay.

Gary said Tom.

Tom said I'm not sure. That seems a little high.

Gary said it is a 40-hour position, some of the other ones that are running 35. Maybe that gives a breakdown in here. Someone like to make a motion to keep the spread equal so, do the math on the assistant as well.

Tom said I think I would rather see just the \$2.00 an hour for those positions equivalent too.

Gary said yeah that's what she's doing.

Tom said no she's doing, based on the spread on the percentage of their wage. So, she was looking at 2.70.

Paula said I was looking at \$2.00 per hour for superintendent.

Tom said just \$2.00 even, because that would only be 4,000.

Gary said yeah basically, well, in that range. That's what we did.

Tom said okay. I'm good then.

Gary said okay. That's what we're doing right now for the assistant is the equal spread right.

Paula said do you have it Danita.

Danita said no.

Paula said \$48,921.60, or \$48,922.

Gary said okay. Those are keeping the spread the same as they were without the other raises.

Paula said yeah, \$2.00 per hour on everybody.

Gary said okay. So, on the highway department, someone like to make a motion to give the management the same \$2.00 spread.

Max made a motion to give the management the same \$2.00 spread. Bev seconded. All aye votes. Motion carried.

Gary said okay we should go up also to Mike Wickersham's request of the building administrator. Any thoughts on that. Where's he at in here.

Laura said under courthouse. He's under the Commissioners. Building administrator, it's first page in the general.

Gary said yeah here it is. Okay. That is a 35-hour position. So, we got to make sure we keep that in mind. So, bring that down to per hour Paula, if you would.

Paula said \$24.52.

Gary said and it was going to move to 46. That would have put it at what. About \$25.

Paula said that's 95.879 cent raise per hour.

Gary said okay. Any thoughts on that Bev. The commissioner asked us to look at it.

Bev said I'm not certain.

Gary said okay that's fine. Max.

Max said no.

Gary said Dave. Tom.

Tom said I don't have anything.

Gary said Missy.

Missy said sometimes I look at positions and think what if they left today, how would you replace them tomorrow. There's three buildings.

Gary said five buildings.

Missy said five buildings and he takes care of everything. I would be in favor of going a small increase.

Gary said I would go up a little bit too if the council so desired. What does that come out if it goes up a \$1.50 per hour.

Paula said \$26.12 or \$47,539.

Gary said okay. Anybody have any thoughts on \$47,539.

Bev said I guess I'm alright with that number.

Gary said Max.

Max said yeah that'll be fine.

Gary said Dave.

Dave said yeah that's okay.

Gary said Tom. Missy. Someone like to make a motion to move that position to \$47,539.

Bev made motion. Missy seconded. All aye votes. Motion carried.

Gary said anymore in review. Missy do you have anymore thoughts on review on here. Tom, anymore thought on review.

Tom said no.

Gary said Dave.

Dave said no.

Gary said Max.

Max said no.

Gary said I do not. Bev. You do not. Okay. Alright with that, would somebody make a motion.

Paula said first.

Gary said yes.

Paula said \$5,000 for the health department bonus.

Gary said that's grant oriented. They have to be able to grant pay it, but what's the question.

Paula said it has to be in the salary ordinance, if, when you pay it in 2023.

Gary said are they going to be able to afford it in their grant in 2023. Well actually, if the council agreed with it, that's grant oriented. They have grant money to sustain it.

Max said you know we did with the understanding that it's a one-time deal.

Gary said if they don't get the grant it doesn't exist.

Laura said they are supposed to get the grant two years, but I don't know that that's a guarantee. So, it might be something we would want to adjust later once we make sure that they can get that grant the second year. I mean that's up to you, but I'm just saying, they're supposed to get the grant.



Gary said right. I'm in agreement with what Paula is saying. It's not guaranteed to be paid if the grant falls through. And it's only if the grant's there as part of their salary. If it's not then we'll have to re-look at it.

Paula said so leave it out at this time and do a salary ordinance amendment when we know it's coming back through.

Gary said yeah. You've set your salary for what the wages, the natural increases put through the budget. If the \$5,000 comes up, we'll do a salary amendment.

Paula said okay.

Gary said does that sound good to the council.

Dave said yeah. Wasn't that an end of year grant.

Gary said we have plenty of time to, yeah.

Tom said we'll have to do that adjustment, or do amendment January 1<sup>st</sup> then to make sure that's paid for the first six, is there money in there for the first six months of next year.

Gary said that's a good question. Yeah. Is the money there for the first six, there has to be?

Laura said you took, okay, so you took the \$5,000 and you divided it over the amount of pays that were left in this year.

Paula said yes.

Laura said so they are getting that whole 5,000 this year. So next year, they are supposed to get another grant for that \$110,000.00 and then I would say, you would need to re-look at it, and divide it over.

Gary said the remainder of weeks from when it begins.

Laura said right.

Gary said are you clear on that Paula.

Paula said yes.

Gary said okay. Anything else might you have Paula.

Paula said that new position for health co-op was at \$20.00 an hour, so it is increased \$1,500.00 annually, correct if I'm reading the paid grant.

Gary said yeah. Yeah Dave is that what you are seeing. Was it even brought up?

Paula said that was the health co-op agreement.

Dave said under health, what account.

Paula said 8910. It's not in that book.

Danita said it should be. It's almost to the bottom. It's above the highway.

Dave said okay. What was the question then Paula.

Paula said so it's going from \$20.00 an hour to increasing annually an additional \$1,500.00.

Gary said is that a 35-hour position.

Paula said yes.

Dave said it is.

Gary said so we just need to do the math on it.

Paula said not a problem.

Gary said any other questions.

Paula said no.

Gary said okay. Auditor's office have any questions before we. Would somebody like to make a motion to adopt the salary recommendations that were not addressed.

Tom said I have one question.

Gary said yes.

Tom said did the elected officials are not in this. It's in the commissioner's budget. So, you'll address them separately.

Gary said the elected officials are in, they're already addressed. They are addressed in there.

Tom said in this.

Gary said yeah.

Tom said in the council and Commissioner's.

Gary said yeah.

Tom said okay. I missed it.

Gary said do you see it.

Max said yeah on the line of the, the officials, Clerk of circuit court. The increases there.

Tom said well I was talking, the council and the commissioners.

Dave said it's under the commissioner's budget.

Tom said I know it's under the commissioner's budget in there, but I was looking at where we were passing your recommendations. Is it in your recommendations?

Dave said it is.

Gary said it's the fourth, the fourth page Tom, the fourth page halfway down.

Tom said I saw it in there. I just didn't see it since we were passing this. Based on this, I didn't see it.

Gary said do you see it now.

Tom said yes.

Gary said okay. Anymore questions. We should, anybody need some time to think. Anybody want a ten-minute recess to think before we go into the final adoption. Okay, if not, somebody like to make a motion to adopt the salary committee's recommendations as part of the salary ordinance that we've already addressed.

Dave made a motion to approve the salary study committees recommendations. Bev seconded. All aye votes. Motion carried.

Gary said anything else for this budget hearing before we are to adjourn. Missy, Tom, Dave, Max.

Max said no sir.

Gary said Bev.

Bev said nothing further.

Gary said auditor's office, anything. Thank you for all of your work, all of you. The auditor would like to say anybody, any department head can get a copy of the recommendations for their department, Friday. Would somebody like to make a motion to adjourn.

Max made a motion to adjourn. Bev seconded. All aye votes. Motion carried.

Reviewed and accepted this 9 day of November, 2022.

RANDOLPH COUNTY COUNCIL

[Signature]  
Ricky Brown  
Beverly Fields  
[Signature]  
R. Max Holaday  
David Bentkowsky  
[Signature]

ATTESTED: [Signature]  
Laura J Martin, Auditor