

**LAPORTE COUNTY COUNCIL  
BUDGET HEARINGS  
August 15, 2007**

The LaPorte County Council met in budget hearing on August 15, 2007, at 8:00 a.m. in the Assembly Room, main floor, LaPorte County Government Complex, LaPorte, Indiana. President Cooley asked that those present stand and recite the Pledge of Allegiance. Council Members present were Jerry Cooley, Rich Mrozinski, Terry Garner, Mark Ludlow and John Jones and Mark Yagelski. Councilman Earl Cunningham arrived later. Also present were Auditor Teresa Shuter and Chief Deputy Auditor, Rita Layton.

**SUPERIOR COURT NO. 2 (150)**

Judge Steven King and Janet Gilpin, Court Administrator, were in attendance to present this budget. Mr. Jones made a motion to approve the 200 and 300 accounts in the **150 budget** as presented. Mr. Ludlow seconded. The motion carried by voice vote 6 – 0. There was discussion regarding law books. Judge King commented that he was raised on books but he is a “dying breed.” Judge King announced that he will be retiring at the end of 2008.

**COMMUNITY CORRECTIONS (179)**

**STATE GRANTS (584/590)**

Phil Dabagia, Assistant Director, and Judy Cunningham, Administrative Coordinator, presented this budget. Mr. Yagelski made a motion to approve the 200 and 300 accounts in the **179 budget** as presented.

Ms. Cunningham discussed the User Fee Fund 590 and the State Grant Fund 584. There was discussion concerning the Community Corrections and Work Release programs being self-funded. Mr. Dabagia commented that if his memory serves him correctly the approximate total amount that the County gives on their behalf is 19%; he stated that Community Corrections was setup as an alternative sentencing. Mr. Cooley commented that EMS, 911, and Planning were all setup to start paying for themselves.

Mr. Ludlow seconded Mr. Yagelski’s motion to approve the 179 budget. The motion carried 4 – 2 with Mr. Cooley and Mr. Yagelski voting “Nay.” Mr. Yagelski clarified even though he made the motion he did vote “Nay.”

Mr. Cunningham arrived. Mr. Yagelski made a motion to approve the 590 budget. He then withdrew his motion. There was discussion regarding the revenue expected to be generated in the User Fee Fund. Mr. Yagelski stated that computers should come before the Council for approval. Mrs. Cunningham explained that all funds in this budget have to have State approval.

Mr. Yagelski made a motion to approve the 2007 amounts for the 200 and 300 accounts in the **590 grant budget**. Mr. Ludlow commented that this fund is revenue generated by the inmates, Project Income Fees. There was further discussion regarding the fees charged and the line item requests. Mr. Ludlow stated that it is not always out people’s fault that the program suffers; the program was setup for those people who had jobs that could work but it became a dumping ground to avoid jail. Mr. Ludlow seconded Mr. Yagelski’s motion to approve the 590 budget; he commented that the 400 accounts could be addressed the first of the year. Ms.

Cunningham stated that because the grant period runs from July 1 to June 30, she would need to come back earlier. The motion carried 7 – 0 by voice vote.

Mr. Ludlow made a motion to approve the **584 grant budget** as submitted. Mr. Yagelski seconded. There was further discussion regarding sentencing those who aren't working to Community Corrections. Mr. Yagelski stated that a letter should be sent to the Judges reminding them that this facility is supposed to be for those who are working. The motion to approve this budget carried 6 – 1 with Mr. Cooley voting "Nay."

(See page 10 for further action on the 590 budget.)

#### **COMMISSIONERS/GIS/IN-HOUSE PRINTING (143/175/181)**

Mr. Yagelski stated that a strong letter had been sent to all Department Heads regarding copiers. There was discussion regarding usage of copiers and faxes. Commissioner Barbara Huston commented that the Commission had met with IKON concerning centralization and they are moving forward.

Mr. Yagelski also stated that people are complaining that they have to go across the street to purchase office supplies from Kemps. Commissioner Bill Hager responded that he has never told people to go to Kemps and the Commissioners are going to sit down with Staples to see what they can do for the County.

Mrs. Huston stated that it was her idea to put \$40,000.00 back in the Commissioners budget for 4-H now that Mr. Hager is on the Fair Board and the Commissioners do have some representation; she would like to have the Commissioners involved. Mr. Ludlow commented that if this line item is in the budget instead of being budgeted from Win Tax as in the past, it will be on the tax rate.

Mr. Yagelski thanked the Commissioners for addressing PTO and stated that the Council and Commissioners really need to talk about comp time. Mrs. Huston commented that she has never supported comp time as she thinks time can be adjusted; if there is a night meeting, time should be taken off during the next two (2) weeks. Mr. Ludlow commented that you can't throw a blanket over comp time as 40% of the employees work in jobs where you can't just take off. Mrs. Huston stated that a letter will be put out concerning comp time. Mr. Cooley commented that there should be a mandate that departments put aside money from the current budget to payoff comp time. Mr. Yagelski suggested a workshop to further address this issue.

There was discussion regarding the usage of county vehicles and take home vehicles.

Mrs. Huston stated that the Commissioners should be full-time; the same thing was proposed last year. Mrs. Huston also commented that not all of the current Commissioners would want to be full-time so there could be an option. Mr. Cunningham stated that he didn't think the voters would "buy" an option; if a Commissioner wants to be full-time, it should be made public and let the voters decide if that's what they want. Mr. Jones commented that an ordinance could be drafted with a scale for part-time and a scale for full-time determined by the Council. Mr. Ludlow suggested a contract that could be signed. There was a considerable amount of discussion regarding this issue. Mrs. Huston stated that they would like a favorable vote but regardless they will keep doing the job.

Mr. Mrozinski asked who paid for the remodeling in Judge Baldoni's Court. Mrs. Huston responded that her signature is not on the papers and she is distraught that a member of the judiciary used her name; she is not taking the blame and Meyer Glass is not to blame as they did the job in good faith. Mr. Mrozinski asked where the money is to pay for the job. Mrs. Huston stated that the Commissioners are not paying for it; the Judge should take it from his budget.

Mr. Yagelski made a motion to approve the **143 budget** as presented with the exception of cutting \$40,000.00 from the 4-H line item, cutting \$25,000.00 for Motor Vehicles and increasing Life Insurance to \$200,000.00. Mr. Ludlow seconded.

Mrs. Huston reported that the Commissioners are proposing term life insurance for each employees of \$50,000.00; she commented that this insurance is good for a ten-year period and go with them when they retire but they would have to pay their part of the premium. Mrs. Huston stated that the insurance people will come to talk to the employees; they can have the option of increasing the insurance for themselves by \$50,000.00, which they would pay from their pocket, and also have the option of taking out insurance on their spouse and dependent children.

Mr. Garner asked if the Commissioners went out for bids on this insurance. Mrs. Huston responded that they were approached by an insurance company and it seemed a good deal for the employees so they did not; she did talk to a second insurance company and they didn't have this type of plan. Mrs. Huston reported that the Commissioners do have three (3) insurance companies that are giving quotes on the health insurance plan and she will ask if they have this type of plan for life insurance. Mr. Cunningham asked when this would take effect. Mrs. Huston responded that it would January 1<sup>st</sup>.

The motion by Mr. Yagelski and seconded by Mr. Ludlow carried by voice vote 7 – 0. For the record, Mr. Jones abstained from the conversations regarding the insurance.

Melissa Mischke, GIS Coordinator, was present to answer any question regarding the 175 budget. Ms. Mischke explained that computer maintenance has increased since she purchased additional software, five more licenses, and all of her maintenance for hardware and software come from this budget. Ms. Mischke reported that she also bought a new scanner and plotter also.

Mr. Ludlow asked if fees are being collected to help offset some of the supply costs. Ms. Mischke responded that the ordinance is not in effect yet. Mr. Ludlow then made a motion to approve the 200 and 300 accounts as presented in the **175 GIS budget**. Mr. Jones seconded. The motion carried 7 – 0 by voice vote.

Mr. Ludlow commented that the In-house Printing budget is actually lower than last year because the maintenance contracts went down. Mr. Ludlow then made a motion to approve the 200 and 300 accounts as presented in the **181 In-House Printing budget**. Mr. Jones seconded and the motion carried 7 – 0.

Mr. Yagelski asked where we stand with putting GIS on-line. Ms. Mischke replied that she recently got the piece of equipment to do it and now it is a matter of getting everything

together with Data (IT). Mr. Yagelski commented that a commitment was made five (5) years ago to the public for this economic tool.

There was a short break.

**SHERIFF/GARAGE/JAIL/SECURITY & METRO OPS (105/141/145/181/272)**

Sheriff Mike Mollenhauer, Chief Deputy Jim Sosinski and Tracy Moody, Civil Process Division, were in attendance to present these budgets.

Mr. Jones reported that the Sheriff met with the Personnel Committee and has requested to upgrade the outgoing Metro Ops secretary and replace that position with at the Patrolman level plus, if they hire a Patrolman, there would be expense for a car which could come out of CCD later. Mr. Jones stated that the Personnel Committee voted 4 – 1 in favor of this request.

Mr. Jones stated that second request is to increase the salary of the IT person and move this position from unclassified to a classified position. The recommendation of the Personnel Committee was to approve the IT person but place that person in the 911 budget to be shared with the Sheriff's Department; the salary would be paid from the Surcharge Fund.

Mr. Ludlow asked if the Metro Ops Secretary had been paid from the grant; the grant used to be under the Prosecutor's jurisdiction. Mrs. Shuter stated that when Metro Ops moved to the Sheriff's jurisdiction, Fund 574 was created; it was agreed last year to fund the Metro Ops budget out of Riverboat (272) and to re-evaluate it this year.

There was discussion regarding the requested line items. Mr. Ludlow asked about the Training Fund. Sheriff Mollenhauer stated that they are utilizing the Training Fund to be as efficient and effective as possible; they have also used Commissary money for beneficial items and they intend to scrutinize this money to the penny.

Mr. Yagelski made a motion to approve the 200 and 300 accounts as presented in the **105 Sheriff's Budget** except for accounts 20013 and 30022 which are to be approved at the 2007 rate. The Sheriff can come back for vehicles the first of the year. Mr. Ludlow seconded but mentioned the Pension in the amount of \$827,000.00; he asked if the Council wants to pay this from the General Fund or someplace different. There was discussion regarding the pension. Mrs. Shuter stated that we were receipting money into the General Fund and paying the pension from the un-appropriated balance, but we can't do that anymore; there used to be \$30,000.00 in the Pension line item in the Sheriff's budget. Mr. Jones suggested that the motion include that a non-reverting Pension Fund be established immediately with the interest to say in this fund. **Mr. Yagelski amended his motion** to include cutting the Pension account 30160 by \$827,000.00 and to move vehicles from the 300 account to the 400 account and then to zero out the 400 account, which also contains Office Machines, along with creating a non-reverting Pension Fund. The Sheriff can come back for vehicles the first of the year. The amended motion carried by voice vote 7 – 0.

As everything is the same in this budget, Mr. Ludlow made a motion to approve the 200 and 300 accounts in the **141 Garage Budget** as presented. Mr. Cunningham seconded. The motion carried 7 – 0 by voice vote.

There was discussion about other departments getting the fuel for their vehicles from the Sheriff's Department. Chief Deputy Sosinski stated that one of the reasons for this is because of tax reasons since at the end of the year they get State tax back and it has to be in one account to do that; he commented that they receive a monthly printout showing what everyone is drawing and how much gasoline they use and the cost per month.

Mr. Sosinski stated that there is one mechanic at an LTC IV and the rest are LTC V's; they don't know why this classification is lower and they would like to change his classification since he is actually a mechanic. This matter will be brought before the Personnel Committee. Mr. Yagelski suggested changing this employee to a LTC V and if he would leave employment then it would be back to a LTC IV classification.

Mr. Cunningham made a motion to approve the 200 and 300 accounts in the **145 Jail Budget** with the exception of putting the 30028 Firearms Training account back to the 2007 rate of \$5,000.00. Chief Deputy Sosinski commented that this increase was due to ammunition costs. Mr. Ludlow seconded.

Mr. Yagelski asked if there was any possibility of increasing staffing and opening up the second floor. Sheriff Mollenhauer responded that a letter was received from County Attorney Shaw Friedman regarding this matter and referring to eight (8) Jailers; Sheriff Mollenhauer would like to cut this figure to a lesser amount and has made arrangements with the Superintendent of the Westville Correctional Facility, who is putting a team together to analyze the manpower. Mr. Ludlow asked the Sheriff to make this study known to Attorney Friedman so that he could include it in his response to the Courts. Sheriff Mollenhauer commented that video arraignments and video visitation would help with manpower.

Dick Buell, Jail Commander, for the record stated that he did not agree with the request to comply with providing chairs in the visitation area since they can be used for a weapon, kids climb up and down on the chairs and if one falls, we are paying a lawsuit. Commander Buell stated that it would make their lives a lot easier with the eight (8) Jailers and there would be more flexibility to keep the hardcore criminals away from the misdemeanants. There was considerable discussion regarding this matter and operation of the Jail.

The motion by Mr. Cunningham carried 6 – 0 with Mr. Yagelski abstaining from the vote.

Mr. Cunningham made a motion to approve the 200 and 300 accounts in the **182 Security Budget** at the 2007 level. Mr. Jones seconded. The motion carried 7 – 0 by voice vote.

There was discussion regarding comp time and overtime and also qualifications required for security officers.

Regarding the Metro Ops budget in the Riverboat 272 Fund, the secretary's position will be eliminated and a Patrol Officer will be added to the Sheriff's 105 Budget. Mr. Ludlow asked if the new Patrol Officer would be used for drug investigation; the response was, "Yes." Mr. Ludlow clarified that the object of taking the secretary out is so that a police officer can be added to Metro Ops. Mr. Cunningham made a motion to approve the 200 and 300 accounts for the **272 budget**. Mr. Ludlow seconded. The motion carried 7 -0 by voice vote. Mr.

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Cunningham made a motion to delete 10117 for the secretary and Mr. Ludlow seconded. The motion carried by voice vote 7 – 0.

**CUM. BRIDGE/MAJOR BRIDGE/HIGHWAY MVH (213/215/204)  
MVH MAINT. & REPAIR/MVH ADMIN/HWY LR&S (202/201/207)**

Bob Young, Highway Superintendent, Bryan Batchelor, Assistant Superintendent, Rick McVay, Highway Engineer, and Julie Pajor, Administrative Assistant, were in attendance to present these budgets.

Mr. Ludlow questioned why the Utility Inspector is in the 300 account. Mr. Young explained that this position is paid by purchase order. Mr. Ludlow made a motion to make all 200 and 300 accounts the same as 2007 in the **200-201 budget** and if the Utility Inspector needs to be adjusted, that can be done separately. Mr. Cunningham seconded. The motion carried by voice vote 7 – 0.

Mrs. Shuter reported that she and Mr. Young had gone over the MVH budget projections; typically when these are approved from the State, the Highway has to make a \$400,000.00 to \$500,000.00 cut but for 2008 they actually have a negative need of about \$670,000.00. Mr. Ludlow made a motion to approve the 200, 300 and 400 accounts in the **200-202 budget** as presented and Mr. Mrozinski seconded. The motion carried 7 – 0 by voice vote.

Mr. Ludlow made a motion to approve the 200, 300 and 400 accounts in the **200-204 budget** as presented. Mr. Cunningham seconded. The motion carried by voice vote 7 – 0.

Mr. Young commented that the 4/10's (ten hours a day four days a week) workweek from time change to time change is the way to go.

Mr. Cunningham made a motion to approve the 200, 300 and 400 accounts in the **LR&S 207 Budget** as presented. Mr. Ludlow seconded. The motion carried 7 – 0 by voice vote.

Mr. Ludlow made a motion to approve the **Major Bridge 215 Budget** as presented. Mr. Jones seconded and the motion carried by voice vote 7 – 0.

Mr. Ludlow made a motion to approve the **Cumulative Bridge 210 Budget** as presented. Mr. Yagelski seconded. The motion carried 7 – 0 by voice vote.

Mr. Yagelski asked where the County stands regarding the frost law. Mr. Young reported that he received a quote on the scales at \$11,000.00 a set.

There was a lunch break.

**BUDGET CLEAN-UP:**

Mr. Cooley commented that there is some cleanup to do regarding some of the budgets.

Mr. Ludlow, for simplicity's sake, made a motion to return to the 2007 level for the number of employees for **all** of the 100 accounts and then amend those that the Council wanted to specifically address. Mr. Cunningham seconded and the motion carried 7 – 0 by voice vote.

Mr. Cooley stated that Kay Felton, Director of the County Home, wanted to up her part-time help last year and the Council didn't do it and she was running short. Regarding the rate for Part-time Help, Mrs. Shuter reported that the rate for 2007 was \$10.00 maximum per hour except on technical positions.

**PROSECUTOR'S OFFICE:** Mr. Ludlow stated that this request to move all ten (10) IV-D employees in that department to a COMOT V classification. It was decided to hold a decision on this matter until later after we get an answer to our questions from WIS. Mrs. Shuter mentioned that if those classifications are changed then the whole point system will be off kilter that everyone else in the County was evaluated by.

**COUNTY HOME:** Mr. Ludlow made a motion to raise the Part-time line item in the 146 budget to \$14,500.00. Mr. Cunningham seconded and the motion carried 7 – 0 by voice vote.

**EMS:** The position of a Transfer Coordinator was addressed. Mrs. Pease stated that she proposes using four (4) part-time people instead of two (2) full-time people to staff another rig; she stated that at the recommendation of WIS the part-time tech people are now paid at the hourly rate based upon the initiation rate of a full-time employee. Mrs. Pease stated that the Transfer Coordinator's position is recommended as a PAT II; the salary would be \$32,052.00 for 2008. The Commissioners have someone in their department to transfer to the EMS budget; Mr. Yagelski commented that this would be fine as long as the Commissioners don't fill the vacant position in their budget. Mrs. Huston stated that there would be a lateral transfer of that employee, Monique Gillard, to EMS and the new position would be created for next year with the money appropriated in the EMS budget.

Mr. Yagelski made a motion to approve a full-time marketing person, Transfer Coordinator, for next year. Mr. Ludlow seconded and the motion carried by voice vote 7 – 0.

Mr. Yagelski made a motion to eliminate the Executive Assistant position in the Commissioners Budget. Mr. Ludlow seconded. The motion carried 5 – 2 with Mr. Jones and Mr. Cunningham voting, "Nay."

**PLAN COMMISSION:** Mr. Jones made a motion to approve changing the classification of Diane Richardson from a COMOT II to a COMOT III. The motion died for lack of a 2<sup>nd</sup>.

**VEHICLES/MILEAGE:** Regarding mileage line items in Ray Hamilton's budgets, \$1,500.00 is approved in the Board of Zoning and \$2,000.00 is approved in the Contractor's Registration Fee Fund. This matter will be discussed later.

**VOTER REGISTRATION:** The request for Part-Time was increased from \$28,080.00 to \$32,400.00. It was decided to leave the amount the same.

**SURVEYOR:** Mrs. Shuter stated that WIS has recommended that the position listed as Party Chief unclassified be changed to a COMOT V classification. There was discussion concerning this position compared to a Chief Deputy position and being able to replace someone in this position if a new Surveyor comes into office; once this position is classified it is protected. Mr. Cunningham made a motion to leave this position unclassified and to make it

the same pay as a COMOT V. Mr. Ludlow seconded but noted that an unclassified position does not receive longevity. Mrs. Shuter explained that the thought is that the person in this position, Tim Harrold, would receive longevity after eighteen (18) years and would be classified the same as the female counterpart in the Drainage Board budget who is also titled a Party Chief and is a COMOT V. Mr. Cunningham withdrew his motion.

Mr. Cunningham made a motion to pay the same amount \$35,281.00, to both Party Chief positions and to pay both positions at the COMOT V level based on their years of service but both positions are unclassified. Mr. Garner seconded. The motion carried 7 – 0 by voice vote. (See the September 5, 2007, Budget Hearing Minutes for a change in this action.)

**JUVENILE SERVICES CENTER:** Mr. Ludlow made a motion to leave the majority of Krista MacLennan’s salary in the Circuit Court budget and to adjust the additional amount in the Juvenile Center budget and to let the Auditor transfer it into one account for a total salary in 2008 not to exceed \$60,000.00. Mr. Garner seconded. The motion carried 7 - 0 by voice vote.

**EMERGENCY MANAGEMENT:** Mr. Yagelski made a motion to make the Emergency Management Director’s position full-time and to pay this position at the same salary as the 911 Director as requested. Mr. Jones seconded. Mr. Yagelski, Mr. Jones and Mr. Cooley voted, “Aye” and Mr. Mrozinski, Mr. Cunningham, Mr. Ludlow and Mr. Garner voted, “Nay.” The motion was denied 3 – 4.

Mr. Jones asked about the money for Extra Hire/Part-time; he stated that this is a line item requested and this budget has never had it and that Mr. Young had requested this money so that Sue O’Leary could train a secretary for NIMS. Mrs. Huston questioned the request for money for next year so that someone could be trained this year. Mr. Jones clarified that Mr. Young really wanted this money for August through December of this year; Mr. Jones had asked Mr. Young to write a letter for additional appropriation this year for half of the amount if he thought he really needed but Mr. Young never wrote the letter. Mrs. Huston commented that she was told that the government would do the NIMS training. Mr. Jones responded that LaPorte County has to get it done right now or we won’t get any grant money. Mr. Cooley stated that if the money is needed right now, Mr. Young would need to come to a Council Meeting to request additional money. Mr. Yagelski clarified that the request for Extra Hire/Part-time was not included in his motion.

Mr. Jones commented that he is trying to represent Mr. Young since he is not here but Mr. Young is not paid to be in his office full-time.

**SUPERIOR COURT NO. 1:** Mr. Ludlow commented that \$31,000.00 is requested in this budget plus \$10,400.00 for a Law Clerk. Mr. Ludlow stated that it is his personal opinion that the Judge should come back after the first of the year; the Vocational Director shouldn’t be a line item that the taxpayer has to pay for but if the County can afford it next year, it could come from Riverboat or someplace else. There was no motion.

**SHERIFF’S DEPARTMENT:** Mr. Ludlow made a motion to approve a Patrolman in the Sheriff’s Budget 105 and to eliminate the Metro Ops secretary. Mr. Yagelski seconded. The motion carried 7 – 0 by voice vote. There was discussion about creating a new line item in the



E-911 budget for an IT person to be shared with the Sheriff's Department. Chief Deputy Sosinski commented that if the salary for IT is left in the Jail budget, one Jailer could be hired. There was further discussion regarding the salary of a Jailer and the possibility of sharing an IT person and what that salary should be.

Mr. Cunningham made a motion to make the IT Specialist's position unclassified at the salary of \$42,000.00 for 2008, with no raise on top of that amount, and to place this line item in the E-911 Budget (598). Mr. Yagelski stated that he has no problem with this as long as the job description spells out the duties. The motion carried 7 – 0 by voice vote.

Mr. Yagelski made a motion to eliminate the position of Chief Jailer in the 145 budget and to approve an entry level Jailer instead. Mr. Ludlow seconded. The motion carried 7 – 0.

Mr. Cunningham made a motion to reclassify the LTC IV Mechanic in question to a LTC V classification since he is certified and also works on the EMS rigs. Mr. Mrozinski seconded. The motion carried 6 - 1 by voice vote with Mr. Ludlow voting, "Nay." Mrs. Shuter stated that WIS would need to revise this job description. It was understood that if a mechanic quits and the mechanic hired doesn't have the same qualifications, the position would then be classified as an LTC IV.

**EMS:** Mrs. Pease had requested \$5,000.00 in overtime for the First Responder program and \$1,200.00 for books and training. Mr. Garner made a motion to approve \$6,200.00 as requested for these line items. Mr. Jones seconded. The motion carried 7 – 0 by voice vote.

Mrs. Pease stated that there was an increase of \$2,000.00 requested for Uniforms and \$1,500.00 requested for advertising for the new program. Mr. Jones made a motion to approve these requested amounts and Mr. Ludlow and Mr. Cunningham seconded. The motion carried 7 – 0 by voice vote.

**ASSESSOR:** Mr. Mrozinski made a motion to approve the new position requested by Mrs. McDaniel in the Reassessment budget and Mr. Yagelski seconded. The motion carried 5 – 2 with Mr. Ludlow and Mr. Garner voting, "Nay."

Regarding the request for the amount for the attorney, Mr. Cunningham asked if this attorney would represent the County's interest or would they be the Hearing Officer. Mrs. McDaniel responded that whoever sits in on the appeals to the PTABOA Board cannot represent her in a State appeal. Mr. Cunningham asked if the contract with Nexus requires them to provide counsel at the State level. Mrs. McDaniel responded that it is not in the Nexus contract; if she would need some backing to protect LaPorte County they would be there but they could not represent LaPorte County themselves. Mr. Garner stated that he has enough confidence in Mrs. McDaniel's office that he doesn't think an attorney is needed. Mr. Mrozinski suggested a workshop with Nexus so that they can come in and explain their position.

**BUILDING MAINTENANCE:** Mr. Jones commented that Al Ott has requested two (2) janitors and one (1) maintenance position; the Personnel Committee recommended that he meet with President Huston, President Cooley and the County Attorney to assist Mr. Ott in reorganization of his department in cross-training, changing hours, etc.

**COMMUNITY CORRECTIONS:** The budgets for the 584 Fund, the State Grant, and the 590 Fund, which is money generated from Work Release Fees, were again discussed. A motion was made to move the accounts in the 590 Fund back to zero until Mr. Yandt comes in. Mr. Jones seconded. The motion carried 5 – 2 with Mr. Ludlow and Mr. Garner voting, “Nay.”

**COUNCIL:** Mr. Yagelski reminded that the Waggoner, Irwin, Scheele line item in the Council budget be changed to Professional Services.

**PLANNER:** Mr. Yagelski mentioned that Mitch Bishop’s job description needs to be changed to take out any reference to Human Resources; he would like to reduce the salary since the job will change by half. Mr. Yagelski made a motion that the salary be reduced to \$36,000.00. Mr. Garner seconded. Mrs. Shuter stated that the 2007 salary for Mr. Bishop is \$43,700.00. There was discussion about the projects Mr. Bishop has been working on.

Mr. Cunningham asked the Commissioners if Mr. Bishop has been doing what they have asked him to do. Mr. Hager responded that the has been for him. Mr. Cunningham doesn’t disagree that the job has changed but he doesn’t think it is Mr. Bishop’s fault. Commissioner Hager commented that Mr. Bishop is involved in planning and economic development and he has been working on CAFO and wood-fired boilers also. Mr. Mrozinski stated that he knows the Mr. Bishop has also been involved with the cell tower program.

Mr. Cunningham asked Commission President Barb Huston if she was comfortable with cutting Mr. Bishop’s pay \$9,000.00; she responded that Mr. Bishop works mostly for Mr. Hager and the only thing that really bothers her is that she doesn’t get the same respect that Mr. Hager does when she asks for something. Mrs. Huston commented that when Rob Neary was hired in, he was planning and HR; she doesn’t know how much planning he did but he did HR. Mrs. Huston stated that she doesn’t know how much Mr. Bishop has been doing with HR; she would go along with the Council decision.

Mr. Garner commented that he would rather pay a full-time Commissioner than to pay Mr. Bishop because they will out there doing what they are expected to do. Mrs. Huston stated that she really doesn’t have a good handle on what Mr. Bishop does do. Mr. Mrozinski commented that Mr. Bishop has two (2) job titles and he is working forty (40) hours a week only doing one of them, does the Council cut his pay just because he isn’t doing anything on other job; he is still working full-time on planning. Mr. Yagelski commented that the reason for the pay cut is because the responsibilities are cut down.

Mr. Hager stated that when the position was checked out before Mr. Bishop was hired, and the County would have gotten a full-fledged person with a lot of experience, the County would have had to pay \$54,000.00 per year plus to get a good Planner; Mr. Bishop was just out of school and that is why the County got him.

Mr. Cunningham quoted an Indian expression, “When an eagle chases two rabbits, he catches neither” and stated that this is the position Mr. Bishop is in; it is not of his choosing and he does what the Commissioners ask him to do. Mr. Cunningham commented that if Mr. Bishop is not doing the job, then fire him instead of cutting 20% of his pay; if the motion carries the Council is telling Mr. Bishop that his duties are being reduced but he is still expected to work

forty (40) hours per week and his salary will be cut \$9,000.00. Mr. Cunningham cannot vote for a reduction in pay unless the majority of the Commissioners ask the Council to do so.

Mr. Hager stated that if the County loses Mr. Bishop, they lose the comprehensive plan they have been working on all of the time; he understood when Mr. Bishop was hired that he was hired as a Planner and then, all of a sudden, he got shoved into HR. Mr. Yagelski responded to Mr. Hager that he knows for a fact it wasn't that way; the Commissioners were given the job description of a Planner/HR person. Mr. Hager reiterated that Mr. Bishop was hired as a Planner. Mrs. Shuter stated that the job description that Rob Neary hired in under was Human Resource/Planner and he did both jobs. Mr. Garner mentioned that Mr. Bishop is also provided with a vehicle.

The vote on Mr. Yagelski's motion to reduce Mr. Bishop's pay to \$36,000.00 was 5 – 2 with Mr. Ludlow and Mr. Garner voting, "Nay."

(See the September 5, 2007, Budget Hearing Minutes for clarification on this motion.)

**COMMISSIONERS:** Mr. Jones stated that the Commissioners have requested full-time. Mr. Jones reported that he supported this request; his first support was for optional full-time/part-time with a salary ordinance developed by Attorney Don Baugher and controlled by the Council with language that stated that the position had to be their primary job. Mr. Jones complimented Mrs. Huston and Mr. Hager, along with President Cooley, on the time they put in. Mr. Jones doesn't know if the ordinance is doable and as an alternate of that, he suggested giving the Commissioners a pay raise and leave their status as is; they should work with Attorney Baugher to approach this matter again in another year.

Mr. Jones stated that there are a lot of full-time Commissioners in Indiana and with all that is going on, he made a motion to pay the Commissioners \$38,000.00 with \$2,000.00 additional for the President. Mr. Yagelski seconded. Mrs. Shuter stated that currently the Commission President is paid \$30,600.00 and the other two Commissioners are paid \$29,600.00. Mr. Cunningham commented that the Commissioners should all be assigned the same. Mr. Jones stated that his motion is not for full-time. Mrs. Huston reported that Mr. Bohacek had called and if the Commissioners were given full-time positions with pay, he would make this his primary job and quit his other job.

Mr. Cunningham stated that if someone campaigns that the Commissioners position should be full-time and they get elected, then that is the taxpayer saying they believe that should be the case; he would have no problem supporting this at that point in time. Mr. Cunningham commented that the Commissioners were elected knowing what the position paid and for the Council to give the Commissioners more of a pay raise than they give to all of the other County employees is a "slap in the face" for the County employees. Mr. Cunningham further commented that is not to saying that the Commissioners aren't busting their butts, because every time he is here he sees either Mrs. Huston or Mr. Hager, and usually both.

Mr. Hager stated that it is up to the Council because he will continue to do the same job he has been doing. Mr. Ludlow commented no offense to the Commissioners, but he won't support full-time until there is some type of ironclad contract that the Commissioners sign for hours. Mr. Ludlow stated that in reality the Council is elected and only have to be here during the budget hearings all year long.

Mr. Yagelski stated that he agrees with Mr. Cunningham but he is also in agreement that the Council is making a statement about the hours worked and he commended the Commissioners and Council; he commented that if the taxpayers want it, so be it, he would have no problem with it.

The motion was denied with a 2 – 5 vote; Mr. Jones and Mr. Yagelski voted, “Aye.”

**SUPERIOR COURT NO. 3:** Mr. Mrozinski made a motion to reduce the 151 budget by \$13,925.00 to cover the remodeling expenses. There was discussion about paying the bill. Mr. Jones commented that Judge Baldoni can't sign a contract to renovate the Commissioners' building. Mr. Cunningham suggesting that the Commissioners inform the Judge that his budget would be cut \$26,000.00 unless the \$13,000.00 bill is paid. Mr. Yagelski suggested that the County Attorney send the Judge a letter. Mr. Jones commented that the letter should warn the Judge that he does not have the right to change the structural integrity of the building without the Commissioners permission and he is not the contracting agent or owner of the property; now that this has occurred the Judge is expected to pay the bill from User Fees. Mr. Jones also suggested that the letter indicate that the Council is awaiting a response before approving the Judge's budget. Mr. Mrozinski withdrew his motion.

**SALARIES:** Mr. Ludlow made a motion to raise all full-time employees and Elected Officials, with the exception of the Sheriff and state regulated offices, with a 3% increase. Mr. Jones seconded. Mr. Yagelski has no problem with the 3% but he reminded the Council that the goal is to get the health insurance back to where it should be; in 2008 it would be 80/20 and the next year it should be 75/25 since it is one of the County's largest expenses. There was discussion about the cost of health insurance to employees. The motion carried 7 – 0 by voice vote.

Mr. Ludlow then made a motion that the employee health insurance portion of the cost be 20% with the County paying 80% of the cost. The motion was seconded. The motion carried by voice vote 7 – 0.

**PART-TIME HOURLY:** There was discussion regarding the Cooks, who are considered full-time/part-time, and their hourly pay; the Sheriff was informed that he can pay whatever they choose up to the maximum amount. Mr. Jones suggested that the Sheriff look at the hourly amounts, add them up and then increase the line item request if needed.

Mr. Cunningham made a motion to increase the part-time and the full-time/part-time hourly rate from \$10.00 maximum per hour to \$10.30 maximum per hour. Mr. Ludlow seconded. The motion carried by voice vote 7 – 0.

**MUSEUM CURATOR:** Mrs. Shuter stated that the Museum Curator was raised by motion by the Commissioners years ago; he is above the full-time/part-time hourly scale and receives benefits. Mr. Cunningham made a motion to give the Museum Curator a 3% increase and Mr. Ludlow seconded. The motion carried by voice vote 7 – 0.

**VACATED POSITIONS:** Mr. Cooley stated that instead of having a hiring freeze, as people leave the Council should be consulted to see if the budget can be cut. Mr. Yagelski made a motion that if a job becomes available in 2008, the Council would have to approve this

position by name. Mr. Ludlow would rather do this by ordinance to put in the Department Heads hands. Mr. Yagelski withdrew his motion until this matter can be further discussed with Attorney Baugher. Mr. Yagelski then made a motion to defer this matter until the August Regular Meeting. Mr. Jones seconded. The motion carried by voice vote 7 – 0.

**JUDGES & MAGISTRATES:** Mrs. Shuter stated that the Judges and Magistrates were zeroed out last year and those will be rolled back the way they were.

**BOARD MEMBERS/ATTORNEYS:** Mr. Ludlow made a motion to leave the Board Members and the Attorneys at the 2007 rate. Mr. Yagelski seconded. The motion carried by voice vote 7 – 0.

**ADJOURNMENT:** The meeting was adjourned at 4:05 p.m. Mrs. Shuter reminded the Council that September 5<sup>th</sup> at 5:00 p.m. is the first public hearing.

