WARRICK COUNTY COUNCIL – FINAL REVIEW
COMMISSIONERS MEETING ROOM
107 W. Locust Street
Boonville, Indiana
September 5, 2019
6:43 PM

The Warrick County Council met for Department Hearings in the Warrick County Courthouse, 107 W. Locust Street, Boonville, Indiana.

Council members present were President Greg Richmond, Vice President Ted Metzger, Charles Christmas, David Hachmeister, Cindy Ledbetter, Brad Overton, and Rick Reid.

Council Administrator Krystal Powless was present.

County Auditor Debbie Stevens and Secretary Kristine Georges attended and recorded the minutes.

Council President, Greg Richmond, called the meeting to order at 6:43 PM.

ECONOMIC DEVELOPMENT – EVENT CENTER DIRECTOR

Councilman Richmond: Like to start this second portion here. This is our Final Review. For the new Councilmen, we always do our big day, the all-day one (1). Then, we do the second session where we do the cuts and make choices on salary increases and things like that. And then we come back and we have a Final Review in case any tweaking needs to take place and anybody from any department can say something else about it. And Krystal will kind of give us a report as to how we're doing, that type of thing. First of all, I think it would be appropriate to allow anybody that has a particular point they want to make about their budget that was very important that they'd like to come speak to us about. Raise your hand, come up, and identify yourself, Steve, Economic Development.

Steve Roelle: Hi, Guys. Steve Roelle, Economic Development. I appreciate the time. I'll be as quick as I can. I just wanted to talk about the Event Center Director position which is a new position for Warrick County. I just want to stress as I've stressed to Council and I've stressed to the Personnel Committee, that I think this position is a different type of position for Warrick County. It is not a groundskeeper position. It's not a park maintenance position. And I know that everybody on County Council and the County has extreme high hopes and high expectations for this facility to generate revenue, to help support, you hear about subsidizing the Parks Department to help the Parks Department generate revenue so that they can improve Scales Lake, have future transformative capital improvement projects. And I'm just fearful that we are trying to slot this into the Parks Department so that this person can't be above Ben or above Joe or whoever and take your pick of any people in the Parks Department. We want it to be kind of a third tier position within the Parks Department, and I'm afraid if we do, we're going to get third tier results. And that's nothing against anyone at the Parks Department, but underneath Ben and Joe is a groundskeeper. And it's a different skill set than what we need to professionally run this building with a very small staff. That we want to be open seven (7) days a week. I think a lot of the building, I don't know the percent, forty (40%), sixty (60%), will sell itself. We've already gotten calls from two (2) County High Schools to lock up ten (10) year dates. We've gotten a bunch of corporate calls for quarterly meetings, luncheons, political functions, a ton of private residents that want to have events at this facility. But it's that first sixty percent (60%) of events that covers your operating budget. So, anyone that has been in private business, it's that, it's that last percent, whether that's thirty (30%) or eighteen (18%) or whatever that number is, that, that's your revenue. That's your profit. And so, I just feel very strongly that if we underpay this position, and we understaff it, we need to be ready for it to underperform. And so that's the only concern I have. I will say, and this is kind of against my argument, no matter who we hire and what the salary is, we're gonna work a hundred percent (100%) as hard as we can to set this person up for success. But, I just fear that we're looking at other Parks Department positions and this is just a different, it's a different skill set. We're looking for this person basically to be a mini department head. They're going to have to manage a budget and staff and generate revenue, deal with vendors, and do contracts and deal with clients and customers and residents. And it's a, it's a big position. So, unless there's questions, I'm happy to talk about it all night, but I know you guys have had a long night. So I'll leave it at that. And I just want to stress and maybe have you guys look again in your meetings the Salary Ordinance that I put in and kind of think about the reasons why. And I know you guys have a lot of hard decisions and that's what you guys need to do. But, I really think we want to start off on the right foot.

Councilman Metzger: Excuse me, Steve. Let me make sure I got you straight. Are you saying you want to take this position out of Parks?

Steve Roelle: If it needs to be. If it needs to be an Economic Development position; if it needs to be, you know, we have Tourism Board, Economic Development, Parks Department. Can be a Co-position. I think regardless, it's a facility within the Parks Department. So it has to function and get along well with the Parks and the grounds and, you know, all of those things. If we're going to keep it at the current salary, I think it needs to be a Parks Department person. Cause it's going to slot into the Parks Department and it will fall under Audrey and Joe and Ben to deal with all of those issues. I just think it's a different position that needs someone with experience running a facility and generating revenue and making this happen. So, I originally said I'd be happy bringing them in to Economic Development. I think what I pitched to the Personnel Committee was to keep, bring them on as an Economic Development employee to train them and on-board them and set them up for success. They're not going to be, we want to hire them on January 1st so that they can get working and booking this facility and getting the website up and going and all of those things so when we're open in July, it's ready to go. They can work in our office. We have the space. The Parks Department certainly does not have a spare office for somebody to work in. And then if it works out and there's a way to slide them in. It's not about who's, in my opinion, but I see things with blinders on, it's not about who's above who or who's. And I know those are really personnel problems, but it's about having a successful facility.

Councilman Richmond: This would be someone who probably who had, who would have organizational skills and marketing skills.

Steve Roelle: Marketing and sales are important.

Councilman Richmond: Yes, and I would like to mention that we've talked about, we have hopes that this particular pavilion is going to bring in a nice chunk of revenue that can be used. I know Brad feels this way, and I do, that Scales Lake needs a great deal of attention. And it's been allowed to deteriorate. And if we get someone who's successful that would pay for this salary and also bring in enough extra revenue beyond the operating expense to be putting into something like that. And I think that was your purpose in getting that hire.

Steve Roelle: It was.

Councilman Richmond: Not to be somebody that is making more than the Superintendent out there or anything like that.

Steve Roelle: My original goal was to have this person at an entry, kind of a little above an entry level salary and then pay them on a bonus standpoint. That's the way the private sector would do it. You set a baseline of we expect this much revenue and whatever is above, you hit certain milestones, and you would get more funds. But because it's a public employee, we can't operate like the private sector. That would be the way to do it. That's the way to give someone an ownership perspective or feel or attitude to run this facility. And operate that way. Which then no one should care if the person was making forty-five thousand ($45,000.00) but they got two hundred thousand dollars ($200,000.00) in bonuses. I don't care if it means they're bringing in five million dollars ($5,000,000.00). Or they book you know a Hollywood movie to shoot for the summer in Warrick County and use the facility and generate a ton of revenue. That, I think, would be a win for everybody is get paid on results. And if anyone can find a way, we looked into it to do that, I'm happy to manage that person. If they don't hit their results or benchmarks, we'll get the next person. But I just don't believe, you guys have more experience than me, I don't know that we can do a bonus or milestone or salary structure like that. That would be ideal and you can set whatever the initial salary is that you want cause they'd have to earn it.

Councilwoman Ledbetter: I think it would be better suited for the position to be under the Tourism Board. I mean the position that you're looking for, you're looking for somebody who's gonna work with those events that are coming in, you know, to bring tourism into the County as a whole. Not the Parks Department.

Steve Roelle: And if you wanted to make the person, the Tourism Board Department Head, that's fine too. And I agree, and it goes back to the same thing. We are going to work. I am working extremely well with the Parks Department. We're going to work as hard as possible no matter who the person is or what the salary is...

Councilman Richmond: We would need to move...

Steve Roelle: To get them, for success, to get them to be successful.

Councilman Richmond: We would need to move that position over to the Tourism budget.

Krystal Powless: I'm not sure that you can do that according to the Ordinance.

Steve Roelle: Well, the issue is, is that Joe's personally getting paid out of the Economic Development budget.

Krystal Powless: No, no, no, no. I'm not talking, I'm talking about moving them to Tourism.

Steve Roelle: Right.

Krystal Powless: I don't think you can do that. According to the Ordinance that you had drafted. Now, Cliff's not here, and I have to check that. But I have a feeling that you cannot do that.

Councilwoman Ledbetter: I think one (1) of the concerns was is that that person would actually be making more money than some of the people at the Parks.

Steve Roelle: I agree, and that's a concern and that's why you guys make the hard decisions.

Councilman Richmond: So, if it's moved to EDIT that would solve that.

Krystal Powless: Well, well, right now, let me clarify. We put it in EDIT. You had me, I have put it in EDIT right now. That's where it is.

Steve Roelle: In the initial plan, like Greg mentioned, was to take the revenue for the Events Center and it basically had to pay for itself and then everything on top of that. So, basically, we would want it to pay for salaries and operating expenses and operating budget and everything on top of that to hopefully set, set a Capital Fund. And I think the Parks Department already has a Capital Fund. It has like forty-one hundred dollars ($4,100.00) in it. But to set a Fund where they could put money in and then come and present plans for capital improvement projects and use money out of that Fund to make our Parks Department a better place without having to pull the money from anywhere else. Letting that money come from the money that's generated. And like Cindy said, if it is a Tourism position, that person can then leverage some other Park assets and other things to bring in additional functions and activities and events. So, it's part of just managing events that come to us and want to book it. And that's hard enough. I mean the average wedding you have a hundred (100) contacts between photographers and mother-of-the-bride, you know, the night before, the rehearsal party and all that. You have about a hundred (100) contacts for one (1) wedding. So, they're going to have enough with that too. We expect them to generate key events that utilize our facility and our amenities within Friedman Park and within Warrick County to bring people here. So, I'll leave the hard decisions to you guys. But, I just, I really feel strongly that we need a professional. I would love if we

could set it up with a bonus or something like that, cause then they've got to earn their keep. I'm a big believer in that; that people have got to prove it. But if we can't do that, we don't need that feasibility and that Salary Ordinance that if we find the person with the right experience, you know, we can pay them. And it's not a comparable position with the guy from the Evansville Visitor Bureau just quit. And I think he was making a hundred and thirty thousand dollars ($130,000.00) a year with a full benefit package. And it's not a comparison, I'm not trying to say apples to apples, but it's, it's also not a groundkeeper salary. So, somewhere in there I thought was the successful, the plan of success cause we're trying to run this building with one (1) full time person and two (2) part time floaters. So, I was trying to be as conservative as possible with a staff.

Councilman Richmond: I forgot the amount. Was it sixty thousand ($60,000.00)?

Steve Roelle: It was sixty thousand dollars ($60,000.00) along with the two (2) part-time people. And I truly believe that's as conservative as we can get. Friedman Park, the whole park runs with three (3) peoples. Scales Lake runs with forty-one (41) people. That includes a lot of seasonal like life guards and everything else. But I try to be conservative with every, everything we do. I know that sounds like a big number. But I think total for a staff for this type of facility, I think it, I think it's important.

Councilman Richmond: What did we decide on?

Krystal Powless: On…? Thirty-eight thousand ($38,000.00) in Economic Development budget.

Councilman Richmond: Thirty-eight thousand ($38,000.00), okay.

Councilman Hachmeister: But, you also haven't started yet.

Steve Roelle: Have not.

Councilman Hachmeister: And you can always, if need be, can, could increase it. But, you never can go back down with it.

Steve Roelle: I'd like to be able to fire the person if they're not doing their job and we'll get a new person. But, you know, that is, that's a valid point, David.

Councilman Hachmeister: Ideally in the private sector you could have salary plus commission.

Steve Roelle: Correct.

Councilman Hachmeister: But…

Steve Roelle: If you can find a way for us to do that.

Councilman Hachmeister: But again, too, government shouldn't be in the selling position. So, that's the reason it's not in government.

Steve Roelle: I agree. I think there's people that take advantage of those kind of things, per diems and bonuses or whatever. But that's, that's not, again, every time I've been in the private sector and people that have been in sales, that's what allows people to take pride and ownership and really feel like, get that ownership mentality. At the end of the day, it's up to you guys. And we could start the person lower with the expectation that if in six (6) months or a year they deliver as promised, we're going to, we're going to tell them that their structure will jump to B.

Councilman Richmond: If we did that, the Council would have to agree to not wait to, 'til Personnel meets in August.

Steve Roelle: So, I'll leave it to you guys to make that tough decision and just…

Councilman Hachmeister: Well, we've had other meetings we didn't do, didn't go through Personnel.

Councilman Reid: You're funding comes out of Economic Development too as like a bonus out of there?

Steve Roelle: Well, we can't do any kind of bonuses for salary or anything. But the current salary…

Councilman Reid: (Inaudible) salary?

Steve Roelle: All these salaries were initially coming out of EDIT, which the goal was whether this, whether it comes out of EDIT, Tourism, or whatever, the goal is always to put the profit with the money on top of operating into the Parks Department. So the goal is even if we pay out of EDIT, I'd still like to see the building kind of go to revenue neutral first. You know, cover its own ledger.

Councilman Reid: Yeah, sure.

Steve Roelle: And then have that, have the rest of it go to the Parks. Or it can be a split between Parks and Tourism. Whatever that needs to be. Again that's you guys.

Councilman Richmond: We would probably create a line item to deposit that money in.

Krystal Powless: Yeah, they're supposed to be working on an Interlocal Agreement.

Steve Roelle: If we're going to do it this way.

Krystal Powless: That's...

Steve Roelle: If we weren't going to do it this way, we have the existing Interlocal Agreement to build the facility. But the existing, the existing agreement basically says that once it's built and turned over, that Economic Development is handing it over to the Parks Department. Not that we weren't going to continue, again, let the person train and (inaudible) and all these things.

Councilman Reid: Hey, Greg, thought they had that bonus for Solid Waste?

Steve Roelle: That keeps coming up. Solid Waste and the Sheriff had this and this and that. So that, I don't know.

Krystal Powless: What?

Councilman Reid: I know that it was at first. But they had that done.

Krystal Powless: How is...?

Councilman Reid: I was told they were against it.

Councilman Hachmeister: He was on salary though, wasn't he?

Councilman Reid: Yeah, well he got a certain amount for increasing his funding.

Councilman Richmond: It was on the Superintendent only.

Councilman Reid: Yeah.

Councilman Richmond: And yes, when, and that was set up before even I came on the Board.

Councilman Reid: Yeah, I didn't like to have part of it at all.

Councilman Richmond: They had a bonus for Scott that if the Recycling revenue increased a certain amount that he received a bonus, a percentage of that increase.

Krystal Powless: And that was a contract. That was a contract that was created.

Councilman Reid: Could you do a contract for something like that?

Krystal Powless: The Commissioners would have to approve a contract.

Councilman Richmond: Commissioners (inaudible).

Councilman Reid: But we don't have any history behind that at all.

Councilman Richmond: And if, there was a bonus that the Prosecutor was giving his people also which, didn't we stop that this year?

Krystal Powless: Um hum.

Councilman Richmond: Cause it really, we have (inaudible). It is kind of unfair to everybody else.

Councilman Hachmeister: And you, like I say, there's a possibility of doing it on contract where we wouldn't have to pay benefits.

Steve Roelle: I think you'd have to ask that question, that whether they're using our facility and our equipment and our stuff, are they really like an independent contractor?

Councilman Metzger: Yeah, I don't think the IRS would go; I don't think they'd go...

Steve Roelle: I don't know; I don't know those legal answers.

(Several Speaking at Once).

Steve Roelle: I know there are some conflicts sometimes with situations like that. And we could look to contract out the whole, you know, the Ford Center runs by having another company run it. But I think we would lose out on the revenue end by just getting a lease for 'x' amount of money per year. That's what we'd be capped at. And we'd lose control of what they do with the facility to some degree.

Councilman Richmond: In Scott's contract, we included benefits, didn't we?

Councilman Reid: Yeah.

Krystal Powless: I'm pretty sure you did. Um hum.

Councilman Hachmeister: And Scott's contract (inaudible)?

Councilman Richmond: Scott the Superintendent out there included benefits in there.

Councilman Hachmeister: Oh, well, yeah.

Councilman Richmond: Cause he had been an Independent Contractor.

Councilman Hachmeister: It's probably just a spiff they throwed on to him as far as...

Councilman Richmond: The bonus?

Councilman Hachmeister: Increase yeah.

Councilman Richmond: Yeah. They were trying to get him to work hard to bring in more revenue. And he got bonuses for several years until we stopped it.

Councilman Metzger: I do see Steve's point where this is a different animal that the Parks Department. This is hospitality and it's seven (7) day a week.

Steve Roelle: And I really think the community is going to use the heck out of it.

Councilman Richmond: Yeah.

Steve Roelle: The fact that we, every time something comes out in the paper, the phone starts ringing about booking it.

Councilman Metzger: And I don't want to limit our chances of success by, because somebody's not thinking they're not getting paid enough money.

Councilman Reid: And you want someone really good.

Councilman Metzger: Yeah.

Steve Roelle: Again, Parks, Tourism, Economic Development. I think you could make a case for all three (3). I don't want to ruffle feathers, you know, at the Parks Department. The Parks Department too is, they're looking for revenue to make improvements at the Parks.

Councilman Richmond: Could someone propose a motion on the Event Center's Director's salary? So, we changed that to thirty-eight ($38,000.00), from the thirty-eight ($38,000.00)?

Councilman Metzger: Thirty-eight ($38,000.00)?

Councilman Reid: That's what it was.

(Several Speaking at once).

Steve Roelle: Not two-thirty-eight ($238,000.00).

Krystal Powless: Thirty-eight thousand ($38,000.00).

Steve Roelle: We already...

Krystal Powless: It's set at...

Steve Roelle: Like Krystal said.

Krystal Powless: It's at thirty-eight thousand ($38,000.00).

Councilman Metzger: Wow. I think that's low.

Councilman Reid: Yeah.

Councilman Hachmeister: Full benefits.

Councilman Metzger: Well, yeah, but still.

Steve Roelle: And our benefits...

Councilman Hachmeister: And you're your own boss.

Steve Roelle: Our benefits are great.

Councilman Hachmeister: (Inaudible) part-time.

Steve Roelle: But, I mean there's a lot of other places that have great benefits too.

Councilman Reid: I don't think (inaudible) part-time.

Councilman Richmond: I think you would be responsible for supervising.

Krystal Powless: Yes, if it stays under EDIT.

Steve Roelle: And well, like I, Joe and his two (2) staff members are technically Parks Department Employees. They report to the Parks.

Councilman Reid: But, that office will be in your office, won't it?

Steve Roelle: Until the building's open.

Councilman Reid: Okay.

Steve Roelle: They would work out of our office. But we have an office for the Event Center Director in the Event Center. So they would move to Friedman Park. And again, you know, we don't have a Tourism employee, do we? I mean if you wanted to make it a...

Councilman Richmond: It can't be Tourism because of the Ordinance. And the Ordinance is set by the State of Indiana, pretty much.

Steve Roelle: Okay.

Krystal Powless: I don't know that for a fact. I'd have to look into that. But, I just have a feeling. Well, you can get up and speak.

Councilman Richmond: Yeah, come on up. Tell us who you are.

Steve Roelle: Good, Shari. I'm on break.

Shari Sherman: Shari Sherman, Warrick County Chamber of Commerce. And on, as the Secretary of the Tourism Commission. And I know that there was discussion two (2) years ago when the Ordinance was created for the Innkeeper's Tax and it was that they did, they did not want to have another employee because then you had to pay the, pay the benefits and all that. In the Commissioners Ordinance is says that if and when there is a Tourism individual or director or whatever that they would contract with the Chamber at that point. So.

Councilman Richmond: The Chamber or Tourism?

Shari Sherman: The Chamber.

Councilman Richmond: Okay.

Shari Sherman: That the Tourism Commission would contract with the Chamber to hire someone so it did not have to pay the benefits and it wouldn't, not be another individual on the, on the County. And most Tourism Commissions do run separate, do have their own. Either their own non-profit board or they created a non-profit board, or they contract with the Chamber of Commerce to hire the Tourism, hire the Tourism arm. When we started, the Chamber of Commerce has pro-bono, providing the staffing services for the Tourism Commission to get it up and going. So, we had given a year's pro bono and we'll, are to look at that again if we can continue to do that. But at some point, we are going to need a staff person and we would have to look at, from the Chamber's standpoint, hiring someone and using the Tourism dollars. Cause they are separate. It's a separate entity. But the, the Commissioners did create in their Ordinance, said that they would contract with the Chamber to create that position. Now, if it piggy backed on and worked with the, you know, the Event Center, that may be a possibility. That's something that I'm sure the Board would we willing to look at. And that.

Councilman Richmond: So, some day we could pass it on. But right now it's not set up for that.

Shari Sherman: Right now, what?

Councilman Richmond: Right now, it's not set up to make it come under Tourism, paid under Tourism. So, what I'm thinking is it's set up under EDIT and someday, the Tourism Department thinks it'd be best to have it under their division, then at that point in time it could be passed over.

Shari Sherman: You could move it. Um hum. Yeah.

Councilman Richmond: Where the contract could be set up.

Shari Sherman: You could, you could look at that.

Councilman Richmond: But, I think we need to have somebody that is set up and running in 2020 to get this thing going.

Shari Sherman: Absolutely. And I will reiterate that this is a marketing position and it is someone who has to work with the individual families that want to have a small event but also you're looking at the top tier events that want to come in here that are five hundred (500) individuals and that. So, it's not a clerical position by any means. It is a marketing individual with strong skills in how to market to the companies who are coming in as well as working with the others. I can see this growing. I get calls all the time looking for places for events and I get probably as many calls as Economic Development does about

when is the, you know, Event Center going to be open and ready to go. So, it is, it is a marketing position. So, however you do it, if you put it into the EDIT and then at that time look to contract with somebody such as the Chamber, whoever, we can go from there. You know, go from there. But, that's how the Tourism was set up so that it would not be County employee. Any questions?

Councilman Richmond: Thank you. I just need to know what we want to do. Leave it the same or is there a feeling that we should bump this up a little bit?

Councilwoman Ledbetter: I almost feel like it should be contractual. I don't know how we would do that. Are we on time constraints?

Steve Roelle: I can look into that tomorrow if you want some options.

Councilwoman Ledbetter: Yeah.

Councilman Richmond: The thing is we need to direct Krystal into getting this into the, our budget so she can get things finalized and rolling on it.

Councilwoman Ledbetter: So, we still would need an amount even if it were contractual.

Councilman Hachmeister: We've got an amount in there.

Councilman Reid: No, it's got to be higher than that, I think.

Steve Roelle: I think if it stays the same, leave within Parks, and we'll do everything we can to make this person successful. (Inaudible). If not, then I'm open to look at all the other options that were suggested on how to pay this person or if it something that this person's a home run, this Council can approve a year's salary bump.

Councilman Richmond: I think this is good for Economic Development. It has Economic Development. It would come under their purview. Because companies and organizations are looking for places to hold events and meetings and not having to go down to Evansville to Burdette Park and other places. And we'd be more reasonably priced than the Old National Event Center.

Steve Roelle: That's for sure.

Councilman Richmond: I, I, I personally don't have a problem with it being under Economic Development and working kind of under the office of Economic Development.

Councilman Metzger: I wouldn't have a problem with that either. Because it, it just doesn't go with Parks. You know, it's just a different type of venue.

Councilman Richmond: And if this person is not working up to expectations and not getting the profit going, you know, the first year's going to be hard. But as it gets going it should be producing. And I feel like that Steve could report back to us and that person may just decide to defund it and the person would go away and we could bring somebody else on someplace else. By then the Tourism…

Steve Roelle: It's going to be a tough position regardless. It's a take Monday, Tuesday off and work weekends and work nights, work holidays and work 'til…

Councilman Metzger: You might take Monday off. I don't know about Tuesday.

Councilman Richmond: Need a proposal to move forward here. Otherwise it stays at thirty-eight ($38,000.00). And sixty ($60,000.00) was his suggestion? If you've got other suggestions, that'd be fine.

Councilwoman Ledbetter: Was that sixty ($60,000.00) with two (2) part-time for a total of ($80,000.00)? Is that where we were at? And your initial proposal was for a total of what…?

Councilman Richmond: The eighty ($80,000.00), wasn't it?

Councilwoman Ledbetter: Just eighty ($80,000.00) all together for one (1) person?

Councilman Reid: No, it was two (2), three (3) people.

Steve Roelle: No, it was, it was one (1), it was sixty ($60,000.00), ten ($10,000.00), and ten ($10,000.00).

Councilwoman Ledbetter: Sixty ($60,000.00), ten ($10,000.00), so you were still at eighty ($80,000.00)?

Steve Roelle: Correct.

Councilwoman Ledbetter: So, we wouldn't, it, we were at eighty ($80,000.00) all together but that was including benefits.

Krystal Powless: Um hum.

Councilwoman Ledbetter: Right.

Councilman Richmond: On the sixty ($60,000.00) part, um hum.

Steve Roelle: So, yeah, my sixty ($60,000.00), ten ($10,000.00), and ten ($10,000.00) would not have benefits included.

Councilman Richmond: And benefits would be another fifteen thousand ($15,000.00), basically.

Councilman Reid: Cindy, you make a motion?

Councilman Hachmeister: No action.

Councilwoman Ledbetter: Well, if we did, if I made a motion for forty-eight ($48,000.00), we're looking at seventy-three thousand ($73,000.00) a year with benefits added on. It doesn't leave much room for part-time.

Steve Roelle: Well, we still need those two (2) part-time. There's no way one (1) person can work all those hours.

Councilman Richmond: You've got to set up the chairs and tables.

Steve Roelle: There's about a million decisions to be made on operations. And the Parks, and I just want to add, the Parks Department has been fantastic on getting this thing up and going. We meet every two (2) weeks. We talk about what's worked for them; what hasn't worked for them. We talk about a lot of things that need to still be purchased for the Event Center and how the contracts for the pavilion and deposits and we've been checking off a lot of boxes. So this person, whether they're in my department or the Parks Department, I think we still have to work together for success. So, they'll still have to work mostly with the Parks because the facility sits in the park.

Councilwoman Ledbetter: I can try. I can make a motion to pay this person forty-eight thousand dollars ($48,000.00) annually and keep the two (2) part-time.

Councilman Reid: And that's under Economic Development, right?

Councilwoman Ledbetter: Yeah. Under Economic Development.

Councilman Richmond: Is there a second?

Councilman Reid: I'll second that.

Councilman Richmond: Motion by Cindy and second by Rick to pay forty-eight thousand ($48,000.00) and that will be benefits on top of that. And then two (2) part-time at ten thousand ($10,000.00) each. Alright. Any more discussion?

Krystal Powless: Wait.

Councilman Richmond: What?

Krystal Powless: Ten thousand ($10,000.00) each on those part-time?

Councilwoman Ledbetter: Yes.

Krystal Powless: Okay.

Councilman Richmond: All those in favor? One (1), two (2), three (3). All those opposed? One (1), two (2).

Councilman Metzger: Abstain.

Councilman Richmond: Okay, so it's three, two, and abstention (3-2-1 with Charlie Christmas and David Hachmeister opposing and Ted Metzger abstaining).

Councilman Reid: (Inaudible).

Councilman Richmond: I think since this is not an Ordinance or a Resolution, it doesn't take four (4).

Krystal Powless: It doesn't take, yeah. I think three (3), two (2) is fine.

Councilman Richmond: Three (3) to two (2) and the two (2) were David.

Councilman Reid: Charlie and David.

Councilman Richmond: And who else?

Councilman Reid: David.

Councilman Richmond: David and who else?

Councilwoman Ledbetter: Charlie.

Councilman Reid: Charlie.

Councilman Richmond: Charlie, okay. And then one (1) abstention. Okay.

LIT COMMITTEE DISCUSSION

Councilman Richmond: Now, before we go, I do want to offer any other Department Heads or any input that needs to be put into this body? We did not form our committee. We need to do that. And we can do that in this meeting because it's an open public meeting.

Councilman Metzger: Are you talking about the special...?

Councilman Richmond: On the LIT.

Councilman Metzger: Public Safety Committee?

Councilman Richmond: To get the Public Safety Committee. Yeah. And Terry Phillippe has been talking with Cindy and he, he agreed to kind of head that thing up. And I had a conversation with him yesterday and we kind of come to the conclusion that it would be good to have probably a five (5) member board, little smaller. And one (1) Commissioner, one (1) Council person, one (1) fire department official, one (1) police officer and one (1) Town Official. And then, Cindy would like to have Chad Bennett included in on it. And my discussion with Cindy was that Townships right now the way things are written do not benefit from anything if we did pass a tax. So, it'd be good because he has knowledge and input of three (3) different fire departments for him to be like an *ex officio*, a non-voting member that can sit in and give input. Is that, now, what we would need to do, is Terry okay as Commissioner? We would need to appoint one (1) of us. We need to appoint a fire department official and a police officer. And by the way, Paul, was suggested as being that committee member. Paul Kruse and a Town Official. And I can tell you this, Chandler's needs for their fire department are, they're tremendous, if you chose somebody from the Town of Chandler to be the Town Official. And then a fire department official from someplace else. Maybe Ohio Township? I don't know who the different fire chiefs are for the different departments in Ohio. Do you know any of the fire chiefs down there?

Councilwoman Ledbetter: No.

Councilman Reid: Except we're stacking the deck with Chad on there too cause he's from Ohio Township.

Councilwoman Ledbetter: Maybe a good idea to have Boonville on there.

Councilman Richmond: Well, Steve Byers is (inaudible) in Boonville.

Krystal Powless: He would probably serve.

Councilman Richmond: He would what?

Krystal Powless: He would probably serve, I would think.

Councilman Richmond: Steve Byers, he's the Fire Chief at Boonville. We need a Council person. Who'd like to be on it?

Councilman Metzger: You're on it, Cindy. You've been working with it. Would you like to do that?

Councilwoman Ledbetter: I guess I'll do it. They don't like me much.

Councilman Metzger: I wish I had the time. The Town Representative, I'm not comfortable with that. That's stacking the committee a little bit. I'd rather see someone like the Auditor on the committee. If there's any money...

Councilman Richmond: Well, the Auditor doesn't have a whole lot to do with...

Councilman Reid: But she knows the numbers.

Councilman Richmond: (Inaudible) the County portion is what I was thinking.

Councilman Metzger: But she knows...

Councilman Richmond: The Towns are the ones that have the needs. More so than the County.

Councilman Metzger: But you said the Townships don't benefit from it.

Councilman Richmond: Townships cannot be, unless we change, we have to do the Ordinance.

Councilman Metzger: Right.

Councilman Richmond: And we would have to include somehow in the Ordinance.

Councilman Metzger: So, we have a Commissioner, a Council person, a person from law enforcement, and a person from firefighting.

Krystal Powless: Then a Town Official, not a Township.

Councilwoman Ledbetter: What about the lady from Lynnville? I mean we really don't have much representation from out that way.

Councilman Richmond: Tevault?

Councilwoman Ledbetter: Um hum.

Councilman Richmond: What's her first name?

Councilman Hachmeister: Stacy.

Councilman Richmond: Stacy.

Councilwoman Ledbetter: Yeah.

Councilman Richmond: Yeah.

Councilwoman Ledbetter: David, how do you fell about that? That's your area.

Councilman Hachmeister: Well, if you're going to do that, you need to include every one (1) of them. But, then you're stretching out cause they're all going to have the same needs.

Councilman Richmond: Stacy's been in touch with all of the others.

Councilman Hachmeister: Yeah.

Councilman Richmond: I've been talking to her.

Councilman Hachmeister: That's, although, like I said, some of them need, just like Chandler. Of course, Tennyson does have a decent facility now with their Town Hall.

Councilman Richmond: They've got ....

Councilman Hachmeister: Same with Lynnville. But Folsomville, you know, they really all do it by the volunteers. But there's needs, same with Chandler. Chandler's old. The fire house is old. Of course, then again with their Town Hall, they just rebuilt it, purchased a building and rebuilt it. But, you know, there's a couple needs really as far as their facilities need a lot of work. Of course they all want new equipment.

Councilman Richmond: Elberfeld needs a new police facility.

Councilman Hachmeister: Well, it's just old.

Councilman Richmond: And it's upstairs.

Councilman Metzger: I'd like to see someone more neutral in the fifth position.

Councilman Hachmeister: Oh, shoot, I was thinking of the (inaudible).

Councilman Richmond: Elberfeld's got a great fire department right now.

Councilman Metzger: I think we're stacked. I think the deck's being stacked three (3) to two (2). Three (3) that are going to be for it and two (2) against.

Councilman Richmond: We've got two (2) Council members.

Councilman Metzger: Right. And three (3) municipals.

Councilman Richmond: You have one (1) City. And then you've got a police officer that's County.

Councilman Metzger: He's representing the municipalities.

Councilman Richmond: So, you really only have...

Councilman Metzger: In total. This committee should represent everybody.

Krystal Powless: Should there be another Council member?

Councilman Metzger: If we do that, you pretty much have to go to seven (7) people. I'd rather see somebody more neutral. Neither for or against the municipalities and for or against the County. So.

Councilman Hachmeister: Well, you really not voting to bring stuff up though, are you?

Councilman Metzger: Well, they're going to vote on the recommendation.

Councilman Richmond: They'll make a recommendation (inaudible).

Councilman Metzger: Right.

Councilman Richmond: Basically, they're going to formulate a plan for the County to begin with.

Councilman Hachmeister: Well, I'd rather have all the information than, no offense, Ted, but just your opinion.

Councilman Metzger: Right.

Councilman Hachmeister: I'd rather have all the information that you dig up out of it instead of just a recommendation. You've got five (5) people; you might have five (5) different opinions (inaudible).

Councilman Richmond: I think all that would be public. This has to be a public meeting since we are commissioning this committee. It has to be a public meeting. So, all the meetings will be published.

Councilman Metzger: Right.

Councilman Richmond: Anybody can attend. And...

Councilwoman Ledbetter: Well, we are looking for other sources of revenue. What about Economic Development?

Steve Roelle: (Inaudible) Public Safety (inaudible).

Councilwoman Ledbetter: But you are a revenue expert.

Steve Roelle: Thank you, Cindy.

Councilman Hachmeister: You want to say something, Paul?

Chief Deputy Sheriff Kruse: Yeah, just briefly. I feel like, I appreciate my name being brought up in this. But, I do feel like if it's, since I serve at the pleasure of the Sheriff, I would like him to have some say in that matter as whether or not I was to be named to that Board to represent the Sheriff's Office. So, I just wanted to throw that in there briefly just, I don't know if this is something you're naming right now. I didn't want that to become an official (inaudible).

Councilman Richmond: Well, really wanted, that was the motion tonight to form a committee.

Chief Deputy Sheriff Kruse: I would be glad to step out and discuss that with him briefly. I can call him and get him on the phone.

Councilman Richmond: Yeah, go ahead and do that, please.

Councilman Metzger: I agree with Paul. I think we should let the municipalities select their own representatives. And we can go ahead and form the committee and leave, create the slot for their representative. In other words, one (1) from law enforcement; one (1) for fire fighters. Let them pick who they want to send up here.

Councilman Richmond: Okay, they're all talking again. In fact they met last night.

Councilman Metzger: Yeah, so I kind of don't like the idea of picking a representative for them too. I mean we have a spot for them when the first meeting's to happen. Their representative needs to show up. But, I really don't want to see three (3) from the municipalities and two (2) from the County on there. That's lopsided. I think the Auditor would be neutral.

Councilman Richmond: There's still three (3) from the County. If you count the Sheriff and then the Council person and Commissioner, there's three (3) from the County. But only two (2) municipalities.

Councilman Metzger: But they have...

Councilman Richmond: That would be the fire department and the Town Official.

Councilman Metzger: Right. But they might not select Paul to be their representative.

Councilman Richmond: Paul?

Councilman Metzger: Didn't you say Paul Kruse was gonna be...?

Councilman Richmond: Yeah, and he just went out to see if the Sheriff says it's okay for him to serve on this committee.

Councilman Metzger: What would the other municipalities say about him serving on, as their spokesman?

Councilman Richmond: I don't think they have any say so. We're the ones that make the appointment. That's not really their spokesman. He's a spokesman representing law officials, who is a public safety officer trying to solve the problem.

Councilwoman Ledbetter: And most municipalities don't have a problem with man power as much as they have a problem with equipment.

Councilman Richmond: Um hum.

Councilwoman Ledbetter: That's what that whole Public Safety Plan was about was equipment. Warrick County has a problem with man power. Does that make sense?

Councilman Richmond: Central Dispatch needs more people in there when there's a big emergency. I called it today. I called the phone number.

Councilman Metzger: They need to be effective. Don't want it to be slanted.

Councilman Richmond: I don't see how it could be slanted with three (3) County and two (2) Town and then you've got the people that are involved in it with policemen and fire officials.

Councilman Metzger: So, how many people do you have down all together?

Councilman Richmond: Five (5).

Krystal Powless: Five (5).

Councilman Metzger: Right.

Councilman Richmond: And then the *ex officio* would be Chad who would be a non-voting member where he would just put in input since he runs just about all of it. The Cities and Towns contribute part of it. The Towns contribute part of it. But he's the Township Trustee and some of the money comes to buy fire trucks from the Township Trustee.

Councilman Metzger: So, if we have Chad as an extra, why can't we have the Auditor extra to offer her expertise too?

Councilman Richmond: *Ex officio*. I just, if you get too many people, you get too, we had a big committee and a lot of stuff went around and nothing got done.

Councilman Metzger: That's why I was happy with five (5). Five's appropriate.

Councilman Richmond: I wouldn't have a problem with her looking in and putting input into it.

Councilman Metzger: She would be able to answer the questions on the spot.

Councilman Richmond: Okay.

Councilman Metzger: So.

Councilman Richmond: So, let's just solve the, is it okay?

Chief Deputy Sheriff Kruse: The Sheriff would like as the Office Holder to be the one (1) to sit on that committee.

Councilman Richmond: So, he would like to be on it himself?

Chief Deputy Sheriff Kruse: Yes.

Councilman Richmond: So, I'll mark your name off. Is the Sheriff okay with everybody? We can sit here all night folks.

Councilman Hachmeister: We should have voted on this tonight. We would have gotten something done.

Chief Deputy Sheriff Kruse: And I will add that he added at the end that it is ultimately your decision, but he, he would just prefer as the Office Holder and ultimately responsible for our operations to be the one (1) to serve on this committee and provide the input on there. And I sense that that would probably might be his view on the matter. That's the reason I spoke up to start with. I apologize if I slowed things down here. But, I felt like it was the right thing for me to do.

Councilwoman Ledbetter: So, the Sheriff, Mr. Phillippe, Cindy Ledbetter, and then we let the Towns pick one (1) Town representative.

Councilman Reid: (Inaudible).

Councilman Metzger: Now, wait a minute. Just a minute ago you told us it wasn't up to them to pick the representative. It was up to us to appoint it. So, now we appointed Paul as the representative...

Councilman Richmond: No, we've appointed now, the Sheriff.

Councilwoman Ledbetter: We've appointed three (3) County people. I thought you had mentioned not appointing the Town, letting the Towns pick their two (2) people that they wanted to.

Councilman Metzger: Right and just had the two (2) spots open. Right.

Councilwoman Ledbetter: Right.

Councilman Metzger: And then Dave, or Greg said we couldn't do that. That we're here to appoint them. We have to.

Councilwoman Ledbetter: Okay, I understand. I missed that part.

Councilman Metzger: So, we just let the Sheriff's Office appoint their own spokesperson. That's, that don't float.

Krystal Powless: Yeah, but you guys can agree on that or not agree on that.

Councilman Metzger: Right.

Krystal Powless: So, you know, you could just vote right now. Do you want it to be the Sheriff or do you want it to be Paul? And that would solve that.

Councilman Richmond: Really, if you're chosen, he has nothing to say about it. Cause we appoint.

Chief Deputy Sheriff Kruse: And he understands that. He totally understands that. I just, I felt like it was my duty as his, as his Chief Deputy to, to confer with him about it before jumping into that.

Councilman Richmond: Yeah, I would to. I would to, since you're serving under him.

Councilman Metzger: So, are you looking for a motion to vote on the Sheriff's position? Or a representative?

Councilman Richmond: I'm looking for a motion for the whole thing.

Unknown: Yeah, let's get it over with.

Councilman Richmond: We've got Terry Phillippe. We've got Cindy Ledbetter. What about Steve Byers?

Councilman Metzger: Do we know if Steve…?

Councilman Richmond: He would serve.

Krystal Powless: And you said Stacy Tevault, Town Official.

Councilman Richmond: And then either the Sheriff or Paul Kruse. Whatever you want.

Councilman Metzger: I'm happy with Paul.

Councilman Hachmeister: There's nothing that says you have to be on it. You don't want to be on it, don't be on it. You've got a gun. Remember that.

John Wilson: I want Brett.

Councilman Richmond: If we pick you, the Sheriff will understand I'm sure?

Chief Deputy Sheriff Kruse: He said it is ultimately your decision. He would prefer (inaudible).

Councilman Richmond: That alright with you? Can you serve in that capacity?

Chief Deputy Sheriff Kruse: What kind of time commitment are we talking about here, do you think?

Councilman Richmond: That, I don't know. We probably should appoint a chair to call the meetings. This is complicated, Ted. It's your idea.

Councilman Metzger: I know. Like I said, I'm happy with Paul. At least we appointed him and didn't let them select.

Councilman Richmond: It wouldn't be a whole lot of time. Cause, but the hardest part is putting a plan together from the County. And I think Terry could be a big help in that. I mean, he agreed to kind of run the committee if that's what the committee wants.

Councilwoman Ledbetter: He's the chair. That's what, he wants to be the chair.

Krystal Powless: So, he's going to organize and that kind of thing.

Councilman Richmond: He could organize it. And I'm sure that it wouldn't be any more than one (1) meeting a month. At worst, two (2) meetings.

Chief Deputy Sheriff Kruse: Do everything in the daytime? Or (inaudible)?

Councilman Metzger: We're hoping the committee will get back with us within sixty (60) days or less. We'd like to not postpone it any longer than we have too.

Chief Deputy Sheriff Kruse: Terry spoke to me before the meeting and said that he was proposing my name and I told him the same thing, you know, I just told you all. I would prefer he speak to the Sheriff about that before appointing the Sheriff's Chief Deputy to a committee. I feel like it's, again, it's just the Sheriff's position.

(Councilman Christmas left at 7:28 PM)

Councilman Metzger: So, would you like to back out, Paul? Is it something you want to do?

Chief Deputy Sheriff Kruse: I'm available to serve. I'm, I'm kind of put in a bad position here.

Councilman Metzger: I know. A rock and a hard place.

Chief Deputy Sheriff Kruse: To be loyal, to my, to my Sheriff, you know, it's again, it's his office. I serve to assist him.

Councilman Metzger: Right.

Councilwoman Ledbetter: I'm happy with the Sheriff. I mean…

Councilman Richmond: And he's in contact with the City police officers too. He's up to date with everything and the needs. As are you.

Councilman Metzger: Then I think we should let the municipalities choose their representative too. If we're going to...

Councilman Richmond: Okay, so we've agreed on Terry, Cindy, Steve Byers, and the Sheriff. And then I'll call Christy Powell, who's kind of been organizing the, the groups that have been meeting from the Towns and tell them we need whoever they choose. And I'll call you all and let you know who that is. I'll leave that blank for now. And then two (2) *ex officio* non-voting, and that being Chad Bennett, who's Ohio Township Trustee and Debbie Stevens, who is the Warrick County Auditor. And then Terry will try to get with everybody and find out what's best, daytime, evening. What time's convenient for people to meet and then call a meeting. I'll tell Terry, we'd like to get it done in sixty (60) days. But I'll bet it takes longer.

Councilman Metzger: I hope not. Then I make a motion that we accept the current committee list.

Councilman Reid: Second.

Councilman Richmond: Motion by Ted. Second by Rick Reid to, you heard the list.

Councilman Metzger: Yep.

Councilman Richmond: All those in favor? Okay. That's all five (5) of us. Five, zero (5-0).

Councilman Metzger: Go for it. Didn't mean to put you an awkward position, Paul.

Chief Deputy Sheriff Kruse: I understand.

Councilman Metzger: I just wanted to make sure the committee's fair. Not that you wouldn't be fair.

RECORDER'S SALARY

Councilman Richmond: Alright. Any other business to come before the Council tonight?

Councilman Reid: You know, I think one (1) thing that wasn't fair was the Recorder's Office. They're the Office Holder there that's making money for the County. We only gave her a three percent (3%) raise and the rest of them got five percent (5%). I think we should have her up to the five percent (5%) too.

Councilman Richmond: She'd be bumped up to the Auditor and others if we did that.

Councilman Reid: In other counties, yeah. She's actually making money for us. The rest of them aren't.

Councilman Richmond: They may be making money for their counties, too.

Councilman Reid: I don't know.

Councilman Richmond: They've got the same opportunities she does.

Councilman Metzger: So, is that some kind of motion?

Councilman Reid: Yeah, I'd like to see her go on the five percent (5%) instead of the three percent (3%).

Councilman Richmond: Would that put her above the Auditor and the...?

Krystal Powless: I don't think so.

Councilman Reid: I don't think so.

Krystal Powless: (Inaudible) brought that part with me.

Councilman Richmond: Rick made a motion. Is there a second?

Councilman Reid: No, not yet.

Councilman Metzger: We're seeing if it's going to put her up.

Krystal Powless: Um, can I run to my office?

Councilman Metzger: I don't know, can you run to your office?

Krystal Powless: Yes.

Councilman Richmond: The Clerk and the Auditor...

Councilman Hachmeister: As far as everybody, anybody as far as collecting money out of it. I don't understand what the advantage of it is.

Councilman Reid: Well, all the Department Heads got a five percent (5%) and she got a three (3%).

Councilman Hachmeister: That was from the mean though.

Councilman Richmond: From the mean because her mean was higher.

Councilman Hachmeister: Her mean was already higher.

Councilman Richmond: Yeah.

Councilman Hachmeister: She's making more money percentage-wise than the others. That must be what you mean, the mean.

Councilman Richmond: Yeah.

Councilman Hachmeister: It wasn't from an average or, it was from the mean that Greg brought up that night.

Councilman Metzger: So, does three percent (3%) bring her up to the new average?

Councilman Hachmeister: Yeah.

Councilman Metzger: It does? Okay.

Councilman Hachmeister: Well, it's over that, I believe.

Councilman Richmond: Krystal's going to get it. Thank you.

Krystal Powless: No, it would not bring her above the Auditor.

Councilman Metzger: The five percent (5%) increase would not bring her above the Auditor?

Krystal Powless: No. Do you want more information than that?

Councilman Metzger: No.

Krystal Powless: Okay.

Councilman Metzger: I'll second that motion we go ahead and put her at the five percent (5%) too. We did the other Office Holders. It won't put her over. They do produce an income. I don't see any reason not to. So, I will second that.

Councilman Richmond: What we don't know is the other Recorder's might be doing the same things. So, I sympathize. I understand your thinking. But we were trying to be fair with the means. We have a motion and a second. Any more discussion? All those in favor? One (1), two (2). All those opposed? Is that yours? Three (3) opposed.

Councilman Metzger: We tried.

Councilman Richmond: So that's two to three. (Motion failed 2-3 with Cindy Ledbetter, David Hachmeister, and Greg Richmond opposing). And that would be David, Greg, and Cindy opposed. Okay. Alright. Any further? I'll take a motion.

Councilman Reid: Motion to adjourn.

Councilman Richmond: Rick Reid made a motion to adjourn. Second by...

Councilman Metzger: Anybody.

Councilman Richmond: Ted. All in favor? Everybody. Five, zero (5-0).

ADJOURNMENT: Meeting adjourned at 7:35 PM.

WARRICK COUNTY COUNCIL

Greg Richmond, President

Ted Metzger, Vice President

Charles Christmas

David Hachmeister

Cindy Ledbetter

Brad Overton

Richard Reid

ATTEST:

Deborah K. Stevens, Auditor
Warrick County, IN

Minutes transcribed by Kristine Georges