WARRICK COUNTY COUNCIL MEETING
COMMISSIONERS MEETING ROOM
107 W. Locust Street
Boonville, Indiana
December 5, 2019
6:00 PM

The Warrick County Council met in regular session in the Warrick County Courthouse, 107 W. Locust Street, Boonville, Indiana.

Attorney Cliff Whitehead and Administrator Krystal Powless was in attendance.

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

Council President, Greg Richmond, called the meeting to order at 6:00 PM.

PLEDGE OF ALLEGIANCE

Greg Richmond: It's time for the Roll Call.

Krystal Powless: Charlie Christmas?

Charlie Christmas: Yes.

Krystal Powless: David Hachmeister?

David Hachmeister: Here.

Krystal Powless: Cindy Ledbetter?

Cindy Ledbetter: I'm here.

Krystal Powless: Ted Metzger?

Ted Metzger: Present.

Krystal Powless: Brad Overton?

Brad Overton: Here.

Krystal Powless: Richard Reid?

Richard Reid: Present.

Krystal Powless: Greg Richmond?

Greg Richmond: Here.

TABLED ITEMS
APPROVE MINUTES
BUDGET SESSION – AUGUST 20, 2019

Councilman Richmond: Next up is Approval of Minutes, first is the tabled minutes from August 20th that I finally got through. It was lengthy. And I had some changes as soon as I find them. Nothing really big, issues, and I'll give Kristine my copy here. On page nine (9), I'm speaking to Bobby at the bottom of the page. We are given a fifty percent (50%), and it has nine hundred fifty percent (950%) rebate. That needs to be corrected. There was a grammatical error, "Not if you're their nine (9) hours." It should be t-h-e-r-e. I'll give you this so you can correct it on page eighteen (18). And when we were doing the Job Study discussion, we talked about forming a committee with the Council of three (3) people. And since there was only one (1) person, or one (1) company basically that does this for counties. The committee wasn't really formed when we chose Waggoner, Irwin, Scheele. So, I just wanted to make that note. That's in the minutes that we form that committee. And page twenty-five (25), near the bottom, "And the two (2) would be forty-nine-four-thirty-two ($49,432.00), and then it's actually thirty-nine-four thirty-two ($39,432.00) was the number. The HR/Administrative Assistant, I needed some clarification with you on that. Did we fund that starting in January?

Krystal Powless: Yeah.

Councilman Richmond: Okay. Cause I know they're going to appoint someone soon. And, SO 5? Is that what they're classified as? That's kind of what the notes were saying. Special Exempt 5.

Krystal Powless: I'm, off of memory, I feel like that is right. But, I do not have my budget (inaudible) with me.

Councilman Richmond: Okay, that's be worth checking to make sure that's in the right classification.

Krystal Powless: Okay.

Councilman Richmond: Special Exempt 5. Cause it talked about earlier, Special Exempt 2 and Special Exempt 3.

Krystal Powless: I think it turned out to be a (SO) 5. I would have to double check.

Councilman Richmond: And then the forty (40), then there's another place where it says on this page, twenty-seven (27) at forty-eight (48), let's see, forty-five-eight-fifty-two ($45,852.00). So, I want to make sure that matches what that is.

Krystal Powless: That may have been that, plus the three percent (3%).

Councilman Richmond: Yeah, we talked about that. We had a long discussion on part-time salaries and there was a vote taken, four-one and one (4-1-1). And I had David Hachmeister opposing, Brad Overton abstaining. But, it really wasn't clear cause it kept going back and forth. That's on page thirty-six (36). So, that might need some clarification.

Krystal Powless: As far as what was calculated in the budget, I went back and listened to the minutes to make sure I got it right.

Councilman Richmond: Okay. That was on page thirty-six (36). And then we talked about the Treasurer needing a desk, but nothing really happened. So, I assume we didn't give the Treasurer a desk?

Krystal Powless: No.

Councilman Richmond: Okay.

Krystal Powless: I went back and listened to that too.

Councilman Richmond: This was our long budget setting meeting. We set salaries and everything. Let's see, in Reassessment, that was page fifty (50). Okay, I have Reassessment, Reassessment, it says page sixty-three (63) and actually it's fifty-three (53) in our budget book that we're turning. It's not a big deal. But in case someone ever looks at that. That's it. (Inaudible) so you can look that over. That's all the corrections I have on that very, very long meeting. Fifty-five (55) some-odd pages. Anybody else have anything? So, I'd look for a motion on that one (1).

Councilman Overton: Motion to approve with those corrections.

Councilman Richmond: Motion by Brad to approve.

Councilman Christmas: Second.

Councilman Richmond: Second by Charlie. All those in favor? That's all seven (7) of us. Seven, zero (7-0).

NEW BUSINESS
APPROVAL OF MINUTES
NOVEMBER 7, 2019

Councilman Richmond: And then the regular meeting minutes from November 7th. I did not find anything.

Councilman Metzger: Motion to approve.

Councilman Richmond: Motion by Ted.

Councilwoman Ledbetter: Second.

Councilman Richmond: Second by Cindy. Discussion? All those in favor? So, seven (7) of us. Seven, zero (7-0).

COMMISSIONER BUSINESS
FICA – PERF

Councilman Richmond: Next up is number three (3) on the agenda which is Commissioner Business. And they've got listed as Additional Appropriation, thirty-five thousand ($35,000.00) in FICA; forty-four thousand five hundred ($44,500.00) in PERF; and then Legal Services, eleven thousand six hundred eighty-five dollars and fifty cents ($11,685.50); for a total of ninety-one thousand one hundred eighty-five dollars and fifty cents ($91,185.50). And I want to question the Council, do you want to do all three (3) of them together or break out any of them.

Councilman Christmas: Do them together.

Councilman Hachmeister: I make a motion to approve the first two (2).

Councilman Richmond: Okay, we have a motion to approve the first two (2) by David. That would be the thirty-five thousand ($35,000.00), forty-four thousand five hundred ($44,500.00). Is there a second?

Councilman Overton: Second.

Councilman Richmond: Second by Brad. Any discussion on that? All those in favor? That's all seven (7) of us. Seven, zero (7-0) for that.

LEGAL SERVICES

Councilman Richmond: Now, we've got the Legal Services again.

Roger Emmons: Roger Emmons, Commissioners' Office, with Todd Glass, the Commissioners" attorney. The eleven thousand six-eighty-five-fifty ($11,685.50) is the final bill, I believe. I'll defer to Todd on the Election Board issues which we, Todd, mentioned to you at your last meeting.

Todd Glass: Yes, that's correct, Council, for all intents and purposes that litigation's concluded at and about the Election date I mentioned briefly last meeting. Several things came out of that matter that we're pursuing right now, both in the Election Office and with Municipalities and their boundaries and their precincts. We're in a re-precinct process right now, which is all good outcome to this process putting in effort that will hopefully insure that something like this is unlikely to reoccur.

Councilman Christmas: What was the final bill on that?

Todd Glass: This bill plus the bill from last month? Which was twenty-eight ($28,000.00)...

Roger Emmons: Around thirty-five ($35,000.00), close to forty thousand ($40,000.00).

Todd Glass: This was litigation involving an Election contest and the City of Boonville and a variety of issues were discovered and several hearings, several of which were whole day hearings.

Councilman Christmas: Is any of it going to be reimbursed to us by the City?

Todd Glass: City? No. There's, there's no obligation of the City to reimburse these costs.

Councilman Hachmeister: What about the mapping companies? I mean, nothing involved there?

Todd Glass: We, Roger did find out, as far as, we're currently going to go through an auditing process for all the precincts, the boundaries, the location of voters. And through Roger's efforts, we actually identified that our current vendor is going to be doing that at their own cost, which is a good outcome. But, Councilman Hachmeister, really, on the boundaries of the precincts, the annexation boundaries, all involve inputting of data into the system by County employees which is something we are looking at and addressing to try and improve in both the process and the skill sets required to get that inputted correctly. We actually have a pretty big job on that looking through all the precincts throughout the County and making sure they're accurate.

Roger Emmons: He's referring to the ThinkMaps done by WTH Technology. And as Todd said, they're doing an audit of all of our maps now. Not every office and department inputs data. I know our office doesn't. So, there's some that do. I'm sure Surveyor and Engineer may do some of that. And the Election Office. But very few have the actual, most are read only instead of actual editors' licenses.

Todd Glass: I think one (1) improvement is we, we have voter data being imputed in the GIS system by someone other than the Election Office. So, that needs to be pulled into the Election Office. We're updating the job duties and job descriptions of that position and pulling those data entry duties into the Election Office which is probably where it should be.

Roger Emmons: I agree.

Councilman Richmond: Any other discussion? We need a motion on this.

Councilman Hachmeister: Well, I think your phone call is too expensive, what you want to charge per hour. But everybody probably does. But, we've done it. I make a motion to approve.

Councilman Overton: Second.

Councilman Richmond: Motion by David and seconded by Brad. Any further discussion? All those in favor? One (1), two (2), three (3), four (4), five (5). And opposed? Two (2) and that's Rick and Ted. (Motion carried 5-2 with Ted Metzger and Rick Reid opposing).

Roger Emmons: Thank you very much. Gentlemen, ladies.

Todd Glass: Thank you.

Councilman Overton: Roger, I've got a question for you.

Roger Emmons: Yes.

Councilman Overton: I mean it's kind of just a hypothetical thing in regards to this. But as far as insurance, you know, like any kind of liability, I know typically, do we have anything that covers some of these, I mean it obviously doesn't cover this. But, I mean, I know we've got liability if somebody slips and falls and breaks a leg.

Roger Emmons: Yeah.

Councilman Overton: But, I mean, it's funny something like this. I mean funny in a bad way. But, I mean something where some fat finger in (inaudible) possibly cost us money. And I was just kind of wondering.

Roger Emmons: We can look into the error and admissions part to see. But, our agent's been on notice about this.

Todd Glass: Yeah, we do run everything through the agent, the insurer, to make sure there isn't...

Councilman Overton: Yeah, I mean I was just, seems, I mean you can be insured to death, but I mean...

Roger Emmons: Right.

Councilman Overton: (Inaudible) over insure. I guess we probably don't have something that would maybe cover (inaudible). I don't know if it's possible, something we need to maybe look at for things down the road. Because obviously paying a premium would you know for something like this, prevent something like this possibly in the future.

Roger Emmons: Right.

Todd Glass: There's no harm in looking at that additional coverage.

Roger Emmons: I'll look into that.

Councilman Overton: Yeah, I'd appreciate that if you do that. Heck, they can insure pets and everything else. Maybe we could insure something possibly like that.

Roger Emmons: Thank you for the suggestion.

Councilman Overton: Sure.

Councilman Hachmeister: I do want to thank you though for the itemized bill. Didn't like it.

Todd Glass: Well, yeah, we regret when litigation causes some unforeseen expenses that have to be dealt with.

Roger Emmons: Thank you, Todd. Could I have thirty (30) seconds of your time? I've been trying to get some vacation days in this year and probably not going to get them in. I'm not going to turn anything in for that. I know Bobby's got an additional in for his vacation that the Commissioners approved. I just wanted to point out in the Employee Handbook under employee benefits, vacation, it does state that employees must take them in the benefit year or they will be forfeited unless approved by the Board of Commissioners. So, that is in the Handbook. And there is a precedence. It has been done before. I think our maintenance man one (1) year, I don't know if he got paid. He may have been allowed to carry it over into the next year.

Councilman Hachmeister: Probably the Judicial Center that time. Wasn't that it?

Roger Emmons: I think, I know the, remember in '05 the tornado? Brad put in countless hours. And then the one (1) year we had the ice so bad. He was out a lot. So, I just wanted to point that out in the handbook. Thank you very much.

ECONOMIC DEVELOPMENT BUSINESS ADMINISTRATIVE ASSISTANT PART-TIME PAY

Councilman Richmond: Next up is Economic Development. First is a Salary Ordinance on our agenda.

Steve Roelle: Good evening. Steve Roelle, Economic Development. First thing I have before you is a Salary Ordinance for, and I'm well aware that there is a job study coming in 2020. I will tell you that I believe this is a job study issue. Our receptionist, Barb, retired after thirteen (13) years of working for Economic Development. And after thirteen (13) years, she was making ten dollars and sixty cents ($10.60) an hour. And we are not looking to replace a receptionist. The Economic Development Department is a small department. I think everybody knows the kind of the projects that we work on and the things that we deal with and we really need a professional Administrative Assistant. Right now we have a part-time person. We have funding for a part-time person at this position. And what winds up happening is Jacob and myself end up doing office management admin stuff. So, somebody for eighteen (18) hours a week, we end up picking up the slack. And when we're picking up the slack, we're not doing Economic Development. And what I'm here tonight for is just to try to bring this closer to what the County actually pays for Administrative Assistants and Administrative Clerks and Office Administrators and Clerical Assistants. And so it's not getting somebody a raise. It's not raising a position. We are trying to change that position to an Administrative Assistant. I did email everybody. My own version of a Warrick County job study where I listed twenty-three (23) other positions in the County that, I'm not saying they're all apples to apples. All of our departments do different things. But Administrative Assistants, Administrative Clerks, Secretaries, Clerical Assistants, and I think that you guys can see that we're working with about a fifth (1/5) of what all these other positions get for that in our office. So, we're at least in the process of hiring that position. We've had a bunch of really fantastic people come in. They have a lot of experience. They're at the right place in their life. They don't need benefits. They're happy with the part-time. So, I'm looking tonight to at least raise the upper end where we can pay that person up to thirteen dollars ($13.00) an hour. And I can go through how that compares to all of these others if you guys want, if you've looked at it. I'm happy to answer questions. I can certainly talk more about it. It's probably the biggest thing holding us back. Honestly, and I'm not here for a full time person. But we wind up doing a lot of that work in our office when I'd rather be out there doing Economic Development. So, I'm opening it up, I guess to questions or…

Councilman Overton: We've allowed some flexibility with part-time money anyway. You're not asking for an increase and you're basically going to bump up the pay but keep the, you know, I mean you're going to bump the pay but reduce the hours. So, there's no additional cost. I mean we've done that with some of these other positions. We've allowed them to have some flexibility. So, I, in my opinion (inaudible) I don't think it's any kind of an issue honestly.

Councilman Reid: So, this is part-time. There's no benefits behind it, correct?

Steve Roelle: Correct.

Councilman Reid: Okay.

Steve Roelle: And I mean, if you guys are in the holiday spirit, I would love to do, I would honestly love to do two (2) part-time people and do a job share. I've got people that don't need benefits, that love Warrick County, that have years of experience, that would push our department to be better. And I, you know, you guys can look at that job study that I did with benefits and everything else, just taking what the County's put out there. I know you guys like facts. You know, that's fifty-three thousand dollars ($53,000.00) a person for those positions for less than half of that, twenty-six thousand ($26,000.00). I've got two (2) people that would crush it. And, you know, I'm just putting it out there. That wasn't really what I was here for tonight. But, if we want to get better and we want to look at a creative and financially responsible way to do it as a test case, two (2) would be better than one (1). We can make it happen and be effective. And I think we're one (1) of the few departments that doesn't have a full time person doing that. So, I mean, I spend a lot of time filing and copying and all those activities.

Councilman Richmond: If you wanted two (2) of those, would that be twenty-seven-'o-four-'o ($27,040.00) times two (2)?

Steve Roelle: It would be twenty-six thousand dollars ($26,000.00) total. And I'm already getting ten thousand dollars ($10,000.00) in that line item to make the best that I can make. So, it would be an appropriation of sixteen additional thousand dollars ($16,000.00). And we have the money in EDIT. And we had some good news this week. We closed out the Elberfeld Sewer Project about six hundred eighty thousand ($680,000.00) under budget and under what was appropriated. And credit goes not to me but to the project team and my predecessor and stuff that managed that for several years. But, we certainly can get better here tonight. And I'll just leave it at that.

Councilman Hachmeister: Well, one (1) of the things years ago, when the study was originally done, of course I think part-time's were all the same amount. And through the years, after I've been on the Council, there's been a few we did change. But we tried to keep them all the same. We've got fifty (50), sixty (60) other part-time people too that (inaudible).

Steve Roelle: Both of these are at thirteen dollars ($13.00) an hour would be well under what we are paying for this current position. And with no benefits. You know, if you take benefits and the full time people we're asking to do the same job that I'm asking our Assistant to do. You know, with benefits, that works out to be twenty-five dollars ($25.00) an hour. I'm looking for thirteen ($13.00). And that's an improvement for me. And I have people willing to do it. Love to be a test case.

Councilman Metzger: Can you restate your request for the job?

Steve Roelle: My Christmas wish?

Councilman Metzger: Yeah, for the job sharing.

Steve Roelle: My Christmas wish would be a sixteen thousand dollar ($16,000.00) appropriation starting in 2020, so starting the first of the year which will allow me to hire two (2) part-time people to basically job share, combine their skills and experience and make our department better. They would need no benefits. We've had outstanding candidates apply. I'd hate to lose the chance to make Warrick County better and hire people that would be a great fit. So, I guess what I'm asking for is sixteen thousand dollars ($16,000.00) out of EDIT, which we have, to basically get a full time Administrator/Office Manager position for the Economic Development Department so we can focus on Economic Development.

Councilman Metzger: And they'd both function as an Administrative Assistant?

Steve Roelle: Correct, with their skill sets, one (1) would probably be like a Project Administrator and one (1) would be our Office Administrator. So, we have stuff that's kind of office work, keeping up with the office and then everybody knows we deal with a lot of projects and a lot of project management. And that's a lot of paperwork and a lot of stuff. And so we would maximize their skill set, like I said, to make two (2) people better than one (1).

Councilman Metzger: And it'd still be way under a full time.

Steve Roelle: A hundred percent (100%).

Councilman Metzger: Yeah. I'll make a motion we approve the sixteen thousand ($16,000.00).

Councilman Reid: Second.

Krystal Powless: Hold on. Back up.

Councilman Hachmeister: It hasn't been advertised, so that would come in January.

Councilman Metzger: Okay.

Steve Roelle: I'm happy to come back if you're still feeling generous.

Krystal Powless: Tonight, you could approve a Salary Ordinance effective January 1, 2020 for two (2) Administrative Assistants, part-time, at thirteen dollars ($13.00) an hour. You could approve that tonight and then I can bring back the appropriation in January.

Councilman Metzger: Then I make a motion we make a Salary Ordinance for the...

Krystal Powless: Two (2).

Councilman Metzger: Two part-time Administrative Assistants.

Councilman Reid: I'll second that.

Councilman Richmond: Okay. Motion by Ted. Second by Rick to approve a Salary Ordinance at thirteen dollars ($13.00) an hour part-time for two (2) individuals and the additional appropriation, they'll come back for that in January. But tonight we can do the Salary Ordinance. Any further discussion? All those in favor? One (1), two (2), three (3), four (4), five (5), six (6) and then one (1), no. (Motion carried 6-1 with David Hachmeister opposing). David? Is that right?

Councilman Hachmeister: Yeah, yep.

Councilman Richmond: Okay.

Steve Roelle: Thank you very much. Really appreciate it.

Councilman Hachmeister: Who was the second?

Councilman Richmond: Rick.

Councilman Metzger: Rick.

PARKS AND RECREATION
TIRES AND TUBES

Councilman Richmond: Next up is Parks and Recreation. They have a couple of things. We might, before we do the discussion, we'll go ahead and do the tires and tube and get that over with. And that's 6A, Additional Appropriation.

Councilman Metzger: Motion to approve.

Councilman Hachmeister: Second.

Councilman Richmond: Motion by Ted. Second by Dave to approve the four hundred dollar ($400.00) tires and tubes, Parks and Recreation. Any discussion? All those in favor? That's all seven (7) of us. Seven, zero (7-0).

PARKS AND RECREATION – ECONOMIC DEVELOPMENT BUSINESS
DISCUSSION – PARK IMPROVEMENTS

Councilman Richmond: Okay, now we'll back up first to the Parks and Recreation/Economic Development Business discussion on Park improvements. Then we'll let him come back up for cabin cleaner later.

Steve Roelle: Steve Roelle, Economic Development.

Daniel Roach: Daniel Roach with the, I'm the Parks Board President. I want to open just by thanking everyone for having us here. And I want to thank the other members of the Parks staff and Parks Board who have helped put this together as well as Steve Roelle, who has helped put this together. We've got a saying in, at the Parks Department that Scales Lake is one (1) of the best kept secrets in Warrick County. And we really believe that. If you haven't been out there, there are cabins, camping. There's an excellent waterslide if you're into that. There's a pavilion. A lot of other amenities like four hundred (400) acres of woods and a pristine lake. There's a lot of good things out there. A lot of those amenities that, that I just mentioned came from a capital improvement project that happened quite a few years ago. Ronald Reagan was President. I was born that year. So 1988, it was a good year in my opinion. And we're running into some issues at Scales Lake that we've, you know, seen over the years. So deterioration and also I want to call your attention to that, that first page that we've got there. The comparison between what campers used to look like in the '80's and what they look like today. So, people are bringing their forty-five (45) foot campers with their two (2) air conditionings and satellite t.v. and they're setting up shop at Scales Lake. And we're really happy to have them. But unfortunately sometimes we run into problems accommodating those people. And so, so I wanted to keep going here. The next few pages, you'll, you'll see some pictures that have kind of shown some of the deterioration of, of what we see at Scales Lake. The playgrounds, they're unsafe. They're unsafe in some regards. The wood splintering; we've got mold on some of the plastic equipment. There's some issues there, you know, with the, with the ground. The mulch is being overgrown by, by grass and so there's some of those issues. The cabins are outdated. The flooring tile is straight out of the '80's. It was probably really good back then. It's been cracked. The bathrooms need renovations. They're in need of repair. They need a facelift. The slide structure, that's a big one (1) in terms of safety. As you can see, there's some pictures of rust that will have to be addressed to keep that slide open. That's, that's kind of, just, it has to be addressed or else we can't, we can't continue to operate that. And then the pavilion, the tile is tired in there. The carpet's worn out and the siding is, is very maintenance intensive and it needs to be painted or replaced. So, we've got a lot of needs out there at Scales Lake. There's some, there's some face lifts that need to happen. So, the reason we're here today is to talk about a, a plan in order to A, improve those things. But also, B, make it financially responsible and make it to where we can, we can bring the Parks up to bring that revenue up that the Council has asked for in the past. So, I'll turn it over to Steve, who wants to talk about some of the details.

Steve Roelle: Okay, I'll try to be quick. I know that you guys have this presentation. But, I went back and listened, read a bunch of minute meeting, meeting minutes. And I've listened. And I've heard really three (3) concerns from County Council. I've heard from a lot of County Council Members that want to see Scales Lake improved. Want to see some funding go into it; bring it up to speed. We have a fantastic park out there. I've heard from Council Members saying that we need to do it in a way that raises revenue for the Parks Department. And I've heard, let's make sure that we're looking at all alternative sources of funding. And so spending a lot of time with the Parks Department, the Parks Board, at Scales Lake, talking to, you know, Daniel mentioned the slide and the other improvements that are desperately needed. We've had structural engineers out there looking at safety issues and looking at this, at all of the things that need to go on. So, we have a three (3) phase plan. We're gonna update, then we're going to improve, and then we're going to grow. Each of the three (3) phases has a revenue component. The Parks are going to generate more money. Starting in Phase 2 and Phase 3, the plan is to use alternative sources of funding to fund these improvements so that you don't have to look at Daniel and I back here when we kick off Phase 2. And you don't have to look at us when we kick off Phase 3. So, Phase 1 is really immediate. It's improving campsites. Daniel talked about a lot of campsite out there are built for 1980's R.V.'s twenty-seven (27) feet long. Modern day R.V.'s are forty (40), forty-five (45) feet. They used to run on thirty (30) amps or less. Now, they have basically two (2) air conditioners, every home appliance, and what they do is they is they wind up blowing, not a fuse like when my son decides to plug a whole bunch of things in at home. We go in the garage and we flip it. They blow the box. So, to accommodate modern R.V.'s, we're replacing boxes out there. So, we need to upgrade those sites to fifty (50) amps; make them longer. We can raise the rates because it's a different class site at fifty (50) amp. Daniel talked about the cabins, the face lift that it needs. The pavilion and some of the safety issues. That's all Phase 1. The revenue part of Phase 1 is the Parks Department has looked at all of the rates that they have out there. And they've looked at rates of comparable facilities, Lincoln State Park, New Harmony. What amenities do we have at Scales? What amenities are at Lincoln? And we have a modest rate-rate. As an example, two dollars ($2.00) a night additional per camping and it still brings us well under where we're at, at a place like Lincoln State Park for example. And so we believe that the rate changes tied to these improvements to show the public and our residences and users of the Park that the Parks Department is getting

as timing. Rates have to go up January 1st or really not go up until next January 1st. And the reason is, I just found this out, January 2nd, people line up at Scales Lake. They reserve Halloween week, Labor Day week. They book cabins. They get annual passes. All of those things that they spend money on, if approved tonight, the Parks Department needs to start tomorrow. They need to bust it to get all of that printed up and published and rates posted and rates posted that's tied into this improvement project that we're kicking off at Scales Lake for better amenities. So, timing tonight's really important to get this Phase 1 done. I'll talk about, the Phase 2 goes to improve the park. The playgrounds, thirty (30) years old. Stuff you can't clean. Some safety issues on the playground. Improve more camping spots to accommodate these bigger R.V.'s. Upgrade those spots to Class A; we can generate more money. Beach pool upgrade. There's been a lot of talk in the Parks Department about expanding kind of the water services, the beach, the pool and the slide along with some things like accommodating parking. Because there's no parking at Scales. If it rains, they use the front field. They can't accommodate; they have to cancel trick or treating and other things. With a little bit of shift in parking, we can put on events at Scales Lake that generate more revenue for the Parks Department. Phase 3 is where we grow. Just gonna touch on things quickly. Building new cabins. Cabins bring in revenue every single year. Expanding camping. There's room behind the current wagon wheel to expand. There's areas up front in the Park where utilities are already close to expand. New campsites mean additional revenue. So, there's revenue in each phase, and the only phase we're coming to ask funds for are, is Phase 1. Get this thing started. Timing's important and we'd like to do it as a loan from EDIT. So, not asking, it's not coming out of General or anywhere else. Come out of EDIT and do it as a loan. Make the Parks Department responsible for implementing those things and paying those things back. That would cover Phase 1. It would get all those upgrades knocked out. Phase 2 and Phase 3 as far as funding goes, I'm busting my tail on that Events Center to come in at or under budget. We haven't had a single change order to date. It's on schedule. It's on target with a goal of leaving some in that Parks Bond so they can kick off Phase 2. Money that's already there. We do our job with the Events Center; Parks Department has some money to fund Phase 2. We've been very successful with naming rights. Everybody knows I'm involved with Warrick Trails. We've been very successful. Go to Anderson Road, Deaconess Trail Head is there. That was not paid for with County dollars. That was paid for by sponsorship. So, when the Park needs new playgrounds, there's a real opportunity and there's a road to success. I've seen it. I've done it to get those things funded so we're not back here. Phase 3 and even Phase 2, Parks Department needs to do a better job going after grants. There are grants available. That's part of additional funding and just, not to get too far in the woods tonight, but a Parks Foundation is in the early stages of forming. It would be a non-profit similar to Warrick Trails, similar to Vanderburgh County has a Parks Foundation. Their sole purpose is to engage the community, raise funds, sponsorship, and dollars to upgrade Parks and Rec facilities. So, addressing those three (3) original concerns. We want to put money into Scales and bring scales up to date. We want the Parks Department to generate more revenue. And we want to look at alternative sources of funding so that there's other avenues to fund the changes we want to see in our community. And I, we worked really hard on this plan. The Parks Department has worked really hard on this plan. I think it's executable. The timeline is correct. And I think we can do it. But tonight, and I've talked with Cliff a couple times. Kind of like we talked about a few minutes ago, tonight, in order for the Parks to raise revenue, I think the County Council needs to basically approve and support this plan. And then we would come back in January to finalize the funding through an EDIT bond. So that's kind of the two (2) step process. It would be advertised. We'd be back in January. But, as I said, the Parks Department really needs to get started on these rates, and, and, and Phase 1 immediately. The other reason we've got to get these Phase 1 things done is we don't want to be working on campsites in April or in July or pavilions or cabins, cause those are peak revenue months. So, we need to get this stuff done in the off season and we're ready to get started. And we just need your support, and EDIT and Economic Development are behind this. And I think it's a path forward that addresses all the concerns that I've...

Daniel Roach: Just as an added note, we've done a lot of due diligence on our end in terms of getting quotes for a lot of projects. So, we've got construction teams you know, at the ready who have talked through that with us, and, and what it would look like to make these changes at Scales Lake for Phase 1. So, stuff is all ready to go. Just, obviously need the, the approval from you guys.

Councilwoman Ledbetter: In the last meeting, Mr. Friend was here. And he stated there's several dead trees. One of which if goes down it's going to fall into the petting zoo.

Daniel Roach: Yeah, I can address that. Oh, I'm sorry. Go ahead.

Ben Labhart: Ben Labhart, Parks Department Superintendent. If Ed would have talked to me, I have a meeting set up Tuesday with the tree trimming company to take care of the trees he was talking about.

Councilman Christmas: There's a lot of trees out there that needs to be trimmed back.

Ben Labhart: Well, there's four (4) that we can't do ourselves cause they're too close to buildings.

Councilman Christmas: Right. I understand that.

Ben Labhart: But, we're going to take care of those this winter. The reason I wait 'til winter cause the tree trimming is always, they give you a break.

Councilwoman Ledbetter: These are dead. Like not trimmed but out of there.

Ben Labhart: Cut down, yes.

Councilwoman Ledbetter: Okay.

Ben Labhart: Yep. Got a meeting set up Tuesday to talk about it.

Councilwoman Ledbetter: Can we get him, can we get him a heater in his garage instead of heating with diesel?

Ben Labhart: Um...

Steve Roelle: I think there's a space heater rule here that we can't use space heaters. I don't know about that.

Daniel Roach: I can address that. There's a, there's kind of an under-utilized section of that garage that we're going to do some switching around so he won't have to work in the cold. So yeah. So, that's being addressed. We're going to look at that on Tuesday and it's being addressed.

Councilwoman Ledbetter: One (1) more question. The Parks Foundation, the estimates put fundraising at a hundred thousand dollars ($100,000.00) a year. Where do those estimates come from?

Steve Roelle: That's really using what we know about the Vanderburgh County Parks Foundation. Also just as an example, again, I'm heavily involved in Warrick Trails. You know, we put on one (1) event for the Trails. We put on two (2) events technically, a Run and we also put on Party in Paradise. That's one (1) event using Park facilities that takes a lot of work and volunteers which is something the Parks Foundation will be able to do. That one (1) event netted for our trails system after expenses about forty grand ($40,000.00). So, I think that's why I say I think a hundred thousand dollars ($100,000.00) is a conservative estimate. I'd rather go low so that we don't way over achieve and, but I still miss what I say. and I think that's an extremely doable. That's only, that's only like, talking about events, the Parks Foundations normally have like a Friends of the Park twenty-five dollar ($25.00) annual fee. You can be a lifetime family member. You can get on a plaque. There's all sorts of additional revenue sources and also there are things that the Government and the Parks Department, there are grants that you cannot apply for. Non-profits have to apply for it. Foundations and other places that will give to non-profits. It's a fantastic way to have a non-profit whose sole purpose, and there would be, you know, there would be a Board on, like any non-profit. There'd be a dedicated seat for somebody from the Parks Department, probably someone from the Trails...

Councilwoman Ledbetter: Somebody from Tourism possibly?

Steve Roelle: Tourism ties into that big time. So, on that Board, so that they're helping drive that strategy and what the needs are. I mean, I see it very successful. We're on step one (1) of incorporating, getting that going. It won't happen overnight. But, it's coming. And it's exciting and it's a way for the community to get involved. Because everyone that I talk to wants Parks and Rec and trails and everything else. That's a way to get more of us engaged in it.

Councilman Overton: Daniel, I've got a couple things for you.

Daniel Roach: Yes, Sir?

Councilman Overton: These are easy things. So, I'm one hundred percent (100%) behind this. I mean, I pushed, you know, anybody that's sat at any meeting for longer than a day, I've always said that we need to take care of Scales Lake first. And I've harped on that constantly. So, the first thing I would say, not even, sorry not to include you, but really if we don't get behind this, you've supported Friedman Park, and I'm going to say shame on you for not getting behind this. So, I'll put that out in front of everybody right now. Second thing, Daniel, if this, if this increase gets approved, we just make sure we list these improvements somewhere on Facebook or something so people can see.

Daniel Roach: Absolutely.

Councilman Overton: Which I assuming you probably would.

Daniel Roach: Yeah, we've made kind of a concerted effort in the past few years to start being a little more public on social media. To kind of tap the good things that are happening in the Parks Department.

Councilman Overton: Yeah, and I've noticed some of that stuff as well. And then the other thing, I'd like to make sure we incorporate some kind of pay online system. Because, you know, we, people can swipe their card and get it paid.

Steve Roelle: And I'm sure, I don't know, do you want to address that?

Daniel Roach: Yeah, I can. We've actually been looking into a couple different online booking systems for not only Scales Lake but also Friedman Park. And, and we've been, it's kind of an arduous process going though and trying to make sure that our staff can accommodate the software. So, we've actually, we've had like webinars with a couple different software companies. Campground Masters is the one (1) we use right now. And they've got an online component that can integrate pretty seamlessly into our current system. There's also a couple different systems that we're looking at. Ones called Bonfire that we've been looking at that, that has some additional features. So, we're kind of working through that and our plan is to have that implemented by the end of 2020.

Steve Roelle: It's coming. It will happen.

Daniel Roach: But the unfortunate part is, you know, our off season, like I said, January 2nd, we get a lot of bookings. So, whatever, whatever has, whatever takes place it has to take place between Halloween Weekend, the like huge weekend for camping and that January 2nd time frame. So, that's what we're looking at. And we'll have those decisions made and then implement that towards the end of next year.

Councilman Overton: That sounds great. And I just, honestly, this is what I've been pushing for and we've got a plan in place. And we're not just up here, you guys didn't just come up here yesterday and throw something together and started asking for money looking for some pie in the sky things. And I mean I appreciate having these different phases laid out. We've got some revenue streams. And I don't think anything looks like it's just, we're just looking for a miracle to happen for this to occur. And honestly this looks like great things that we're going to be pushing for this Park and I mean, I'm, I just think it's, I'm very impressed with what you've done, and you know, and if this can go forward, I think maybe we can get Greg to be the first person to go down the new slide or Ben or something like that. It would be very good. But, I just think this is a great idea. I think it's a great thing to, you know, and I think it will take the people from, you know, this portion of the County, can get behind something that's right on their back door, you know. And it's right in their back door, you know, I mean you kind of get some (inaudible) County things going on. You see, hey, stuff's happening here but not up here. And I think this is definitely a step in the right direction to, to you know to polish something up that we have here. And I think that's fantastic.

Councilman Metzger: I'd like to make a motion we go ahead and take a vote to show our support for this plan and our appropriation of the hundred and twelve thousand dollar ($112,000.00) from EDIT as a loan in January. Did that make sense?

Councilwoman Ledbetter: As well as raise funds in January. Right?

Steve Roelle: Yeah, price rates tied to it.

Councilman Metzger: Right. Support the entire plan with the appropriation in January from LIT as a loan to the Parks Department.

Councilman Reid: Second.

Councilman Overton: Let's not do it from LIT, let's do it from EDIT, I think's where we want it.

Councilman Metzger: I meant, yeah.

Councilman Overton: Make sure we've got, so we don't end up having to redo something.

Councilman Metzger: My mistake.

Councilman Reid: (Inaudible) raise your fees on credit cards? Because you had to come back.

Daniel Roach: Yeah, we've looked at that. There is a fee that's already in place with our, with our system that, that's a handling fee we've had in our system for I think years now. So, we've, we've kind of addressed that. We're looking at that fee itself and then what we can do about that, that fee. As it stands right now, we do have a, have a small fee in place for those, for credit cards.

Councilman Reid: It ought to cover the cost that you have.

Daniel Roach: Right. So, we're, we're working though that essentially.

Councilman Overton: If there wasn't a second, I'll second.

Councilman Richmond: There was.

Councilman Overton: Okay.

Councilman Richmond: We have a motion by Ted Metzger and second by Rick Reid to show support for the plan, Council to show support for the plan, and to look at a hundred twelve thousand dollar ($112,000.00) loan appropriation from EDIT in January, and to support the fee increases. All three (3) of those. Does that cover it?

Councilman Metzger: Correct.

Councilman Richmond: Any further discussion? All those in favor? That's all seven (7) of us. (Motion carried 7-0).

Steve Roelle: Thank you very much.

Daniel Roach: Thank you.

CABIN CLEANER

Councilman Richmond: And now the Cabin Cleaner.

Ben Labhart: Ben Labhart, Parks Department. I think Krystal got everybody a couple sheets kind of to explain why I'm here. From 2010-2017, we had a really good cabin cleaner. She wasn't all that concerned with money. She just liked doing it. Ever since then, it's just been a one (1) after the other. None of them's worked out, all because of the money we can pay them. And I had Audrey go through and look at the last couple of years. You know, and even in May, June, and July, it's only about a thirteen (13) to fifteen (15) hour a week job. And you know, we just can't get anybody good to stay for ten dollars ($10.00) an hour. We pay the cabin cleaner out of seasonal. And I'm not asking for any more money in seasonal. But, I would like to be able to pay the cabin cleaner fifteen ($15.00) dollars an hour. Our last cabin cleaner quit in August. We have been looking for somebody since then. Luckily, the cabin cleaner who I mentioned earlier who was with us from 2010-2017, she's helping us out but she just can't do it when we're busy because she takes care of her granddaughter. So, we have to have somebody hired by springtime. And we've been trying to find someone since August and have not been able to find anybody.

Councilman Richmond: This is part-time without benefits?

Ben Labhart: Yep.

Councilman Hachmeister: Have you looked at contracting that out as far as cleaning the cabins or paying per cabin?

Ben Labhart: Yeah. Well, I would be willing to pay per cabin, but as far as hiring it out, Audrey talked to a couple of people. And they're not even interested in what we can offer to pay them. She talked to two (2) different companies. And I've also said this at a Board meeting before. It's just, unless the same, unless they send the same person, I mean you're just, you're going to have to be training an endless amount of cleaners. You know what I mean? But, I'm open to doing it per cabin. We just got to be more than ten dollars ($10.00).

Councilman Hachmeister: Well, there's a difference too in the hourly wage and also contracting out. That's what I was looking at, Ben. I didn't know if you had checked into that or not. Sort of what you actually have to pay somebody or a company cleaning them up.

Ben Labhart: I mean, Audrey talked to a couple of them and when they heard what we pay, they didn't want anything to do with it.

Daniel Roach: I can address that as well. When we did some exploration for contracting out, a lot of the companies don't like the sporadic schedule since they can't, they can't predict when they'll have people out there. So, it's pretty difficult for them to agree to any kind of contract like that. So, we had a lot of trouble trying to, to find, but we did explore it. So, that's, yeah.

Ben Labhart: And to touch on that too, like in the spring and fall, the cabins are usually rented once a week. Friday night and Saturday night and they check out Sunday. During the summer, I mean, you know, three (3) months during the summer, sometimes the cabins got to be cleaned three (3) times a week, each cabin.

Councilman Hachmeister: Sure.

Ben Labhart: So, it's just, and there's some Sundays when all four (4) cabins check out and all four (4) cabins check back in the same day. So that person has to get there at noon (12:00) when they check out and have them cleaned by 4:00 PM at the check-in time. And there's just no wiggle room. I mean their schedule is completely dependent on when the cabins are rented. So, you know, even during the busy months, I don't know, probably twenty (20) hours a week is the max ever. And then during the winter, there's just nothing. I mean, you know, January, February, there's no hours. I looked at December. I think we have two (2) weekends in December the cabins are rented. Other than that, they're, you know. So, it's just hard to find somebody who's willing to.

Councilman Overton: So, how much additional funding are you asking for?

Ben Labhart: I'm not asking for any more money in my budget. I just want to be able to pay them fifteen dollars ($15.00) an hour.

Councilman Overton: Oh.

Councilwoman Ledbetter: I have a question.

Ben Labhart: Yeah.

Councilwoman Ledbetter: Just out of curiosity, is there a, what do you call it, like a fee that you charge when they rent the cabin, like a clean-up fee if things aren't left?

Ben Labhart: We charge a sixty-five dollar ($65.00) deposit. And as long as nothing's torn up, they get it back, yeah.

Councilwoman Ledbetter: Okay.

Ben Labhart: And luckily we usually don't have to keep that. Usually, they're taken care of pretty good.

Councilman Overton: I mean if you're not asking for additional funding and you're just wanting to be able to manipulate this based on hours worked. I don't...

Ben Labhart: It's just a different kind of hourly job than anything else we have.

Councilman Overton: Sure.

Ben Labhart: Our part-time patrol people, you know, during the summer when we're busy, sometimes they work upwards of forty (40) hours a week. You know, thirty-five (35) hours. Sometimes thirty-two (32) hours. But the cabin cleaners don't. It's just not a lot of hours and for the amount we can offer to pay them. It's not enough to find somebody. Like I said, we were lucky from 2010 to 2017 cause she was really good.

Councilman Overton: I just wonder too, I wonder if you didn't, well, I guess we're kind of, I'm just thinking out loud, but as far as even offering overtime for some of your current folks that are working there. You know, if they wanted to pick up a few hours on Friday or whatever to clean the cabins. I mean, I was just kind of...

Ben Labhart: Yeah, it's just such a weird schedule.

Councilman Overton: I know, it's kind of weird. But, I mean if the, it, it's weird, as far as like, hey, maybe you don't know. Maybe somebody might be, well, yeah, next Friday I'm free. I can clean up for four (4) hours and make some extra money.

Ben Labhart: Luckily, when we do get in a bind and we don't have anybody to clean the cabins, which as you can see on this list I gave you, it happens a lot.

Councilman Overton: Yeah.

Ben Labhart: We lose people and it might take us two (2) months to find somebody. You know, Audrey, who's the Administrative Secretary and the Office Manager, she's (inaudible) helped to clean the cabins. She doesn't have to do it. It's not in her job description.

Councilman Overton: Right.

Ben Labhart: But if she didn't do it, we would be stuck. But...

Audrey Phillips: (Inaudible).

Councilman Overton: No, they're going to make you come up here.

Councilman Overton: Last person tried to talk (inaudible) twisted their arm for thirty (30) minutes.

Audrey Phillips: We do get in a bind sometimes.

Councilman Richmond: Your name first.

Councilman Hachmeister: (Inaudible).

Audrey Phillips: Audrey Phillips. Audrey Phillips, Parks Department. I wasn't planning on this. When we do get in a bind, and I do try to help out, but I've talked to, I think mentioned it to Krystal before and asked, but my understanding is, like full time people, they can't do that on the side. So, I do it while...

Councilman Overton: I was just, I was just throwing stuff out there. I didn't really know.

Audrey Phillips: Yeah.

Ben Labhart: And she does it during her normal hours.

Councilman Overton: Right.

Audrey Phillips: Which puts us in a bind because I'm not doing mine.

Ben Labhart: She doesn't have time to do that.

Audrey Phillips: But it was a good, you know, if it would work that way, it would be a great idea.

Ben Labhart: We were lucky for seven (7) years. I didn't even know this issue was an issue until, and she didn't quit or anything. She's taking care of her granddaughter. And ever since then it's been a nightmare. And I like all three (3) phases of everything that Daniel, he just talked about, you know, Phase 3, the cabins. Great idea. We've got to have some money to clean the cabins. You know?

Councilman Overton: I wonder too, maybe, and I know Steve's looking at some folks that would be possibly cleaning down there at the Event Center. That might be something where you could, down the road, I mean that might be something...

Ben Labhart: Additional hours by two (2) different Parks?

Councilman Overton: Yeah, that might be something where, you know, cause there's that possibility. If they're going to be down there cleaning, you know, that type of thing, I'm sure it wouldn't take a whole lot to pick some stuff up there.

Ben Labhart: Right.

Councilman Overton: I mean, I'll make a motion, I really don't know what we're making a motion for. I guess just to allow Ben the flexibility to manipulate his dollars to, we're really not asking for additional funds here. So...

Krystal Powless: You're approving a Salary Ordinance.

Councilman Richmond: Salary Ordinance amended to fifteen dollars ($15.00) an hour.

Krystal Powless: Effective January 1, 2020.

Councilman Overton: Then I'll make a motion to do that.

Councilman Richmond: Motion by Brad to allow the Salary Ordinance for Parks and Recreation amended 2020 Salary Ordinance to be fifteen dollars ($15.00) an hour. No increase in the budget.

Councilman Christmas: I'll second the motion.

Councilman Richmond: Second by Charlie. Any further discussion?

Councilman Hachmeister: You really don't know that there wouldn't be an increase.

Ben Labhart: I don't think there will be. I don't know a hundred percent (100%), no.

Councilman Hachmeister: And that's where I say, I'd rather see the contract side where, where you're definitely not going to be, as far as increase any. I'd be in favor of putting more as far as all your Contracts and Services and not your part-time.

Ben Labhart: Yeah, so, what I would say to that, that is, and Audrey knows, the cabins and the pavilion I am very picky about. I feel like the cabins should be as clean as when you rent a hotel room. And you know, it takes, I mean it's just cleaning a cabin but it takes a while to train them. And I don't want to have a new person show up to clean the cabin every time is what I would say. That's my response to that.

Audrey Phillips: The cleaning company that I did talk to, she, she gave me a lot of information. And I talked to at least two (2) of them. But the one (1) was in Evansville and they won't even come out here. She said it's not worth it because they have to pay their employees...

Ben Labhart: Comp time.

Audrey Phillips: Come time and...

Ben Labhart: Workman's comp.

Audrey Phillips: Yes, and insurance. They have to cover them with insurance. They pay them but the company bumps it up.

Councilman Hachmeister: But that's also one (1) savings over contractual compared to paying by the hour.

Ben Labhart: Where I think we would get in trouble is, so, if all four (4) cabins are rented on Friday and they're checking out on Sunday, it's one (1) thing.

Councilman Hachmeister: Yeah.

Ben Labhart: But somebody can call on Wednesday afternoon and then reserve all four (4) of them starting Sunday. So, then all four (4) of those cabins have to be cleaned on Sunday. And is that cleaning service going to send somebody out on Sunday and we only give them two (2) days' notice?

Audrey Phillips: No, they said that they are not that flexible. They schedule out.

Councilman Richmond: The Solid Waste Board has some experience with contractual services and there is a constant turnover. So you'd be retraining somebody all the time.

Ben Labhart: What we've been doing since 2017.

Daniel Roach: Yeah, essentially, sorry, I didn't introduce myself earlier. But it's Daniel with the Parks Board. Essentially, the, what we're looking for is kind of that special person and giving them more of an incentive to find someone who is, A, flexible; and B, reliable. And we just need a little extra money to, to, to find that person.

Councilman Metzger: I am a contractor. And I wouldn't touch it. I wouldn't touch it at all. The scheduling is a nightmare. And, but I do know, it does take a special person to clean well. And once you find that person, you better treat them well.

Audrey Phillips: Right.

Ben Labhart: I wish we could get her to come back. I really do.

Audrey Phillips: There are a lot of people out there from that sheet that think they can clean. But Ben does have high standards with cleaning. And I can't blame him. Cause I wouldn't want to stay in a place that wasn't clean.

Councilman Richmond: We have a motion by Brad and a second by Charlie. Any further discussion? All those in favor? And that's six to one (6-1 with David Hachmeister opposing). David.

Ben Labhart: Thank you.

CORONER BUSINESS
AUTOPSIES

Councilman Richmond: Coroner Business, Autopsies, twelve thousand dollar ($12,000.00) additional appropriation.

Councilman Overton: I don't think...

Councilman Richmond: She not here?

Councilman Christmas: Not here.

Councilman Richmond: So, do we want to table this? This is end of the year stuff.

Councilman Hachmeister: That's the problem.

Councilman Richmond: That's the problem. Yeah. She'll end up in the red.

Councilman Overton: Motion to table.

Councilman Reid: Second.

Councilman Christmas: I'll make a motion to table.

Councilman Hachmeister: (Inaudible).

Councilman Richmond: Brad made a motion to table.

Councilman Hachmeister: Rick seconded.

Councilman Richmond: And Rick second. No debate on a table. All those in favor of tabling it? That's all seven (7) of us. (Motion carried 7-0).

CORONER TRANSFERS

Krystal Powless: You might want to at least address the transfers though.

Councilman Richmond: Address what?

Councilman Richmond: And then Coroner Business continued, transfer from Lab and Toxicology, eight hundred dollars ($800.00). Also transferring from Continuing Education, five hundred dollars ($500.00). Transferring from Computer Equipment, five hundred dollars ($500.00). All three (3) of those to Part-Time for one thousand eight hundred dollars ($1,800.00).

Councilman Metzger: Motion to approve the transfer.

Councilman Richmond: Motion by Ted. Is there a second?

Councilwoman Ledbetter: I'll second.

Councilman Richmond: Okay, discussion? All those in favor of the transfer? That's six (6). And opposed? David, you opposed?

Councilman Hachmeister: No.

Councilman Richmond: You're voting for it?

Councilman Hachmeister: Yeah.

Councilman Richmond: Okay, I didn't see your hand. I'm sorry. Seven, zero (7-0). All of us.

STORM WATER BUSINESS
TRANSFER – BONUS OFFICE ADMINISTRATOR

Councilman Richmond: Number eight (8) is Storm Water, there is a transfer from Projects to Office Administrator, one thousand five hundred dollars ($1,500.00) followed by a Salary Ordinance, Office Administrator, one thousand five hundred dollars ($1,500.00).

Steve Sherwood: Good evening. I'm Storm Water Director, Steve Sherwood. Barbi Shelton is our Office Administrator. As you recall she was hired in April to replace Chris Skinner who retired from that position. You should have before you a letter that explains why we're here dated November 8th of this year. This issue is over a fifteen hundred dollar ($1,500.00) bonus which covers her certification. She agreed to take this position when she worked in the Assessor's Office cause of her knowledge of working with lands, transfers, and fees is a valuable asset for us in developing and working with the Storm Water fee which is again taxed through the department on the other side of the street through the annual property taxes. So, that becomes a benefit. Part of the reason why she was attractive in us hiring her for that knowledge. And she wants to keep her certification, and we would allow that. She was hired basically with that intention that she could keep that. What I think I failed to do was to include a line item in the 2020 budget to insure that was there for her salary. Krystal, have I said anything that's not accurate at this point in time? So we have a way to fund it within the Storm Water fee, I just need to ask the Council, and I went through Krystal to ask for the appropriate way to make the fifteen hundred dollar ($1,500.00) which is all due to her certification. She has to take tests to be certified every two (2) years. I think that's correct, to maintain her level certification. She doesn't want to lose that. And it is a benefit to Storm Water as I said for maintaining our fee basis which brings in our annual budget. Any questions I can answer?

Councilman Metzger: You say it's a benefit. Is it a necessity?

Steve Sherwood: She was hired contingent upon having that, and it is, she has a knowledge of the assessments across the street. So working that is beneficial in Storm Water fee. We've not had that in Storm Water before. I know we're getting ready to do a job study. I'd like to have that part included as a necessity, because I believe in this case, it's beneficial to have her certification as part of this position. She's the only full time office, Storm Water personnel, in the office. I have four (4) Storm Water personnel out in the field full time. As you know, my position as Director is just part-time. Any questions I can answer?

Councilman Richmond: Well, the Council frowns on bonuses.

Steve Sherwood: Perhaps it's titled poorly. It's really just to justify her certification level.

Councilman Richmond: Which isn't required in Storm Water. That's another issue that we're having. And the job study might come back and say, well, don't pay that certain amount of money, just give her an increase in the salary.

Steve Sherwood: And that would be justifiable.

Councilman Richmond: This is some feedback that I'm hearing. So.

Steve Sherwood: I understand.

Councilman Richmond: I'll let the rest of the Council speak.

Councilman Hachmeister: Well, we paid it at the Assessor's because it was required according to your level. And I still, I don't see a benefit or why it needs to be as far as Storm Water.

Steve Sherwood: Other than she was hired and promised that money as part of her taking this position. She would hate to lose that certification coming over from the Assessor's.

Councilman Hachmeister: You can still do your testing every two (2) years, can't you? Isn't that what it is? Two (2) years?

Barbi Shelton: Um hum. You have to have forty-five (45) credit hours every two (2) years.

Councilwoman Ledbetter: And there's no way you can be reimbursed for that training? Is that something...?

Councilman Hachmeister: We paid for it.

Councilwoman Ledbetter: I mean are we going to pay for it since she's with Storm Water is what I'm asking. If it's not required.

Barbi Shelton: If I go to Ivy Tech, there's no fee for the County. I can get all of my classes in Evansville. No cost to the County besides my hours there.

Councilwoman Ledbetter: And when you go to take those classes at Ivy Tech, are you paid from the County to work that day? Is that considered part of your job?

Barbi Shelton: Yes, I have been.

Steve Sherwood: Yes.

Councilman Metzger: Tough one (1).

Councilman Reid: We ought to wait for the job study to come out, I think.

Councilman Hachmeister: I'll make a motion to deny the fifteen hundred ($1,500.00). And the reasoning because it's not required and anybody else left the Assessor's Office may be expecting the same thing if they were certified.

Barbi Shelton: I still use all the software and everything that I did in the Assessor's office. Like if I didn't know how to use their system, and I'm way more efficient since I know how to use their system and the LOW system the Auditor and Treasurer uses.

Steve Sherwood: It does have a benefit. We just don't have a job study to back it up, yet. But, we will point that out when this comes around. This position wasn't created during, when the last job study was done.

Councilwoman Ledbetter: And Barbie, it's not a personal thing. Like Greg said, the Council does frown upon bonuses. It's not something that we do. Typically.

Steve Sherwood: Again, that's probably my fault for titling it as a bonus. Again this is part of her fee when she was hired as part of her salary.

Councilman Richmond: Have you thought about requesting a change in job classification to bump it up to another level?

Steve Sherwood: I have not. But I'm willing to approach the Council concerning that.

Councilman Richmond: That's a little more digestible than the way it's set up right now. I know that's kind of a hold up. But it's something...

Steve Sherwood: I'd be happy to sit down and...

Councilman Richmond: And you'd have to bring that before the Council and they would have to approve it of course. And going into a job study, a lot of people have come to us wanting to improve and bump up. We said wait for the job study. So, you know, these are issues we're trying to be fair to everybody. It's hard to do.

Steve Sherwood: Be more than happy to meet with Krystal to discuss the paperwork to make that happen.

Councilman Richmond: We do have a motion. Is there a second?

Councilman Metzger: I'll second it.

Councilman Richmond: Seconded by Ted. And that's just to deny right now. Any further discussion? And I, I just would encourage you to look at, when this gets voted down, coming back and looking at a bump up to a different scale, different designation.

Steve Sherwood: With Council's permission, we will talk to Krystal and come up with (inaudible).

Councilman Richmond: Okay, and that's no guarantee.

Steve Sherwood: I understand.

Councilman Richmond: You just have to...

Steve Sherwood: If we were to approach the Council, is there a consensus it'd be more favorable to that? Or they don't wish to comment at this time?

Councilman Richmond: I'll leave that up to you guys.

Councilman Overton: (Inaudible).

Councilwoman Ledbetter: It's dependent upon, I think more than anything, proving that she's going to meet that job classification. I think that's going to be the biggest thing showing how she meets that job classification. Specifically, how she meets it.

Councilman Richmond: Cause her predecessor didn't have it.

Councilman Richmond: Right. Um hum. Okay, we have a motion by David, second by Ted to deny the fifteen hundred dollar ($1,500.00), and that would also be the Salary Ordinance. Any further discussion? All those in favor? Okay, I think that's all seven (7) of us. (Motion carried 7-0). Please come back and give it a whirl another way.

Steve Sherwood: Appreciate it.

Councilman Richmond: If you have talked to me about this earlier, I might have, if I'd have known about this earlier, I might have suggested that earlier. But, I didn't know until I saw it this time.

Steve Sherwood: I understand.

HIGHWAY BUSINESS
ENGINEER VACATION BUY BACK - TRANSFERS

Councilman Richmond: Highway Business. First is Engineer Vacation Buy Back, one (1) week that Roger briefly talked about. And underneath that is a transfer to partially fund this I guess. What is this?

Bobby Howard: Yes. That is to partially fund it.

Krystal Powless: Yes.

Councilman Richmond: You have an Additional Appropriation.

Bobby Howard: And a transfer.

Councilman Richmond: For one thousand three hundred seventy-two dollars and sixty-six cents ($1,372.66). Then you have a transfer from Part-Time, one thousand three hundred fifty-five dollars ($1,355.00) to Engineer. So, basically your vacation buy back is twenty-six ($2,600.00), twenty-seven hundred ($2,700.00) and change.

Councilman Christmas: Twenty-seven-twenty-seven ($2,727.00).

Councilman Richmond: Twenty-seven-twenty-seven-sixty-six ($2,727.66). Salary Ordinance on the next page. Yeah.

Bobby Howard: Bobby Howard, Warrick County Engineer. This came up about a month ago. I had some vacation scheduled in November that I wasn't able to take because of some deadlines for some grants that I needed to get done. They had a call for projects for, INDOT did. And we were trying to come up with a bridge project that we could put in the call. And I had to wait on that decision to be made before I could move forward with anything. And in talking to the Board of what we wanted to do with my vacation days, the Board suggested that I sell them back to the County. And they approved that. So, I'm just here tonight cause they told me to come.

Councilman Richmond: That was the Commissioners' Board, right?

Bobby Howard: Yeah. The Board of Commissioners. I apologize.

Councilman Richmond: Yeah.

Councilman Hachmeister: Well.

Councilman Overton: Are you sure you didn't take these days? Cause I look out the door and you're never home anyways.

Bobby Howard: That's right. I'm never at home. That's the problem.

Councilman Overton: I figured you were on vacation all the time. That's what I (inaudible).

Councilman Hachmeister: Well, I don't like it because it's not according to the Handbook. But the Commissioners have covered theirselves with the Handbook if they approve it. So, I make a motion to approve.

Councilman Christmas: Second.

Councilman Overton: Second. Hurry up, third it. (Inaudible). Never mind, you've already got it.

Councilman Richmond: Alright, I got David making the motion and Charlie seconding it.

Councilman Christmas: Yeah.

Councilman Richmond: And this would be all three (3) of the additionals, the transfer, and the Salary Ordinance.

Councilman Overton: When do you meet the timeline that would have been for that?

Bobby Howard: (Inaudible) month. Does it happen at your anniversary?

Krystal Powless: Yes.

Bobby Howard: So, in seven (7) months.

Councilman Richmond: Have a motion and a second. Any more discussion? All those in favor? That's all seven (7) of us. (Motion carried 7-0).

Bobby Howard: Thank you very much.

Krystal Powless: And that was for 9A, 9B, and 9C, right?

Councilman Richmond: 9A, 9B, and 9C.

Krystal Powless: That's what I thought.

Councilman Overton: I heard him say that.

Bobby Howard: Thank you. I appreciate that.

Councilman Overton: (Inaudible).

Councilman Hachmeister: Well, I still don't like it.

Bobby Howard: Keeps me working through December.

Councilman Richmond: Yeah, I got chewed out by one (1) Commissioner for alerting him to this.

Councilman Hachmeister: For what?

Councilman Richmond: For alerting him to this that I thought would be a problem. And it went smooth sailing, so I got chewed out for nothing. Okay.

Councilman Reid: They're testy aren't they?

Councilman Richmond: Yeah.

Bobby Howard: No comment.

LOIT SPECIAL EXPENSE

Councilman Richmond: LOIT Special Expense, and I guess that's really EDIT, isn't it?

Bobby Howard: Well, no, this was a special distribution in 2016 we used for one (1) of the Community Crossing Grants. It has to be used for road projects specifically. And I've been saving it to use towards a match for another Community Crossing Project. Well, we had these Stevenson Station/Zoar Church Road Project this year for paving and Old Boonville Highway. Now, those are complete and I usually repay that from, we had that transferred to a Grant Fund that I think we just need to appropriate it this time and pay it directly from that line item, correct?

Councilman Hachmeister: Leftovers?

Bobby Howard: Yes. This is just...

Councilman Hachmeister: Motion to approve.

Councilman Overton: Second.

Councilman Richmond: Okay. That's one hundred sixty-two thousand eight hundred ten dollars and forty-eight cents ($162,810.48), Expense, from LOIT Special from out of 2016. And, and really, is it LOIT or EDIT? It's EDIT divided into halves isn't it?

Bobby Howard: Not this one (1).

Krystal Powless: No, not this one (1). This is a special...

Bobby Howard: This was a special, this was a special disbursement in 2016 from the State.

Krystal Powless: It's titled correctly.

Councilman Richmond: Alright, all those in favor? Wait a minute. Don't have a motion. Do I have a motion?

Councilman Hachmeister: Yeah.

Councilman Reid: Yeah.

Councilman Overton: Yeah.

Councilman Richmond: I didn't write it down.

Councilman Hachmeister: Me and Brad.

Councilman Richmond: Okay, thank you.

Councilman Hachmeister: Brad (inaudible). Me and Brad.

Councilman Richmond: All those in favor? That's all seven (7) of us. (Motion carried 7-0).

Bobby Howard: Thank you.

Councilman Richmond: Um hum.

Councilwoman Ledbetter: You too.

Councilman Overton: You do the same.

CLERK BUSINESS
TRANSFERS – VACATION DAYS

Councilman Richmond: Next up is Clerk Business. And there's a transfer that you have, let's see.

Krystal Powless: Yeah, we added a transfer. I can read it if you want me to.

Councilman Richmond: Okay.

Krystal Powless: It's transferring six-fifty-nine-sixty ($659.60).

Councilman Richmond: Six-fifty-nine-sixty ($659.60).

Krystal Powless: Um hum, from General to Administrative Clerk to cover the Salary Ordinance for the Vacation pay back.

Councilman Richmond: Election General?

Krystal Powless: Yes.

Councilman Richmond: Okay.

Clerk Perry: I, Mr. Richmond, I'm sorry, Patty Perry, Warrick County Clerk. I did submit what you had asked that I do.

Krystal Powless: Yeah. They got a copy of it.

Councilman Richmond: Yeah, I've got that here. Just got that tonight. And I called her. Thank you for doing that.

Clerk Perry: Um hum.

Councilman Richmond: So, we want to do all these transfers including the one (1) from Election? Other Clerk Business, transfer, Meals and Lodging from Meals and Lodging, two thousand three hundred ($2,300.00) to Printing. Transfer from Inspectors, four thousand dollars ($4,000.00) to Election Support. Transport from Supplies one thousand fifty dollars ($1,050.00) to Election Support. Transfer from Postage to General, five thousand ($5,000.00). And that's in the Clerk Budget, right?

Krystal Powless: Yeah, that one (1) that began with, well, yeah, that's the only one (1) in the Clerk's budget.

Clerk Perry: Right, the one thousand ($1,000.00).

Krystal Powless: Yeah.

Councilman Richmond: The last one (1) there, the five thousand dollars ($5,000.00), that is the Clerk's budget.

Krystal Powless: That is the Clerk's budget.

Councilman Richmond: And the rest of them are all in Elections. So, we can take them all together.

Councilman Overton: So, I guess you just kind of overestimated on the Postage by chance?

Clerk Perry: We did. Yes, Sir.

Councilman Richmond: Looking for a motion.

Councilman Hachmeister: So moved to approve.

Councilman Overton: Second.

Councilman Richmond: Motion by Dave. Second by Brad to approve. Discussion? All those in favor? That's all seven (7) of us. (Motion carried 7-0). And then the Salary Ordinance is what was above we transferred from Election General to Administrative Vacation, six hundred fifty-nine dollars and sixty cents ($659.60).

Councilman Overton: Motion to approve.

Councilman Richmond: Motion by Brad.

Councilwoman Ledbetter: Second.

Councilman Richmond: Cindy second. Discussion? All those in favor? That's all seven (7) of us. (Motion carried 7-0). Okay, I think that's all of yours.

Clerk Perry: Thank you so much.

SHERIFF BUSINESS
DEPUTIES – LONGEVITY – SHIFT PREMIUM – HOLIDAY PAY

Councilman Richmond: Sheriff Business, Additional Appropriation, Deputies, thirteen thousand seven hundred thirty-one dollars ($13,731.00). Longevity, three thousand three hundred ninety-five dollars and forty-five cents ($3,395.45). Shift Premium, eight hundred seventy-seven dollars and fifteen cents ($877.15). Holiday Pay, twelve thousand dollars ($12,000.00). And then we'll go into the Jail later and the Salary Ordinances later.

Chief Deputy Sheriff Kruse: Paul Kruse, Chief Deputy Sheriff. Is there any questions on any of these?

Councilman Overton: No, we're just glad you're not like the Vanderburgh County, asking for...

Chief Deputy Sheriff Kruse: Eighty-nine million's ($89,000,000.00) not that much, is it?

Councilman Overton: If you were asking for that, I may have been a little more hesitant to approve this. Motion to approve.

Councilman Richmond: Motion by Brad. Is there a second?

Councilman Christmas: Second.

Councilman Richmond: Second by Charlie. Discussion? All those in favor? That's all seven (7) of us for that portion. (Motion carried 7-0).

JAIL
JAIL COMMANDER – JAILER

Councilman Richmond: Next up, Additional Appropriation, Jail, Jail Commander, I assume's a vacation buy back. Eight hundred seventy-seven dollars and seventeen cents ($877.17). Jailer, seven hundred thirty-six dollars and forty-two cents ($736.42); for a total of one thousand six hundred thirteen dollars and fifty-nine cents ($1,613.59).

Councilman Overton: Motion to approve per the Employee Handbook.

Councilman Richmond: Motion by Brad.

Councilwoman Ledbetter: Second.

Councilman Richmond: Motion by Cindy. Discussion? All in favor? That's all seven (7) of us. (Motion carried 7-0).

SALARY ORDINANCE
SICK DAY PAY

Councilman Richmond: And the Salary Ordinance, Sick Day Pay, One hundred thirty-nine dollars and twenty-eight cents ($139.28). And I couldn't find where that one (1) was out of the two (2) things above. Did you notice that, Krystal?

Krystal Powless: Yeah, they're basically doing this on how much money they still need in that line item with their appropriations.

Councilman Richmond: Okay.

Krystal Powless: Like these Salary Ordinances are exactly what need to be paid out.

Councilman Richmond: Okay. The sick, vacation, longevity pay that came from the first two (2) Deputies and longevity in the Sheriff. And then the Deputy vacation pay at eight-seventy-seven-fifteen ($877.15). That came from up above in the Sheriff's business and then another eight-seventy-seven-seventeen ($877.17) came from the Additional Appropriation for Jail. And Jailer vacation days, seven-thirty-six-forty-two ($736.42) came from Additional Appropriation, Jail, that one (1) up above.

Councilman Overton: Motion to approve the Salary Ordinance.

Councilman Richmond: Motion by Brad.

Councilman Hachmeister: Second.

Councilman Richmond: Second by David. Any discussion? All those in favor? That's all seven (7) of us. Seven, zero (7-0).

Chief Deputy Sheriff Kruse: Thank you.

Councilman Overton: You're welcome.

Councilman Richmond: Is there anything besides the Council Business we have to do? We will do the CASA under Other Business.

Krystal Powless: You want to do that?

Councilman Richmond: We can go ahead and do that.

OTHER BUSINESS
CASA
PAY RAISES

Councilman Richmond: I'm going to put CASA down here under Other Business.

Judge Granger: Good evening.

Councilman Richmond: Good evening.

Councilman Christmas: Good evening, Judge.

Councilman Overton: Good evening.

Judge Granger: Judge Granger, Warrick Circuit Court. I'm here on behalf of CASA. Let me tell you, the staff is at a State Conference, so that's why they're not here. But, I do have a couple gentlemen here from the Friends of Warrick County CASA if you have any questions for them. What I'm asking for is a pay increase for the Executive Director/Program Director Diane Alexander and we also have a Staff Advocate that we'd like to have a salary increase. And both of these individuals were not asking for additional funding. Diane's salary increase would come from the Friends of Warrick County CASA and the Staff Advocate would be coming from a State Capacity Grant. Jill Robinson is the Staff Advocate. Both are part-time. No benefits. The raise for Diane would be from twenty-three-forty-five ($23.45) to twenty-four-sixty-two ($24.62) an hour, twenty-eight (28) hours a week. Jill Robinson from twelve-thirty ($12.30) to thirteen dollars ($13.00).

Councilman Overton: And as you did say, Judge, you did state that this was all from the Friends of CASA money so there's no additional funding.

Judge Granger: That's right.

Councilman Richmond: What did you say the Executive Director was going from twenty-three-forty-five ($23.45) to what?

Judge Granger: Twenty-four-sixty-two ($24.62).

Councilman Richmond: Okay, thank you.

Krystal Powless: And this would be effective January 1st?

Judge Granger: Correct.

Councilwoman Ledbetter: Motion to approve.

Councilman Overton: Second.

Councilman Reid: Second.

Councilman Richmond: Motion by Cindy. Second by Ted.

Councilman Metzger: Rick.

Councilman Reid: Rick.

Councilman Richmond: Rick. Okay. Any discussion?

Councilman Hachmeister: Well, same thing we've done before. You know, when we've done the increases out of (inaudible). No, increase as far as the, the County taxpayers. As long as you're getting the donations and funding, I have no problems.

Judge Granger: Yeah, I think we're extremely fortunate to have a group of, as the Friends that, as all of you know, they pay the rent for the CASA building and to contribute to salaries and all other additional expenses that they are willing to provide. It's just a God-send really.

Councilwoman Ledbetter: I have a question. I've gotten letters in the mail once a year annually from Warrick...Vanderburgh County CASA asking for donations.

Judge Granger: How dare they.

Councilwoman Ledbetter: I've never received one (1) from Warrick County.

Councilman Reid: Get her on the list. Get her on a list.

Bob Lacer: We can get you on that list.

Councilman Hachmeister: You are now.

Councilwoman Ledbetter: I just wondered why I never received a, you know, letter or anything asking for donations.

Bob Lacer: (Inaudible) letter campaign that's going out in January.

Councilman Richmond: I give mine every year. I think you have a golf tournament that you send out letters to also.

Judge Granger: Yes. That's right. There's, one (1) of the CASA volunteers' husband works at an engineering company. They put on an awesome golf outing each year.

Councilman Richmond: Okay, we have a motion by Cindy. Second by Rick. All in favor? I assume there's no discussion. Seven, zero (7-0).

Judge Granger: Thank you. Thank you all.

Councilman Overton: Why is all fundraising associated around golf? (Inaudible).

Councilman Reid: They make a lot of money.

Councilman Overton: (Inaudible) softball.

Judge Granger: I just want to add one (1) more thing. It's good to see that Greg Richmond still continues the tradition of passing out cookies at the December meeting.

Councilman Overton: He, he wants one (1).

Councilman Richmond: I've got four (4) left. Anybody can have them. So, Bob, do you want to speak any at all then? You were on the list here.

Bob Lacer: Pardon me?

Councilman Richmond: You were on the list to speak.

Bob Lacer: Yes, I will. Just for a second, thank you.

Councilwoman Ledbetter: (Inaudible).

Bob Lacer: My name's Bob Lacer. I've lived in Warrick County all my life. Seventy-one (71) years. I serve as President of the Board of Directors for Friends of Warrick County CASA. And first and foremost, speaking on behalf of Friends and CASA and the kids that we serve, I want to thank the Council for your continued support every year to helping us with a budget. Greg was very right about Friends of Warrick County CASA would be very difficult to continue what we're doing. But, I will tell you without your support, it would be impossible to do what we do. CASA is a program much like Hospice. You wish you never had to have it, but you're thankful that you do. We have, CASA's a program that is continuing, sadly to say, it's continuing to grow. You would not think that we have that many children in Warrick County who have been neglected and abused. But right now our numbers as of November 25th, I think it's two hundred sixty-five (265) young people that we have worked with. Our staff does a tremendous job in getting more advocates out there. We train four (4) times a year which involves, I think, six (6) weeks. So twenty-four (24) weeks a year we're training advocates. And I, very seldom when we have a meeting, do we have our Director report that we have no children on a waiting list. That just happened this last month. We are so thrilled for that. But, doesn't mean we have less children. That just means we have more advocates that we have trained to step up and take it. So, we're very thankful that we have the funding and we're able to help. Our primary goal, as the Friends of Warrick County CASA, is to keep the door open. We, when we make our budget, we're trying to keep three (3) years ahead of time, money to keep our offices open. And we love to pay the salaries for these people. I know that what Diane puts in is way beyond what she's paid for. And there may come a time down the road, I hope not, but when we ask for that position to be considered a full time position because the time she puts in now. She puts in full time hours. She just doesn't get paid for it. And the same thing can be said for some of her staff who put in way beyond the hours. I'd love to come back and tell you we don't need CASA any longer. But, we both know that's probably not realistic. So, again, thank you, Council for what you've done in the past. We hope to continue a good partnership with you to benefit the kids in Warrick County. So, thank you very much.

Unknown: Thank you.

Councilman Christmas: Bob, (inaudible) kids?

Bob Lacer: Pardon me?

Councilman Christmas: Where do the kids come from?

Bob Lacer: Well...

Councilman Christmas: They've got to be recommended by somebody. Brought in by somebody.

Bob Lacer: Oh, from that? Yes. It comes through the Judge.

Councilman Christmas: Okay.

Bob Lacer: The kids have to be adjudicated by the Court system and you know the Department of Child Services gets involved. And our advocates are all volunteers. We have no full time staff. We have part-time staff. We have, I think it is, sixty (60) some odd advocates right now working for the kids. Thank you.

Councilman Christmas: That takes a special person too.

Bob Lacer: Yes it does. Yes, it does. Yes. Just today, if I may, just today, we have a family of eight (8) that do not have a washer. The washer has quit. Nobody in the family drives. There's no car. They live in Boonville so they walk to the laundromat. Take all their clothes to the laundromat to get the clothes washed. Well, today, Friends went and bought a washer for her and it's going to be delivered on Sunday. This past summer we had one (1) in the heat of the summer, the air conditioning went out with two (2) little babies. So, that's one (1) of the things Friends tries to do it to

Councilman Richmond: And Patty, you were on here, but you already...

Clerk Perry: Sorry.

Councilman Richmond: Okay.

MELINDA MITCHELL
DISCUSSION – CANCER RATES

Councilman Richmond: Also on the list here for the sign in sheet is Melinda Mitchell to speak on Cancer Rates.

Melinda Mitchell: Hello, my name's Melinda Mitchell. I live at 101 Yorkshire Drive in Newburgh. All this kind of stems from a story that was aired on Eyewitness News, July 26, 2018. The story was updated February 12, 2019. The writer was a gentleman named Chis Veech. So this information is coming from him. The National Cancer Institute and information from the Community Assessment by St. Vincent's Hospital stated that Vanderburgh or the U.S. has a hundred and twenty (120) women per hundred thousand (100,000) diagnosed with cancer, breast cancer, each year. Indiana has a hundred and twenty (120). Vanderburgh County has had a hundred and ten (110). And Warrick has a hundred and thirty-two (132) women diagnosed with breast cancer. But that's not all. The U.S. has twenty-one (21) women per hundred thousand (100,000) dying of breast cancer each year. Indiana has twenty-one (21). Vanderburgh has twenty (20). And Warrick County has more than twenty-two (22) women dying. The big question that a lot of people ask, especially as women, is why? Why? What separates Warrick County from the rest of Indiana and the rest of the Nation? We're not just talking about, you know, locally. This is nation results. Is it our air? Is it our land? Is it our water? Maybe it's a combination of all. Even if women get mammograms and they catch it, they've still got it. Why are so many women in Warrick County getting cancer? And I'm just talking about breast cancer. There's also results of men getting prostate cancer very high. I know three (3) women in my neighborhood right now that are fighting breast cancer. I've got a friend in Chandler, she's got cancer. And then I had a cousin a few months ago almost died from cancer. I think, I don't know, but I bet you every single one (1) of you and everyone in this room knows of somebody fighting cancer in Warrick County right now. Maybe some people have definitely passed on. I mean they're literally dying. This is kind of where it comes in with you guys. Would you consider getting maybe the Soil and Water District involved? I know this summer they did some soil samples, testing. And people could give them fifteen dollars ($15.00) and they come out, give you little baggies and I don't know what those results were. I don't know what they tested for. But, I think as the County Council we need to get to the bottom of this. This is really an embarrassment. It shouldn't be that women move or live in Warrick County in anticipation that we're probably going to get cancer or someone that's dear to us is going to be fighting this battle. Something needs to be done and it actually kind of falls on you guys to make some type of, I know I'm no expert, you know. I don't know what the next step should be. I have no clue. I'm just tired of hearing these women. I've got a Newburgh Facebook page called My Hometown Newburgh. And a few months ago, it was one (1) of the subjects that came up. And you know, it's like, almost gotten to the point where we just know someone's going to get cancer and everyone's just kind of wore out. It's like there's no energy to find out why. Cause once you get cancer, you don't have time for fight or ask questions. You're trying to survive each day. And you've got chemo, you've got your family, you've got all this weight. You have work. You can't just walk away. The Komen Foundation, one (1) of my neighbors that has cancer, she's on a fixed income. She got a hundred and twenty-five dollars ($125.00) to help, to help her. And it shouldn't, it shouldn't come to that. We need to know what's going on here in this County. There's no more sitting back. We've been sitting back as a community for way to many years. And it's sad. Can you guys do something? Can we try to get, at least try to get to the bottom of why so many people are getting cancer?

Councilman Richmond: County Council, the word's kind of almost a misnomer. All we deal with is money.

Melinda Mitchell: But, we need money.

Councilman Richmond: We don't deal with policy. So, and those requests have to come out of Departments from the County. I mean the general public can't come up and just ask to do something like this.

Melinda Mitchell: I understand that.

Councilman Richmond: Basically, your Health Board would be the ones you need to talk to. The Soil and Water Conservation Board, we do give them a stipend every year, but we don't fully fund them. And you know, if you wanted to talk to their Board you could do the same thing. And then the request could come to us.

Melinda Mitchell: Okay.

Councilman Richmond: And consider it that way. But, it has to come from outside, some government...

Melinda Mitchell: Okay.

Councilman Richmond: I understand your frustration. It's a terrible thing.

Melinda Mitchell: We've got to start somewhere. I mean we really, we need to.

Councilwoman Ledbetter: You're leaving a piece out of there. Not only are they coming with breast cancer, it's coming at Stage 4. It's not starting at Stage 1. It's at Stage 4 when they're being diagnosed.

Melinda Mitchell: Right.

Councilwoman Ledbetter: It's more aggressive.

Melinda Mitchell: Okay. I didn't even know that. And I know seventy percent (70%) of the women in Warrick County get mammograms. The other thirty (30%) don't. But it still, even though there may be that seventy percent (70%) that's getting diagnosed, they're still getting cancer. I mean, it makes the battle a little bit better to survive. But, why? I mean, so, you're recommending, what are you recommending?

Councilman Richmond: You can talk to the Health Board. You can talk to Soil and Water Conservation Board and see if they're willing to do studies if that's what's causing it. But, I'd start with the Health Board.

Melinda Mitchell: Okay.

Councilwoman Ledbetter: Aaron Franz is the, he's with the Health Department here. You might want to talk with him.

Melinda Mitchell: Would you happen to have contact, phone number, or anything?

Councilman Richmond: I can get that from my phone.

Councilman Hachmeister: It's on the website.

Councilman Overton: I was gonna say, it's all...

Councilman Hachmeister: You can get everything there.

Councilman Overton: Yeah.

Councilman Richmond: Lost my train of thought.

Councilwoman Ledbetter: I know about twenty-five (25), thirty (30) years ago out in Mt. Vernon, they had the highest rates of testicular cancer in the nation. I think it was all due to G.E. at the time.

Councilman Richmond: Health Department phone number is 812-897-6105. One (1) other place you could go is make your presentation the Commissioners, too. They are the administrative body. And they basically oversee everything that goes on. But, they'll probably refer you to the Health Department, too. Because that is into, that is in their, that's what they're there for.

Melinda Mitchell: Okay. Well, maybe we can get the ball rolling and you know, I'm probably, you know, I'm visualizing samples taken and do we even have an air quality monitor in Warrick County?

Councilman Richmond: The EPA does. I'm sure, I think there's one (1) in Warrick County. I don't know the exact location. But, I've seen readings from Warrick County before.

Councilman Reid: They've got some out at ALCOA too.

Councilman Richmond: You can go online and it's somewhere online. I couldn't tell you exactly where. But I've seen readings before.

Melinda Mitchell: You have? Okay.

Councilwoman Ledbetter: The other part of that is it's going to take some people, the power of people to get it to happen and move more than just you by yourself.

Councilman Richmond: Right.

Councilwoman Ledbetter: Some community organizing.

Melinda Mitchell: Yeah.

Councilwoman Ledbetter: Okay?

Melinda Mitchell: And that's not always easy to do, get people motivated.

Councilman Richmond: Talk to the Komen people and see if they can help you to get this organization going.

Melinda Mitchell: Okay. Well, thank you for hearing me out.

Councilman Richmond: That's a very healthy organization. They do a great job.

Melinda Mitchell: Thank you, guys.

Councilman Metzger: Thank you.

Councilman Reid: Thanks.

Councilman Richmond: That's all that's on the list. So.

COUNCIL BUSINESS
APPOINTMENT LIST REVIEW

Councilman Richmond: We're ready for Council Business now. Starting with 12D. You were given a list of appointments to consider and, and we need to think about all of these appointments. Krystal has contacted all of them. And all of them are willing to return with the exception of Allan Black who is resigning from the Park Board. That is our replacement. That's our appointment.

Councilman Hachmeister: Republican replacement.

primaries and things. You're not registered in Indiana. I don't care what anybody says, if you're not a registered Republican and you're not a registered Democrat. You do have a voting record though. If you go to the primaries and pull a Republican ballot or a Democrat ballot. I fuss with people that say I'm a registered Republican, I'm a registered Democrat. No, not in Indiana.

Councilman Metzger: So, that's the only requirement for this replacement? Republican.

Councilman Richmond: Yes.

Councilman Hachmeister: Well, really, voted Republican in the last primary.

Councilman Richmond: That's (inaudible).

Councilman Hachmeister: That's all we have to go on.

Councilman Richmond: If they didn't vote in the last one (1), then look, you can get in and see, you know, if they voted in previous ones. But, if somebody didn't vote, hasn't voted in the primaries in ten (10) years, well, gonna be kind of hard to justify that.

Councilman Hachmeister: They don't need to be on a County Board anyway.

Councilwoman Ledbetter: Operation Chaos got in the way, too.

Councilman Metzger: Yeah.

Councilman Overton: Maybe another requirement might be that they actually know where any of the Parks are and they've actually set foot in one (1).

Councilman Richmond: They need to be interested in the Parks. Daniel had told me that he has someone that is interested that he works with. And I haven't pursued that further. And then Joe sent me a name the other day of someone who might work. I don't know what their voting record is. Daniel, he said he's Republican. I don't (inaudible) the one (1) you sent me. But, like all of these positions, they can be changed. They don't have to be the ones we had last year. It's our prerogative to put in who we wish. They're highlighted for you. Think about them. Talk to Krystal about it if you have somebody that you would like to see moved into maybe where somebody else is serving. And the same thing, think about what you're serving on. The Boards that you're on too. And you can continue those or change.

COUNCIL MEETING DATES 2020
RESOLUTION 2019-08

Councilman Richmond: Then, let's see.

Krystal Powless: Well, you skipped, I don't, you confused me. So, can we go to 12A and start at the beginning?

Councilman Richmond: Oh, I'm sorry.

Councilman Overton: You were thinking (inaudible) alphabetical order.

Councilman Richmond: I, I turned the page. Okay, let's go back to 12A. Yeah, and I like to stay in order. I don't like to get out of order. But, the meeting dates for 2020. I have a request. I don't like to change dates, but I do have a request. I'm taking a vacation and I will be gone April 9th, I mean April 2nd. But, since April 2nd is early, it doesn't set us back much to business if we wait one (1) week and go to the 9th. That's still pretty early in the month. So, I would request to change the April 2nd date to April 9th. But I, if you don't want to, you don't have to. That's your prerogative. And if anybody else has reviewed the dates and has a conflict.

Councilman Hachmeister: Well, actually we make a vote on (inaudible) the first Thursday. Correct? Or meet the first Thursday?

Councilman Richmond: Yeah.

Councilman Hachmeister: (Inaudible) and then, we'll make that change?

Krystal Powless: Well, I have it in front of you with all the dates.

Councilman Richmond: Yeah, this is, it says Resolution 2019, we can make this tonight if you want to.

Krystal Powless: Yeah.

Councilman Hachmeister: Yeah. Alright.

Councilman Richmond: And then if somebody comes up with a change later on. It's still the first Thursday of each month except for that April.

Krystal Powless: I sent it to your email.

Councilwoman Ledbetter: Wi-Fi (inaudible). I don't know where it went.

Councilman Christmas: (Inaudible).

Councilman Hachmeister: I'll make a motion. I'll make a motion to meet the first Thursday of the month except April 9th.

Councilman Christmas: I second that motion, Dave.

Councilman Hachmeister: (Inaudible).

Krystal Powless: Are we not approving this?

Councilman Hachmeister: Same thing, ain't it?

Krystal Powless: Well, you could just make a motion to...

Councilman Richmond: Warrick County Resolution 2019...

Kristine Georges: '08.

Councilman Richmond: '08, Whereas last meeting December 2019, the Warrick County Council decided to establish their regular meeting dates for the Council for the year 2020. Now therefore be it resolved the Warrick County Council, that said Board, shall hold regular meetings dates the following days. They're all the first Thursday of the month except for the April meeting which is the 9th instead of the second. And this Resolution passed and ordained on the 5th day of December, 2019. Is that legal now?

Krystal Powless: Yes.

Councilman Richmond: Okay. Alright.

Councilman Hachmeister: Okay.

Councilman Richmond: A motion by David. Second by Charlie. Any discussion? All those in favor? Seven, zero (7-0). Thank you.

(Resolution 2019-08 is located on Page 28 of these Official Minutes)

COUNCIL BUSINESS
TRANSFER
PART-TIME TO FICA

Councilman Richmond: And then 12B. Transfer from Part-Time, two thousand dollars ($2,000.00) to FICA, two thousand dollars ($2,000.00).

Councilman Overton: Motion to approve.

Councilman Hachmeister: Second.

Councilman Richmond: Motion by Brad. Second by David. Discussion? All those in favor? Seven, zero (7-0).

COUNCIL BUSINESS
GROUP INSURANCE

Councilman Richmond: Now, the hardest ones. County Council Business Continued, 12C, Additional Appropriations. Group Insurance. From the Commissioners line item, two hundred fifty-five thousand four hundred dollars ($255,400.00). Council line item, twenty-one thousand three hundred twenty dollars ($21,320.00). Drug Court, seven thousand nine hundred ninety-five dollars, ($7,995.00). Highway, seventy-nine thousand seven hundred dollars ($79,700.00). Central Dispatch, thirty-four thousand six hundred forty-five dollars ($34,645.00). Park and Recreation, eighteen thousand six hundred fifty-five dollars ($18,655.00). Health Department, twenty-one thousand three hundred twenty ($21,320.00). Economic Development, thirteen thousand three hundred twenty-five ($13,325.00). Election, two thousand six hundred sixty-five ($2,665.00). Property Reassessment, fifteen thousand nine hundred ninety ($15,990.00). Cum Bridge, seven thousand nine hundred ninety-five ($7,995.00). Cum Drain, five thousand three hundred thirty ($5,330.00). Building Commission, five thousand three hundred thirty ($5,330.00). Storm Water Management, fifteen thousand nine hundred ninety ($15,990.00). Rainy Day, three hundred thousand ($300,000.00). Pre-Trial, two thousand six hundred sixty-five ($2,665.00). Circuit Court Probation, five hundred thirty-three dollars ($533.00); for a total of eight hundred eight thousand eight hundred forty-eight dollars ($808,848.00). And I will mention, I think the only General Fund amounts are from Commissioner, Council, and Central Dispatch. And I think all the rest are other levies. Is that right?

Krystal Powless: Commissioners, Council, Central...

Councilman Hachmeister: Health.

Krystal Powless: No. Commissioners, Council, and Central Dispatch are the only groups.

Councilman Richmond: That's General Fund.

Krystal Powless: Yeah.

Councilman Richmond: Everything else is their own levies. Okay.

Councilman Hachmeister: Didn't Health, Health...

Councilman Richmond: No, Health's got its own levy.

Councilman Richmond: So, any discussion. Well, let's have a motion first. It's something I guess we've got to do.

Councilman Hachmeister: Motion to approve.

Councilman Overton: Second.

Councilman Richmond: Motion by David. Second by Brad Overton. The, I've been talking, and Krystal and I have been meeting with the Commissioners a lot about all of this lately. And the new drug plan, prescription plan that we're on really hasn't kicked in full boar yet to realize much of a savings yet this year. I think it's only been in effect for like two (2) or three (3) month. And they passed it in August and started it in September. Something like that. And then the Clinic is just getting started up. And anybody that's ever started a Clinic before, it takes a year sometimes two (2) years to get up to full, running on all eight (8) cylinders type deal. So, once these occur, that will help. The Commissioners are also looking into all kinds of alternatives. And none of them are easy or fun. They're just, it's miserable. It's a fact of life. The one (1) thing, we have an aging workforce. A lot of our workforce retire from someplace else and come to work for the County. And that's one (1) mark, which means you have more health issues. And another mark is the fact that hospitalization, prescriptions, everything keeps going up and it's out of control. I wish somebody would do something about it. All Congress is interested in is impeachment. I have written our Congressman several times and told them they need to get their butts in gear and do something about it. Nothing's done. So, we have eight hundred eight thousand eight hundred forty-eight dollars ($808,848.00) to deal with tonight. And that doesn't pay the whole bill probably before we're all done. We're probably going to end this year in the red in that particular area which means State Board of Accounts will go, don't do that anymore. My reply to them is, how can you tell what it's going to be? It changes every year.

Unknown: (Inaudible).

Councilman Metzger: Thank you.

Councilman Richmond: They're also looking at, but no consideration's given to any of this. They are looking at, most places, we generally have a sweet plan here. It's one (1) of the sweetest plans out there. Most places are eighty/twenty (80%/20%), ninety/ten (90%/10%), huge deductions. I mean there's, it's, like I say, we have a sweet plan here. Once you meet your deductible of two thousand ($2,000.00), four thousand ($4,000.00), everything's paid.

Councilman Christmas: (Inaudible).

Councilman Richmond: You know, so that's something that I'm glad I'm not in their shoes. It's a hard thing to do. And the only thing, what makes it hard on us is we have to fund it.

Councilman Hachmeister: We going to vote?

Councilman Richmond: Yeah. All those in favor? That's all seven (7) of us. (Motion carried 7-0). We have to.

Councilman Reid: (Inaudible) hold our nose.

Councilman Richmond: Yep.

Krystal Powless: We haven't done that one (1) yet.

(December Appropriations are located on Page 29 of these Official Minutes)

JOB STUDY DISCUSSION

Councilman Richmond: And the next issue is job study. And I want everybody to realize and understand, I've been through a job study before. And we had to do tweaking of probably about a tenth of the job descriptions after they had come back and done them because we couldn't afford to pay the amounts that some of them came back as. This job study will give us as an enlightenment, so we can see what the same jobs are paying outside of Government and the same jobs are paying in government to look at both sides that way and get a comparison there. But, once it's done, we still have the right to change, to match our budget, what we can afford. Just, I don't know how it's going to turn out. And there will be probably, there were some that, that were, they were being paid too much. Not very many. Very few. But there were some. And kind of what happened there is we froze, whenever raises came along, we froze it for a little while for a year or two (2) until they were back on par with what they're supposed to be. In other words, you don't want to cut somebody from what they're already making. It's kind of hard to do that when you're doing (inaudible) budgets. So, the job study is ready to go. Cliff did the, let me throw these other papers over here, the addendum to number one (1), Letter of Engagement, that you all have a copy of. Which is something that I would have to sign. And then there is a second, there's two (2)?

Cliff Whitehead: There should be one (1) which is the Letter of Engagement and there should be the second which is the Addendum 1 to the Letter of Engagement.

Councilman Richmond: This is, this is the Addendum 1 and then this is the Letter of Engagement.

Cliff Whitehead: Yes, you need to sign both.

Councilman Richmond: Okay. So, I guess I would need a motion that I sign this which would give our, since we have the money already appropriated for it, would give them approval for me to sign this and them get started.

Councilman Overton: Motion for Greg's signature upon the job study documents.

Councilman Reid: Second.

Councilman Richmond: Motion by Brad. And second by Ted?

Councilman Reid: Rick.

Councilman Richmond: When it comes from that direction...

Councilman Reid: That's okay.

Councilman Overton: You need to clearly annunciate because we have some hearing discrepancies.

Councilman Richmond: Krystal, do I need to...?

Krystal Powless: I don't know. I was talking to Debbie.

Councilman Richmond: Okay. Is there anything else that we need to do besides vote on this for the job study?

Krystal Powless: No.

Councilman Richmond: Okay. Any discussion? All those in favor?

Councilman Hachmeister: Are we going to actually going to take it or are we going to do things ourselves as far as you know...

Councilman Richmond: We found, what we found was the majority of them were right on.

Councilman Hachmeister: Yeah.

Councilman Richmond: And we've got good job descriptions. But, there were a few, a very small amount that were over. And a few that were under. And the ones that were under, we had to try to, you know, you don't give them a big bump all the way up at once. You've got to watch your budget. But, that's just how we did it in the past.

Councilman Overton: I don't think we're voting to take...

Councilman Hachmeister: No, but it's carried on.

Councilman Overton: Right, but that's, yeah, I (inaudible)...

Councilman Hachmeister: And I'm asking now before we spend, you know, well, we're looking at sixty ($60,000.00)...

Councilman Richmond: Up to fifty-eight ($58,000.00), I think.

Councilman Hachmeister: And not pay attention to it.

Councilman Richmond: Well, I think everything will be up to date and will be a lot easier for us. The job descriptions are a big part of it.

Councilman Hachmeister: Definitely need to do something because all the job descriptions have changed.

Councilman Metzger: I think it would be cheap insurance if a job discrimination case came up.

Councilman Richmond: Yeah.

Councilman Metzger: At least we'll have something that we can show, you know, it wasn't intentional.

Councilman Richmond: Anybody that is hiring somebody can show them up front, this is exactly what you're going to be doing.

Councilman Metzger: I think it's cheap insurance.

Councilman Overton: Plus, I don't know that any of us would support bumping somebody up seven ($7,000.00), eight ($8,000.00), nine thousand dollars ($9,000.00) all at once. If, I mean, obviously if that was the case, there's been some...

Councilman Hachmeister: Well, we did.

Councilman Overton: Okay.

Councilman Hachmeister: We did.

Councilman Overton: I don't know that I did. I don't know which one (1) you're talking about.

Councilman Richmond: Okay.

Councilman Overton: Are we voting on that?

Councilman Richmond: Yes. All those in favor? That's all seven (7) of us.

Councilman Overton: I think Debbie's got...

Councilman Richmond: Yeah, I've got that on my list of things to do too.

(Contract and Letter of Engagement is located on Pages 29 through 32 of these Official Minutes)

REDUCTION OF THE GENERAL FUND BALANCE FROM 2015 RESOLUTION 2019-09

Councilman Richmond: There is a Resolution.

Krystal Powless: Resolution.

Councilman Richmond: Warrick County Council Resolution 2019-09?

Kristine Georges: Yes, Sir.

Krystal Powless: No, this is a Resolution so it would be '08. The other one (1) was an Ordinance? Is that right?

Councilman Richmond: No, the other one (1) was a Resolution.

Krystal Powless: Okay, then it would be '09.

Councilman Richmond: Yeah, our meeting dates a Resolution.

Krystal Powless: Okay.

Councilman Richmond: Okay, and what this is, a Resolution of the County Council of Warrick County, Indiana, authorizing a reduction of the General Fund balance. Seeks to reduce the Warrick County General Fund Balance by thirty thousand four hundred and fifty-nine dollars and sixty cents ($30,459.60). Recommendation made by the State Board of Accounts to correct a fund to cash difference that occurred in 2015. Do I need to read more?

Cliff Whitehead: No.

Councilman Richmond: Okay. So, I need a motion and a second.

Councilman Overton: Motion to approve the, is that a Resolution or an Ordinance?

Councilman Richmond: Resolution 2019-09.

Councilman Overton: Yes, motion to approve that Resolution.

Councilman Hachmeister: Second.

Councilman Richmond: Second by David. Discussion? All those in favor? That's all seven (7) of us. Seven, zero (7-0).

(Resolution 2019-09 is located on Page 32 of these Official Minutes)

LETTER FROM THE MAYOR OF BOONVILLE

Councilman Richmond: And then I forwarded to you all a letter from the Mayor concerning LIT. Did you all get that?

Councilman Overton: I did. Yes.

Councilman Metzger: Yeah.

Councilman Christmas: What?

Councilman Metzger: A letter from the Mayor concerning the LIT, his concerns.

Councilman Christmas: I don't have that.

Councilman Richmond: Okay. I, it should be, your email, in your email. I forwarded it to you.

Councilman Christmas: In my personal email?

Councilman Richmond: It would be in your, not on your personal. Warrrickcounty.gov.

Councilman Hachmeister: County.

Councilman Christmas: I don't know what that is.

Councilman Richmond: Okay.

Councilman Hachmeister: Same thing you had before really.

Councilman Christmas: I can't remember what it is.

Councilman Metzger: (Inaudible) record (inaudible). Their reputation precedes them.

Councilman Richmond: Well, this is in writing and you can't go back on writing. Anyway, that's all I'll say about the letter. And that's all I think I have unless anybody has any other business.

Councilman Overton: Motion to wish the citizens of Warrick County a Merry Christmas.

Councilman Reid: (Inaudible).

Councilman Richmond: Merry Christmas. And that was by Rick Reid, second. And Brad Overton.

Councilman Overton: I don't know if my Thanksgiving motion got approved.

Councilman Richmond: All those in favor? All seven (7) of us. (Motion carried 7-0). We are adjourned.

ADJOURNMENT: Meeting adjourned at 7:58 PM.

WARRICK COUNTY COUNCIL

Greg Richmond, President

Ted Metzger, Vice President

Charles R. Christmas

David Hachmeister

Cindy Ledbetter

Brad Overton

Richard Reid

ATTEST:

Deborah K. Stevens, Auditor
Warrick County, IN

Minutes transcribed by Kristine Georges

WARRICK COUNTY COUNCIL RESOLUTION 2019-08

WHEREAS, the last meeting in December 2019 the Warrick County Council desires to establish their regular meeting dates for the calendar year of 2020.

NOW THEREFORE, be it resolved by the Warrick County Council that said Board shall hold regular meeting dates on the following days:

THURSDAY	JANUARY	2, 2020	6:00 P.M.
THURSDAY	FEBRUARY	6, 2020	6:00 P.M.
THURSDAY	MARCH	5, 2020	6:00 P.M.
THURSDAY	APRIL	9, 2020	6:00 P.M.
THURSDAY	MAY	7, 2020	7:00 P.M.
THURSDAY	JUNE	4, 2020	6:00 P.M.
THURSDAY	JULY	2, 2020	6:00 P.M.
THURSDAY	AUGUST	6, 2020	6:00 P.M.
THURSDAY	SEPTEMBER	3, 2020	6:00 P.M.
THURSDAY	OCTOBER	1, 2020	6:00 P.M.
THURSDAY	NOVEMBER	5, 2020	6:00 P.M.
THURSDAY	DECEMBER	3, 2020	6:00 P.M.

This Resolution passed and ordained this 5 day of December, 2019.

WARRICK COUNTY COUNCIL

Greg Richmond

David Hachmeister

Ted Metzger

Charles R. Christmas

Brad Overton

Cindy Ledbetter

Richard Reid

ATTEST:

Debbie Stevens
Auditor, Warrick County

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THURSDAY	APRIL	9, 2020	6:00 P.M.
THURSDAY	MAY	7, 2020	7:00 P.M.
THURSDAY	JUNE	4, 2020	6:00 P.M.
THURSDAY	JULY	2, 2020	6:00 P.M.
THURSDAY	AUGUST	6, 2020	6:00 P.M.
THURSDAY	SEPTEMBER	3, 2020	6:00 P.M.
THURSDAY	OCTOBER	1, 2020	6:00 P.M.
THURSDAY	NOVEMBER	5, 2020	6:00 P.M.
THURSDAY	DECEMBER	3, 2020	6:00 P.M.

This Resolution passed and ordained this _5__day of December, 2019.

WARRICK COUNTY COUNCIL

Greg Richmond
David Hachmeister
Ted Metzger
Charles R. Christmas
Brad Overton
Cindy Ledbetter
Richard Reid

ATTEST:
Debbie Stevens
Auditor, Warrick County

LETTER OF ENGAGEMENT

COUNTY OF WARRICK, INDIANA

The County of Warrick, Indiana (County) engages Waggoner, Irwin, Scheele & Associates Inc. (WIS) to provide the following professional consulting services:

UPDATE JOB CLASSIFICATION AND COMPENSATION STUDY

The (WIS) 1997 job classification and compensation study will serve as a benchmark for updating purposes. To verify the reliability of the job classification structure, the job descriptions must be accurate for reviewing the factor points assigned to each position. New positions that have been added since 1997 will need a new position description.

The following steps and consulting services are predicated on the County Council forming a project study committee and the County Council Administrator working directly with the consultants to formulate work plans, facilitate and expedite the work steps, and review work findings, and recommendations.

ACTION STEPS - SCOPE OF CONSULTING SERVICES

STEP 1: Review 1997 Job Classification and Compensation Study

Consultants will meet with County officials to review the 1997 Job Classification and Compensation Study, current classifications and compensation schedules, and recent reclassifications. Consultants and County officials will define objectives for conducting a job classification and compensation study update.

Consultants will conduct briefing meetings with elected officials and department heads to collect job information.

STEP 2: Review and Update Job Descriptions

Elected officials and department heads will be assigned the responsibility of reviewing existing job descriptions for accuracy and completeness. Job descriptions will be circulated to each elected official and department head with a job description review form to verify accuracy. Revisions (additions, deletions) will be noted and returned to consultants who will update descriptions to reflect modifications that will specify a new 2020 revision date.

Job Questionnaires will be provided and used to prepare new job descriptions for positions created since 1997. The County Council Administrator will facilitate this process to ensure that descriptions and/or Job Questionnaires are reviewed and returned within a three (3) week time period.

STEP 3: Job Description Point-Factoring

Consultants will preview existing job description point-factoring, identify jobs to be re-factored, and point-factor new jobs to be added to the system.

STEP 4: Conduct Updated Salary Analysis

An internal wage and salary analysis will be conducted pairing classification factor points to current pay schedules.

An external analysis will be conducted by comparing external market pay data to current pay schedules.

Any pay inequities will be identified by job and incumbent(s). Consultants will lead discussions with County officials in the development of compensation priorities, salary structure, and new pay plan options.

STEP 5: Conduct FLSA Job Analysis

Consultants will conduct a Fair Labor Standards Act (FLSA) review of all County positions. An analysis of FLSA "exempt", "excluded", and "non-exempt" status will be made for each job description.

STEP 6: Report of Findings and Recommendations

Consultants will prepare a report of findings and recommendations and make a presentation to County officials.

FEES:

Fees will be billed on an hourly basis, plus travel expenses.

Principal:	$ 125.00 hour
Sr. Consultant:	$ 95.00 hour
Consultant:	$ 45.00 hour

TRAVEL EXPENSE REIMBURSEMENT

Travel expense reimbursement will be billed using the following rates:

Mileage: $0.46 per mile
Per Diem: $24.00 per day
Lodging: Per receipts

TIMETABLE

It is estimated that the above scope of consulting services will be completed in (8-9) months.

ADDITIONALLY REQUESTED CONSULTING SERVICES:

Upon request and written confirmation with the County, consultants will provide additional consulting services beyond those specified in Steps 1-6 above. Fees for such services will be billed hourly at the above rates, plus travel expense reimbursement.

EEO EMPLOYER

Waggoner, Irwin, Scheele & Associates INC. is an Equal Employment Opportunity Employer and hereby certifies that it does not discriminate on the basis of race, color, religion, sex, national origin, ancestry, age or disability.

E-VERIFY

As provided under Indiana Code § 22-5-1.7 et seq., every contract with a political subdivision entered into or renewed after June 30, 2011 must provide that: i) the contractor shall enroll in and verify the work eligibility status of all newly hired employees of the contractor through the E-Verify program (as defined under Indiana Code § 22-5-1.7-3); ii) the contractor is not required to verify the work eligibility status of all newly hired employees of the contractor through the E-Verify program if the E-Verify program no longer exists; and, iii) the contractor signs an affidavit affirming that the contractor does not knowingly employ an unauthorized alien. In addition, as provided under Indiana Code § 22-5-1.7-15, if a contractor uses a subcontractor to provide services for work the contractor is performing under a public contract for services, the subcontractor shall certify to the contractor in a manner consistent with federal law that the subcontractor, at the time of certification: a) does not knowingly employ or contract with an unauthorized alien; and b) has enrolled and is participating in the E-Verify program. The contractor shall maintain on file a certification of a subcontractor throughout the duration of the term of a contract with the subcontractor. Consistent with such legislative mandate, these provisions are incorporated into the Agreement and Contractor agrees to abide by such.

NO INVESTMENT IN IRAN

As required by I.C. 5-22-16.5-13, WIS hereby certifies that the contractor is not engaged in investment activities in Iran.

ANTI-NEPOTISM

WIS is aware of the provisions under Indiana Code §36-1-21 et seq. with respect to anti-nepotism in contractual relationships with governmental entities. WIS certifies that none of the owners of WIS is a relative of any elected County Commissioner or County Council Member of Warrick County.

DEFENSE AND INDEMNIFICATION

In the event that WIS, its officers, employees, or associates become a defendant in any litigation or complaint arising from the consulting services provided pursuant to this Letter of Engagement, County will defend and indemnify WIS, its officers, employees, or associates unless such claim arises out of a breach of this Letter of Engagement, or the negligence, fraud or bad faith of WIS.

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FOR

WAGGONER, IRWIN, SCHEELE & ASSOCIATES INC.
118 South Franklin Street
Muncie, Indiana 47305

_____ DATE: 12/13/19

FOR

COUNTY OF WARRICK:

_____ DATE: 12-5-19

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ADDENDUM #1 TO LETTER OF ENGAGEMENT

THIS ADDENDUM #1 TO LETTER OF ENGAGEMENT (the "Addendum") is made and entered into on December 5, 2019, by and between the Warrick County Council (the "Council") and Waggoner Irwin Scheele & Associates Inc ("WIS").

WHEREAS, Council and WIS entered into a certain Letter of Engagement executed by the Council on December 5, 2019 (the "Agreement"); and

WHEREAS, the Council and WIS further desire to amend the Agreement to include additional terms and provisions as provided herein.

NOW, THEREFORE, the parties agree as follows:

1. The above recitals are hereby incorporated into this Addendum as if fully set forth herein.

2. The Agreement shall be revised by adding the following sections to the Agreement:

"**Nonappropriation and Right of Termination.** Pursuant to Indiana Code § 5-22-17-3(d) and Indiana Code § 36-4-8-12(b), the obligations of the Council to make payments and to make any other payments to WIS (or to any other person) pursuant to this Agreement are subject to appropriation by the Council of funds that are lawfully available to be applied for such purpose. If the Council fails to make such an appropriation prior to a fiscal period of the Council for the payments scheduled in such fiscal period, WIS may terminate this Agreement without penalty, or the Council may terminate this Agreement by providing written notice of such nonappropriation to WIS as soon as the decision to nonappropriate is made. Upon any such termination of this Agreement, all of the Council's rights, title and interest in and its obligation under this Agreement shall terminate effective on the last day of the last fiscal period of Council for which such an appropriation was made.

Ownership of Documents and Data. Upon payment in full of all amounts due herein, all documents, including drafts, reports, databases, other interim and final electronic data and digital tools or products field notes, investigation, studies, etc., are to be the property of the County. WIS will retain sole and exclusive ownership of all right, title and interest in WIS's work papers, proprietary information, processes, methodologies, know-how and software ("WIS Property"), including information that existed prior to the delivery of WIS's services and, to the extent such information is of general application, anything WIS may discover, create or develop while providing its services. To the extent WIS reports, or other documents delivered to the County contain WIS Property, WIS grants County a non-exclusive, non-assignable, royalty-free license for its use in connection with the subject of the Agreement. During the performance of its services, WIS shall be responsible for any loss or damage to the documents, herein enumerated, while they are in WIS's possession and any such loss or damage shall be restored at its expense. Full access to the work during the progress of the work shall be available to the County.

Compliance with State and Other Laws. WIS specifically agrees that in performance of the services by WIS or by any subcontractor or anyone acting in behalf of either, that each will comply with any and all state, federal, and local statutes, ordinances, and regulations and obtain all permits that are applicable to the entry into and the performance of the service.

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Insurance. WIS shall obtain and maintain throughout the term of this Agreement general liability and property insurance covering WIS's operations in the amount of One Hundred Thousand Dollars ($100,000) per occurrence naming the Council, its officials, and employees as additional insureds. Additionally, WIS shall maintain worker's compensation insurance for any employees in the amounts required under Indiana law. WIS shall provide certificates of insurance evidencing the coverage provided herein, prior to executing this Agreement and listing the "Warrick County, Indiana" and "Warrick County Council, Indiana" as an additional named insured.

Changes in Work. In the event the Council requires a change in scope, character, or complexity of the services after the work has progressed as directed by the Council, adjustments in compensation to WIS and in time for performance of the services as modified, shall be determined by the Council and WIS in the exercise of their honest and reasonable judgment. WIS shall not commence the additional change of the scope of the work until a supplemental agreement is executed and WIS is authorized in writing by the Council.

Breach. If WIS shall breach any of the terms and conditions of this Agreement, Council may pursue any and all legal and equitable remedies for breach of said Agreement, including all legal fees and expenses, including expert fees, deposition costs, etc., incurred by the breach it shall have under the laws of the State of Indiana.

General Indemnification. WIS agrees that the Council and its officials and employees shall be indemnified, held harmless and a legal defense provided, from any and all liability whatsoever growing out of any injury or death to any person or damage to property because of any negligence or fault of WIS. The indemnification shall not apply to acts of negligence or omission of the Council or any of its officials or employees. WIS's duty and obligation to provide a legal defense, indemnify and hold harmless the Council and its officials and employees exists independent of the duty and obligation to provide liability insurance herein and without regard to any denial of coverage by the insurance carrier. Any failure to provide a legal defense, indemnify and hold harmless the Council and its officials and employees within ten (10) days after written tender to WIS and/or any subcontractor shall constitute a default and shall entitle the Council and its officials and employees to recover all damages, costs and attorneys' fees related thereto.

Independent Contractor. Nothing in this Agreement shall be construed to create an agency relationship between the Council and WIS, and WIS shall remain an independent contractor operating independently of the Council's authority. The parties to this Agreement understand and expressly agree that in no event shall WIS's employees be deemed agents, servants or employees of the Council for any purpose, including without limitation, coverage under any worker's compensation, unemployment insurance, wage and hour, or any other laws.

Non-Discrimination. WIS shall not discriminate against any person in its hiring or employment practices due to race, color, religion, national origin, sex, age or physical or mental disability that does not impede that person's ability to perform the work. A violation of this provision shall be deemed a material violation of this Agreement.

Confidential Information. With respect to any information supplied in connection with this Agreement and designated by either the Council or WIS as confidential, or which either party should reasonably believe is confidential based on the subject matter or the circumstances of its disclosure, the other party agrees to protect the confidential information in a reasonable and appropriate manner, and to use confidential information

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only to perform its obligations under this Agreement and for no other purpose. The foregoing will not apply to information which is: (i) publicly known through no act or omission of the receiving party, (ii) already known to the receiving party, (iii) lawfully disclosed by a third-party, (iv) independently developed or (v) disclosed pursuant to legal requirement or order. Within 30 days after the term of this Agreement, the Council may request that WIS (a) return to the Council all documents or copies of documents that the Council provided to WIS, as well as work papers, reports or other documents we prepared in the course of this engagement, or (b) destroy such materials. If the Council does not request one of these disposition options in a timely fashion, WIS may elect either option. WIS will have the right to retain a copy of its reports and work papers for internal use.

Miscellaneous. WIS agrees that a waiver or failure of Council to object to the violation of any provision hereof does not constitute any further waiver thereof, nor of any other provision herein. This Agreement and the Addendum #1 to Letter of Engagement constitutes the entire contract between the parties and supersedes all former agreements, whether written or oral. This Agreement may not be modified or amended except in writing by the parties. The parties agree that this Agreement shall be interpreted and construed under the laws of the State of Indiana. In the event of litigation between the parties hereto concerning this Agreement or any matters related thereto, such action shall be brought in state court in Warrick County, Indiana. The Council, insofar as authorized by law, binds itself and its successors, and WIS binds its successors and assigns to the other party of this Agreement and to the successors and assignees of such other party, as the case may be insofar as authorized by law, in respect to all covenants of this Agreement. Except as above set forth, neither the Council nor WIS shall assign, sublet or transfer its or its interest in this Agreement without the consent of the other. This Agreement may only be amended, supplemented or modified only by a written document executed in the same manner as this Agreement.

3. The section titled "Defense and Indemnification" of the Agreement shall be removed in its entirety.

4. To the extent not expressly amended, modified or supplemented hereby, all other terms and provisions of the Agreement are hereby ratified and shall remain in full force and effect. If any provision contained in this Addendum conflicts with any provision in any of the Agreement, the provision contained in this Addendum shall govern and control.

[Intentionally left blank; signature page to follow]

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IN WITNESS WHEREOF, the parties hereto have executed this Addendum as of the date and year first above written.

COUNCIL:	**WIS:**
Warrick County Council	**Waggoner Irwin Scheele & Associates Inc**
By: _____ Greg Richmond, President	By: _____ Printed Name: KENT IRWIN Title: PRESIDENT

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AFFIDAVIT

The undersigned, KEN IRWIN *(name)*, PRESIDENT *(position)* at Waggoner Irwin Scheele & Associates Inc ("WIS"), being duly sworn upon his/her oath, does hereby state that WIS, pursuant to I.C. 22-5-1.7, does not knowingly employ unauthorized aliens and participates in the E-Verify Program (the "Program") when it hires new employees to confirm their work eligibility and further acknowledges that it is not required to verify the work eligibility status of all newly hired employees through the Program if the Program no longer exists.

I swear or affirm, under the penalties for perjury, that the foregoing statements are true.

Signature

Date: 12/13/19

WARRICK COUNTY COUNCIL RESOLUTION NO. 2019 - 09

RESOLUTION OF THE COUNTY COUNCIL OF WARRICK COUNTY, INDIANA, AUTHORIZING A REDUCTION OF THE GENERAL FUND BALANCE

WHEREAS, the Warrick County Council of Warrick County, Indiana ("Council") seeks to reduce the Warrick County General fund balance by Thirty Thousand, Four-Hundred and Fifty-Nine Dollars and Sixty Cents ($30,459.60);

WHEREAS, the reduction is sought based upon a recommendation made by the State Board of Accounts of the State of Indiana to correct a fund-to-cash difference that occurred in 2015 when certain increases and decreases between four different funds were made; and

WHEREAS, the Council has determined that it will be of public utility and benefit to reduce the General Fund, and the Council now desires to do so as set forth herein.

NOW, THEREFORE BE IT RESOLVED by the Council, as follows:

Section 1. The Council finds and determines that the County General fund balance should be reduced by Thirty Thousand, Four-Hundred and Fifty-Nine Dollars and Sixty Cents ($30,459.60) to correct certain account balances.

Section 2. The Council finds and determines that the reduction in the General Fund balance is permitted under Indiana law.

Section 3. Because of the findings in Sections 1 and 2, the County Treasurer is hereby directed to reduce the balance of the General Fund for the purposes indicated herein.

Section 4. The President of the Council, County Treasurer, and County Auditor are hereby authorized to take all such actions and to execute all such instruments as are desirable to carry out the transactions contemplated by this Resolution, in such forms as such officer or member executing the same shall deem proper, to be conclusively evidenced by the execution thereof, and any and all actions previously taken, or documents previously executed, in connection with the transactions contemplated by this resolution are hereby ratified and approved.

PASSED this 5th day of December, 2019.

Warrick County Council

Greg Richmond, President

Ted Metzger, Vice President

Charles R. Christmas

David Hachmeister

Cindy Ledbetter

Brad Overton

Richard Reid

ATTEST:

Deborah K. Stevens, Auditor
Warrick County, Indiana