WARRICK COUNTY COUNCIL MEETING
DEPARTMENT HEARINGS
ZOOM CONFERENCE MEETING
107 W. Locust Street, Suite 303
Boonville, Indiana
July 23, 2020
8:00 A.M.

The Warrick County Council met in regular session in the Warrick County Courthouse, 107 W. Locust Street, Boonville, Indiana. All Council Members were present by Zoom Conference Call as allowed by Emergency Health Declaration for the State of Indiana due to COVID-19 Pandemic.

Attorney Cliff Whitehead and Administrator Krystal Powless were in attendance.

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

Council President, Greg Richmond, called the meeting to order at 8:00 A.M.

ROLL CALL

Krystal Powless: I'm going to go around the table since I don't have the names in front of me. Charlie Christmas?

Charlie Christmas: *(Councilman Christmas was not present for this meeting).*

Krystal Powless: Cindy Ledbetter?

Cindy Ledbetter: Present.

Krystal Powless: Brad Overton?

Brad Overton: *(Councilman Overton was not present for this meeting).*

Krystal Powless: David Hachmeister?

David Hachmeister: *(David Hachmeister was present for this meeting but did not respond during roll call).*

Krystal Powless: Greg Richmond?

Greg Richmond: Here.

Krystal Powless: Richard Reid?

Richard Reid: Present.

Krystal Powless: Ted Metzger?

Ted Metzger: Present.

Krystal Powless: Is that everybody? Did I say, Brad Overton?

Councilman Richmond: Everybody but Brad, David, and Charlie.

Krystal Powless: Yes.

Councilman Richmond: If you'll stand (inaudible), we'll do the Pledge.

PLEDGE OF ALLEGIENCE

MOMENT OF SILENCE

PROSECUTOR
FELONY DEPUTY

Councilman Richmond: Okay, and we'll start off with Pre-Trial, fully funded Felony Deputy.

Krystal Powless: And I just want to note that David has signed in.

Councilman Richmond: Okay.

Prosecutor Perry: Are you ready?

Councilman Richmond: Yes.

Prosecutor Perry: Alright, good morning. This is Mike Perry, Prosecutor, currently riding in a car. Just so you know, I'm not violating the law by driving and having my phone in my hand. I am a passenger. I'm also trying to figure out how to do this Zoom thing without showing all three (3) of my chins. So, what I'm asking for is simply for the Council to continue funding the benefit portion of my Drug Prosecutor and I will fund the balance or actually fund her salary completely from my Infraction Deferral because the grant is ending this year on January 1st. My Drug Deputy is responsible for handling the drug cases in all three (3) felony courts. She's also responsible for the Drug Court oversee and she also does the driving under the influence weekend assessments that we do on a semi-annual basis as part of the DUI Deferral Program. So, she's, she's very valuable. She is a, I think, ten (10) to fifteen (15) year veteran that we

hired early this year from Vanderburgh County. And she is an extremely good prosecutor and I'd hate to lose her. So, that's why I'm offering to pay full salary. Just ask that the Council continue her benefits.

Councilman Richmond: Now, Krystal, who's, what fund is that under? Is that under Prosecutor or...?

Krystal Powless: No, it's in Pre-Trial or Infraction Deferral Fund 2504. And partly you fund a portion of that out of Pre-Trial, but not all of it. And he's just asking to move it all to his Pre-Trial. I have put the, put the salary within the fund and it would support. There is plenty of revenue coming into the fund, even with the courts closing down for a little while, to support the salary being paid fully out of the user fee fund.

Councilman Richmond: Okay, on Page 55, if anybody's looking.

Krystal Powless: (Page) 59.

Unknown: (Page) 59.

Councilman Richmond: I mean, (Page) 59, yeah. I'm sorry. Would that be under the Contract Services?

Krystal Powless: It's, it's under Felony Deputy. It's the second line. You can see where I brought it over from General.

Councilman Richmond: Yeah, I see it. And then it looks like there's a request to increase, no, that's not his General. (Inaudible) thinking that would be...

Krystal Powless: No, there weren't really, they are, but he only did that cause of what he encumbered. It would, I just wanted to point out, it would go back to the thirty-nine ($39,000.00) and the five ($5,000.00) and the five ($5,000.00).

Councilwoman Ledbetter: So, basically, Krystal, it's the difference of, between that second line, the sixty-two ($62,000.00) and the forty-six-nine...eight-nine-eight ($46,898.00)?

Krystal Powless: Actually, the forty-six-eight-nine-eight ($46,898.00) is what was budgeted (inaudible). What was budgeted in, hang on, I'll get to you, Cindy. I've just got to look it up. Actually, you're right. There's only fifteen thousand ($15,000.00) of it budgeted in County General and the rest was in Pre-Trial. I thought it was the other way around. So, it's not much of an increase.

Councilwoman Ledbetter: Was fifteen thousand one hundred and sixteen dollars ($15,116.00), correct?

Krystal Powless: Right. Yes.

Councilman Richmond: Pre-Trial has the money for this?

Krystal Powless: Yes, correct. And I do want you guys to know, I mean, I don't know if you're going to vote. But, I checked with Cliff. You can, until August 1st, still vote via Zoom if you decide that's something you want to do.

Councilman Richmond: I thought that's what the Public Information Counsel (inaudible).

Prosecutor Perry: Can I ask one (1) thing? Would it be possible to hold off on a vote 'til Mr. Overton and Mr. Christmas were able to hear a recording of the meeting?

Krystal Powless: Of course. I mean, technically, we don't vote at this meeting anyway.

Prosecutor Perry: Okay.

Krystal Powless: We move it to our first Budget Session. I just wanted to let them know that they could if they chose to.

Councilman Metzger: Wasn't it advertised that no votes were to be taken at this meeting?

Krystal Powless: It was not. That was the agenda I sent to you. But, that's not how I advertise it.

Councilman Metzger: Okay.

Krystal Powless: But, again, normally you don't. I just wanted to let you know that you can.

Councilman Richmond: Last night at a meeting, the Public Information Counsel had a representative there. He was talking about Zoom meeting (inaudible). Anything else on the Pre-Trial? Any questions? Okay, I guess not. Thank you.

Prosecutor Perry: Thank you very much, President. You all have a good day.

Councilwoman Ledbetter: (Inaudible).

Prosecutor Perry: Thank you.

PROPERTY REASSESSMENT CONTRACTUAL SERVICES

Councilman Richmond: We'll move on to Property Reassessment.

Krystal Powless: And I just admitted her. So, hopefully. Sarah, are you there? Must be having some difficulties. It says she's here. But, and I know she said

Councilwoman Ledbetter: Says on my end, connecting to audio.

Krystal Powless: Okay. I know she was planning on doing the call in instead of the chat.

Assessor Redman: Hello?

Krystal Powless: There she is.

Councilman Richmond: Hi, Sarah.

Assessor Redman: Oh, it takes forever to load. Okay, good morning.

Councilman Metzger: Good morning.

Councilman Richmond: Good morning. We're ready, I guess for you, on the Property Reassessment Contract.

Assessor Redman: Yes. I just wanted to bring that to you today because you had asked to freeze the budget. But, as you know, we had already entered into the contract to, to purchase the new CAMA system. And our next payment will be next year.

Krystal Powless: And Sarah, the same goes for the aerial photos, correct?

Assessor Redman: The aerial photos, they actually didn't go up for next year cause we won't go up for next year cause we won't be doing photography next year. So, that stays about the same.

Krystal Powless: It's about the same, but according to the documents you gave me, it did increase just a little bit.

Assessor Redman: I'm pulling that out real quick. Hold on. Aerial, right, about six hundred dollars ($600.00), yes. And that is a, I think I sent the spreadsheet over to you cause we laid that out for the whole project. The whole six (6) year project.

Krystal Powless: Yes, correct.

Councilman Metzger: Okay, Sarah, you said you're not going to be using that this year?

Assessor Redman: I'm sorry, no, we will be using it. It's just over six (6) years; it breaks down the payment. And so, the years that we take the photography like in 2020, it's a higher rate for the year because we actually flew this year. And then they break down the rest over the whole six (6) year project. It's three (3) flights. So, every other year it's a little more expensive.

Councilman Metzger: Gotcha.

Assessor Redman: Yeah.

Councilwoman Ledbetter: So, Sarah, are you saying this is going to go up? I mean this is an increase of about a hundred and ninety-six thousand six hundred dollars ($196,600.00). What will it look like next year?

Assessor Redman: Are you referring to, which…?

Councilwoman Ledbetter: Contract Services line item.

Assessor Redman: The Contractual Services. Okay. We are looking at four (4) payments, additionally, of seventy thousand ($70,000.00). We're right at seventy-one thousand ($71,000.00) four (4) years in a row to pay off the CAMA software. And then our Contractual Yearly Maintenance is fifty thousand four hundred dollars ($50,400.00). So, we'll have to do that. But, we were already paying right at forty-two thousand ($42,000.00). One (1) of the things I would like to do is take part of my increase out of the computer budget in the future for the one (1) that we share with the Treasurer and so forth.

Councilman Richmond: I'm looking at what you have in yellow, and that amount is less than what the 2020 budget was.

Krystal Powless: The 2020 budget was two hundred twenty thousand ($220,000.00) and the contract is two-ninety-eight ($298,000.00).

Councilman Richmond: Okay. Alright, I was looking at total budget. I'm sorry.

Assessor Redman: Yes. So, I requested (inaudible) two-ninety-eight ($298,000.00). It's a seventy-eight thousand dollar ($78,000.00) increase. I was able to find, you know, part of the money through other things because we did, we are getting rid of AS2. We will no longer be contracting with them. They do our personal property and our sales disclosure because our new CAMA system does everything. We will also be moving our gas and oil into that CAMA system as well.

Councilwoman Ledbetter: Well, Krystal, I'm glad you brought up the adopted budget versus total budget.

Assessor Redman: Yeah, I hadn't pulled that up yet, thank you, Krystal.

Krystal Powless: Yes, so basically, just so you guys are all looking at the same thing, I went ahead and put the encumbrances and if there were Additionals or anything like that. You really want to look at the 2020 adopted budget, because that's what you guys approved last year. And that's what we asked them to freeze the lines to.

Councilman Richmond: Okay.

Assessor Redman: Is that ninety-one thousand ($91,000.00) additional that we received in 2020 was to cover the first- year expense to have the CAMA system and have it installed?

Krystal Powless: Correct.

Councilman Richmond: Anybody else have any questions?

Councilman Reid: You want to, do you want a motion to approve?

Councilman Richmond: Well, we didn't for the other one (1). We could do it at this meeting or we can wait and do it at the...

Krystal Powless: August Budget Session.

Councilman Richmond: Yeah, the August Budget Session. It probably might be more appropriate to do it then. Maybe we'll have Charlie and Brad at that point in time. What's everybody think?

Councilwoman Ledbetter: I think we should probably wait 'til August. Isn't that what we typically do anyway?

Krystal Powless: Yes.

Councilman Richmond: Yes. So, we can tell her what your feelings are. I don't have a problem with it. I think it's the (inaudible). Anybody else?

Councilman Reid: I'm in favor of it.

Councilwoman Ledbetter: I'm okay with it too.

Councilman Richmond: We're okay. David, are you okay with it right now? We're not voting, just want to know for, we need to tell Sarah if you have a problem with it.

Councilwoman Ledbetter: I don't know if he can hear you.

Councilman Richmond: David, are you on?

Councilman Hachmeister: Yeah, go ahead.

Councilman Richmond: Okay, we were just thinking about, instead of taking votes today, I mean, I'm okay with it because it's Contractual Service that's better than what we had.

Councilman Metzger: I think we ought to wait.

Councilman Richmond: Okay, we'll wait and vote on it then. I guess that's all, Sarah.

Assessor Redman: I really appreciate you all. Thank you very much. I hope your day goes smoothly.

Councilwoman Ledbetter: Thank you.

Councilman Richmond: Thank you.

Assessor Redman: Thanks, bye-bye.

Councilman Richmond: Good-bye.

PARKS AND RECREATION – ECONOMIC DEVELOPMENT
FRIEDMAN PARK
PART-TIME, GROUNDSKEEPER, MANAGER

Councilman Richmond: Parks and Recreation doesn't start until 8:30 (AM).

Krystal Powless: Well, actually, Steve would like to speak first and he is, let me unmute him. He has already signed in. So...

Councilman Richmond: That's back on (page) 24.

Krystal Powless: Yeah, so Steve, are you there?

Steve Roelle: I am here. Good morning.

Councilwoman Ledbetter: Good morning.

Councilman Richmond: Good morning.

Councilman Metzger: Good morning.

Councilman Reid: Good morning.

Steve Roelle: Hi, guys. You guys tell me if we're good to go. Or you guys need a minute?

Councilman Richmond: I've read over everything.

Councilman Reid: Go for it.

Steve Roelle: Okay. Thanks, guys. And Krystal, I will say that, you and I spoke about this, when Ben is able to get on for the Parks, let him in right away. I'm happy for him to weigh in as well and comment on what we're talking about today. So, bring him in whenever he gets here.

Krystal Powless: Yeah, I'm watching for him. But, I haven't, I don't have anything yet.

Steve Roelle: So, I'll just get started and jump right into it, guys. First off, I just want to thank the County Council for having these meetings and allowing us to address any pressing issues that we have that concerns our budget. And so, I also want to point out that I am aware of County Council's stated concerns on the 2020 budget. I do want to make County Council aware and I know that Rick and Greg are aware of this because they sit in on the EDAC Board Meetings, the Economic Development Advisory Council Meetings, but from our end on EDIT, we do a lot of forecasting. We review financials every single month and we actually look five (5) years into the future. So, we don't look at our budget one (1) year at a time. Every month we pull up and basically right now we show our budget out to 2025. So, any new appropriation, any new change in the County's income tax allotments, scrolls through the entire budget so that we see where we're at in the future. Because Economic Development and the folks that you appoint to those Boards, we don't look at our budget as, you have it for the year, spend it, and start again next year. We, we look at projects on a long-term basis whether it's broadband or something else. And so, we've looked at that budget, Greg and Rick can tell you, that in March we put a COVID slider actually into that budget so that when the numbers come, if we're ten percent (10%) off, if we're four percent (4%) off, if we're twenty percent (20%) off, we can drop that right into our budget and it would show the impact all the way through 2025. And so, we've been in touch with Baker Tilly. We've looked at Purdue studies. We've run that modeling. I just want to let everybody know, best case and current worst-case scenarios on how EDIT is going to be impacted for Warrick County. And so, you know, coming today for requests, I'm a hundred percent (100%) confident that we have these funds even in that worst-case scenario. That's because we do the work on the backend to kind of keep track of all of our dollars. So, that's just kind of the far jump into the meat and potatoes of what I want to talk about today. The only other thing that I would say, is that I do want to point out that I'm making this request today, we're at this point. We're in need of a solution because of the success that's been going on at Friedman Park and at the surrounding area. And in my opinion, there are a lot of bad problems to come before the County and ask for money and ask to fix stuff and everything else. We're at the point, we're at, and I see it as a good problem because of, not me, my predecessor, County Council, County Commissioners, the Economic Development Advisory Council, made decisions to make investments, open up the County, open up the growth. And we've seen the results. And so that's why I'm here today, I just want to remind everybody, it's a good problem that we've been, you know, as successful as we could have hoped. Which is why we maybe need to make a course correction or provide some support. So, if you guys have what I sent you, I won't really go through the background. You guys know it. We opened up some farm fields, spent a lot of money, invested in Friedman Park, and the results are apparent. I know that a lot of you have been out to the Park. I know that I've talked to Council Members about the growth. I've seen people posting about the growth. Even in a pandemic, those houses are going up and they go from being listed to being, the sold sign on them. Just this week, seeing more sold signs. People want to move because of basically, the lifestyle, you know, situation and the investment that was made. Nine hundred ninety-two (992) residential spots have gone up. And it's made a real difference. Warrick County is really, we say it all the time, the only County in Southwest Indiana that continues to grow. Side note, Gibson County just celebrated their first housing development in twenty (20) years. It's like thirty-five (35) units. And so, and I'm not saying that to throw them under the bus. They've got a lot of challenges with zoning and some other things. But, I mean, we've had a lot of success. And so that brings me to Friedman Park and started Friedman Park with a small lean staff. And it was the right decision cause while expectations were high, nobody knew what would happen, (inaudible) open up some agricultural ground and putting in some walking trails. Well, that was over three (3) years ago and now we have all the facts. That Park is a seven (7) day a week Park. There's all these residents that now have basically like a sidewalk view of the trails to come out there. Companies from around the region are, this is before the Event Center, are renting out the Pavilion to have company picnics. People are coming to have weddings, to have celebrations of life. What was kind of a nature park has turned into, you know, an explosion and something that other communities are trying to simulate and build parks and trails for this exact reason. Large special events, movies in the park, nature trails have been added. All of these things are going on and we're still, we're still running it with that same lean mean staff. And we're asking the Park Manager to do above and beyond his job description. We're asking the one (1) Groundskeeper to do above and beyond their job description and we're asking them to do it with one (1) part-time support staff member. You know, I kind of outlined the problems and the solutions so you guys can see. I don't really need to go into them too much. But, the workload has way exceeded and it has for some time what we need out of that park to continue our success. We can't accomplish it on the current staff levels. We can't have a Park Manager that is working twenty-three (23) of twenty-four (24) hour straight days. That doesn't get a day off in weeks. That puts in seventy (70) hours a week. It just, it just can't happen. There's some other inefficiencies that we're also hoping to address and solve. That we're currently running Friedman Park out of two (2) different departments, the Parks Department and Economic Development. And also, out of three (3) locations. We're running it out of Friedman Park, obviously, but also running stuff out of Scales Lake for Friedman Park and running stuff out of the Economic Development Department. And so, I just, we can't go backwards. And I want to make the point that we can't even maintain the status quo. Cause it's going to break. And the solution when it breaks is going to be a lot more time consuming and expensive than trying to look at what the next step is. I don't want to jump four (4) steps ahead, that's not the way I like to operate. The next step is to provide some additional support and correct some staffing issues that are going on at that Park. So, we considered multiple solutions. We considered multiple options. Put a whole bunch into the budget. Talked to the Parks Department. Talked to a whole bunch of people and every other solution was either more expensive or didn't fix the problem. There were some that were more expensive and still didn't fix the problem. So, I want to highlight that I am aware of some of the issues County Council is dealing with. I'm aware of some of the issues the County is dealing with. And I think this solution, and you'll see, doesn't add a full-time person to the payroll. Doesn't add to the County's issue that the County has a real situation with health care costs. Doesn't add to that. I'm doing everything I can. It also, a full time person who's not an exempt employee, you get forty (40) hours a week on them. I call it thirty-five (35) hours a week, cause you get an hour paid lunch. So, you get thirty-five (35) hours a week whether it's January and the Park's snow covered or thirty-five (35) hours a week in June when there's a booking reservation twenty-seven (27) out of twenty-eight (28) days where you've also got to run an event and get all your landscaping done. So, I don't think full-time is the way to go. What you will see in this request is that I'm asking for fifty thousand dollars ($50,000.00) broken into four (4) items. It solved some of the shortcomings we've had in the positions that are there at the Park and the heavy lifting that we're asking of those two (2) individuals which is to promote the Manager to Superintendent and promote the Groundskeeper to Maintenance. Those are jobs they are currently doing and they have been doing. That's fifteen thousand dollars ($15,000.00) of the fifty thousand dollar ($50,000.00) solution. The other, there's fifteen ($15,000.00) in additional Part Time. And then there's twenty thousand ($20,000.00) Contractual Services. And so, the Part Time and Contractual Services allow the Park Manager/hopefully

Superintendent to make the right decisions and use those dollars wisely. Heavy in April, May, June, July and August when the Park is slammed. If we need to bring somebody to bush hog a bunch down by the lake, we've got Parks Department employees without a bush hog trying to do manual work for hours and hours when we could hire somebody to come in for half a day with the right equipment that we don't have to buy. We don't have to maintain; we don't have to service. The Part Time additional help allows them to use that seasonally when they need it. And so that makes up that fifty thousand dollar ($50,000.00) ask. I think it's, you know, again, I think it's the solution. We explored a bunch of other solutions. Full time is not the way to go. It's more expensive and doesn't solve some of the problems. Doing nothing, I know what's going to happen. We'll be back here and we'll have a lot bigger problem to solve. So, my goal is to ask for this fifty ($50,000.00) and these changes for the 2021 budget and then come to the August meeting and ask County Council, as an appropriation, to pro-rate these things into the budget this year, which would be, what, five/twelfths (5/12) of the year left. So, twenty-one thousand dollars ($21,000.00) to start these changes immediately so we don't get to the point where it breaks before January of 2021. The Parks Department supports it. The Superintendent supports it. Commissioners support it.

Krystal Powless: He is, Ben is in the meeting, I believe.

Ben Labhart: Yeah, I'm here.

Steve Roelle: Okay, and so we're at the Parks Department meeting on Tuesday talking about all these things. Talking about the help that Friedman Park needs. It comes out of the EDIT budget. I can tell with all certainty, you tell me the number to put in that EDIT's going to be hit for COVID and that we have the funds for a fifty thousand dollar ($50,000.00) project that it needs to happen so that we don't stall this success that we've been having. And everybody knows, you know, there's only more stuff coming to Friedman Park. We haven't even opened the Event Center yet. There's a historic bridge going in. Joe's built hiking trails and nature trails to open up the finger lakes in the back. There might be some kayaking coming to those lakes. There's talk of a dog park and some other pieces. I can just, I can just express after all the research and work we've done, that we need to solve it, and this is the most responsible and accountable way that I can figure out to solve this problem. So that's my, that's my two (2) cents.

Councilman Reid: Steve, that's a great plan. I think if we don't do that, we're spelling failure. Cause people don't want to go out there and see an overgrown park. So, we really need that.

Councilwoman Ledbetter: I have to ask, are the Manager and Groundskeeper paid overtime?

Steve Roelle: So, the Manager is not paid any overtime. The Groundskeeper, and I will ask Ben to defer that, but I believe that his position is tracked for comp time. So, he's not paid overtime. Like, like most County Departments, I believe that's per the Handbook. You basically get additional comp time added to your role, which even, and I think Ben can weigh in, that sometimes, and I'll use Scales Lake and Audrey's position. People, people can bank on all the comp time in the world. If the work needs to happen, we have people that can't take a day of comp time because of understaffing situations, or under support situations. And so that position currently, that Groundskeeper, they are tracking that comp time. But Joe really tries hard not to use any of it, because he knows that it's going to be very hard for Scott to take that time.

Councilwoman Ledbetter: So, this extra part time person, is it going to decrease the workload for the Manager and the Groundskeeper? Or are they going to remain at the same workload?

Steve Roelle: The plan is, and after talking with Joe Schitter out there who's the Manager right now, that the combination of having the Contractual Services, Cindy, that they can dip into to get spot work done, and to get necessary spot work done in kind of what I call peak season, done, plus the additional part time person that would be on the grounds and doing a mower, will free up time of both of the other two (2) individuals so that they are not working to the breaking point and working seven (7) days. It's really Joe that working seven (7) days a week. So, yes, they both believe that that support and help will be used to spread out the ever-growing work load at Friedman Park.

Councilwoman Ledbetter: Yeah, I don't mean to sound, you know, have a lack of empathy or anything, but I don't understand how a promotion will solve a workload issue. That's why I was asking the question.

Steve Roelle: It doesn't. It just goes to the fact of, you know, I agree a hundred percent (100%) with that. But...

Ben Labhart: (Inaudible), Steve? Can I weigh in on that?

Steve Roelle: Sure.

Ben Labhart: So, the reason it will help Joe and Scott on the workload is, you know, they have a Park Manager out there and they have a Groundskeeper out there currently and one (1) Part Time Laborer. They do not have a Maintenance position. They do not have a full time Laborer position. So, changing oil in lawn mowers, sharpening blades, cleaning bathrooms, pulling weeds, weed eating. All of that stuff falls on Joe and Scott. So, adding additional Part Time money will allow Joe to hire the people that he needs, so that he's not having to clean bathrooms and weed-eat, pull weeds, you know, that kind of stuff. So, that, that's what the extra Part Time money will accomplish and as far as the raise, he's just so grossly underpaid right now that it's just, something needs to change. He goes, I'm pretty sure everybody on the meeting has been out there and knows he goes above and beyond and this is just you know overdue. He needs, he needs to be compensated more than he is right now.

Steve Roelle: My, my, my, my, my two (2) cents on that too, Cindy, would just be that it's correcting what he's currently doing out there in the Park by making that category change. And with that category change comes a raise. But you know, he is writing grants. He is working, you know, developing camps. He's getting donations. He's doing all of those things on the Friedman Park scale. A lot, I assume a lot of people, have been out there and seen the results.

Councilwoman Ledbetter: I understand and I know his salary and I agree that he may be underpaid. My concern is right now, we're freezing the salaries for everybody. And this is a bad time to ask for that.

Steve Roelle: And I do agree and I'll weigh in, I know Greg and Rick sit on our Boards. But the way the Economic Development council looks at it, is that I know that it's correct for you guys to look at it like a personnel issue. But, the

support from the Economic Development Boards that, that is coming towards this problem, that I know it's personnel that we're asking out of EDIT for, for this solution. But, it really is an Economic Development project to continue and maintain the impacting growth that we are all seeing out there. And that's the best way I can put it. I understand that, you know, I understand that these positions are a little different cause they're funded out of EDIT and they always have been. But, it's not like I'm looking to add, you know, positions that are coming out of General, coming out of other places. These were always coming out of here and my Boards, you know, that Council and Commissioners appoint. All I can say is feel extremely strongly about this is an Economic Development issue for the success of, you know, the growth that we have been seeing and we really want to go and continue to go for Warrick County. So, that's my best explanation of it.

Councilwoman Ledbetter: I understand.

Councilman Richmond: When we first started, it wasn't nearly as big. And it has grown to the point where it justifies this situation and it's almost like we have started a new issue compared to what we were before as far as the raises go on that, changing the position job descriptions. We're matching what the growth has presented and meeting those needs is what this is. It's not really necessarily giving a raise. It's just meeting the needs we did not project in the future. That's why I think that the Economic Development Advisory Board has fully supported this. The Parks Board, I know you all got the letters from all the Parks Board members as did I...

Councilman Metzger: Hey, Greg.

Councilman Richmond: From the Parks Board.

Councilman Metzger: Greg said all the letters. I got one (1) letter, I think, from the Parks Board.

Steve Roelle: I think they all, I think they all were in there. So, if you, that PDF, PDF had like nine (9) pages. Right?

Councilman Richmond: (Inaudible).

Councilman Metzger: Okay, yeah, (inaudible).

Steve Roelle: It was only sent in that one (1) file.

Councilman Metzger: Okay, I have two (2) questions. I'm having trouble following the matrix of this plan with the two (2) Parks. Are we specifically talking about moving Joe to the Superintendent position and Scott to the Maintenance position? Or is that...?

Steve Roelle: Basically, Joe would be in charge of Friedman Park and the Trails, which he has been for the most part. So, I guess that's what, no, there would be a Superintendent, which is Ben and then there would be Joe, would be the Superintendent, where his responsibilities, and you're correct, Ted, that the Parks Department and Greg mentioned it too, we'll restructure some of those responsibilities and stream line some of those responsibilities. So, does that make sense? Joe would be the Superintendent of Friedman Park and the Trails that we're adding and the Trailheads and all that. And Ben would continue to do all the lifting. And I don't want to, I don't want to change it to a Scales Lake meeting, but if anyone goes over there and sees one (1), how nice it looks, and two (2), what they do on a day to day basis of having like a twenty-four (24) hour hotel with a hundred and twenty rooms (120) where people can start a bonfire in your room on all these campsites and a beach and a zoo and trails and water activities and lakes, it's just, the Parks Department has expanded. And we're holding firm on staffing levels from a long time ago. And so that's the correction, Ted, is that the, the workload, the locations have grown. Again, I'll say it, it's a good problem to have. So, that's why some course corrections and some strategy needs to be, and some solutions need to be presented to solve those issues.

Councilman Metzger: So, we will have two (2) Superintendents in the Parks Department?

Steve Roelle: Correct.

Councilman Metzger: Well, who would be the ultimate Superintendent?

Steve Roelle: That's a good question. I mean at the end of the day; the Parks Board oversees the Superintendents. And the Parks, Ben can weigh in on that structure. But, Daniel Roach is out over the Parks Board. The Parks Board sits over the Parks. I'm talking about, you know, pretty much two (2) vines of responsibility and so if it's a Scales Lake issue, it'd be Ben and the Parks Board. If it's a Friedman Park issue, it'd be Joe and the Parks Board. I mean that's, that's the easiest and straightest way I can explain it. And we're also going to streamline stuff to move stuff and keep stuff, you know, at Friedman Park that was, one (1), being done out of a couple different locations. So...

Councilman Metzger: It just sounds redundant.

Steve Roelle: I tell you, the workload and everything that's going on isn't. If you'd like to call different titles or something else, the responsibilities that we are putting on people is not redundant.

Ben Labhart: Steve, can I, can I touch on that a little bit?

Steve Roelle: Ben, you can say whatever you like.

Ben Labhart: Okay, so, Ted, you know, if there's a different way to do this, I'm fine with it. I mean, it's just like Steve said, his responsibilities are far outweighing, you know, his compensation. So, I mean if he can get a ten thousand dollar ($10,000.00) raise, we can call him whatever, whatever we need to. But, you know, whenever Friedman Park was built, like, I'm sure Steve touched on this. I didn't get on the call until about 8:20 (AM). I guess you guys started a little early. But, we really had no idea what it was going to take. So, at the time, I think the decision to hire one (1) person and go from there was the right decision. And we also had one (1) part-time person. So, we quickly realized that we needed another full-time person and the Council, the Council agreed with us and we were able to get a second part-time person. But, you know, Scales Lake has been out here for years. It's been operating for years. So, we know, we kind of have a handle on what it takes to run this place. But, there was just, we had no idea the, the workload that Friedman Park was going to be on Joe and Audrey as well because she's been doing the reservations since Friedman

Park opened. But, it's just clear at this point that, you know, it's just not working. And just to touch on how much Joe works, you know, last summer, the Assistant Superintendent quit Memorial Day weekend and I worked three and a half (3 ½) months without a day off. It's exhausting. And Joe is just to the point where he takes so much pride in that Park that he's not going to let it, you know, stuff get, go undone. But, we've got to give him some relief. It's just not working the way it's currently set up. He's doing, and he's never complained to anybody. He won't. But, the people that are close to the situation just know that he's just overworked. That's all there is to it. And you know, the responsibilities, like Steve said, they're a hundred percent (100%), you know, Superintendent responsibilities. He's just, I'm not going to say he oversaw it, cause that was Steve, but he was very involved in the construction of the Event Center and he does programs. But then, he'd have no problem, you know, cleaning bathrooms and weed eating, which is the same way that I am at Scales Lake. That's just part of it. But, it's just something needs to change. And you know, we can call him anything. We just got to get him a raise.

Councilman Metzger: I totally understand the situation. But, it's just (inaudible) having two (2) Superintendents in the Parks Department, just, I can see having a little problem with that down the road maybe. And I have another question about the Warrick County Parks Foundation, where do they come into this? What's their scope? What are they going to do to help with the situation at the Parks?

Steve Roelle: Well, so, I'll weigh in a little bit on that. I mean that's a non-profit group not associated with, that's like Warrick Trails is a non-profit group that raise a lot of money, millions of dollars to put in trails? And so, we can't have a non-profit paying County employees and doing other things. There's a, there's a fine line there. They are looking at raising funds for all sorts of things, Ted. They're looking at raising funds for a dog park. And they've talked about a need for playgrounds at Scales Lake. And so those things, when they get, when they get money from the public, just like trails, nobody wanted to sponsor the garbage cans on the trails. But Deaconess was more than happy to write a check to sponsor a trail head that's called the Deaconess Trail Head. And so, raising money's an interesting and challenging piece. And they are raising funds and Warrick Trails has raised funds. Warrick Trails bought Friedman Park, I don't know, Ben can (inaudible) twelve ($12,000.00), fourteen thousand dollars ($14,000.00) worth of mowers last year that the County didn't have to spend, that didn't have to come out of the budget. So, I guess my point is that the Parks Foundation is a very positive thing and is raising money that none of us have to look at in our budgets or anything else to help. Sometimes, it's new amenities that the community wants. Sometimes, it's just like, hey, we could use a twelve thousand dollar ($12,000.00) Scag and can you guys fundraise or support that? So, they are playing a big part. As far as in County, County positions and, and, and, and wages and all that stuff, they have not been a part of this.

Councilman Metzger: Right, I understand that. But, they could help out with the Contractual Service part, right?

Steve Roelle: I mean I guess they could help out with whatever they want. They're looking at doing maintenance for the dog park and everything else. It's just, again, we have to, it's hard for me to go to the Boys and Girls Club and tell them what they need to do as an outside person who's trying to help our community and raise funds. Same thing with the Parks Foundation, I certainly, they can have a fundraiser for Groundskeepers. But it would just, doesn't tend to, I've just been in the fundraising side of things. It's not a tiny thing that you raise funds for. So, then we take those dollars, Ted, and be in the same place and I'd be there for ninety thousand dollars ($90,000.00) for a dog park. So, it's kind of a, they can raise 'x' amount of dollars and we can spend it in different places, but, you know, then the ask may just shift. You know, then we're talking about today. It may not be fifteen thousand dollars for Part Time people, it may be fifteen thousand dollars ($15,000.00) to buy a fence. So, it's kind of in that same, that same boat. And again, the reason I say it is we don't have, we work closely with the Parks Foundation, but they're a whole separate organization that we try to collaborate with. We don't have any ability to tell them what, what to do with the funds that they're raising and putting into Warrick County. We can tell them what they can't do, for sure. They can't do anything that the Parks Department doesn't want them to do on the Parks property, hundred percent (100%).

Councilman Richmond: Steve, I was writing some things down. From what I understand, the Foundation can spend money to maintain the Trails. The Trails are going to need maintenance, and this is money the County will not have to spend and the Parks will not have to spend to maintain these trails, correct?

Steve Roelle: Correct.

Councilman Richmond: Okay. And, Ted, to help you clear up, if you think about, I've written down a chain of command. As described earlier in the information we got from Steve, the Superintendent of Scales will also be over Vann Road and the Warrick Sports Complex. Now, given a lot will lead to a lot of work at each those Parks, and, but still that, that comes under the Superintendent of Scales. And then under the Superintendent of Friedman, you have the Friedman Park and the Trails. And both of these ultimately, both Superintendents answer to the Parks Board. So, you have a Parks Board that has two (2) different Parks and we have a Superintendent for each Park. So, they, the two (2) Superintendents don't overlap. Both Superintendents are answerable to the Parks Board. Does that clear it up for you?

Councilman Metzger: A little.

Ben Labhart: Ted, Ted, I agree with what you said, or I think it was you, that it may lead to some problems in the future. I'm not disagreeing with that. But, I mean, we have to have a solution for this problem. And well, I told the Parks Board at Tuesday's meeting, I'll tell everybody now. I don't have a problem with it just because of who it is. I mean, we need to be able to get him more money. And if this is the way we need to go about it to accomplish that, then I'm fine with it. Cause he's, you know, there's a bunch of positions in this County that are, that are bargains for the County as far as what you're getting and what you're paying them. And that's absolutely one (1) of them. And he's just to the point where he needs help. I don't care what we need to call him, but we just need to get him a raise and, you know, if it's a problem in the future, we'll have to address it then. But, as far as right now, I'm fine with it because of who it is. I have no problem with chain of command or anything else just because Joe's easy to work with and I have a, I just know whatever comes up, we'll figure it out. You agree with that, Steve?

Steve Roelle: I do. I mean, I do, I would also just add and circle back. I agree with all of that. I also just want to keep stressing, it's about the responsibilities that are there at the Park. So, we can certainly tell Joe to do less. The responsibilities line up well above where he's at. And I would like to see, you know, let's say there's no solution today and, and let's say Joe quits in two (2) weeks. Fine. I'd like to see the next person come in and care for the Park in the

above when we started. They work that Park and make sure, you're the one (1) person, here's your mower, make sure the Park doesn't overgrow the Trails. You're in charge of that. We've taken five (5) steps forward on what is being asked at Friedman Park and I'm just asking to take the next step and I think it's one (1) step forward. Not trying to jump the gun, I'm just trying to take the next step to square things away with where we're at for what we are asking for.

Councilwoman Ledbetter: Maybe you can have a Northern Superintendent and a Southern Superintendent. Someone takes care of the Northern part of the County; somebody takes care of the Southern part of the County.

Steve Roelle: We can call it, we can call it whatever, and I agree, Cindy. And the Park, I'll leave that to the Parks Board to then make sure, so that there's no confusion. So, there's no, like Greg said, so that the responsibilities are outlined. And I think that Friedman Park plus the Trails that are expanding and everything else going on in there. And we're dropping the Event Center in, and we've got some other pieces coming into Friedman Park, is the correct streamlining, you know, Ben currently has the relationship with the Newburgh Youth Baseball. Does a ton of work on top of the Warrick Sports Complex. You know that softball tournament was going on all weekend and it was Ben out there checking lift stations and everything else to make sure there weren't any issues with the restroom facilities and everything going on. I think the Parks Board has a good idea how to, how to kind of, like Cindy said, streamline and have some stuff. And I don't. I always say it, I'm not trying to step on the Parks' toes or anything else. I hope that anyone that's gotten to know me over the last year or so, I'm trying to solve problems and I'm trying to make things better. And I take a lot of pride in a lot of decisions that were made by, you know, the people on this call before I got here, to put Warrick County in the momentum of where we're at. It has to do with the Wellness Trail and our growing quality of life at the Parks and at the center of the County, it's expanding like crazy. And so, I'm trying to, I'm trying for solutions. And I'm trying to do so in a responsible and accountable way.

Ben Labhart: And, Cindy, just to kind of add to what Steve said, the Park Board was considering like a Southern Superintendent and Northern, but like Steve said, there was some stuff that I was already doing when we hired Joe as far as contact. Because the Vann Road Park and Warrick Sports Complex, they're our property. But the league, the junior leagues run them. And I, when we hired Joe, I already had contact with the three (3) Board Presidents for Boonville Junior League, which is at Warrick Sports Complex. And Newburgh Junior Baseball and Newburgh Girls Softball that share Vann Road Park. And it was quickly apparent that Joe had enough to do. I didn't need to try to add that to him. So, Joe and Scott do mow around the lake at Vann Road, cause I know a lot of you aren't familiar with this, but the two (2) facilities, the leagues take care of around the fields. But the big fields up by the lake and the big fields up by the parking lots, we take care of that. So, Joe and Scott mow around the lake and I usually bush hog up around the, up around Vann Road. So, me and Joe currently kind of share the responsibilities of Vann Road. And we don't want to just throw that on him cause he has enough to take care of already. So, does that answer the question? And I think Steve said this too, I don't care what we call it. We can call it anything as long as we can get him more money. Does that answer your question?

Councilwoman Ledbetter: I was just, I was just providing a recommendation. I have one (1) more question. The, it looks like the extra money for these roles are coming out of Economic Development and not out of the Parks. Am I correct?

Steve Roelle: Yep.

Councilwoman Ledbetter: Okay. Alright. That's all I had. Thank you.

Ben Labhart: All of Friedman Park is funded from Economic Development.

Steve Roelle: And on a side note, I'll just let County Council know, we're still moving forward and I've had conversations with Baker Tilly and I've had conversations recently with Debbie about starting with the Event Center and then expanding. About structuring that as an Enterprise Fund so that those facilities start being run by the revenue coming in. We've always talked about that since day one (1), that, let's get the Event Center first operational and let's let the people that use it be the ones that are paying budgets and salaries and everything else. So, the people that use it whether they're from Warrick County or from somewhere else, they're paying for it and not, you know, every taxpayer and property tax in Warrick County or income tax payer. And so, we are moving forward with that. And what Cindy said just reminded me of that. So, we are, we are working towards that. Currently though, all the Friedman Park stuff has been coming out of EDIT and we've been forecasting and managing those funds and making sure that we have them. And the last thing, I'll just, I'll just say, I really think this is a good problem everyone. There's a lot of things, they come and say something's broken, you know, we need to fix something. There was a screw up or this or that or whatever you guys hear. This is a problem based on success. And I think that, that's everyone's goal at the end of the day. Or at least I hope so. And I know you guys are taking stuff under consideration and you guys have your August meeting and all that. So, I'm aware of that. I just, I always want to try to provide all the facts that I can. And...

Councilman Metzger: So, let me understand this, the main problem is they're overwhelmed with work at the Park? So, we're planning on throwing maybe sixteen thousand dollars ($16,000.00) more at the Park for additional Part Time and Contractual Services to reduce some of the burden on the staff that's there now?

Steve Roelle: Per year, Ted, it's going to be thirty-five thousand ($35,000.00). The, maybe the sixteen ($16,000.00) is where you're coming at from like the rest of the year. That's the prorated 2020 amount.

Councilman Metzger: Oh, right, right, right.

Steve Roelle: Starting next year, that would be thirty-five thousand ($35,000.00).

Councilman Metzger: So, we're going, another thirty-five thousand dollars ($35,000.00) towards the Park to fix this problem of Joe and Scott overworked and on top of that we're going to give them both a raise?

Steve Roelle: We're going to restructure their positions based on the responsibility that we are giving them. Again, we can go, we looked at a lot of solutions. And there are a lot of them. They can follow the Handbook and their job description and do their job really well and don't go above and beyond and take their two (2) days off a week and all of those other things.

Councilman Metzger: (Inaudible).

Steve Roelle: It is a multi, it is a multi-tiered solution. And I know people are seeing it as a raise. I, it's, we're asking, I don't know the best way to say it. It's like...

Ben Labhart: He's underpaid. He's underpaid. That's the best way to say it.

Steve Roelle: It's like if you were asking someone in the Highway Department to also do, because we have an expansion here in Warrick County or an annexation or bigger stuff. And you're asking somebody to then also do Bobby Howard's job in their section. It is a, again, I'll just go back to, it's a success growth Economic Development issue. I know, I know a lot of people are just looking at, that it's just a raise. But it's not. Look we're not talking about me or my paycheck. I'll say, it's not just the money. That's, it's about...

Councilwoman Ledbetter: I agree that Joe is underpaid. But from a financial, County, numbers perspective and a COVID-19 Pandemic, we have to be responsible as a Council. I agree with you one hundred percent (100%). That's, that's, I understand.

Steve Roelle: And I agree. I mean, my fear is that this year's already in the books on our five (5) year rolling average.

Councilwoman Ledbetter: Yes.

Steve Roelle: Of growth. So, 2021 should be just fine.

Councilwoman Ledbetter: Right.

Steve Roelle: It's going to be 2022. So, if we wait and next year it's the same thing because it's going to be 2022's problem, then in July 2022, we'll be having this conversation about something that's going to take place in January of '23. We, we, there's no bridge. We have to bridge that gap for this problem. And I know, and I do not envy you. That's why you guys are the Elected Officials. I just provide facts and you make all the difficult decisions. But, I can tell you from the EDIT side, we've built in a four hundred thousand dollar ($400,000.00) hit. We've, we've looked at '21, '22, '23, '24, and '25. All of these things have always been looked at a little differently because they do come out of EDIT. But, I can tell you that we don't need to put this freeze on, on EDIT to make this change and keep this moving forward. That...

Councilwoman Ledbetter: And I can tell you that I trust your figures, Steve, as far as building that in. I'm appreciative of that as well. So.

Ben Labhart: And, Steve, you may have hit on this before I got on the call. But, you know, he's still making the same amount of money as when the Park first opened. And I know Steve had all of this in the information he gave everybody. But, you know, there's nine hundred (900) houses right there. There's about to be an eighteen thousand (18,000) square foot Event Center open up. So, he already had a lot of responsibilities before all this stuff started. But now, you're just adding more on top of it. And I'm sure you already touched on that, Steve.

Steve Roelle: Yep. I just appreciate the time and being able to pitch our, you know, solution to a problem that's in front of us.

Councilman Richmond: It's almost like opening up a new Park. We don't have the same Park today as we had three (3) years ago.

Ben Labhart: Yeah.

Councilman Richmond: Okay. In relation to that, I've already got my tickets. August 15th is an open house at the Event Center where they're going to have preferred vendors providing some sample food items that would be available. And there is a cost to that. But it's a fundraiser to the Foundation and on September 26th is Party in Paradise. I've got my tickets for that. Last year they sold out. So, these are two (2) events that we can promote to our friends and neighbors. So, alright, anybody else have anything else?

Steve Roelle: I'll just say if anybody wants, wants a tour, just reach out ahead of time. I'm happy, if I can't get there, I'll have Jay Kivett or Joe or somebody else. We're getting down to the wire. Got some punch list stuff going on. Always the case on a project like this. But, I mean, it's impressive. It's only going to get better. Those events that Greg mentioned are great. We're keeping our eye on the regulations from the State or whatever else and what we have to do to have events. And so that open house, we're doing three (3) different sessions. We're fogging between them and all that stuff. We're trying to do everything we can to keep moving forward with, with the rules that are being put in front of us. So, that's it. Appreciate the time, guys.

Ben Labhart: And also, all the improvements that took place at Scales Lake with the help of Steve, all those are done. So, if anybody wants to come out and see those, reach out to me cause the buildings look a lot better than they did before. The cabins and the pavilion and the upgraded campsites and all that stuff. If anybody wants to come see that stuff, let me know.

Councilman Metzger: Well, I'm letting you know right now I'd like to come out and see the improvements at Scales Lake sometime when you guys can come together on the date or whatever. Steve, if you want to join. I would definitely like to tour the lake so I can promote what's going on.

Ben Labhart: You can call any...

Councilwoman Ledbetter: I would be happy to as well if we can do it in the morning.

Ben Labhart: Yeah, I'm here every day at 7:00 (AM). Just get ahold of me.

Councilman Reid: Why don't you make a time for all of us to come out at the same time?

Councilwoman Ledbetter: Schedule (inaudible).

Ben Labhart: Okay.

Krystal Powless: And then I can forward an email to all the Council.

Ben Labhart: Okay.

Krystal Powless: Okay?

Ben Labhart: And I'll, I'll also provide information on the other stuff we're wanting to get done and I've got pricing and stuff on all that that I collected, you know. We're kind of shooting high and then the money that we were able to get, we kind of scaled back the projects. But, I still have a list of everything we want to get done and prices on all that. So, I'll email you, Krystal.

Krystal Powless: Okay.

Councilman Reid: Hey, Ben.

Ben Labhart: Do what?

Councilman Reid: What's your phone number?

Ben Labhart: It's 629-5729.

Councilman Reid: Okay, thanks.

Ben Labhart: You're welcome.

Councilman Metzger: Thank you, Ben.

Ben Labhart: Alright. Thanks.

Steve Roelle: Thank you, guys. Have a great day.

Councilwoman Ledbetter: Thank you.

Steve Roelle: Okay, bye.

(Break from 9:10 AM to 9:23 AM)

COMMISSIONERS
LEGAL SERVICES

Councilman Richmond: 9:23 (AM), so, I'll call the meeting back to order. Roger, you want to tell us what your requests are?

Roger Emmons: Thank you, Greg. Good morning, Council members. We, I know we've got some extra amounts besides the frozen limits that the Council requested. I had sent an email to Krystal on July 21st and I'm sure she forwarded that to the Council members. But in Legal Services, we, we have put a hundred thousand dollars ($100,000.00) in it. It's a large amount, but if you look at past, especially in 2019. We've had good years; we've had bad years. But, thirty-five thousand ($35,000.00) probably won't get it for 2021. You know, Rick had commented, we have to be prepared for emergencies and that's kind of the thinking behind this because the need for Legal Services is unpredictable. We never know just how many lawsuits we're gonna get during any particular year that have to be defended. And it's a lot of money, but last year we spent over a hundred and seventy thousand dollars ($170,000.00). So, but the preceding two (2) years weren't that bad. So, that's something we'd like for the Council to consider increasing, the Legal Services line item. And you want me to just continue on with the information, Greg?

Councilman Richmond: Yes.

CONTRACTUAL SERVICES

Roger Emmons: Okay, next line item is the Contractual Services. The adopted budget was one hundred forty-one thousand six hundred ($141,600.00). And I increased our request by six thousand ($6,000.00) because we think if we have to pay rent for the EMS space at the new Paradise Fire Station, that rent would be approximately five hundred dollars ($500.00) a month which would be an extra six thousand ($6,000.00) a year.

DRUG AND ALCOHOL TESTING

Roger Emmons: And then the Drug and Testing, we, our total budget for 2020 was one thousand six hundred and four ($1,604.00). And we increased that by twenty-four hundred dollars ($2,400.00). That is due to the DOT Regulations through the Federal Motor Carriers safety act. They have implemented a new mandatory regulation called the Clearing House. And that's the additional amount we're gonna have to spend in order to comply with that Federal mandate. Now those are the three (3) that you know about. But there's a couple more if you don't mind, I'd like to present.

COURTHOUSE
PART-TIME CUSTODIAL

Roger Emmons: One (1) would be in the Courthouse Budget. Due to the COVID situation, we would like the Council to consider increasing at least the Part-Time Custodial help and Dan, I've got your comment here.

Commissioner Saylor: But, we think that, we can get that reimbursed through the, through this year.

Roger Emmons: Yes.

Commissioner Saylor: What we don't know is what they're going to do, because my understanding, talking to some people last night, the COVID money's not all going to be spent. So, they could extend it. We don't know that. That's a Federal Government decision. But, you know, we think if this continues on into next year, we're going to have to have additional cleaning and, and additional staffing to get that done. Because right now, we're having a professional company coming in and doing it and they're very expensive. We are purchasing some of our own equipment to do it. But, to wipe everything down, all the touchpoints, it takes a lot of additional time.

Roger Emmons: And that's constant. And you've probably all heard, we've now had three (3) positive cases from employees in the Judicial Center.

Commissioner Saylor: Yeah, it's starting to, it's starting to escalate within our workforce.

Roger Emmons: Right. Of course, if we're talking about additional for this year, we would have to come to you for an additional if we reach that point. Unless…

Commissioner Saylor: We shouldn't because that will be covered by the Cares Act.

Roger Emmons: Oh, that's right. We get reimbursed as we go along.

Commissioner Saylor: Right.

Roger Emmons: Yeah, I forgot about that. Hard to get (inaudible).

Councilman Richmond: The comment made last night in our meeting was that anything that's not used of the Cares money goes back to the Federal Government by the end of the year. And they were asking for us to make sure we're making all the claims that we can in that area, because apparently, not much of it's been used yet.

Commissioner Saylor: Greg, did they say, did they give you any clarification, does the claim have to be in by the December 31st, or, or, I mean, and paid and all that. Or can, in other words, can we, can we, can we do services up to the 31st and then seek reimbursement in January of 2021?

Councilman Richmond: Cindy, you can correct me, but I believe he said claims have to be in by the 31st.

Councilwoman Ledbetter: Yes, I think so.

Commissioner Saylor: Okay, so that means, that means probably anything after December 1st, you know, cause what it's taking to get claims done for expenses.

Roger Emmons: And there's a turn around. But, John Goth is working on those for us.

Commissioner Saylor: Right, but there's a time line involved in that.

Roger Emmons: Yeah, a week or two (2).

Commissioner Saylor: Two (2) weeks then maybe, we really ought to get that money reimbursed. But, that's what I heard that a lot of it's not being utilized and there's a possibility that could be extended.

Councilman Richmond: I don't know what the legals are, but it was on claims. So, if you had services that are required between December 1st and the 31st, can't you make a claim for that even though the claim hasn't been approved, just so the claim is turned in?

Roger Emmons: Yeah, I think so.

Commissioner Saylor: That I don't know.

Roger Emmons: John Goth would have to answer that.

Commissioner Saylor: (Inaudible) question.

Roger Emmons: But we, we, you know, we can turn them in through the end of the year. And I assume those would probably then be reimbursed in early 2021.

Commissioner Saylor: So, who's on this call? Cindy and Rick, were you at that meeting with Greg?

Councilwoman Ledbetter: I was there.

Commissioner Saylor: I got a call from another Commissioner from another county and he said Warrick County was mentioned that we hadn't filed the paperwork for the Cares Act. Did you guys hear any of that?

Councilwoman Ledbetter: Well, it was listed on the handout that we haven't. There was a handout, Greg, do you know what I'm talking about?

Councilman Richmond: Yes, I've got the handout somewhere. I'll look for it.

Councilwoman Ledbetter: It shows the, it showed who had received reimbursement already. But I think it did show that Warrick had submitted their paperwork. It just hadn't been returned yet, if I'm correct.

Roger Emmons: We've submitted three (3) requests. John Goth did that and they were all approved and the total was a little bit over a hundred and fourteen thousand ($114,000.00).

Commissioner Saylor: Well, and, and I was a little bit surprised, that was coming from another Commissioner who was there and said that Warrick County was listed. So, he could, he could have easily misunderstood. But, but I'm gonna verify that we're, you know, with John today that we have got the proper paperwork filled out to receive that money. So...

Councilwoman Ledbetter: It says here that Warrick County, hold on a minute. I can read it to you. Warrick County, shoot, it's on the back. I'm sorry. Received via email, received via mail, Warrick County received, 5-12-20 email by mail, 5-26-20. And then it says, completed and it says, yes. But, on the page where it shows where we've gotten any money, we're not on that page.

Commissioner Saylor: Right, because I think John just submitted, like Roger said, just some claims here recently.

Roger Emmons: Yeah, we've got the email acknowledging the Indiana Finance Authority and they've approved them. And the ones that they didn't, they were just a technicality. We submitted them under the wrong category. That will be resubmitted. And I think maybe that was attorney's fees.

Commissioner Saylor: Right. Right.

Roger Emmons: But, now we know how to submit those. So that will be done.

Commissioner Saylor: But you know, guys, just like that request that you got the other day for monies for a twenty (20) year old body storage cooler, to me that was, that's a bad business decision and we tried to advise her against that and thought, and even the heating and air people said, you know, this is probably throwing away good money to bad when we can get a whole new system, you know. Basically, it's a freezer. You know, and so there's, there's, there's components of that freezer. There's a condensing unit. There's an air compressor. So, they only fixed one (1) of that which is something failing on something in an air conditioner that's twenty (20) years old. Typically, that's the life of them. And the other components are gonna start to fail, too. So, to me, we should use the Cares Act, we've had Dave do the research. He had a unit that in, in and it's been inquired by the hospitals to what our capacity was, so the hospitals were wanting to know what our capacity way with storage and that kind of thing in case something got bad. They wanted to know the capacity was and so that's what spurred us getting that unit fixed. So, anyway, you know, my understanding of this Cares Act money is that we need to be prepared for anything and everything. That's why the Federal Government has done this. That's just my two (2) cents, guys. Sorry to interrupt.

Roger Emmons: That's okay, Dan.

INSURANCE

Roger Emmons: Lastly, in the Commissioners' budget, we have two (2) line items for Insurance other than health insurance. It's the Liability, which is Property, Casualty, Auto, and then work, Workman's Compensation line item. She's not? Okay. She's got my number. Thank you, bye. I was calling Rita McConnell, our local agent, because she's given me some numbers and if you look at what was approved, let me see, what was adopted for this year. It was...

Krystal Powless: Three hundred thousand ($300,000.00).

Roger Emmons: Yeah, three hundred thousand ($300,000.00). I think we had requested about three-seventeen-four-thirty ($317,430.00). And then the Work Comp was a hundred and five thousand ($105,000.00). Well, we're already passed those and one (1) thing we get each year is the audit bill for the audit report. The latest one (1) is from the 2019, all of 2019 which is based on payroll. And that bill we just got was a little over thirty-two thousand dollars ($32,000.00). But, what Rita told me, because I asked her some time ago, I need to know percentage as to what those categories are going to go up. Cause if you look at the past years on those, they've gone up steadily. On the worksheet I have, this goes back to 2017, but every year, '18, '19, they've all gone up. So, what she had told me was that the, the property and casualty is, she said we should increase that by eleven percent (11%). And then she suggested the work comp would be two percent (2%). But, the eleven percent (11%) includes the cyber coverage, plus we have new liability exposure from the Event Center. We've got costs there. I think Economic Development may be paying some of that. Our, our expenditures for those two (2) categories in 2021 are going to be a lot more than what was adopted for this year. So, I just request your consideration of those. And when I get an update from Rita, I will send that to Krystal so she can forward that on to you. Is that okay?

Krystal Powless: Yes.

Councilman Richmond: Yes. We'll have to cover that.

LANDFILL POST CLOSURE

Roger Emmons: Yeah, you need that information. So, I think that the only other comment I would make is that in the Landfill Post Closure Fund, we actually reduced that because we got the information from our consultant on that. So, instead of twenty-five thousand ($25,000.00), I think it was only six (6), no, nineteen thousand nine hundred and fifty ($19,950.00). And 2020 approved was twenty-five thousand ($25,000.00).

PART-TIME CUSTODIAN

Krystal Powless: Roger, I had a question.

Roger Emmons: Yeah, send her in. Yes. Go ahead. I have Rita on the phone right now.

Krystal Powless: Well, my actual question is about the custodian. Are you going to request like another additional part-time employee? So, like doubling the budget for that line item?

Roger Emmons: You mean for next year?

Krystal Powless: Yes.

Roger Emmons: I've got that they haven't, the Commissioners haven't given me any guidance on that. But, I think that's a good assumption.

Krystal Powless: Okay.

Roger Emmons: But, you know, I have to talk to them, Krystal.

Krystal Powless: Okay.

Roger Emmons: I'll get back to you as soon as possible.

Krystal Powless: Okay.

INSURANCE DISCUSSION CONTINUED

Roger Emmons: Now then, if you've got just a few minutes, I've got Rita on speaker phone. Rita, can you hear me?

Rita McConnell: I sure can.

Roger Emmons: I was just telling, I was just commenting to the Council, they're in their Budget Hearings this morning, about our two (2) line items for Insurance. The Work Comp and then the Liability which is Property, Casualty, Auto, etcetera. And you had told me that the Liability, we figured we'd need to increase by eleven percent (11%), is that correct? And then the Work Comp was the two percent (2%)?

Rita McConnell: We're not sure about the Work Comp yet cause I don't know what the (inaudible) going to be. Two percent (2%) was what the additional coverage from the Event Center would be approximately.

Roger Emmons: Okay.

Rita McConnell: (Inaudible) increase on the Property Liability. On the Work Comp, I'm not sure. I'm waiting on my underwriter to give me a full scope on what the Event Center would be by itself. But, if you count in like purchase of (inaudible).

Roger Emmons: (Inaudible).

Rita McConnell: (Inaudible) we're looking at about an eleven percent (11%) increase on the Property Liability Coverage.

Roger Emmons: Okay, and what was the, you gave me a figure of four hundred sixty-eight thousand ($468,000.00) plus.

Rita McConnell: Right, yes. Liability for the Auto and all the (inaudible) Liability, (inaudible) was three hundred eleven-three-sixty-seven ($311,367.00). And then the Property was one-fifty-seven-seventy-four ($157,074.00).

Roger Emmons: Okay, is that for 2020?

Rita McConnell: That's for 2020, you're correct.

Roger Emmons: Okay, so, you know, increasing that by eleven percent (11%), that's quite a chunk. Rita, I told that Council members that you're going to email me a breakdown with more information and I will forward that on to Krystal.

Rita McConnell: Right, and I'm working on that. I'm just waiting on (inaudible) information (inaudible).

Roger Emmons: Okay.

Rita McConnell: That eleven percent (11%), Roger, includes the fifteen-eight-twenty-five ($15,825.00) that you paid for the rider.

Roger Emmons: Right.

Rita McConnell: If you look at that, then it's not that big, you know, it doesn't look so bad.

Roger Emmons: Okay, yeah, that fifteen-eight-twenty-five ($15,825.00), that was the premium for this cyber insurance, cyber coverage. Council members, were you able to hear Rita?

Councilman Reid: Yes.

Roger Emmons: Do you have any questions for her?

Krystal Powless: I do.

Rita McConnell: Okay.

Krystal Powless: Is there any way she can break down the amount for the Event Center separately when she emails you? Because I may look at putting that in the Economic Development budget if the Council wishes.

Roger Emmons: Yes, she's going to do that, Krystal.

Krystal Powless: Okay.

Rita McConnell: That's why I'm waiting to get that so I can tell you for sure what it is.

Rita McConnell: You're welcome. I'll get that to you as soon as I can.

Roger Emmons: Alright. Bye, bye.

Rita McConnell: Bye, bye.

PAYROLL DISCUSSION

Commissioner Saylor: Hey, guys, I'd like to say something that's been brought to my attention about the Auditor's discussion and the payroll dates. My understanding there's other options for that and if we, if we, I don't know, my understanding, if we, I don't know, my understanding that she's going to ask for an additional pay period. I'm not for sure. I'm hearing this second hand. So, I don't know, I just, you know, our HR person says there's different options. So, Greg, if you or if someone wants to reach out to Heather and pick her brain on what the different options are. That might be a, that might be some time well spent.

Councilman Richmond: Okay, if Heather wanted to join us when the Auditor's time (inaudible), that would be 9:45 (AM) to 10:00 (AM), if we're not late. But, we're already getting close to that time.

Commissioner Saylor: Okay, we'll I'll have her join.

Councilman Richmond: Okay.

Roger Emmons: Thank you, Council members for your consideration.

Councilwoman Ledbetter: I have a question before you leave, Roger.

Roger Emmons: Okay.

Councilwoman Ledbetter: I'm really thankful to see that you've increased Legal Fees and I'm a little concerned that Contractual Services might not be enough. But where, the healthcare costs that are so expensive that we have to keep doing the additional appropriations for? How can we build that in to our budget to make sure that we're covered for the next three (3) years going through this COVID decline? How do we do that?

Roger Emmons: We've got a meeting, excuse me, next Monday with our broker, Dave Waltz, and we're going to be discussing that. So, until then, I really don't have any information at this point. We're looking at ways to, obviously, the Commissioners' goal is to work with the Council to get our health insurance expenditures down. I mean, right now it's all claims driven. It's not, it's really not a matter of the cost of the reinsurance or the broker's commission. It is the fact that they're just killing us right now. So...

Councilwoman Ledbetter: I'm not sure that that's going to improve. So, that's why I'm suggesting that we prepare in our budget to deal with high claims so that we're not broadsided over the next three (3) years.

Roger Emmons: Right. And one (1) thing that we'll be considering, you know, right now, the participants on the high deductible health plan, they don't pay a monthly premium. And that's kind of unheard of. It's not the industry norm. They should, I know they have to pay everything up front 'til they reach their deductible. But, they need to have additional skin in the game and so that's one (1) thing the Commissioners will be looking for to reduce. In other words, increase the revenue and lower the expenditures. So, there's numerous things that can be done. We want to work on increasing the usage of the clinic. We'd like to increase participation in the disease management program. Dave is really convinced that that could be a real money saver. So, those are the things we're working on. We'll keep you posted as we go along. And of course, Greg, you're invited Monday if you want to sit in. It's at 1:00 (PM), from 1:00 (PM) to 2:00 (PM), cause the Commissioners have a regular meeting at 2:30 (PM). So, you'd be welcome to sit in on that or I assume any of the Council members would.

Councilwoman Ledbetter: And Roger, I appreciate that you're trying to decrease the costs, but typically we don't see that. So, once again, we need to plan for an increased costs in our health over the next three (3) years.

Roger Emmons: Okay, I will convey that to the Commissioners and everyone at the meeting. Okay?

Councilwoman Ledbetter: Thank you.

Roger Emmons: Thank you.

Krystal Powless: Just to touch on that, on that Group Insurance line item in the Commissioners' budget, I'm estimating that that's going to increase from the two million ($2,000,000.00) to two point nine-five million ($2,950,000.00). Just that line item.

Councilwoman Ledbetter: So, we need to go on and bump that up then and be prepared for it.

Krystal Powless: Yes.

Roger Emmons: Okay. Alright. Thank you very much. If you don't have anything else, I'll get to work. Thank you.

Councilman Richmond: Krystal, the extra need for custodial help, that was the Part-Time Custodian line item?

Krystal Powless: Yeah, it was the Part-Time Custodial line item in the Courthouse budget. And I will let you know what they come up with, but it's probably going to be to add an additional part time employee due to COVID.

Councilwoman Ledbetter: Krystal, will you email me your paperwork where he came up with those numbers at?

Krystal Powless: He did earlier in the week.

Councilwoman Ledbetter: I've got it. I just need to review it then.

Krystal Powless: Yeah, okay. Okay.

Councilman Richmond: Up now is the Auditor.

Krystal Powless: No.

Councilman Richmond: That's right, EMA.

Krystal Powless: EMA.

Councilman Richmond: Is Dave there?

Roger Emmons: Can you still hear me Krystal?

Krystal Powless: Yes.

Roger Emmons: I just talked to Dan and Terry regarding the Part Time Custodial, they would like to ask for an additional part time for 2021.

Krystal Powless: Okay, thank you.

Roger Emmons: Okay, thank you very much.

Dave Woolen: Yes, Greg, I'm here.

EMA
FIRST AID – TIRES – VEHICLE REPAIRS

Councilman Richmond: Okay, thank you. Krystal, what do we need to discuss in this?

Krystal Powless: Dave will fill you in here.

Councilman Richmond: Okay. I'm ready, Dave.

Dave Woolen: Alright. On our First Aid, we've had a hundred and forty-seven dollars ($147.00) in there for years and way before I got here. But, we're noticing that most of this stuff in our disaster trailer and first aid is getting outdated. And we're going to have to start replacing some of it. And I didn't want to put a big (inaudible) and try to do it all at one (1) time. But, I did want to raise it up to about five hundred dollars ($500.00) to where we can buy, start buying things to replace stuff that's ten (10) or fifteen (15) years old as far as bandages and that kind of stuff. That's the reason on the First Aid and Clinic Supplies. The other one (1) is truck tires. There's five hundred dollars ($500.00) in there. The last set of tires we bought were over a thousand dollars ($1,000.00). So, I wanted to try to get that up to a thousand dollars ($1,000.00) for vehicle tires. And the other one (1) at the bottom is for Automotive. The blue truck that we use to tow the mobile command and the bigger trailers, it's a 2004 and we have a steering column problem. It's jumping out of park and it's actually jumped out with our Administrative Assistant standing on the running board and took off across the parking lot. And one (1) other time it did the same thing. So, they're looking at roughly five thousand dollars ($5,000.00) for repairs on that. We're working on the Cares Act, trying to get a new truck to pull all these trailers for emergency runs. We're not sure yet. As of Tuesday, we got an email that said they were able to buy them. So, we're going to verify that and we're looking at a new one (1) ton truck to pull all these trailers with, at a cost of like twenty-nine thousand ($29,000.00) and change. So, if we get that, we don't need the five thousand ($5,000.00) to repair the blue truck. And that will, the five thousand dollars ($5,000.00) there is kind of up in the air until we find out about the other truck.

DEPUTY DIRECTOR DISCUSSION

Dave Woolen: And also, something I didn't put in there that we need to, I'm not sure who I need to talk to about. But our Deputy Director, originally, we had a Deputy Director and Operations Officer that were paid by stipend. And I was told that I couldn't do that anymore. So, we've made a Part-Time Deputy Director. And he's at twenty (20) hours a week. At the beginning of this, he ended up working a lot more hours. We don't really have money to pay him for those hours. And if we've got a real emergency where we have to man the ELC twenty-four/seven (24/7), I don't have, I don't know where I would get money to pay him. So, that's something we need to look at and figure out how we're going to do that now that he's an hourly employee.

Councilman Richmond: Is that half reimbursable?

Dave Woolen: It was half, now it's thirty percent (30%).

Councilman Richmond: Wow.

Dave Woolen: They cut that this year. It's based on population of the County now instead of fifty percent (50%). In order to get fifty percent (50%), you have to have more than a hundred thousand (100,000) people in your county.

Krystal Powless: Dave, my question would be, would increasing the amount budgeted in that Part-Time line item, would that work, and if so, how much more would you need?

Dave Woolen: Krystal, it would work. I'm just not sure, you know, if you have a year where there's no problems and he doesn't have to work, you wouldn't have to spend it. Would that be something that you would ask for an Additional Appropriation if it does come down that he has to work. Or do we want to put it in a line item and then just turn it back in at the end of the year?

Krystal Powless: That would be up to the Council.

Krystal Powless: Well, of course for this year, you would probably want to ask for an appropriation if you're low and he's working more. And then the Council has to let me know if they want to increase the line item.

Dave Woolen: That works for me. Like I said, right now we're not in trouble. But, we will be if this carries on or gets worse.

Councilman Richmond: I think the additional appropriation route would be the best to go until we see a pattern, anything regular.

Dave Woolen: But, it's probably something we want to look at down the road. Like I say, if we have a tornado or any other type of disaster where we have to start working twelve (12) hours a day, we need to figure out, are we going to do an Additional Appropriations or are we going to have money there that's available if we need it.

Councilwoman Ledbetter: (Inaudible) when we have events like that, we typically have funds for reimbursement. Aren't we, can, are those able to go towards payroll in those situations?

Dave Woolen: If you mean, if they're large enough, yes. It probably would. But then again, that takes time. You almost have to have the money to pay them and then it's reimbursable.

Councilman Richmond: Anybody else have anything for Dave?

Krystal Powless: I just want to say, Dave, if you find out for sure you're getting that truck through COVID, will you please let me know?

Dave Woolen: Yes.

Councilman Richmond: They'll let you know when you're qualified before you buy it.

Dave Woolen: No, they won't actually say that you are. But, the legal people have told us that they can get it through and it would be a reimbursement. Yes, no, I'm not sure.

Councilman Richmond: Okay, there's a lot of money that's not been spent from the Cares Act. So, that would be a good place to put it.

Dave Woolen: Yes, and the truck we're looking at would not be a daily driving truck. It would be one (1) that would be left at the barn just for hauling trailers cause it's a one (1) ton truck not a half ton pickup.

Councilman Richmond: Okay. Anything else? I guess we're good. Thank you, Dave.

Dave Woolen: Alrighty, thank you.

AUDITOR
PAYROLL SCHEDULE

Councilman Richmond: Next is the Auditor's portion. And did Heather join us?

Krystal Powless: She has not yet. I'm texting her.

Councilman Richmond: Okay. Well, there's another request from the Auditor, the discussion on the extra, the twenty-seven (27) week year, basically. What was the other?

Auditor Stevens: Can you hear me?

Councilman Richmond: Debbie.

Krystal Powless: We're getting feedback.

Auditor Stevens: Yes, I hear that.

Kristine Georges: I'll turn my sound down.

Auditor Stevens: Okay. Is that better?

Councilman Richmond: Yes. The money that you're requesting is Part-Time, right?

Auditor Stevens: Okay.

Kristine Georges: There, is that good?

Auditor Stevens: I don't know, can you hear me?

Councilman Richmond: Now you're muted, Debbie?

Kristine Georges: There we go. We've got too many things going.

Auditor Stevens: All these devices in here. Can you hear me now?

Councilman Richmond: Yes.

Auditor Stevens: Alright, are we ready to go?

Councilman Richmond: Yes.

Auditor Stevens: I was actually able to talk with every one of you who's on the meeting today about a proposal and it's actually a proposal for two (2) parts. One (1), to provide a temporary cost of living increase for all employees, all full time employees and the other part is that it would be a solution for a situation that we'll face in 2021 and it's because we pay in twenty-six (26) pay periods which is every other week and what that does is that creates a situation where every, usually every three (3) or four (4) years where we have to bump dates forward in order to keep from pulling in a 27th, 27th pay period which is actually a budgeted pay period for the next year. And that will occur in 2021. There are other solutions and I appreciate, you know, anytime people have suggestions, but I think ultimately, you know, it's Fiscal Board, Fiscal Officer, that really has to talk over these situations and find out what's best. What the best solution is. What can be budgeted or appropriated. And then what's best for the employees as well. So, the proposal is for a stipend, a stipend type payout where there would be a one (1) week, there would be an extra pay period in which we would create twenty-seven (27) pay periods in 2021. One (1) of those pay periods would be for the equivalent of one (1) week. That's a one point nine-three percent (1.93%) increase in the full-time wages for the year 2021. I backed out as many of the part time positions. Actually, I emailed this to you with attachments. So, if you want to look at it later, we can talk about it now. But, certainly you'll have it to look at later and, you know, review what that amount would be to appropriate for that one (1) week payout. This is just a rough estimate. The total would be two hundred thirty-eight thousand five hundred twelve dollars and eighty-two cents ($238,512.82). That's with backing out all of the part-time positions that I was able to identify. As I said, this is all just a rough estimate. But it's a close estimate. It should be pretty close to accurate. Our proposal would be to pay out that one (1) week pay period in the last quarter of the year. Probably somewhere in October where we're not getting into other things that come into play for our department where we have settlement and also, we have quite a bit of work in Accounts Payable and Payroll for year end. So, if anyone wants to offer other solutions, I think that's fine, that we can discuss those things. But, and certainly we've looked at this whole situation with twenty-six (26) pays in a year. We've looked at it in many different ways. And my, my reservation of going to a twice a month pay period, which we could do and then we would never have this situation again, is just, it's just more out of concern for our employees. And the fact that there would be at least four (4) or five (5) times annually where they would go three (3) weeks without pay at all. And I realize that's the same amount of money. But, I've been, as the Auditor, I've been very hesitant to make that decision and do that.

Krystal Powless: I had a question the Commissioners wanted me to ask. Did that amount include like taxes and PERF?

Auditor Stevens: Well, taxes of course, it would be taxed of course.

Krystal Powless: Right.

Auditor Stevens: And it would not be a pay period that would have the contributions, the other contributions with it.

Krystal Powless: So, it would just be like a stipend?

Auditor Stevens: Yes, it's more like a stipend than a regular part of your salary even though it increases the compensation of course. What that does is it makes it very easy to identify that amount in your 2021 budget meetings when you're planning for 2022 to say let's back out that stipend amount. Where were we at in 2020? This is where we start in 2021 planning for 2022. And so then at that time you can make the decision, do we just roll that in and make that part of their compensation, this is our starting point, or do we back it out.

Councilman Richmond: County would be paying the PERF on this though, right?

Auditor Stevens: I don't believe we would have to pay any of the benefits out of it. I can double check that. There are a number of other Auditor's in a similar situation. And so, this has been something that we've had some discussion about using a stipend type payout that would solve or be a solution for that extra pay period that's going to pull into 2021. Of course, the way it's been handled in the past is we do a bop forward on the pay dates and by doing that you can go in and build in an extra week. What it means is you would take your Friday pay date, Move it to Monday. Next pay period you move it to Tuesday and you continue to do that until you bumped the pay period forward by a full five (5) days. And that's the way it's been solved in the past.

Krystal Powless: I also know that's the way the School Corporation has done it several times also.

Auditor Stevens: Okay.

Councilwoman Ledbetter: But that doesn't give the County employees any additional monies this year.

Krystal Powless: Correct.

Councilman Richmond: Heather, do you have something to bring into this.

Heather Soberg: My only suggestion would be to consider also that we can divide the salaries over twenty-seven (27) pays. Be that either twenty-seven (27) actual pays or to have twenty-six (26) weeks at two (2) weeks and have another one (1) week and just kind of divide things out differently so that we can stretch the year out and actually give us a (inaudible) calendar in December so that we start our (inaudible) salary to the next year later into the year. That and I've always been one (1), and I know that Debbie's hesitant about it, but the bi-monthly payrolls would stop this from ever being a problem again. We would never have to worry about what we were going to do every seven (7) years, this will come up.

Councilwoman Ledbetter: Just out of curiosity, that bi-monthly payroll is the first and fifteenth of the month, so when most people budget, you know, they budget for two paychecks a month and when you get paid bi-weekly, you have two (2) months out of the year you have an extra paycheck. That's kind of a benefit for employees because back when I was living paycheck to paycheck, one (1) of those paychecks went to vacation and the other I spent at Christmas. But, going to bi-weekly, we will probably have some savings for the County and it might make it easier for the County, but it would also, our county employees are going to be losing a budgeting benefit that's something that they may need at the salaries that we pay.

Heather Soberg: And I understand that, but also the other flip side of that, when you talk to different people, you're

month. It's the end of the month and you consider that an extra as opposed to applying that to the next year. That puts them behind, or the next month, it puts them behind in their next month and they're playing catch up all month. A lot of people have said that they would appreciate a 1st and 15th or a 16th and 30th or 31st, whatever it would be because they would know they would have a dedicated amount of money on the first of every month when the bulk of their bills come.

Councilman Richmond: If this were a year when we were giving raises, then it would be a no brainer to me. It could be acceptable. Being a year when there's no raises, I considered it. I just want to make sure that we can afford it if we would do this.

Krystal Powless: Well, according to the note I sent you guys yesterday, I believe, I mean several Funds could afford it. But there are some Funds that will struggle to afford it. So, you know, depending on how you're gonna, I know you want to treat everyone the same, but there are a few funds that will struggle because of COVID. For example, Highway's one (1) of them.

Councilman Richmond: That, and then we also got a situation where our insurance increase will be more than the two hundred forty thousand dollars ($240,000.00).

Krystal Powless: Oh, yes. Definitely.

Councilman Richmond: This is a hard one (1) to take under advisement.

Krystal Powless: And I want to say that if you guys decide to do this, I would like to get with Debbie. I would think in order for PERF not to come out, we wouldn't be increasing the salary line items. We would be adding a stipend line item in the funds on the Salary Ordinance to show that we're going to pay a certain amount. Cause otherwise, if you put it in their salary line item, I would think that the contribution to PERF would need to be made.

Councilman Richmond: That clarifies that.

Councilwoman Ledbetter: So, if it's not considered part of their salary, if it's actually a stipend, does that mean they'll be taxed at a bonus rate or will they be taxed at a payroll rate?

Krystal Powless: I cannot answer that. Debbie might be able to answer that.

Auditor Stevens: At this point, I believe that it's taxed at the payroll rate. Can you hear me?

Krystal Powless: Yes.

Auditor Stevens: Okay.

Councilwoman Ledbetter: Well, Debbie, I think it's a really neat idea. I just hope we can afford it.

Auditor Stevens: Yeah, I understand that. And you know, I am all about the taxpayers and you know being responsible with our budgets everywhere we can be. But, I'm also about the employees and the fact that, you know, we made an investment this year of what, sixty-five thousand dollars ($65,000.00) into a job study. And there's absolutely no discussion. There hasn't been since on what are we going to do with those recommendations. I believe our County's gonna come in low for pay for the tasks and skills that are required and the workload that we have as a growing County. And as much as we're all talking about COVID's affecting revenue, and it is and it will for a while, it's also affecting the households of our employees too. So, it's a proposal. It's of course ultimately the decision is up to the Council, the fiscal board. But it's a proposal for one (1), to resolve the situation that we'll have next year with the pay periods. And then, but then to provide some type of a cost of living to the employees.

Councilman Richmond: If we would divide the salaries by twenty-seven (27), everybody would have to understand that it's gonna reduce each pay a little bit and why it's done. That would be a shocker.

Auditor Stevens: Right. There are a lot of things to consider. You know, we do Payroll for three hundred fifty (350) people. Of course, they're not all full-time employees, but there will almost be that many opinions and emotions involved in any kind of a change.

Councilman Richmond: And I know we're having a hard time getting part-time people to work for the amount we're paying when they can go down to McDonalds and make five dollars ($5.00) more an hour.

Auditor Stevens: Absolutely.

Krystal Powless: The real kicker is that we're gonna have to increase the insurance by twenty-eight percent (28%). And where are we going to come up with that money?

Auditor Stevens: And I agree, that's a, that's an extremely serious situation. But then, on the other side of that, when we're talking about can we afford to do something like this that would be a one (1) time increase of one point nine-three percent (1.93%) in the form of a stipend. Not every employee participates in the insurance.

Krystal Powless: I agree, Debbie, I'm one (1) of those people.

Auditor Stevens: Yeah.

Krystal Powless: I can just tell you that I have for example, I've frozen the Highway Budget to last year's salaries and all line items and they're still gonna be about sixty thousand dollars ($60,000.00) short of funding their budget without the health insurance increase that needs to happen.

Auditor Stevens: Okay.

Krystal Powless: And again, a lot of the funds are fine. You know, the Property Tax Funds, people paid their property taxes. But the gasoline tax, you know, and those funds were hit hard. And I again, they'll increase, you know, the Parks Department was hit hard. I think the numbers will start increasing, but right now they can't afford it.

Auditor Stevens: Yeah.

Councilwoman Ledbetter: Well, isn't that what we have reserves for? Isn't that what...?

Krystal Powless: Yes, absolutely. We have money in Rainy Day and that could be an option. You guys could decide to pay the stipend completely out of Rainy Day for all employees. Okay? Instead of paying it out of the funds. There are options to do that.

Councilman Richmond: Our cash balance will go down this year for 2021 too, won't it?

Krystal Powless: For?

Councilman Richmond: I was reading over your notes and the cash balances, a lot of them look like we're gonna be less next year in 2021.

Krystal Powless: Some of them. Some of them. But, not enough that it's concerning that depletes the fund other than the ones where I said we need to reduce, like Parks and Highway, but, Cindy, that's an option. I can't remember what year it was and it's been a long time ago. But, I can remember that we all did get a stipend one (1) year out of Rainy Day of like a thousand dollars ($1,000.00) or five hundred dollars ($500.00) or something like that. So, that could be worked out.

Auditor Stevens: Well, you know, I don't want to go too long and into someone else's time, but I did want to mention that we have a number of funds with cash balances and I've brought this one (1) to the Council a couple of different times to say we should move this money out of this Fund and it's the Post, it's the Landfill Post Closure Fund. There's three hundred thousand ($300,000.00) plus dollars sitting in that fund. I don't understand why we would want to leave funds sitting dormant in an account that we're likely not to use. If there's a situation, then we look at it on a case by case basis. We have Home Rule Funds with balances. You know this may be a time where we take a look at some of these Home Rule Funds and what kind of relief can we give to the General Fund by going to these home rule funds and appropriating from there first before you know we try to find ways, other ways to, to cut. So, and Krystal, maybe that's something we can get together on and look at.

Krystal Powless: Well, Debbie, I do want to say on the Post Closure Fund, I was involved in that from the beginning. And we put money into that Fund every year to make sure that we have enough money in the Fund for the maintenance of the Fund or if anything went wrong.

Auditor Stevens: Right.

Krystal Powless: You know that it's fully funded for the years out that we're required to cover it. Once our requirement is over the money that is left over will be transferred to the General Fund. We can't, we're not able to put any new money into that Fund. So, if you take it out. There's not enough money. So, you're saying, okay, well, we're gonna do an Additional Appropriation from somewhere else to cover that. It's already there. It needs to stay there until we meet our guidelines and we'll transfer the balance over. Otherwise, you're appropriating it in County General or wherever.

Auditor Stevens: Right, on a year by year basis based on maintenance.

Krystal Powless: Right. So, we would use that money somewhere else, but then have to appropriate into another, into the Commissioners' budget. That's why it was put back by Ordinance for years in order, you know, and if there is a problem, God forbid, then we have money in there to cover the issue when they come out and test the site.

Auditor Stevens: But, I mean, clearly that's a Council decision, you know, to leave the money there. It's, it's well more than what we would have to fund for the remaining eight (8) or nine (9) years. I submit, I think I copied you guys on, all of you on it, was to, I submitted our financial test to IDEM and once we hear back on what they project we'll need for the remainder of the time. I think we're down to our 9th or 8th year. But, I'll let you know what they say as we get it back. I'm just saying, you know, it just feels like when I go through Funds and I find dormant money, you know. I just, I look at those things every year and I know we've turned over a lot. We've turned over a lot of dormant funds to Rainy Day and to General in the past three (3) or four (4) years.

Krystal Powless: Correct, and we should do that. I just don't consider that Fund a dormant Fund because we are still making payments out of it. A lot of the Funds that you're talking about are Funds that we don't, we don't, we aren't even making payments out of anymore. And those do need to be reconciled and moved over.

Auditor Stevens: Right. Okay.

Councilwoman Ledbetter: So, you two (2) are going to have a meeting to reconcile and move those over?

Auditor Stevens: Well, I think, I mean, I think it's a good time. If we're looking for money and we're talking about tight budgets

Krystal Powless: I think that's, Debbie...

Auditor Stevens: I do it every year. I look at all the Funds every year. But as I said, we do have funds out there that I think we should say to the owners of those funds, what can you pay from this fund, we'll appropriate it to offset the General Fund.

Krystal Powless: And I completely agree with Debbie with that. I will tell you that I only look at the budgeted Funds by the Council and there are so many more Funds that are not budgeted that Debbie has control over. So, I'm sure she would bring those Funds to you. I just don't have the same opinion as her on the Landfill Post Closure Fund.

Auditor Stevens: Okay.

Auditor Stevens: Okay.

Councilman Richmond: Anything else?

Auditor Stevens: No, and as I said, I emailed these sheets to you. So, as you look at them, if questions come up, just feel free to shoot me an email or call me and I'll be happy to talk with you.

Councilwoman Ledbetter: Thank you.

Auditor Stevens: Thank you.

Krystal Powless: Debbie, if you don't mind...

Councilman Reid: Thanks, Debbie.

Auditor Stevens: Thank you.

Krystal Powless: Can you send, did you hear me, Debbie?

Auditor Stevens: No.

Krystal Powless: If you don't mind, would you forward that email to me so I can check, you know...

Auditor Stevens: I copied you on it.

Krystal Powless: Oh, alright. Okay.

Auditor Stevens: Yep.

Krystal Powless: Thank you.

Auditor Stevens: You're welcome.

CIRCUIT COURT
CASA

Councilman Richmond: Okay, next up is Circuit Court, CASA, combine for Coordinator.

Judge Granger: Good morning, everybody.

Unknown: Good morning, Greg.

Judge Granger: I also have Alex Wing from the CASA office staff is she's still on. You still on, Alex?

Councilman Richmond: She's muted.

Alex Wing: Yes, I'm still here.

Judge Granger: Good morning, Alex.

Alex Wing: Good morning, Judge.

Judge Granger: Who's in charge? Krystal's the Administrator, right?

Krystal Powless: Yeah, it says Cliff.

Judge Granger: Okay, so this is the first time you can actually shut me up by muting me?

Krystal Powless: Let's try it right now. No, I'm kidding.

Councilman Reid: It's nice.

Judge Granger: Alright, well, what CASA is looking at and Alex you can jump in at any time for further explanation. And we understand the financial constraints the County is in. We're not asking to increase the budget at all. We are trying to combine a couple staff positions because we are in a position where we're not meeting State guidelines because we are part-time. The staff is part-time. And in addition to the services they're providing as a Volunteer Coordinator, they're also working on office duties and responsibilities and still trying to compete with the guidelines and the positions so that they can serve what's required. What I, what they're proposing is combining an Office Coordinator position and Staff Advocate and turning it into a third Volunteer Coordinator. The Volunteer Coordinator handles a number of cases while also working in the office duties.

Alex Wing: We're not looking, we're not looking to get rid of those positions per se, we're just looking to use the funds that fund both of those that are empty right now for a third Volunteer Coordinator position for this year. With, due to COVID, our numbers have increased so much. We're actually serving a hundred percent (100%) of our cases, which most counties are not doing. So, we really pride ourselves on being able to serve a hundred percent (100%). Like we have already had a hundred and eighty (180) cases this year versus this year in July, whereas last year we had two hundred and seventy-one (271) the whole year. So, we're already seeing that increases and per State guidelines, one (1) full time Coordinator, if that is their only responsibility, can supervise thirty (30) volunteers. And we're supervising thirty (30) volunteers as a part time employee with a number of other responsibilities.

Judge Granger: Alex, does the proposal include your position which you're about to go on maternity leave shortly?

Alex Wing: I am still working though maternity leave since I don't get maternity leave. So, this is an additional person because we don't have a Staff Advocate or and Office Coordinator right now. So, we are needing just to use the funds for those two (2) positions to fund a third Volunteer Coordinator to get us through because we've really not been within State guidelines and State policy this whole time as two (2) part time Volunteer Coordinators are serving fifty-nine (59) volunteers.

Judge Granger: So, we have two (2) positions we're not utilizing and we want to combine them into a different type, different classification.

Alex Wing: Yes, but we're not wanting to eliminate those positions just yet because we will see an increase in cases more as we go along through this year and as school starts. So, eventually, maybe next year we'll need to open that Staff Advocate position back up, but right now, with this third Volunteer Coordinator, we should be able to still cover all of our cases. But, with an increase in cases, come an increase in volunteers. Which you know, like I said a while ago, we're already out of State policy supervising volunteers and if we only get more volunteers, we're only further out of state regulations.

Councilman Richmond: So, is this an increase required for that line item that you're asking for?

Krystal Powless: Well, I thought there was not an increase. But, Judge, correct me if I'm wrong. We're wanting to combine the two (2), but then we're also wanting to keep the one (1) position. So, would their not be an increase to the line item?

Judge Granger: I thought we were combining the two (2), like Alex said, for the remainder of the year.

Krystal Powless: Um hum.

Alex Wing: Yeah, and our Friends Board is still pledging to cover that Staff Advocate for next year.

Krystal Powless: Okay.

Alex Wing: So, none of this is really out of County Funds. This is the funds that we already have right now.

Krystal Powless: So, basically, what they're asking for is for you to adjust the Salary Ordinance.

Judge Granger: Correct.

Alex Wing: And have up to four percent (4%) raise for all staff in 2021 that is covered by our State Grant, that also is not County Funds.

Councilwoman Ledbetter: I just want to say there may be a risk, let's hope not, you know, I mean, is that Grant, have you received all that money? Is that something that comes in at certain times?

Alex Wing: I do not have the correct answer for that. The Director would be able to answer that further. But, I do know that our State grant is increasing due to our numbers increasing. It will be significantly more than we have gotten this year.

Councilwoman Ledbetter: I hope it would stay that way. Some of those things are starting to be frozen at the State level. So that's something we need to watch out for.

Judge Granger: And Cindy, I think the numbers are dependent on like two (2) years previous. So, it's not a current number. They're going to by numbers two (2) years ago that they're giving additional money.

Councilwoman Ledbetter: We finished our State (inaudible) last quarter of our year, our fiscal year negative nine hundred million dollars (-$900,000,000.00).

Krystal Powless: Holy crap.

Councilman Richmond: That is eating into the Rainy Day Fund for the State surplus. And there's gonna be more. Anybody have any questions? Since this is not County General and it's just adjusting Salary Ordinances, it should be something easy to do. So, Krystal, you'll adjust the Salary Ordinances, then?

Krystal Powless: The only question I have, Judge, if you don't mind, would we not need to adjust the Salary Ordinance for this year if you're planning to do this now? Other than the four percent (4%) raise.

Alex Wing: We're asking for these two (2) positions combined to be up to fourteen-forty-two dollars ($14.42) per hour. I believe that both of those positions combined, the Staff Advocate we have available along with the Office Coordinator position should cover that up to that fourteen-forty-two ($14.42) per hour for the third Volunteer Coordinator.

Judge Granger: Well, that was my understanding. I think your question, Krystal, is, are you saying the Ordinance needs to be adjusted this year, not next year.

Krystal Powless: Yes, cause we're starting this now, right?

Judge Granger: Right.

Krystal Powless: Okay, so, if you don't mind, send me an amended Salary Ordinance for me to get on the Council agenda to get that approved.

Judge Granger: Okay. And where would I find such an Ordinance?

Krystal Powless: I will email you one (1).

Councilman Richmond: If no one else has any questions. I guess that would be all.

Judge Granger: Thank you, everybody.

Councilwoman Ledbetter: (Inaudible).

Councilman Metzger: Thank you.

Councilman Richmond: Thanks, Alex.

Alex Wing: Thank you.

Councilman Reid: Thanks, Alex.

Councilwoman Ledbetter: Thank you.

Councilman Richmond: Alright. That brings us to the end of the scheduled interviews. Is there anything else that needs to come before the Council? Our next meeting is when?

Krystal Powless: Calendar.

Councilman Reid: August 6th.

Councilman Richmond: August 6th.

Krystal Powless: And then our next budget session is August 18th. And I will let you know, if the Governor, here's the, right now, as it stands, on August 1st, if we're gonna meet hybrid, anyone that does not attend the physical meeting does not have a vote. But, Cliff thinks he will extend what is happening now where we can meet hybrid and still vote. So, it will be, I will send out an agenda at the time and let you know whether it will be hybrid or not. And you know, I'll keep you up to date on what's going on.

Councilman Richmond: Okay, sounds good. Cause that State Council that, from the State Counselor's Office of Public Information last night kind of indicated that right now we're good until like you said the August 1st deadline and after that it may be extended by the Governor. He didn't say it will be? But, he said it may be. They're considering it.

Krystal Powless: Right. And just so you know, I advertised the August, the regular meeting as a hybrid meeting, just in case they did extend it so that anyone who wanted to meet Zoom could. But, of course, if he doesn't extend it, then we're gonna have to meet in person. Well, if you want to vote you would need to meet in person.

Councilman Richmond: Right. Okay, is everybody square for now? I think we're okay then. We can adjourn.

Councilman Reid: Motion to adjourn.

Councilwoman Ledbetter: I'll second that.

Councilman Richmond: We have a motion and a second. All those in favor, aye.

Councilman Reid: Aye.

Councilman Richmond: We're adjourned. (Motion carried 5-0).

ADJOURNMENT: Meeting adjourned at 10:31 A.M.

WARRICK COUNTY COUNCIL

DocuSigned by: Greg Richmond 3354AE3D3B4CA...

Greg Richmond, President

Charles R. Christmas

DocuSigned by: Cindy Ledbetter 6C2CFC0CF9F9495...

Cindy Ledbetter

Richard Reid

Brad Overton

Brad Overton, Vice President

DocuSigned by: David Hachmeister 58A2E2CF84142A...

David Hachmeister

DocuSigned by: Ted Metzger E49BB928FFA4497...

Ted Metzger

ATTEST:

Deborah K. Stevens

Deborah K. Stevens, Auditor
Warrick County, IN

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K Georges D.R.S.

Minutes transcribed by Kristine Georges

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L Georgis
Official Recording
Secretary

Councilman Richmond: If no one else has any questions. I guess that would be all.

Judge Granger: Thank you, everybody.

Councilwoman Ledbetter: (Inaudible).

Councilman Metzger: Thank you.

Councilman Richmond: Thanks, Alex.

Alex Wing: Thank you.

Councilman Reid: Thanks, Alex.

Councilwoman Ledbetter: Thank you.

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Greg Richmond, President

Brad Overton, Vice President

Charles R. Christmas

David Hachmeister

Cindy Ledbetter

Ted Metzger

Richard Reid

ATTEST:

Deborah K. Stevens, Auditor
Warrick County, IN

Minutes transcribed by Kristine Georges

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