

**ALLEN COUNTY COUNCIL
MEETING MINUTES
SEPTEMBER 23, 2010
8:30 AM**

The Allen County Council met on Wednesday, September 23, 2010 at 8:30 a.m. in the County Council/Commissioners Courtroom. The purpose of the meeting was for additional appropriations, transfer of funds in excess of the current budget, grants and any other business to come before Council.

Attending: Paula S. Hughes, President; Darren Vogt, Vice President; Roy A. Buskirk; Maye Johnson; Paul G. Moss, Larry L. Brown and Robert Armstrong.

Also Attending: Lisa Blosser, Auditor; Tera Klutz, Chief Deputy Auditor; Jackie Scheuman, Budget and Finance Director; Nelson Peters, Commissioner and Becky Butler, Administrative Assistant.

The meeting was called to order by President Paula Hughes with the Pledge of Allegiance and a moment of silence.

Paula Hughes: First, we have the Consent Agenda. Is there anything that a Council member would like to pull from the Consent Agenda for discussion? If not, I would accept a motion for approval.

Larry Brown: So moved.

Bob Armstrong: Second.

Paula Hughes: **We have a motion and a second. All those in favor please signify by saying aye. All those opposed same sign. The motion carries 7-0.**

Roy Buskirk: Before you go on, I do have a question on the financials. You show that the revenue from the Sheriff's Department, as a total figure and I had asked once about having a breakout on the tax warrants and how much they are collecting on them.

Tera Klutz: We will get you that information.

Roy Buskirk: I would appreciate that.

Paula Hughes: Moving on to the General Fund, we have an appropriation request from the Sheriff's Department.

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Ken Fries: Good morning, Council members. Kenny Fries, Sheriff of Allen County. You know how much this troubles me to come before you. This is the first time, in my history as Sheriff that I have had to come and ask for additional appropriations. We are requesting an additional \$229,000 for the medical fund just to make it through the rest of the year. I blame this squarely on our State Legislators. The law that they passed and took effect July 1st, 2009 basically says that they taxpayers of Allen County and every County, has to pay for inmates' medical care once they are subject to lawful detention by the Sheriff.

Paula Hughes: Including pre-existing conditions.

Ken Fries: Including pre-existing conditions. They don't separate that out. We have had to pay for C-sections, as taxpayers. That troubles me. This includes eye care, medical and dental care and mental care. I know the legislators tried to put this in place thinking that it would save the Counties money but it hasn't. It has actually cost us more money. We have to pay Medicare plus four percent and if there is no Medicare schedule for them, we pay 65% of the typical hospital fees. I am hoping that \$229,000 makes it through the rest of the year. Since August 19th, we have had to spend an additional \$50,000 and that doesn't include medication. We have 744 inmates and many of them are not in the best of health. They come to our facility and if they are sick, we pay for it. My request for \$229,000 is to make it through the rest of the year.

Darren Vogt: What did you do to come up with the \$229,000?

Ken Fries: It is based on what we have been spending over the last several months. There is a breakdown of some of the cases that have cost us the most money and are still incarcerated. There will be some ongoing expenses. I hope that I won't have to come back again and ask for more.

Paula Hughes: This is troubling. Council, if you look at the second page of this request, we have spent \$99,000 on six inmates this year alone.

Ken Fries: It has almost turned out to be that if you have some serious medical issues, go commit a crime. The taxpayers are going to pay for it.

Paula Hughes: Thanks for delivering that message.

Ken Fries: They already know.

Roy Buskirk: I make a motion to approve item number one for medical expenses for \$229,000.

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Darren Vogt: Second.

Paula Hughes: We have a motion and a second. Is there any further discussion?

Paul Moss: I wasn't aware that the law affected pre-existing conditions like that.

Ken Fries: It doesn't specifically state that it doesn't. We actually fought that, our attorney fought that in 1997 and won that in the Appeals Courts however they have said that if we don't, we will be sued again. We would probably lose this time because there is nothing in the law that excludes pre-existing conditions. That is certainly one of the things that we want to have changed this year.

Paul Moss: The most recent law that took effect in July of 2009, does that specifically state pre-existing conditions?

Ken Fries: No, it doesn't talk about it at all. In some of the committee discussions, they used pregnancy as a topic that they talked about. Certainly we hope that was a pre-existing condition or we have some other issues to deal with. They talked about it and didn't specifically exclude pre-existing.

Paul Moss: It was simply not addressed. I thought there was case law out there that talked about that and had sided with the Counties.

Ken Fries: If you don't pay for it now, you will pay for it later in attorney fees and medical costs. The other caveat that they put in place is that the Sheriff cannot release somebody based upon the fact that you don't want to pay medical costs. If somebody goes to the hospital and has a heart attack, typically they would be released if it was a minor crime. The law now says that you can't do that and if you try to do that, you still pay the medical costs.

Maye Johnson: When did the State decide this?

Ken Fries: It took effect July 1st, 2009.

Paula Hughes: So it was in the legislative session of 2009?

Ken Fries: Yes. It does nothing about any other police agencies but the Sheriff. If a County Police Officer arrests a guy who is injured, but a City Police Officer arrests a guy who has the same injury, they don't have to pay the medical costs. We do. It should be, as far as I am concerned, if the police

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are going to have to pay for it and the taxpayers are going to have to pay for it, spread it out. It is a very poorly crafted law that needs to be reworked.

Darren Vogt: We need to have this as part of our legislative agenda then. We have to somehow figure out a way to make it equitable or not pay it at all.

Ken Fries: I believe that the author of the bill originally, once this happened up in St. Joe County, said that they want to rework the bill and that it has some flaws.

Roy Buskirk: Is that the same legislation that raised the liability of the County?

Ken Fries: I don't know if that was incorporated there or not.

Roy Buskirk: That has been about a year-and-a-half or so ago. They increased the liability to the County about double. The liability insurance policy went up over \$50,000 a year. The premium did.

Ken Fries: I don't see our medical costs going down until this law changes.

Paul Moss: Even then they may not go down. What I am trying to get at here is that if the increase in expenses is due to bad luck and increase utilization or if it is due to you covering, for lack of a better term, the pre-existing conditions. As you know, I am somewhat involved on the other end of that and I wasn't aware that you were covering the pre-existing more now than before. The other part of this is that it is a really complicated issue as far as the State Legislature trying to tackle it. As the Sheriff pointed out, very appropriately, the City Police have a habit of defaulting to having some sort of evaluation done. They will take somebody into our local facilities and have all sorts of blood work and other things done and not give any consideration as to who is going to pay for it. Somebody has to pay for it.

Ken Fries: That is part of the problem. The vast majority of our inmates are City residents. The vast majority are brought in by City Police. We don't accept them into lockup if they have injuries. They have to take them and get a release. They may get a release but then they are at the jail for three or four days and they go through Medical and they have to go to the hospital and we have to pay the bill. Initially, when we accept them, they may be okay and then you have ongoing problems that we, the taxpayers, have to pay for.

Paul Moss: I do want to clarify one thing though. You said that the bills are getting paid. The bills are not getting paid at any of the facilities. There is a significant amount of money that is being written off. You're right, this is a

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taxpayer burden but it is also a community burden because those costs get spread out all over.

Roy Buskirk: I think that you did make a comment that the fee is a percentage of Medicare.

Ken Fries: Medicare and four percent. If it is not in the list of things that Medicare covers, then it is sixty-five percent of the typical hospital billing fees.

Roy Buskirk: So right there, even if they are paying, the hospital is still writing some off.

Paul Moss: In theory that was a good idea. Previously they would have been looking at some sort of a contractual rate with the hospital. That was certainly more advantageous to the hospital. Medicare is a significant reduction in that. Again, in theory, you should be paying less on a unit basis. A lot of factors go into it.

Paula Hughes: **Okay, Council, we have a motion and a second. Is there any further discussion? All those in favor please signify by saying aye. All those opposed same sign. The motion carries 6-0-1 (Moss abstained).** Next we have an appropriation request in the Coroner's Office.

Dick Alfeld: Good morning, Dick Alfeld, Allen County Coroner's Office.

Mike Burris: Mike Burris, Allen County Coroner's Office.

Dick Alfeld: We are here, once again, requesting an automobile appropriation. Right after I left you the last time, the Jeep broke down again. It has been in the shop again. We redlined it for a period of time but it is back on the road now. Larry Pray says it is only a matter of time before it goes down again. Here I am again asking for an appropriation for another one.

Paula Hughes: Council, are there any questions?

Darren Vogt: What is the use of this particular vehicle?

Dick Alfeld: It is a take-home vehicle for a Senior Investigator. It is a 24/7 emergency equipped vehicle. It has red lights and siren.

Darren Vogt: How many of those vehicles do you have?

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Dick Alfeld: Two. We have a third that is a pool car. My car has 103,000 miles on it.

Darren Vogt: So you have three of them and how often is the person on-call?

Dick Alfeld: We are on day-shift duty and then that person is on-call for three days, off for three weeks and then on for four days.

Darren Vogt: On-call three days a month?

Dick Alfeld: No, they are on-call seven days a month.

Darren Vogt: Okay and what is the pool car and how is that used?

Dick Alfeld: It is used for our administrative person and when she is on-call, she uses that.

Darren Vogt: And then the third car is your car?

Dick Alfeld: Yes, I have a car that is going to go to the pool car. It has 103,000 miles on it. The Jeep has about the same and the other car that we have is a 1999 Ford Crown Victoria. It has 157,000 miles on it and we are going to give that back to the garage.

Darren Vogt: What I am trying to figure out is why this is a take-home vehicle? The Commissioners are in the process of trying to re-evaluate cars and get rid of cars as best as they can. I am trying figure out why there is three vehicles that are take-home vehicles versus one vehicle for emergencies and why the person that is on-call doesn't take that one.

Dick Alfeld: The Chief Investigator has a vehicle. The Investigator has a vehicle. I am on-call 24/7/365 and Mike will be. The Investigator is on-call during the day and the position has had a take-home vehicle since it began.

Darren Vogt: I want to know why they have a take-home car.

Dick Alfeld: They are on-call and if we need them, we call them in. Here is the situation that you have in other Counties, for example Marion County, they have twenty-seven full-time employees. You have four full-time employees. They have somebody on-call 24/7. They are twice as big as we are and they have two people on-call 24/7. They work one day on and two days off like the firemen do. We have three full-time people, one Elected Official and three part-time people. We have a very good deal here now. If I am out on call and I need something, I will call my Investigator and have her come out and

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do a case. If I need the Administrative Deputy, she will do that as well. They will take a call from whoever is on-call. We all do that to cover each other because we are a small staff. We don't have the luxury of having one person on-call 24/7 on a rotating basis. We have enough cases that we could probably do that but we don't need to do that as long as we have somebody available to cover when we get backed up. We have had situations where one winter Dr. Brandenberger was out on a case, I was out on a case and Dr. O'Shaughnessy was out on a case. This was back in the day when Dr. O'Shaughnessy was the Coroner. The three of us were out and we had another case come in. We called the person that was home and had them come in take care of the case.

Darren Vogt: I am trying to justify that one time that you just talked about.

Dick Alfeld: I am just saying that we cover. That was a decision made a long time ago that these vehicles be utilized in this fashion.

Darren Vogt: I am struggling with the usage of the vehicle as a take-home car. I am not saying that you might not need a vehicle but three take home vehicles...

Dick Alfeld: Two take-home vehicles and a pool car.

Darren Vogt: Why aren't they all pool cars? Explain that to me, I guess.

Dick Alfeld: Because we are on-call.

Darren Vogt: Somebody is on-call after business hours every night.

Dick Alfeld: Right.

Darren Vogt: And that person rotates about seven days out of a month.

Dick Alfeld: Right.

Darren Vogt: Can that car not rotate to whoever is on-call?

Dick Alfeld: Sure but I am not going to leave my car down here in that parking lot. Would you leave your car parked over there for seven days?

Paul Moss: But it is not your car.

Dick Alfeld: I would have to drive my personal car to get the pool car.

Paul Moss: Okay, I see what you are saying.

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Dick Alfeld: We keep our equipment in there, body bags, safety equipment and all of those things are kept in the vehicle.

Darren Vogt: I understand the equipment piece of that. I am just struggling with everyone having a take-home car. How many calls is the person taking out on a regular basis? How many calls do you go to on a monthly basis?

Dick Alfeld: I can't say exactly.

Darren Vogt: Anecdotally.

Dick Alfeld: Four or five times in a week. In a month about fifteen times.

Darren Vogt: I guess I am still not clear. The longest period on-call is three days of time?

Dick Alfeld: No, four.

Paula Hughes: As he has started explaining it, it seems to me that the department is organized to maximize the efficiency of a limited number of people. Part of how you do that is making these cars accessible to a higher percentage of people. Is that kind of a nutshell of what it is?

Dick Alfeld: Yes, basically it is. We have a very efficient department. If you considered our cost per case, it is way below the State average. Lake County has twenty-eight employees. They have twice as many cases as what we have but they have twenty-eight employees.

Paul Moss: That is not really one that you want to compare to.

Roy Buskirk: Look at the number of cases that they have. That would be the number to compare than population.

Dick Alfeld: Their number of cases is about double what ours is. For that, their budget is ten times our budget.

Paula Hughes: The real issue is whether or not it is appropriate for the vehicle to be a take-home vehicle, right? Is that what you are getting at?

Darren Vogt: The number of vehicles, in the department, as take-home vehicles. I have had conversations with the Commissioners about what they are trying to do to reduce our fleet and I am looking at this one and going there are three take-home cars that are on-call and the real reason there is a take-home vehicle is because they are on-call and there is equipment. I am

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not sure that two vehicles on an on-call basis aren't sufficient given the situation of the number of calls and the rarity of them. I will say that you have vehicles that are aging.

Dick Alfeld: The Jeep is ten years old. My car is five years old and I have about the same amount of miles. I drive the farthest and I have to go to Indianapolis a lot. I am the Legislative Liaison for the Coroner's Association. That has saved us a lot of money over the years, by the way, to get legislation passed that has helped us. I go around to the schools and teach and that sort of thing. I live much farther away than anybody else.

Paul Moss: It seems to me that there are two issues. One is does the car need replaced? I think it is fairly obvious that it does. The other is, is it legitimate for them to have the number of take-home cars that they have? If the Commissioners are taking a look at that policy again, and I applaud, let them take a look at it and evaluate it. I can lean both ways on it, frankly. There are good arguments on both sides. I think I would lean, given the service they are providing to the County, letting them have the vehicle replaced.

Roy Buskirk: I think what you are trying to make the point of is if you are only on-call seven days a month, you shouldn't have to have a take-home car.

Paul Moss: But they don't stack those days. I think we would have to have a significant discussion about the operations in the Coroner's Office, which I am happy to do, not here but maybe in the Commissioners planning meeting or whatever they are doing. You can sit here and intuitively say that if they have someone on-call for a week at a time, then they could plan ahead and have someone drop them off and pick up the pool car. It sounds like the way you stagger the call that would be a little more difficult to do. There are other factors that you have to consider too in terms of being fair to the employees and things of that nature. I just don't know if we can resolve that issue here and right now.

Roy Buskirk: The one thing with the co-location taking place and the Police Departments being in this building, the security of your private vehicle sitting here would increase.

Paula Hughes: How many total employees in the department?

Dick Alfeld: Total employees are seven.

Paula Hughes: And you have two and a half cars. It just doesn't seem excessive to me.

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Roy Buskirk: I think you have more cars than that.

Dick Alfeld: Two and a half cars, that's it.

Darren Vogt: Three cars. It is nearly a two to one ration of cars to employees. I am looking at two different things. From the repair standpoint on this vehicle, most of the maintenance on it, other than one issue, was routine maintenance on a car that has 105,000 miles on it. It is not excessive maintenance other than the one issue that hopefully has been resolved.

Dick Alfeld: The vehicle, this year, has been a constant problem. It has broken down on the way to work or the engine light came on several times. There have been times that are not on the record such as a vacuum tube came off and they plugged it back in.

Darren Vogt: That is another problem then.

Dick Alfeld: The vehicle has had sensors and all kinds of other things go out. Once a month or once every six weeks, it is breaking down. The last time it had to be towed in because it didn't run.

Darren Vogt: In your documentation, you say that it has been in ten times.

Dick Alfeld: It has.

Darren Vogt: That is my point that it hasn't been according to the system. That's a disconnect because it doesn't give us good information.

Dick Alfeld: It broke down on the way to work and she drove it to the garage, they found the problem, fixed it and away we went.

Darren Vogt: And nothing gets documented on something like that.

Dick Alfeld: It didn't get documented. That is an issue and it has happened several times. Plus, the vehicle fits the criteria and is an emergency vehicle. It took our entire repair budget this year.

Larry Brown: One comment that I would like to make is that this is the first time, at least for me, that I have seen this new form. I like this form but the one line is not filled out is "will this vehicle be reassigned". Do you know what the status of this vehicle is?

Dick Alfeld: I do know.

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Darren Vogt: I think it was handwritten in that it was yet to be determined.

Dick Alfeld: I think it is yet to be determined because I don't think they have made up their minds yet.

Darren Vogt: From my conversations with Larry, it is going to be reassigned.

Roy Buskirk: You mentioned that the Commissioners are studying the take-home vehicle policy and preliminarily there are about fifty vehicles in the County. Some of them, because of the low mileage that they use them for, there will be reimbursement to the employee for mileage used. It runs right at a thousand dollars per vehicle, for the County, just for liability insurance. Each one of the vehicles that can be eliminated would be a thousand dollars right there. The Coroner's Office is one of them that they are looking at.

Paul Moss: Have you had this vehicle since it was new?

Dick Alfeld: Yes.

Paul Moss: So you are averaging ten thousand miles a year.

Dick Alfeld: It got a lot more miles when I drove it and I drove it for five years. It had seventy thousand on it when I gave it to Patt.

Darren Vogt: And when was that?

Dick Alfeld: In 2005 when we got the Trailblazer. It has been a bullet-proof vehicle.

Darren Vogt: So commuting is what is getting the miles on it. That is the struggle that I am looking at. I am just not comfortable, at this point in time. Commuting miles is just not something that the County should be doing.

Paula Hughes: So do you want to approve this and just have it not be a take-home vehicle?

Darren Vogt: It doesn't address the on-call issue.

Paula Hughes: If commuting miles is the issue, and I agree, then do you say it is not a take-home except for the days on-call?

Darren Vogt: Is this going to be your car?

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Dick Alfeld: We don't have the one that you approved last month. There is a backlog in the orders. One will be mine and one will be the Investigator's.

Darren Vogt: You still have the 2005 that is not giving you any trouble. So you will have the new one that we gave you last month plus this new one and the 2005. Council, I am not supporting this at this point in time.

Paul Moss: You are talking about the commuting miles and you are defining those as people coming from their home and into the office.

Darren Vogt: They are mainly administrative type work.

Paul Moss: Is that an accurate description?

Dick Alfeld: Not really. Most of my miles are put on driving back and forth to Indy.

Paul Moss: Not your miles. I am talking about the other one.

Dick Alfeld: No, actually not. It is about a ten-mile commute.

Paul Moss: What ten miles are you talking about?

Dick Alfeld: On a daily basis.

Paul Moss: To and from what?

Dick Alfeld: To and from home. Most of the miles are casework during the day, going to the hospitals and that sort of thing.

Paul Moss: I am trying to give you an opportunity to refute what he is saying.

Dick Alfeld: Most of the miles that are put on this car are put on during duty time and not during the commute. The commute is very minor. It is a five mile one-way commute for that vehicle.

Paul Moss: And then the rest of the miles, during the day, are for doing what?

Dick Alfeld: Going to the hospitals, going to crime scenes, going to autopsies, going to pick up blood, going to the State Police Post and going to wherever.

Paul Moss: Can you just give a general idea of how much time is spent in the office during the day and how much time is spent out doing that sort of thing?

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Dick Alfeld: Probably 60/40, with sixty in the office. And that is for the Investigator. For the Administrator, it is probably 80/20. For me it is probably 40/60.

Darren Vogt: The total number of miles driven, in 2009 on this vehicle, was 7,843. The Commissioners sent out a request for information on cars. Has that information been given to the Commissioners as well?

Dick Alfeld: Yes.

Darren Vogt: Contrary to what I have, they have not received any of that. You might want to make sure that they get that information.

Dick Alfeld: We filled out the appropriate paperwork and turned it in.

Darren Vogt: You might want to check with the Commissioners to make sure that they have that. I am not sure of the information that they need.

Roy Buskirk: Did you maybe turn that in to the Purchasing Department?

Dick Alfeld: Whenever they sent us the sheet, we filled it out and sent it in. I haven't seen the sheet in probably better than a year.

Roy Buskirk: Oh, no, this is real current. It has been the last couple of months.

Dick Alfeld: I have not seen any.

Paul Moss: When this vehicle is in the shop, how does the operation continue?

Dick Alfeld: They give us a loaner car.

Paul Moss: Nobody ever uses their personal vehicle?

Dick Alfeld: No.

Larry Brown: Let's pause for just a second. Let me ask Chris Cloud, who is in the audience, has a request for information been sent out to all departments to gather data?

Chris Cloud: Actually Dave Fuller was involved.

Dave Fuller: It came through Purchasing and as far as I know, all departments that have vehicles were sent a request for that information.

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Dick Alfeld: We did fill out something about that.

Darren Vogt: This take-home car is at 7,834 miles.

Roy Buskirk: One of them in the Coroner's Department. It is not necessarily the one that he wants to replace.

Darren Vogt: The other one was driven 9,532.

Roy Buskirk: Yes, there are two of them that they are looking at.

Darren Vogt: We just replaced one vehicle a month ago.

Paula Hughes: Council members, what is your pleasure on this?

Bob Armstrong: I think you need to address the issue of why he came to the table for the vehicle. The take-home thing is the Commissioners' issue and when they get that where they want it, they can bring it back to us. I think we are looking at two different issues here. I would rather just address the issue of the vehicle as he has requested to come in front of us and go from there on the take-home part of it.

Darren Vogt: I think if we do that, we are doing it with blinders on. If we hadn't just purchased a car for them a month ago, then I might agree with you. We just gave them a new vehicle and this would put them at two new vehicles which would take them to three or actually four if you count the 1999 that they have. They have the 1999 Crown Vic, the 2001 Jeep that has some minor issues, the 2005 and the new one. That gives them plenty of vehicles to work around. When the Commissioners figure out what they are going to do and we purchase a car, we have liability insurance that has to be purchased and we haven't done ourselves any good other than make a liability that we have to keep insurance on.

Roy Buskirk: This is one of the vehicles that will possibly be eliminated.

Bob Armstrong: I call the question that we address...

Paula Hughes: There is no motion on the table.

Bob Armstrong: Okay but we are beating a horse here. We are talking about two different issues.

Maye Johnson: The Commissioners are discussing this. Do we have any idea when the discussion will be over or when the study is to be completed?

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Darren Vogt: It has been ongoing.

Roy Buskirk: It is more to the forefront than it has been.

Maye Johnson: I am inclined to wait until that study is completed.

Roy Buskirk: Bob and I met with the Commissioners and brought up this issue. That is the reason that some of the information was given to us this week.

Darren Vogt: If no one is willing to make a motion, let's move forward.

Paul Moss: The one question that Larry brought up, and I agree that we are beating a dead horse and now we are in the flogging stage of it, the issue of it being auctioned or reassigned, do you know if we are going to increase our net number of vehicles as a result of this?

Dick Alfeld: I do not know.

Darren Vogt: I will answer because I have had direct conversations with Larry and when this came up last month, and not since, this car was not going to go away. A car somewhere down the line may go away but this particular car will probably stay in the fleet.

Dick Alfeld: I am not sure that is correct. If you have talked to him since...

Darren Vogt: I said that I have not.

Dick Alfeld: Well, I have and I don't believe this car is going to stay in the fleet. It has been a problem and he has recognized that it has been a problem. When I asked him for the printout, he said we should wait because there is going to be something else happen before you get there.

Paul Moss: There is a pool vehicle for use now?

Dick Alfeld: We have a pool vehicle with 157,000 and two rusted fenders and that is one that is going to go away. That is not a fourth vehicle and will go away.

Roy Buskirk: So you are going to keep this Jeep in your fleet then.

Dick Alfeld: No.

Roy Buskirk: Then you are getting rid of two vehicles.

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Dick Alfeld: The vehicle that we are replacing with the new vehicle that was approved in August is for the Ford that has 157,000. He represented that we are going to have four vehicles and we are not. The Ford is going away.

Darren Vogt: Potentially you could. Just long enough to get it figured out.

Paul Moss: Just to move this along, I am going to move for approval of item two for \$22,000.

Bob Armstrong: Second.

Paula Hughes: We have a motion and a second. Is there any further discussion? All those in favor please signify by saying aye. All those opposed same sign. Let's do a hand vote. All of those in favor (Hughes, Armstrong and Moss). All of those opposed (Vogt, Johnson, Brown and Buskirk). The motion does not pass, 3-4-0. We will move along to the Building Department.

Dave Fuller: Dave Fuller, Building Commissioner. I am here today regarding a request for \$40,885 for scanning our historical documents that are currently on microfiche in our office. We have records that date back to the mid-1970's and when we went on Accela in July of 2008, it allowed us to start scanning documents as the projects are finished and we can store those documents electronically. They are then accessible to our desktops and may eventually be accessible through the internet once we get the citizens access portion completed. That did not account for all of the microfiche records that we had prior to going onto Accela. The microfiche viewer is still working but the copier is not and would cost several thousands of dollars to replace that. Rather than spend the money on the old technology, our request is to have Imaging Office, the County's contractor, to do this project. That would then have all of our records scanned and we could get rid of the microfiche completely.

Paula Hughes: I know that the County has an agreement, and maybe it is with Imaging Office Systems, is this the same?

Dave Fuller: Yes, it is the same company.

Darren Vogt: What is the timeframe on how long we have to keep the documents?

Dave Fuller: We keep ours for seven years. We have to keep the paper files and we have a storage room and those documents are saved. We don't access those if we need to look up historical records. We access what is in the system

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or the microfiche records. At the end of the seven year period, we can dispose of those paper records but we will still have all of the electronic records.

Darren Vogt: So seven years is the paperwork.

Dave Fuller: Yes. This was in our strategic plan for 2010 and at that time, Accela had just been implemented and so we didn't have a price on this project.

Paula Hughes: Councilman Buskirk?

Roy Buskirk: On the Accela system, I know there were quite a few problems when it first came on board. Have most of them been worked through or are we still having some trouble?

Dave Fuller: We are still having some issues but only because an off-the-shelf system isn't as customized as what we had. The primary challenge has been with our department because we had a very good custom system before. It has been advantageous to all of us because we now have records to everything that every department on Accela has. We are not making all of the phone calls and sending all of the emails to find out what is going on. We can look at the computer and find out what is going on.

Roy Buskirk: And there currently is an upgrade being installed?

Dave Fuller: We are in the middle of testing the 7.05 version. That will solve some of the old issues that are still pending from the old version. We have talked to them about some custom scripting that will solve some of the old issues primarily for mobile wireless that our inspectors and the Neighborhood Code inspectors are doing. They have been open to those changes.

Roy Buskirk: When that is fully installed, then they will be able to submit plans and stuff over the internet?

Dave Fuller: Yes. Everything coming through the Appextender system and through the internet and we hope to be able to do permits by December.

Larry Brown: Dave, those upgrades, is that at a cost or is it part of the maintenance?

Dave Fuller: Part of the maintenance.

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Roy Buskirk: So that the rest of the Council knows, this is one thing that Larry and I have been working on, in a committee, to improve the permit system. This is one thing that the private sector has asked for to be able to electronically submit plans and everything. It really helps on a lot of other issues because before, when you had to do everything on paper and there were changes made, one department might have gotten the change and another department might not have gotten it. With it all being done electronically, every department receives the changes. I think we are making some progress on this and so I would make a motion that we approve item three for the contractual.

Maye Johnson: Second.

Paula Hughes: We have a motion and a second. All those in favor please signify by saying aye. All those opposed same sign. The motion carries 7-0. Next we have what amounts to a transfer request. Commissioner Peters?

Nelson Peters: Nelson Peters, Allen County Commissioners Office. What you have before you today is a request to transfer \$103,576 for an attendance enterprise web-based time keeping system. The good news is that as we have gone through our due diligence, it doesn't appear that it is going to cost \$103,576. As this thing has evolved, we have been able to go back to the table and cut some costs. We have gotten a more realistic picture and it appears that the number is closer to \$78,878. That is for the initial implementation of the program. The ongoing costs appear to be about \$7,700 a year for this system. The genesis of this system began about a year ago. There were several departments including Planning Department, Circuit Court, Health Department, Youth Services, Prosecutor's Office and the Election Board who all agreed to be the guinea pigs for a time management system. The idea is to provide a little relief for payroll people in the individual departments and provide a little relief for the Auditor's Office in terms of the input of a lot of the payroll data and provide greater accountability for taxpayers. They have great assurance that County employees are indeed on task during the hours that they are supposed to be on task. There was enough of an interest in this program that the Treasurer, Building Maintenance Department and Human Resources came to the plate and said that they would like to do this too. The problem with this issue is that you have to buy these licenses in blocks of one hundred. We got through those departments that had money in their budget to do something at the outset. I'm sorry I missed the Clerk's Office. When we got to the remaining four offices, the money wasn't as readily available for this particular project. The Commissioners came back to the table and said that we already had six departments onboard and it appears that there are four more getting ready to get onboard so why don't we just make it a policy that everybody, in the County, will be on this time management system.

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Then we would go back and ask the Council for the remaining people to get on this program. That is what you see before you today in the request for \$78,878. You will see that there are 1,150 licenses that still need to be bought for employees at a cost of \$36,600. There are roughly 155 supervisors that would have a little bit different licensing because of their ability to access the system and deal with some of the tweaks and changes that may have to be made. That would be a cost of \$17,747. There are installation costs at \$3,500 and there will be training that is necessary. The training is something that we believe is going to happen in about waves of ten training sessions. We figure that we can get about 100 people or so trained at any given time. It is \$450 a session and so it will cost about \$4,500 for the operator training and the supervisor training will cost about \$2,950. When you look at the number of computers that we think we will take out of the refresh program, or be the fifth year computers that wouldn't go off to auction or what have you, we would salvage about fifty of the best of those, Atos tells us that there is still going to be a twelve dollar charge per computer and there will be monitors that will go with those computers. Typically when you get the new computers, you don't get the new monitors with them. That would be at a total cost of \$7,500. There will be \$6,025 that will be necessary for the initial support for those individuals who are not yet on the program and that will bring the total cost to about \$78,900. That is still a ballpark figure but we think that I was comfortable enough to bring to you. It is significantly less than the \$103,576. There is one other issue that I hesitated to bring but I think it is important for you to know that there are other ways to do this time keeping system. What you are looking at here is a bare-bones minimum. There are some departments that already have hand scanners. They read the fingerprints, size of the hands and all of that good stuff. That way, someone can't come in and clock in for Nelson Peters. It was our thinking, in the group, that it was something that was above and beyond the basic and if there were departments that wanted that type of enhancement, then they would have to come to you or find someplace in their budget to get that. You are looking at a bare-bones structure here that we believe will work and create a greater accountability. I would be happy to answer any questions.

Larry Brown: Is this Countywide?

Nelson Peters: That is where we are headed. We are not going to be able to make it Countywide because we are going to have to do the training in waves of give or take one hundred. We anticipate each wave of coming on about every sixty days.

Larry Brown: Okay, let me rephrase that.

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Nelson Peters: Ultimately it is our intent to have it mandatory and Countywide.

Paula Hughes: But this is not funding for it to be Countywide?

Nelson Peters: This is for funding for it to go Countywide.

Larry Brown: The yearly maintenance, is that a department budget item?

Nelson Peters: No, we will probably come back to you and that will be the \$7,695 that you see at the bottom.

Larry Brown: Is that total or just for these new ones?

Nelson Peters: That would be for everyone in the County.

Darren Vogt: Does that include the computer system? You said twelve dollars per computer. Is that in the bottom figure of \$7,695?

Nelson Peters: No.

Larry Brown: No, it would be the \$7,500.

Darren Vogt: The \$7,695 does not include the Atos increase?

Nelson Peters: No, you are looking at a figure of twelve times fifty computers.

Paul Moss: This is not like a card swipe system. They come in and have to log into their computer?

Nelson Peters: There are a number of ways you can do it but what we are proposing here is more of a login system. There is a card swipe system that can go with it and we will be looking into that because potentially we may be able to use the County ID badges as they are right now. It does hand scan and card swipe and computer input. You can also call in from a 1-800 number and there is a little more cost to do that.

Darren Vogt: The card swiping would seem like a nice way to do it.

Paula Hughes: Councilman Buskirk?

Roy Buskirk: Lisa, you are using this system?

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Lisa Blosser: For about a year and a half we have been on this system. I highly recommend it. I have been pushing the Commissioners to use it Countywide. It is a really good system and we have been working on integrating it with our payroll system. It should save the departments a lot of time. We are doing some testing on it right now. I highly, highly recommend it. A lot of departments are still using timesheets which is an all manual system. Accountability-wise, I highly recommend it.

Roy Buskirk: So when you said all County employees, offsite employees like the Highway Department?

Nelson Peters: Right. That is where these numbers are not as tight as I would like them to be. We counted about forty-one departments but we also counted a number of off-site locations like the Highway Department and the Sheriff's Department and a few others out there that took that forty-one departmental need up closer to fifty.

Darren Vogt: Move for approval of items four reduction in County Council Contractual in the amount of \$78,878 and appropriation in Commissioners Contractual in the amount of \$78,878.

Roy Buskirk: Second.

Paula Hughes: **We have a motion and a second. All those in favor please signify by saying aye. All those opposed same sign. The motion carries 7-0.**

Nelson Peters: Thank you very much and I would like to remind you that I will probably have to be back for the annual support dollars sometime in the future.

Paula Hughes: All right, next up is Community Corrections.

Sheila Hudson: My name is Sheila Hudson and I am the Director of Community Corrections. With me is Jeff Stevens, Controller. Over the last three or four months, we had the opportunity to amend the stimulus grant with the Indiana Criminal Justice Institute. What I have before you today is an additional appropriation for this. As we got closer to the opening of the Kelley House, we re-evaluated what we needed and this is the reflection of that. The unappropriation of the Psychologist, what we have done is develop a much more intimate relationship with Park Center.

Paula Hughes: That shows up as item six for us.

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Sheila Hudson: The psychologist is no longer in our line item as an employee but is part of the contractual arrangement that we have with Park Center. The psychiatrist, mental health, classes and clinical nurse is all part of the package that we put together with Park Center. That is why you see so much money in the Contractual Services. If you have any questions regarding the Kelley House, I will be happy to answer them.

Paula Hughes: Council, are there any questions? There is a salary ordinance for the Mental Health Clinician. Did that need to go through Personnel or no?

Jackie Scheuman: It is not a new position, it just changed the funding.

Roy Buskirk: She opened the door on the Kelley House. What kind of capacity does it have and what is the current occupancy?

Sheila Hudson: The bed capacity is forty-eight and we cannot go over that. We were going to open the doors on Monday but we are going to wait a couple of more weeks. It is such a complicated process for plea agreements and modifications of orders. Listening to the Sheriff discuss the medical issues at the jail and the population that we are serving here are four times more likely to be in and out of the jail than any other population. The population that we serve has medical issues that cause them to die twenty-five years younger than the rest of us and so I am hoping that I can make a little impact on that considering that there are only forty-eight beds.

Roy Buskirk: Thank you.

Darren Vogt: One quick question. This is stimulus money?

Sheila Hudson: Yes.

Darren Vogt: What is the backup plan? Stimulus money is only good for so long. Is Criminal Justice going to come up with the money?

Sheila Hudson: They have been very supportive. The Indiana Criminal Justice Institute approached me about writing the Federal grant to begin with. They are called Federal Burn Grants and we are in the process of writing our second one. That is a quarter of a million dollar grant and is for the medical part of it. Also, the State Department of Corrections has committed half a million dollars that I have been able to re-appropriate and we have reallocated our staff out there. For the next two years, I am in good shape.

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Darren Vogt: I would recommend that you say something to the Federal government that they change the name from Burn Grant because they do burn through money at the Federal level.

Paula Hughes: Council, are there any further questions? I look for a motion to approve.

Darren Vogt: Move for approval of item number six to unappropriate \$22,500 in Psychologist.

Roy Buskirk: Second.

Paula Hughes: All those in favor please signify by saying aye. All those opposed same sign. The motion carries 7-0.

Darren Vogt: Move to approve the appropriation in Comprehensive Mental Health Services Fund 233 in the amount of \$333,925.

Roy Buskirk: Second.

Paula Hughes: We have a motion and a second. All those in favor please signify by saying aye. All those opposed same sign. The motion carries 7-0.

Paul Moss: Move for approval of an amended salary ordinance for a Mental Health Clinician with an annual salary in the amount of \$39,879.

Darren Vogt: Second.

Paula Hughes: We have a motion and a second. All those in favor please signify by saying aye. All those opposed same sign. The motion carries 7-0. All right, Council, Discussion and Other Business to Come Before Council, we have the Strategic Planning Executive Committee.

Nelson Peters: Good morning, again. Nelson Peters, Allen County Commissioners Office.

Pat Fahey: Pat Fahey, Department of Planning Services.

Nelson Peters: We will try to keep this brief. We know that you have other things that you want to get on to. We are going to talk a little bit about Strategic Planning, where we are and how we might be able to help each other with respect to moving this plan forward. We are going to talk briefly about the history and some of the issues that we have been confronted with at this particular point and get a better understanding of some of the tools

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that may be more helpful for you. We will talk briefly about some of the wins that we have had in the Strategic Planning operation. As you may recall, Councilmen Vogt and Moss, Councilwoman Hughes and I met as far back as 2005 with John Stafford to try and get a better understanding of how we could position the County for the future. There were a number of thoughts that went behind that from an all-out capital driven perspective to maybe the typical corporate government-wide strategic plan that included goals and objectives and strategies. We kicked that around for a while and didn't get a lot of traction. With the help of Chris Cloud, we gained a grant from the Foellinger Foundation in late 2008 to bring someone on to help direct the process on a more full-time basis. We developed an executive committee, a number of who are here today. Pat and I are part of that along with Jeff Baxter, Chris Cloud, Dave Fuller, Maye Johnson and Larry Brown. I apologize if I have forgotten anyone else. We put the plan together and I think came out with what was a very good goals oriented program for 2009. The nostalgia sort of wore off at that particular point and as we began to move into 2010, we weren't met with quite the enthusiasm that we were in earlier times. With that, let me have Pat address some of the issues.

Pat Fahey: As Nelson mentioned, we are continuing to work on updating the Strategic Plan and we do have a draft of an updated plan. Just to note, the 2009 plan did win an Association of Indiana Counties Achievement Award. It was recognized for the quality of that plan and the work that went into it. As we did continue to work on the update, we struggled as to how we were going to integrate the plan into the County's management structure, fiscal structure and into the budget process. Obviously there has been a lot of discussion about different budgetary related issues. We talked about how we could do that. We came up with a number of different ideas in terms of ways to maybe integrate it better into the fiscal structure. As you recall, we did meet individually with most Council members to talk about some of those ideas. I believe that there was specific information asked for in this year's budget cycle that Strategic Plan information be included as part of that submission. We are continuing to work on those types of issues. It has kind of held up a completion of the updates for this year. We did complete most of the next steps that we talked about as part of the 2009 plan. One thing that the plan has done is that it makes it much easier to identify accomplishments from the different departments and offices. There have been a number of accomplishments noted in the plan and I am going to give some brief examples of those. The County website was updated in a collaborative effort with the County Assessor, Auditor and Treasurer's offices on the property tax and assessment information system that was added to the website. The Assessor's Office successfully held its first County Fiscal Summit.

Paula Hughes: It was the Auditor's Office that held the Summit.

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Pat Fahey: Sorry.

Paula Hughes: Give credit where credit is due.

Roy Buskirk: I don't think it was the first one. It was the second one.

Pat Fahey: There have been rolling reassessments implemented for a number of Townships. Property tax appeals were reduced for the second straight year. The Clerk of Courts has implemented enhanced payment systems and has added Civil and Criminal court records available online. As Dave Fuller mentioned, the Accela software system continues to be implemented. That is a collaborative effort between the Building Department, the Department of Health, our department and several Fort Wayne departments such as Code Enforcement and Right of Way. A number of departments have implemented different customer service improvements and survey tools, customer service cards and comment sheets. There have been a number of those types of things listed as accomplishments from last year's plan. There are quite a large number of those and this is just a very brief summary of those. We wanted to highlight some of those accomplishments. I will turn it back over to Nelson.

Nelson Peters: The question really is, at this point, how do we get from where we are to where we need to go? There have been discussion with all of you, including the Auditor, and there were some suggestions that maybe we establish a Strategic Plan Committee which might act much like the Personnel Committee does and allow for issues to be heard by that group. That would allow that committee to make some tie between what was being brought to them and to the Strategic Plan. That didn't gain a lot of traction. The other idea was that maybe department heads and elected officials be specifically asked for their Strategic Plan in conjunction with the budget process. As we find that we wind your budget process down, I am not sure that the question was able to be asked or the answer has been able to be obtained.

Lisa Blosser: Just so you know, there is a column on the budget forms which shows the department's status.

Nelson Peters: Okay. Hopefully that will provide some of the dialogue that is necessary to carry this thing forward. As you see, we are still tenuous as best in terms of getting complete buy-in and making this thing part of the foundation of how you move County government forward. I think there are ways that we can help each other get that done. From our perspective, and these aren't answers that we need to have today, but understanding the

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timeline in terms of how you are doing things and when and you might be able to tie in responses from a Strategic Plan to requests that are being made, would be more appropriate. From our end, understanding a hammer that might exist out there to sort of get people a little more interested in Strategic Planning and that these are discussions that I think we need to continue to have but these are answers that we need to have probably even more readily to move this process forward.

Pat Fahey: One of the things that we did as part of the update was to update the County's goals. That is the handout that you have. As Nelson indicated in terms of the plan into the budget process, we have talked about the need to coordinate those timelines. Last year, the plan was done after the budget process. Obviously that makes it difficult. This year we weren't really able to integrate the timelines either. We think that is one thing that we need to look at to help with the integration of the plan and the budgetary process. We would be very interested to hear any other ideas or things that you think would help to complete that integration or at least move it along.

Nelson Peters: And that is on an ongoing basis. It is absolutely essential that we have County Council buy-in and participation in this process.

Paula Hughes: It is an interesting question because we have tried, from the table and during the budget process, to question departments about their participation in the Strategic Planning process. We have been deliberately misled by some departments during that process. I think that one of the things that we should have some conversations about is repercussions for that. Council can sit here and ask a department and if they don't tell the truth about their participation in the Strategic Planning process, if they mislead us and say that yes this request was part of the Strategic Plan and they haven't done that, we need to figure out how to close that loop. It is an interesting situation and I am not sure why they think we wouldn't come full circle on that but hopefully if we talk about it more, they will realize that we do talk a little bit. Eventually we figured it out. Councilman Buskirk?

Roy Buskirk: I think the one thing that really helps the Council is the capital expenditure items that they are going to anticipate. I think it was in there at one year, three years and five years. That really helps us a lot to be able to know what is coming down the pike in the future and can kind of plan for it. That is especially with some of the big expenditures. I guess the Sheriff is gone but like the radios and some of the large items where we are talking several million dollars of expenditure. I agree Councilwoman Hughes that we need to maybe get some teeth in it. I would have said it more like when they blow us off.

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Paula Hughes: This was more than being blown off. This was deliberate misrepresentation.

Maye Johnson: And there is a difference.

Paula Hughes: So maybe in making a part of timing the Strategic Planning process so that we have available to Council, if it is going to be July, and have the supporting documents available to the staff support for Council by the time of the Pre-Allocation Hearings then we can refer to it as a document.

Larry Brown: In addition to that, any and every additional appropriation that comes before us needs to include the specific questions and answers of does it and how does it fit into the Strategic Plan.

Paula Hughes: We can include that on the checklist.

Darren Vogt: The form that we send out, or the Auditor does, we need to add several questions that asks how this fits into the Strategic Plan and have you updated it since you did this portion?

Larry Brown: There will be things that they will be blindsided by and we all understand that. Generally speaking, adding those questions is very critical.

Roy Buskirk: The one thing that you might word, in such a way, is the capital expenditure item in the Strategic Plan?

Larry Brown: And if not, why not?

Maye Johnson: Is everybody participating in the Strategic Plan?

Nelson Peters: At some level.

Maye Johnson: At the level that best serves this whole process?

Nelson Peters: No.

Pat Fahey: We have about the same amount of participation as last year which is about seventy percent.

Maye Johnson: My concern, and we have already issued the invitation, is how do we make everybody participate in this process? It is not fair if some people are participating wholeheartedly and some are ignoring it. To me, that is an issue.

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Nelson Peters: I think part of the answer to that is what Councilman Buskirk and Councilman Brown just said and that is to make them accountable with respect to any request that they would have.

Maye Johnson: In other words, we don't hear them at all?

Roy Buskirk: We can hear them.

Paula Hughes: We can tell them that it should have been part of the Strategic Plan. We tried with the carrots and now it is time to implement the sticks.

Darren Vogt: I think the first approach should be the form and how we are doing it now. We can tweak that and see how we get buy-in and participation. Embarrassment is sometimes a very good way to do it. If you are not prepared, it is going to show that you are not prepared. People will realize that if they are going to come before us, the Strategic Plan is an integral part of our confirmation of the request that they are making.

Nelson Peters: As I said, we didn't expect a lot of dialogue or any answers today but it is something that we want to keep in the forefront and keep in your minds. We appreciate your willingness to participate up to this point and hope that you will continue to support the process.

Pat Fahey: The participation by Maye and Larry has been very helpful.

Nelson Peters: Very much so. Thanks much, we appreciate it.

Paula Hughes: Thank you.

Larry Brown: I guess that I thought that perhaps a couple of times a year an update from the Strategic Plan Executive Committee would be appropriate. It would keep us informed. We have liaison assignments and I participate in that but it would be nice to have an update.

Darren Vogt: Not only that but it is a prime opportunity for the department heads to come before us during the regular budget to talk about their Strategic Plan and for us to ask them about it.

Paula Hughes: The other discussion item that we have is about our Library Board appointment. I forwarded to all of you a resignation letter from Kathie Fleck. I forgot to bring with me the exact length of her term. I think she is in the middle of it. Does she have two years left?

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Becky Butler: It is until December 31, 2012.

Paula Hughes: So just a little over two years. Councilman Buskirk is the only one I heard from on this issue. He suggested that we place a Council member on the Library Board. I am in agreement with that. Do we have a Councilman that is willing to do so?

Paul Moss: How often do they meet?

Paula Hughes: They meet once a month. I believe it is a weekday, mid-afternoon meeting.

Paul Moss: If nobody else has an interest in doing it, I will.

Darren Vogt: Maye is the liaison.

Maye Johnson: I would not have a problem doing that.

Paula Hughes: Councilman Buskirk, did you have an interest?

Roy Buskirk: I said that if nobody else did, I would.

Paula Hughes: I look for a nomination for Councilwoman Johnson to be one of our appointments to the Library Board.

Paul Moss: I would move that Councilwoman Johnson be our appointment to the Library Board.

Darren Vogt: Second.

Paula Hughes: **We have a motion and a second. All those in favor please signify by saying aye. All those opposed same sign. The motion carries 6-0-1 (Johnson abstained).** Next is Liaison Reports. Is there anything around the table?

Maye Johnson: Only one. There was a lengthy discussion at the iMAP meeting with a strong suggestion and recommendation to expand or broaden the user list to include others but mainly Fort Wayne Community Schools. In answer to your question, Councilwoman Hughes, the City has paid their portion. The recommendation was made to expand the iMAP services to other users without charging them.

Paula Hughes: Was this a formal recommendation of the iMAP Board?

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Maye Johnson: No. It was a recommendation by a visitor to the Board. She said that she would be more than happy to come before Council and talk about it. Some of the discussion involved the fairness of charging some people user fees and expanding services to other users who can't pay for it. My main concern was that if you expand the service, what does that mean to the service providers? Would there be staff overload? What is the potential of overloading the system? All of that should be worked out before we expand the services.

Darren Vogt: Do we know what the dollar amount in fees is collected? Is it still \$20,000 to \$30,000?

Paula Hughes: The iMAP restructured a year ago. We entered into a partnership with the City and County to fund into the future. We each put a couple hundred thousand dollars a year, I think \$210,000, and that funds only the refreshment of the data, software and hardware. Each City and County has staff members that are responsible for the computer terminals that access iMAP and the staff members that access it. We offered levels of partnerships with other municipal entities and other tax funded entities, New Haven, the Airport and a few others that have entered into that partnership. That was where the conversation was going. There are expenses to be borne by adding layers of data and maintaining those layers of data. It was a pretty minimal fee. The people that participated were those that were participating before.

Maye Johnson: I was thinking it was around \$5,000.

Paula Hughes: I think it was around that but I am not on that Board anymore so I am not as intimately involved. It was not burdensome. We were doing our best to kind of manage the growth of the system while at the same time making sure that those who had a vested interest recognized the value to their organization. This has never been self-sustaining.

Darren Vogt: I was talking about something a little bit differently. I was not talking about people partnering. I am thinking more of user subscription fees.

Paula Hughes: We eliminated the subscription fees.

Darren Vogt: I wanted to make sure that was the difference.

Paula Hughes: Every individual, in the County, can access all of the current information. What the request was is that...

Maye Johnson: The schools use it for transportation reasons.

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Paula Hughes: ...other entities are allowed to build layers on the data system without any added expense.

Maye Johnson: That would involve more staff time.

Paula Hughes: They are paying to get that information now. If it is more economically feasible for them to use the County system, let's work out an arrangement. I thought we had this conversation before and they determined that it was not. But that has been several years ago.

Maye Johnson: This is the first time that this has come up since I have become the liaison.

Paula Hughes: This is not the first time that we have had a conversation with Fort Wayne Community Schools. I do think that it might be a benefit to them but there has to be a recognition that it is not free to design a system. I think they want to add a layer and not pay for it.

Maye Johnson: I just wanted to let this body know that there was a discussion and they may come before us.

Roy Buskirk: I should think that they would be willing to pay the additional cost to be able to provide the information that they want.

Paula Hughes: Right. You are right, Darren, part of the arrangement that we had when we did this merger with the City was that it would be made completely accessible to all individuals that want to access the current information.

Roy Buskirk: There was a fee and it was generating nothing.

Paula Hughes: Fourteen thousand a year.

Roy Buskirk: I forget what the fee was but if it was a single individual, it was quite a bit.

Paula Hughes: It was like twenty-five dollars a month.

Darren Vogt: I think it was forty.

Maye Johnson: That's all I have.

Paula Hughes: Okay. Are there any other updates?

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Darren Vogt: One real quick one. Data Board and disaster recovery looks like a potential of around \$640,000. That is putting it at the RPSA (Regional Public Safety Academy). It was determined to be the best place for a number of computer reasons. Right now there is not funding set aside for doing this completely. The City set some aside and the County set some aside but it is not all paid for. The question will be eventually how are we going to do it? Are we going to phase it in or do as much as we can at once? There are some different steps that can be done but that may come before us at some point in time. They may do what they have the money for and continue to build and do it. The biggest issue was the Vera Bradley sale. That brings in a lot of money to the County and that is when the system went down and it caused a lot of problems because there was no backup to the system.

Paula Hughes: I will mention that from my appointment to the Redevelopment Commission, we are moving forward with the Land Banking project. The Redevelopment Commission, I believe, is meeting next week although a date and time has not been set. It will be an executive session to discuss authorizing the County Attorney to negotiate offers with some of the property owners. The exact properties have not been determined. I just wanted to keep you advised that it is moving along. I can't remember if I told this group or not but all of the bids collected during the RFP process were rejected because none of them were deemed suitable or low enough. Some of them were higher than the advertised list price of the properties. It accomplished part of what we had hoped to accomplish and that was having a very transparent and public process. It did not accomplish the goal of lowering the prices to a reasonable amount.

Larry Brown: Timing of that is what?

Paula Hughes: Timing is that if the Executive Committee meets and authorizes the Attorney to negotiate the offers, I believe that they were going to ask for a turnaround or response within a week. There would not be a finalized contractual agreement until maybe October 12th.

Larry Brown: That is not far behind.

Paula Hughes: Nope.

Roy Buskirk: Actually a couple of the property owners that would want to close before the end of the year because of the capital gains situation.

Paula Hughes: Okay. Is there anything else for the good of the order?
Councilman Moss?

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Paul Moss: I know that Councilman Brown has been involved, I won't even call it co-location, the enhancement relocation of City and County offices and I was wondering if there was any update.

Larry Brown: Sure. I will start out with 200 East Berry. That is out for bid and the bids were received. I want to tell you a percentage, but I can't tell you a percentage, under the estimate. It is considerable and we will leave it at that. That is a good thing for the City. County departments have been placed in that building. Actual layout and design of their space is pretty much complete. Moving on to this building, a lot of progress has been made. About a week and a half ago, we had a very good meeting between the law enforcement departments that are coming into this building. We identified some concerns about space, location, moving departments together that work together and that type of thing. That is being tweaked. Security has been discussed and we are moving forward on that. There have been a couple of stumbling blocks. The meeting that took place with law enforcement, some issues that hadn't been considered were brought up and that is being looked into. Probably the most significant thing that I will share with you is that the project has moved far enough along that we have actually gotten an estimate, not a guesstimate, and we are within budget. It came in at \$3.6 million plus soft costs. We are just under the \$4 million. There are still several things to be worked on and that is being worked on. We are just a little bit behind what my goal was to get it out for bid by October 1. We are now looking at the first week of November. We will get bids in mid-to-late November and be ready with materials on hand and be able to hit the ground running when this building is ready to start in the spring.

Paula Hughes: Is there anything else?

Darren Vogt: Move to waive the second reading on any matter approved today for which it may be deemed necessary for the County Council meeting of September 23, 2010.

Larry Brown: Second.

Paula Hughes: All in favor please signify by saying aye. Opposed like sign. The motion carries. The next meeting is October 21st.

Darren Vogt: Move to adjourn.

Larry Brown: Second.

Paula Hughes: We have a motion and a second. All those in favor please signify by saying aye. All those opposed same sign. The motion carries 7-0.

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We will now move into the budget hearing agenda. We are only an hour and five minutes behind schedule. Let's get rolling with the Solid Waste District.

Larry Brown: How about a three-minute break?

Paula Hughes: Feel free to take a three-minute break but we are going to keep rolling.

Tony Burrus: Good morning, Tony Burrus, Director of the Allen County Solid Waste District. I am before you as part of a new process for the District and County Council to approve our budget. As you know, the Solid Waste District is another governmental unit that is apprised of seven elected officials as its Board. Currently we have three funding mechanisms. The one that we utilize here in Allen County, is the tipping fees at the final disposal site landfill. The Board has always said that it never wants to be on the tax rolls and so it is my duty to make sure that we are not there. The other one is user fees. Ninety-nine percent of our funding comes from tipping fees at the landfill. We are proposing, for the 2011 budget, a budget of \$1,550,700.

Darren Vogt: I have an observation. Your Other Contractual Services, in 2009 the budget was \$25,000 and in 2010 it was \$25,000. What are you typically contracting for?

Tony Burrus: Understand that the District is charged with certain responsibilities in reducing the waste stream that goes to the landfill. It goes through various things like programs, consultants and new projects for covering new statutory items.

Darren Vogt: Have you ever spent the \$25,000?

Tony Burrus: We did in the construction phase for our storage building. We do have the grinder that we used from the ice storm. We are proposing to do an additional plan on the things that affect us such as the financial and programming. So, yes it could be.

Paula Hughes: Council, are there any other questions?

Roy Buskirk: I have a quick comment, Tony. On the recycling recognition, I didn't get an invitation this year.

Paula Hughes: Does that need to be part of the formal meeting?

Roy Buskirk: Yes, it is important.

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Tony Burrus: I will make sure that I hand-carry one to you.

Roy Buskirk: I think all Council members ought to be invited to that. A lot of the companies in this County work very hard on the recycling program and it is recognition for them. I think it is a very good program that you have on that.

Tony Burrus: Thank you.

Paula Hughes: Councilwoman Johnson, do you have a question?

Maye Johnson: No.

Paula Hughes: Okay. Are there any other questions? We will discuss these at the end like we did yesterday. Thank you. Moving along to the Southwest Fire District.

Ellis McFadden: Good morning, Council members, I am Ellis McFadden, Financial Officer for the Southwest Allen County Fire District. I brought the Fire Chief Don Patnoude to answer any questions. I guess you have the numbers in front of you and so I guess I am here to answer questions.

Paula Hughes: Okay. Council, are there any questions? You should both introduce yourselves for the record.

DonPatnoude: Don Patnoude, Chief Southwest Fire District.

Paula Hughes: Are you submitting a levy request that is just trying to maximize and make sure that you get the full amount? This is a 3.23% rather than the 2.9% which is the allowable amount. You said that you are not asking for an excess levy appeal. Are you just advertising high?

Ellis McFadden: The budget is the same as it was last year. There are no increases for the staff although we did initiate a healthcare plan. We had three people that retired last year with more than twenty years of service.

Darren Vogt: You are paying for the healthcare out of the fact that they had twenty years and retired? Is that what I got out of that?

Ellis McFadden: We had a longevity plan and two of these people had been with Wayne Township when the Fire District started. We have been in existence since 1986. They were with PERF and everything and they chose to retire.

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Darren Vogt: I am just trying to make sure that I understand. You said the budget was flat but you instituted a program. You used the funds from those positions or the difference between those positions to fund the healthcare?

Ellis McFadden: It wasn't quite that much.

Don Patnoudé: The biggest savings is on the longevity.

Darren Vogt: Okay.

Larry Brown: I am curious about one thing. There were discussions about the Southwest Fire District joining the County health plan. Did that work out or not? I am just curious.

Don Patnoudé: There were questions that the County had and given the cost and the legal fees to pursue that, it is actually cheaper for us to go out and get our own.

Larry Brown: Okay, at least you pursued it.

Paula Hughes: The reason I asked about the increase is because the form that we have shows that you have a levy request increase of 3.23%. It doesn't show it as flat. I was just going by the numbers that I have in front of me. Maybe the information that we have is inaccurate. Here, I will run through it. In 2010, your certified budget was \$1,593,136 for the General Fund. The request for the 2011 unit budget is \$1,626,283. That is a 2.08% increase. That's fine. I just wanted to clarify. Your Special Cum Fire has an increase request of 7.69%. It is \$15,000 going up from \$195,000 to make it \$210,000. When you put those two together, there are some slight levy increases going up a little in the General Fund and in your Cum Fire. It is not the same as last year. There are some increases and that is fine. You are doing what you need to run the department but there are some increase requests. Okay?

Ellis McFadden: Okay.

Paula Hughes: Council, are there any other questions? Thank for sitting through the first two hours of our meeting. I appreciate your time. Now we will roll into an overview of the budget in its entirety. You can sit here, Sheriff. You are next up after the overview. Council members, if you turn to the tab that says Budget Overview, there have been some slight changes as we have dialed in the accuracy of the numbers. I am sorry Lisa, did you want to review this part or do you want me to do it?

Lisa Blosser: It doesn't matter.

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Paula Hughes: As you look through this page, the numbers that are in bold are the ones that have been adjusted. Miscellaneous Revenue is now projected at \$33,208,000 for a total of \$80,572,437. We also are looking at a change in the estimated COIT to \$10,342,000 and so our total General Fund budget allocation excluding appeals that we approved two months ago. What we approved is \$85,035,575. That exceeds the projected revenue by \$4,463,138. The adjustments to the revenue projections have all been downward, correct?

Lisa Blosser: Correct.

Paula Hughes: In our prior session, we had agreed that we would use about \$3.2 million from the Rainy Day Fund. Is that on here somewhere?

Lisa Blosser: No.

Larry Brown: That matches my notes.

Tera Klutz: It is \$3,205,621.

Paula Hughes: Right but we had a projection from the Auditor that the maximum appropriate recommended use from the Rainy Day Fund was actually \$4.958 million. We are still within those projections even with the adjustments to revenue. I just wanted to make all of you aware of that. In order to fund even the budget that we approved in July...

Darren Vogt: What is the difference number?

Roy Buskirk: It is a little over a million.

Paula Hughes: What was the number, Tera?

Tera Klutz: \$3,205,621.

Roy Buskirk: So it is basically 1.2 of the projections lost.

Paula Hughes: Right. And it is good to know that rolling into it.

Jackie Scheuman: You still have \$2.5 million in the General Fund that had been set aside for reserve.

Roy Buskirk: I think there is some funding that we need to set aside for the coming year for some possible expenses. I guess now is the time to talk about that.

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Paula Hughes: I think so.

Roy Buskirk: Councilman Brown and I have been working on the Permit Committee to expedite the permitting process and help on the economic development in this County. We are now in the subcommittee phase in which we have structured different committees to look at different functions. The one thing is that ITT has volunteered, at no charge, their Six Sigma department to work in this process with the City and the County. I can foresee some additional expenses that we would possibly run into such as training. Also, when Dave Fuller was up here, the program that they are on has some departments in the City and the County that are not on the program and they will need to get on it. I can just foresee that there are going to be some expenses that will occur. Another item is having a single point contact like an ombudsman. There may be one additional staff wages that would have to be covered. I would actually propose that we set aside at least \$200,000 to cover any possible expenses that might arise with this program.

Paula Hughes: Council, are there any other overview, general budget comments or questions?

Darren Vogt: So we are basically looking at a shortfall of \$1.2 million with an additional request of \$215,000. To grant all of these requests, we would be at \$1.4 million.

Paula Hughes: Yes. I think we need to talk about the Clerk's allocation reduction as well. It is inconsistent with what the Clerk submitted in the Pre-Allocation and there is an office change coming.

Jackie Scheuman: Darren used a number that did not include the deductions.

Paula Hughes: Right.

Darren Vogt: Let's get these folks in front of us.

Paula Hughes: Okay. Let's go to the Sheriff.

Ken Fries: Kenny Fries, Sheriff of Allen County. I know that you have a letter in front of you dated August 17th that is in reference to the increase that we are requesting. We are requesting \$54,443 and please don't be confused because I am taking a pay cut. Many things, as you know, go into the budget process. I don't know if Council is aware of this but effective January 31, 2010 and starting January 1, 2011, the County has to pay for bulletproof vests for all of the officers. We had to figure that into our budget and luckily I started doing this process when I took over as Sheriff. I

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negotiated the prices on the vests and it was about half of what we had been paying. We had to put an additional \$50,000 in the budget to pay for the vests. In trying to keep the budget flat, it is very difficult to do. When it came time for my pay in the budget, it has never, with the former Sheriff, been in the budget. Only the base pay of \$70,000 to \$80,000 and the rest of the money, in his final year in office, came from people who had quit and job openings and money they were able to move around. That has just gone on since I took over. You did a very good thing in 2007 and gave increases to confinement officers and the turnover rate is either I fire them or they don't quit. The turnover rate is very low and the money is hard to come by. In order to be able to cover these expenses in 2011, we need another \$54,443. That is to cover my salary that is even lower than before but it was never in the budget before.

Paula Hughes: So the line item was not accurate in the prior approved budgets?

Ken Fries: Right, for years.

Paula Hughes: Okay, that makes sense.

Darren Vogt: It doesn't make sense to me.

Jackie Scheuman: The first time that the contract was done, Council at the time said that you need to fund this yourself within the budget. They did not increase the allocation to cover the contract.

Tera Klutz: The contract was always done in December and the original budget always has the lower Sheriff's salary. He is always paid the appropriate contract amount.

Ken Fries: Well, you think appropriate.

Tera Klutz: The one you agreed to.

Darren Vogt: Was it only when the contract came out or was it prior Sheriffs as well?

Paula Hughes: Prior Sheriffs had a lower amount and they were paid so much through warrants. If this Sheriff had been collecting the warrant pay, he would have made an additional \$88,000 in pay.

Darren Vogt: So it has just been going on since the contract.

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Ken Fries: Just since Herman's last year. I remember that Council said that we should fund it.

Roy Buskirk: You had always been able to fund it before because of personnel quitting.

Ken Fries: Right, job openings that were not filled right away and there was money left enough to take care of it.

Paula Hughes: We just put a fairly significant increase amount into your operations for 2010. Are you comfortable enough with the amount that you budgeted for 2011?

Ken Fries: For medical? No. The reason that I hate to come before Council and ask for additional appropriations is because it makes me feel that I haven't done my job. I should have planned that this is what it was going to cost. If the law gets changed and we start saving some of that money, then yes. If we wind up having healthy inmates, yes we are fine. You never know. Councilman Moss brought it up before that maybe it was just a bad year.

Darren Vogt: What did you allocate for that this year compared to last year? Do you remember?

Ken Fries: Jill, do you know?

Jill Werling: We put an extra \$20,000 in for this year.

Tera Klutz: Bringing the total to \$780,000.

Roy Buskirk: Which, percentage-wise is a very small increase.

Ken Fries: But it is still a large part of our budget. That is the reason for the request. If I ask now, I don't have to come back and ask later.

Paula Hughes: That is how we want it. We want to know now. Okay, thank you. We move next to the Surveyor.

Al Frisinger: Al Frisinger, Allen County Surveyor.

Lisa Blosser: He didn't submit a cover letter. From the budget forms that he submitted, we concluded that it was a position that he was trying to reinstate.

Paula Hughes: Okay.

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Al Frisinger: I just changed the request that the Council had of a reduction of an employee to a different employee. It is still a reduction in my budget but is not as much. I think it reflects a better modus operandi for my department. It is a lower level employee that we are going to eliminate at this time. Because we have a lower amount of development going on as far as inspection issues but that is not to mean that sometime in the future I might have to come back for that position. The position is unfilled at this time but the person that I hope to hire in will do dual duties of inspection and act as an engineer technician. That is pretty much the short and the long of it.

Roy Buskirk: So actually the email that we got from the Auditor's Office stating that you want to reinstate the Stormwater position that it is not the Stormwater position.

Al Frisinger: I am not reinstating anything. It is already there and just needs to be filled.

Paula Hughes: We cut a position because it had been sitting empty but you are requesting that you are okay with cutting one of those but rather than cutting that one, you would rather cut a lower one.

Al Frisinger: In my mind's eye, it gives me a better opportunity to bring someone on who can do a dual function.

Roy Buskirk: But this position has been empty since 2007.

Al Frisinger: Maybe, yeah. As I have said before, it is a modus operandi for me to decide whether to fill it or not. I've saved the County a lot of money. I am going to lose a GIS Coordinator when we make our move to the next building. That is another reason to keep this little higher position so that I can get someone in there that can somewhat function in that arena. In my office, we have someone who works for ACS and is there all the time. We are losing someone who is an integral part of my department.

Paula Hughes: But not employed by your department.

Al Frisinger: Right.

Roy Buskirk: You haven't seen the need to fill this position. Would this position possibly expedite getting permits out of your office?

Al Frisinger: I am sure it would, yes. We have been redoing several things in my office so that we can expedite approvals and I think we have done a fairly good job of that. This position will be more along the lines as it was before. I

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think you will note that I have not submitted for additional funds on the Stormwater Quality side. We have been able to not only represent the County during the permit application process but also during our audit process and with facility plans for all of the County facilities, the garages, the barns and areas that are going to be audited on October 13th. This particular position will work integrally with Matt Jarrett out of our office. It is a good benefit for the County both ways. It is going to speed up those processes. We are seeing a little uptick in development right now. I think it is important that we maintain a level and keep our operations efficient and functional. It is a reduction that we are talking about, isn't it?

Roy Buskirk: But you are still going to have a position funded but not filled.

Al Frisinger: No I am not. I am going to fill that position. The request was...

Darren Vogt: Before you start that, what did we do as a Council?

Paula Hughes: We eliminated two Stormwater positions that had not been filled since 2007.

Al Frisinger: Correct.

Darren Vogt: Okay, that was what I wanted to know. Your request is to eliminate one Stormwater position and not eliminate the other Stormwater position but eliminate another position within your office.

Al Frisinger: Right and that way it is still a reduction and I can replace those issues. Again, I am losing someone that is not funded in my department but is an integral part of my department and has been there for ten years. I have been able to save a lot of money in that way too. That person is going to move over to Planning when we move into the new building.

Roy Buskirk: Is the work that this person is doing going to be moving to Planning?

Al Frisinger: They will be more integrated in the GIS arena.

Roy Buskirk: That is not the question. The question is the work that the person is performing in your office, is that going to transfer to Planning?

Al Frisinger: No. It is still going to be in my office but while he is in my office, I have a very close touch with that employee to work on projects in my office. And he is not going to be there anymore. They are not going to be in my office. They will be over in Planning and doing whatever they are mandated

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to do by GIS. I need someone to replace that particular person. I am not asking for a new position.

Roy Buskirk: Who is currently paying that person that is going to transfer, your office?

Paula Hughes: No, it is part of the Atos contract.

Roy Buskirk: Okay so you are going to need funding to replace that person.

Al Frisinger: No, I have funding.

Paula Hughes: That person was never intended as part of the Surveyor's Office.

Al Frisinger: Okay? I have funding. I am saying that we will get rid of the inspector side over here and fill this unfilled position and will hopefully fill the void that we will have. In addition, offer up support to the water initiative. You will find that we are compliant and have been able to save a lot of money in the way that we have been doing our business.

Larry Brown: Al, can I try to summarize?

Al Frisinger: Yes, please.

Larry Brown: The quantity of people, forget where they are funded from, will not change if you are granted your request.

Al Frisinger: I will reduce two out of my budget. It won't stay the same.

Larry Brown: Warm bodies in the office will not change.

Al Frisinger: Right.

Larry Brown: The funding will.

Al Frisinger: Right.

Larry Brown: To the point that I think Roy is trying to make, how do you propose to improve speed and efficiency with the same number of bodies?

Al Frisinger: I think I understand what you are saying. The unfilled position that I have will be filled. I think that is part of what we are saying of speed and efficiency. The loss that we are having is in the GIS arena and planned

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production opportunities. For our own side, where we do our own capital improvement work through my office, is also going to be enhanced along with review capabilities that I think Roy is referring to. I know that we have had meetings about permit issuance, time and all of that. I wish we could put a more solid face on that. It almost seems like it is out there floating. The efficiencies are a lot of time in what we receive. This is a reduction, as I proposed.

Darren Vogt: But that is contrary to the information that we have in front of us. That is why I am trying to figure this out. What I see in front of me is an actual increase of \$29,585.

Jackie Scheuman: Because you reduced the budget at the allocation.

Darren Vogt: So the difference between the two positions is \$30,000, round number? The two jobs were \$60,000 roughly?

Al Frisinger: That is not from last year's budget but from what you said at allocation. What I requested is asking if it would be okay to change the allocation. It is still a reduction but just change the allocation.

Darren Vogt: Yes. We have different numbers to work with from what you are saying.

Paula Hughes: Okay, Council, are there more questions for the Surveyor? Okay, thank you very much.

Al Frisinger: My office is always open if you have any questions.

Paula Hughes: Wayne Township Assessor, Bev?

Bev Zuber: Good morning. I am Bev Zuber and I am the Wayne Township Assessor. I am before Council requesting the addition of one OSS4, Real Estate Appraisal Deputy. The changes that have transpired with assessing have affected our workload significantly since 2006. We have absorbed all of those changes with no increase in staff. We tweaked where the allocation of people is focused and we are to the point where we are spread so thin that we are requesting this addition.

Roy Buskirk: Bev, let me interrupt you. I have met with Bev and with the County Assessor and what has been taking place in the past is that the County Assessor has been providing her with some part-time help and one full position. These two ladies have a very good working relationship. You can come up here Stacey. By us approving this additional position for Wayne

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Township, it would also allow some of the current County people that have been helping in Wayne to facilitate and help in the County Assessor's Office. Is that correct? Does that summarize it pretty good?

Stacey O'Day: Yes. We have loaned staff to Wayne Township to get up to speed. We are in the midst of the eighteen month reassessment. We didn't ask for any extra budget this year for reassessment and are trying to do it as minimally as possible. I do need my staff back to perform those functions.

Bev Zuber: We have a new mandate that is creating 225 additional days of work and that is what Stacey's staff, in her assistance, has been helping with. Two hundred and twenty-five days of work is actually the equivalent of one full-time person and that is what we are requesting today.

Paula Hughes: So previously you have been able to meet this because of the assistance from the County Assessor.

Roy Buskirk: Right.

Paula Hughes: I had the same conversation with Bev and Stacey. One thing that was lingering in my mind, and I think you addressed this when we met before, tell me why this full-time person will be needed after the eighteen month reassessment process.

Bev Zuber: One of the mandates is that there will be a 20% continuing roll in the assessment. We could contract that work out but you have a printout of what that cost would be. That is not going away. Wayne Township has the most unique properties. The time associated with analyzing each of those unique properties is where we are falling behind. With the rolling reassessment, all of that work and all of that analyzation won't be going away. Wayne has all of the unique programs that the City implements in the neighborhoods from Renaissance Point and the Federal \$7 million program that is to stop neighborhoods from going into foreclosure. All of those require additional work and I don't see that changing.

Roy Buskirk: There is one thing too that would help, Darren you mentioned the legislation for some of these different departments. Stacey, last year you testified on having the assessing period spread out over a three year period. That would assist them in not having to have such a short period to do it in.

Stacey O'Day: It just creates consistency in the assessment process. Instead of waiting for a statewide ten-year reassessment, it costs a lot of money and is not very efficient. If there is an assessment every four years, every

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property would be physically reviewed on a continuous basis. It makes a lot of sense.

Roy Buskirk: One of the oppositions that one of the legislators had was that if you don't do it all at one period, some people are going to be paying higher property taxes than what the other one is because they are inspected a year later. It evens out.

Darren Vogt: After the first cycle it does.

Stacey O'Day: In a County this size, there is no way that we could get it done in a short amount of time anyway with 155,000 parcels.

Larry Brown: Is it your intent to continue to advocate for that?

Stacey O'Day: Absolutely.

Larry Brown: Okay.

Bev Zuber: The addition of this person is going to help us and the property owners and taxpayers in Wayne because what we can do is have an expert in each area of Wayne Township. That is necessary because of the uniqueness of Wayne. It should help with accuracy and should result in fewer appeals.

Maye Johnson: And that helps everybody.

Bev Zuber: Right.

Darren Vogt: How many appeals did you have this year?

Bev Zuber: Wayne had, at last count, over 250.

Stacey O'Day: We are still logging them in but we are around 1,500. It sounds like a lot and there is a lot of work to do but in a County this size, if you compare the numbers it isn't a whole lot percent-wise. Is it a lot of work for my staff? Absolutely and I think we are looking really good though.

Bev Zuber: Our 250 was out of a total of 700, at the time.

Roy Buskirk: I think that on this request, we have to keep in mind that it is the whole County assessing community that this one position will help.

Stacey O'Day: Maybe a reminder as well is that when the consolidation process happened, we were able to save the County money, approximately

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\$130,000 a year by absorbing the Township Trustee's duties. We did not increase our workload at that time but we have had several State mandates that have increased our workload.

Paula Hughes: Council, are there any further questions for either Assessor? Okay, thank you. Next, Commissioner Peters are you here for Human Resources?

Nelson Peters: I am and probably a few other assorted things that may be on the agenda. Do you want to take that one first?

Paula Hughes: Yes.

Nelson Peters: If you could indulge me for a second to pass out some propaganda.

Larry Brown: Any order you want is fine.

Nelson Peters: Let's do that and see if I want to stick around for the rest.

Jackie Scheuman: There was no letter submitted for HR.

Tera Klutz: We had two budgets, one at the lower amount and one at the appeal amount. They were able to delineate exactly what they were appealing.

Nelson Peters: I think we did what we were instructed to do.

Paula Hughes: You did.

Nelson Peters: There are really only two line items that we are talking about.

Paula Hughes: Which document do you want us to look at first?

Nelson Peters: I am just going to try to walk you through them all. It is my hope that in appealing this budget, that the credence gets paid to the Human Resources Department. We have six people up there right now that are just doing a yoladies job. It is absolutely incredible the amount of work that these folks are cranking out. In part, because there is not a day-to-day Director and because they have been pushed a little bit more. The first document that I want you to look at is a spreadsheet that shows locations, populations, HR budget and so forth. I did that only to show what is happening in other municipalities that are somewhat like Fort Wayne and Allen County. Right now, the Fort Wayne-Allen County Economic Development Alliance is doing a

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comparison for us so that we can look at what our economic development pie ought to resemble. How are successful communities spending their economic development dollars to create the successes and they grabbed a number of cities to make comparisons to. I thought it only appropriate that if we were going to compare our department that we might as well use some of the same cities that they were using. Many of you have heard me say before that Human Resource departments typically have one Human Resource professional for every 100 individuals. I have had some, with all due respect, come back and say that it was a made-up number and show us where it is real. I think that as you look down through the list of cities, you will indeed see that in many cases, that is what's happening. We have six individuals to deal with 1,500 County employees. They are overworked, at this particular point, and without any relief and don't have the ability to do some of the things that they really ought to be doing. That gets me to the second sheet which has a number of names on and at the top it says "The Increased Responsibilities as of 4/15/10". These are additional duties that folks have picked up, myself included, that either weren't getting done before or were being done by Mr. Dumford. The key, though, with this document is the last page. This is what is not getting done. There are a number of things out there right now, that we could certainly enhance if we have the man or lady power to do those things. From training to safety issues to defensive driving. These things simply aren't getting done because we don't have the personnel to get them done. There was a time when I was told by some members of Council that if we began a reorganization process that Council would actually come to my aid. When I walked out of the Pre-Allocation meeting, I found exactly the opposite to have occurred. It was that I not only did not get the help but the Director of Human Resources line item was stripped. Ancillary comments like "Peters is already doing it and he might as well keep doing it." With all due respect, that ain't what I signed up for. I am happy to try to save dollars and take dollars to the bottom line as we have done since April by running the show on an interim basis. But you are not getting everything done that needs to get done. I am here today to ask for the reinstatement of the Human Resource Director line item at \$57,191. Candidly, that request is a joke even in itself when you look at what the other Director of Human Resources are getting paid in other municipalities. At least it is a band-aid that allows us to get some of the other things done. Real quickly, where do I anticipate seeing the Human Resources department go in the future? We are convening meetings with the Mayor, John Dorch, the former Director of Human Resources at Parkview, Dr. Ray Pearson from Alpha Rae and Ben Eisbert will be sitting down at the table to try to develop a game plan for an integrated City-County Human Resources Department. What does the City have to gain from it? Not as much as what the County has to gain. I think it makes sense to have an integrated program. If we can leverage some of the additional people that they have for Recruitment or Compensation or

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Training or some of those other things, I think it makes a lot of sense. What do I expect to come out of those meetings? Initially, I could see a structure, and I am speaking for myself, that resembles some of the other integrations that we have done. There may be that extra layer for a while, myself, the Mayor and those other three individuals providing the strategic direction for a joint Human Resources Department. Out of that, I could well envision a Deputy Director of Human Resources for the City and a Deputy Director of Human Resources for the County. In order to begin those discussions with the City, I really need that line item reinstated because at this particular point, I don't have anything to bring to the table for them.

Larry Brown: Did you want to continue on with training dollars?

Nelson Peters: I would be happy to do that as well. If you look at another sheet here that is entitled "2010 Allen County Training Schedule", it should have read 2011. When I am trying to play Commissioner and HR Director at the same time, I don't always develop the best spreadsheets without some mistakes. I requested, during the Pre-Allocation hearings, a training budget of about \$30,000. The \$30,000 was spread out between programs by folks like Padgett Thompson and Dale Associates and others could present on a face-to-face basis as well as some internet-based training and some computer disk training that could go from department to department to department. That is not optimal and the cost, at that time, was about \$30,000. On a shoestring budget, we probably could do training at that level. The sense that I got from this Council at the end of that day was that you really haven't vetted that training program completely enough and can you come back to the drawing board and look at a few things. I did and we actually put together a training schedule that is really focused on customer relations and customer oriented things. Those things that I believe we could really enhance County government with. Not everything goes in that direction but most of it funnels in a customer relations and customer oriented way. Unfortunately, what that exercise did was created a budget that went from \$30,000 to \$40,000. I am not here to ask for \$40,000 today but I am here to show you that in a realistic sort of way, the training needs at a minimum for Allen County represents about a \$40,500 half. How will I get it back to \$30,000? Probably the very way that I tried to outline during the Per-Allocation hearings which is to probably eliminate some of this training and go back to the internet-based training or some other method that frankly I don't think is quite as good. I think a logical question is I have talked about economies of scale and how if we are able to integrate with the City, will that help with training? The answer is absolutely, 100%. To have a budget currently that is zero for County employees to what I am asking for right now, even bringing the City into the mix, is a very small ask. That is the HR appeals request, from my perspective and I certainly would appreciate your favorable action on it.

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Paula Hughes: Okay, Council members, are there any questions?

Larry Brown: He did exactly what we asked him to do.

Darren Vogt: I just want to make a comment that, Mr. Peters, I don't know if you were in the room but the sentiment was not against you at any stretch of the imagination. The sentiment was that we needed a little more detail on the training situation.

Nelson Peters: That's fair.

Darren Vogt: And personally, I am going to say that the \$40,000 is the number that the training budget ought to be. Even though you are not going to request it, I may advocate for it. As far as the Director of Human Resources, the issue for me was the title of Director of Human Resources. If we are looking at a potential merger, and I think it is the right thing to do for all of the reasons that are out there, when you put that Director position as a title that creates a problem with merging departments. That is the only way I am going to support putting a person in there. I do believe that there should be someone else in the office. You should not be acting as a dual Commissioner and HR Director. When you title someone, and you and I have had the conversation, they are sensitive about the title in their world. That is really what the sentiment and the discussion was about. The direction that we are going needs to be moving into combining departments where we can and this is a prime example of that. I think that is what you are going to find today and I don't think an issue from this Council.

Nelson Peters: Thank you.

Paula Hughes: Moving on, let's talk about CEDIT and CUM CAP budgets.

Nelson Peters: Happy to do that and appreciate that opportunity. CEDIT is generally the budget that is honed in on from a Highway perspective. Let me address, very briefly, sort of an overview. Those of you who have a black binder, it should be the second tab in.

Tera Klutz: For those of you that didn't bring your binder, it would be on page 158.

Nelson Peters: I want to talk about the CEDIT budget on a couple of fronts. I want to talk about some of the things that we have done in the past, I want to talk about the redevelopment portion and I want to talk about what many of you are interested in focusing in on and that is the Highway Department projects. If you look at the last page of your CEDIT budget, it starts with line

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item 44-24, you will see a budget that really hasn't changed significantly from anything that has been presented to you in the last three or four years. The Economic Development Incentive Pool has been about \$500,000 since 2006, I want to say. Community Research Institute has changed a little bit. We used to funnel those dollars directly to the Chamber of Commerce and for whatever reason they thought is appropriate to take it to their bottom line and then dole it out to the Community Research Institute. We finally said that we were just going to send it to them directly. That \$25,000 goes to the operation that John Stafford oversees. He has provided Strategic Planning training for us and a lot of other assistance with information on various subject matters regarding economic development projects. The Economic Development Alliance has been pegged at \$200,000 and is slated through 2013 to be at \$200,000. The Innovation Center has been at \$100,000. When you look at BF Goodrich, GM TIF Bonds and I69 Nestle Project, those things were all on the books beginning in 1999 or later. These are obligations that we continue pay. The GM Ledge Lease will actually conclude at the end of 2012 and we will no longer be paying that \$333,000 to them. Let me just say this and I will move on to the next thing, during the meetings that I had with some of you before the budget hearings, questions came up regarding getting what you're paying for with some of these various entities? I believe that we are. We have asked them to provide benchmarks and we ask them periodically to come back to the Commissioners' legislative meetings for the purpose of updating us. We are comfortable, at this point, that the benchmarks that they shared with us are indeed being met. I can't sit here and convince all of you of that. I think it is going to take a face-to-face with you and them to really get that comfort on your own. I would certainly encourage you to have them come to a Council meeting, maybe quarterly. They can explain what you are getting for the money that they're paying. We added Friends of the River which was a \$25,000 request and is being channeled through Leadership Fort Wayne to really help provide some leadership in cleaning up the rivers. I personally believe that the rivers are central to development of this area and without clean and not well thought upon rivers, we are never going to make any headway in that particular area. That is really the only change from the economic development portion. As we move into the Redevelopment portion, I already explained BF Goodrich, Nestle and General Motors. There were two other line items that were added and maybe Councilwoman Hughes can explain better than I can. There was \$35,000 for the Redevelopment General Fund coming out of CEDIT to pay for what I understand to be administrative things that simply aren't handled as effectively and efficiently as they'd like. There is a Redevelopment Capital Fund which is sort of the Redevelopment Board's equivalent to our Shovel Ready Site Fund. Check me if I am wrong.

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Paula Hughes: That is exactly it. That \$35,000 represents, and Council has had conversations about funding the annual operations so that they could shift the entire balance of their fund. There are attorney fees when the Redevelopment Commission is called upon to do things, type the TIF Districts that require some oversight or some project management. It fluctuates every year but I don't ever see it being more than \$35,000. There have been times where it has been as low as \$20,000. It is good to have a little bit in there to operate on.

Nelson Peters: Those are the only real changes to the economic development portion and the redevelopment portion of the CEDIT budget. The part that usually piques the curiosity of onlookers is the Highway Department portion. If you look, the Highway Department budget for CEDIT totals \$4,001,581. You will find that on the sheet that I provided to you that is behind the budget in the black binder that we gave you. What I would then direct you to do, hopefully you are ambidextrous and able to multitask, is look at the Highway Budget that looks like this. I would direct you to page 58 which is behind a tab called CEDIT Projects. While we have only budgeted for \$4,001,581, you will see that there is actually a need for \$4,586,046.32. Obviously we won't spend that because we don't have the dollars but I thought it appropriate to show what the actual need is versus the available dollars. If you look at the top of the page, it shows 2011 Proposed Road Projects and Estimated Cost. Those are CEDIT funded. You directed us a couple of years ago and to get our budget act together and create a list of priorities. That was an excellent exercise regarding some of the road projects. If you will look over to the far left-hand column of that page, you will see that we have scored these projects based on a point system. The point system was developed using the criteria that is on page 42. It takes into account things like safety, average daily travel, road conditions and proximity to industrial sites and so on and so forth. We worked with the Northeast Indiana Regional Coordinating Council in making sure that we have these projects in exactly that order. You will find the capital improvement projects and conversion projects do fall under that specific ranking. Below that are reseal projects. In the past, there have been some questions as to whether or not all of these reseal projects are appropriate for economic development funding. I think that is a debate that is still open and I am certainly happy to have that debate. I would argue at this point, if it is not utilized for reseal projects where are we going to use it? These reseal projects, you'll find, are all in the unincorporated areas of Allen County. The same place that we collected those dollars from. We are sort of paying back to those who have funded our CEDIT budget doing some of these reseal projects. That is, in short, the CEDIT budget. You will find that you will get more of a running tally of all of the other projects. Martha, what page is that?

Bill Hartman: Page 44.

Nelson Peters: You will find a list of pretty much everything that is being done. All of this stuff has been scored. It has bridge projects, improvement projects and basically all of the things that we have on the book and where they rank in the grand scheme of what we believe to be the priorities. With that, I will be happy to answer any questions regarding the CEDIT budget.

Darren Vogt: Just one quick comment, one of the conversations that we had about road projects versus economic development, Commissioner, please confirm that I am not speaking out of turn, if a project comes up that is economic development related then projects coming out of CEDIT may need to be pushed back for the economic development project that we hope comes. These are the priority as of today but could potentially switch at the drop of a hat, if need be. That is the conversation that you and I had.

Nelson Peters: You are absolutely right.

Darren Vogt: We are not saying that this is a priority over other economic development but this is the priority as of today.

Roy Buskirk: This is one thing that happens constantly that some of these road projects get pushed back and carried over to the following year. That is something on the resealing projects that we did get quite a bit of incentive money and get a lot of projects taken care of. These were still on the list and we probably wouldn't have been able to get to for another couple of years.

Nelson Peters: We have been doing about five or six miles a year. Those dollars allowed us to move a lot of this forward. The interesting thing is, and I know all of you can believe this, our priorities weren't what the Federal government felt our priorities should be. Consequently, the money we got was for a lot of the roads that we didn't have on our priority list. We picked up one or two here or there but unfortunately the roads that we felt were a priority continue to remain a priority as they continue to rank at the top.

Paula Hughes: Are there any questions for Commissioner Peters? One of the reasons that we wanted to keep this in front of us is just to reinforce the fact that you implemented the new system that we talked about. Is there any feedback on how the bridge projects are going? Maybe the next time we could have an update on what is going on with the Maplecrest project and the changes that we made to funding the bridges.

Nelson Peters: We would be happy to do that.

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Paula Hughes: Council, are there any other questions? Thank you very much, Commissioner Peters.

Nelson Peters: CUM CAP?

Paula Hughes: You know what? I think we got it.

Nelson Peters: Okay, thanks a lot.

Paula Hughes: Council, we will move into budget discussions now that we have had presentations. I would suggest that we turn to the page that has the appeals amounts. It is the second page behind the Budget Overview tab. Should we discuss the individual appeals first?

Roy Buskirk: Becky, do you have extra copies? Bob and I don't have any tabs.

Lisa Blosser: Becky, just show them where we are in the notebook.

Paula Hughes: You don't have any tabs at all?

Becky Butler: No, they picked their books up too soon.

Darren Vogt: We are going to have a conversation about the appeals, is that what you said?

Paula Hughes: Yes. Let's start with the Sheriff. Council, is there any discussion on the Sheriff's appeal? I will say that what was submitted in writing does not accurately reflect what the request is. I think there was some confusion there.

Darren Vogt: The fact that the line item was not actually budgeted within the actual salary ordinance is what the issue is. The question is whether we force him to find that within the budget or give him an additional appropriation.

Larry Brown: I may sound like the bad guy but with \$22 million, I think he can find \$54,000.

Maye Johnson: I am with you, Councilman Brown.

Paula Hughes: All right, is there any other discussion on the Sheriff's request?

Larry Brown: If you all disagree on it, feel free to speak up.

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Paula Hughes: I am looking at it from a slightly longer perspective and I have seen prior Sheriffs come to us several times a year for additional requests within the budget. We have done a lot of projects with this Sheriff and he has not come back asking for increases in the budget.

Larry Brown: I recognize that.

Darren Vogt: We increased the allocation two years ago.

Tera Klutz: I don't know if there has been a year that we didn't increase his allocation.

Roy Buskirk: In 2007, we did the wages and increase the allocation considerably.

Larry Brown: My comment is strictly bottom line related.

Maye Johnson: Mine too.

Larry Brown: It is not personal.

Roy Buskirk: I still don't think some of the people realize the stress of the fact that our revenue streams have dropped this year. It's five percent of the total revenue that has been reduced and we could say to everyone that it is five percent off their budget. Fortunately we have the Rainy Day Fund that we have been able to pull money out of so that we don't have to.

Larry Brown: To take that thought one step further the current projection, and I am sure you have all done this in your head, is that the Rainy Day Fund is going down fast.

Darren Vogt: The income has a lag to it and it would be three years lag if things don't change significantly within the next three months.

Lisa Blosser: We also have a rollover every year and you may want to look at putting some of that revenue back into the Rainy Day Fund. You can do that every year.

Paula Hughes: We didn't do that this year and we should have.

Roy Buskirk: Or use the rollover for making up the shortage in this budget.

Darren Vogt: I would rather take it out of Rainy Day and then replenish Rainy Day. It keeps the budget more balanced.

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Paula Hughes: When we joined the Council, they were doing that every year and it didn't present a true budget.

Roy Buskirk: Okay, I see what you are saying.

Paul Moss: Am I the only one that is confused about how he came up with the \$54,000?

Darren Vogt: No, you are not the only one.

Paul Moss: I understand the argument that the Legislature made adjustments and that affects the salary and I tend to agree that it is probably not fair. I just don't understand how he came up with the \$54,000.

Darren Vogt: Here is what I think happened. The salary line for the Sheriff was X amount of dollars. I thought what he was trying to make up was the difference in FICA and PERF from what the new deal is with the State Legislature and whatever the difference is. That is what I understand it to be.

Paula Hughes: But it is less than that amount.

Darren Vogt: Well, that is what I didn't quite understand. The rollover was always paying it from confinement officers and paying the contract difference. Now that we have taken care of the pay for those folks, there isn't the rollover and funds for the pay. I could not follow the \$54,000.

Paula Hughes: My main hesitation about this is that we are penalizing the budget because the appeal was poorly written. But that is part of the process.

Roy Buskirk: Jill is in the audience.

Paula Hughes: The Sheriff presented on this. Okay. Does everyone want to move on to the Surveyor?

Bob Armstrong: Are you going to group all of these together?

Paula Hughes: What do you mean?

Bob Armstrong: Are you going to do that one or not do it?

Darren Vogt: Nobody made a motion and that is how we have done it in the past.

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Maye Johnson: On each one?

Darren Vogt: Yes, on each one.

Roy Buskirk: I think we need to go through and discuss all of them first.

Paula Hughes: We already did that, Roy. Now is the time. If someone is going to make a motion to approve the Sheriff's appeal amount, they should do it now.

Paul Moss: If there is no motion, it dies?

Paula Hughes: That is correct.

Paul Moss: The way that I read this, and maybe I am the only one who doesn't understand this but the way this is written is that the concern is a cut in pay for him due to the State Legislature and the cut in pay for his Chief Deputy. Is that correct? That does not add up to \$54,000. There is no other amount listed. The total amount of that is \$11,286. I tend to agree that they shouldn't have their pay cut arbitrarily but frankly we have contracted with him. The Sheriff's pay has dropped dramatically over the last few years and so I am uncomfortable with that. If the appeal was in the amount of \$11,286, I would be supportive of that.

Darren Vogt: Do we have his line item budget as to what he put in for the Sheriff's salary?

Jackie Scheuman: Yes.

Darren Vogt: So he has it in his budget at the right pay that the State requested.

Jackie Scheuman: Yes.

Paul Moss: Which is a reduction?

Roy Buskirk: No.

Darren Vogt: With a reduction from the contract that we agreed to, yes. This was statewide so are you saying that we should raise his salary back up to what we had?

Paula Hughes: To the contract amount?

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Lisa Blosser: I don't think you can because it State law. It will be the same salary as the Prosecutor and that is by statute.

Paula Hughes: So the salary line is written, in the current budget submission, at the appropriate amount?

Jackie Scheuman: Correct.

Paula Hughes: It has not been in past years?

Jackie Scheuman: Correct.

Tera Klutz: It always ends up being correct by the time the budget year rolls around. In the fall, there is no contract. The budget that is submitted is the budget that the Sheriff would get without a contract. By December, a contract is approved and beginning in January, they transfer money into that line item.

Paula Hughes: So he was trying to clean that up.

Tera Klutz: I don't think you can say that from the letter.

Jackie Scheuman: If the appeal is not approved, they are cutting the Extra Deputy line item.

Paula Hughes: All right. Moving along to the Surveyor, I will say that I am skeptical about the whole conversation. I am not sure I understand this one. If the Surveyor would cut the two positions that have been sitting empty for three years and he is losing somebody in another position, he wants to cut that position instead of the Hydrologist or Stormwater position. I don't know what faith we have that he is going to find somebody now.

Roy Buskirk: My summary of the whole thing is that I was confused to start with and I am now more confused. Somebody explain to me, he has a person in there that he is not paying for, is doing part of his surveying office work...

Paula Hughes: No, what he is claiming is that there is a GIS person who is funded by the technology contract that is physically located next to their department.

Larry Brown: And doing CAD work.

Paula Hughes: Yes. That person was never intended to be a part of the Surveyor's Office. Apparently, through a personal relationship, that is what I

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am guess and is pure conjecture on my part, that they have used this person to assist their office. With the move, they will not be physically located next to each other anymore. Is that what he said?

Larry Brown: That is what he said.

Roy Buskirk: Okay. That sheds some light on it then.

Paula Hughes: I think that is what is happening with that.

Darren Vogt: He wants to hire a person more qualified to do more work. That is what I got out of it.

Roy Buskirk: What was the number that we cut?

Paula Hughes: Maybe Council wants to tell him to go through the hiring process and if he actually hires someone, then we will put the money in his budget.

Roy Buskirk: On the Permit Committee side of things, that is one office that is going to be really reviewed. From the private sector, that is one of the offices that is brought up more often than any other office.

Paula Hughes: That is what I heard as well.

Darren Vogt: So maybe the concept isn't that we give him any money. Let's get through the permitting process that you are working on and figure out if there is a situation where he needs to reorganize the office. Maybe what comes out of it is that he needs a position to do this particular thing to speed along economic development and get plans through and out.

Maye Johnson: I would be more comfortable with that.

Larry Brown: What if we kept that earmark in our budget?

Darren Vogt: But we don't know what that amount of money would be. I would just rather that he came back and ask for General Fund money.

Larry Brown: You could lump sum it.

Darren Vogt: We don't know what that position might be.

Roy Buskirk: It might be a higher position than what this is.

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Darren Vogt: I don't want to get in the habit of putting things in our budget for next year.

Roy Buskirk: We have been carrying things for his office in our budget for years.

Darren Vogt: I understand what you are saying.

Larry Brown: So the message is that we are not going to approve it now but we encourage him to fill the position.

Jackie Scheuman: He can't fill the position if you don't approve it now.

Darren Vogt: I think the message is get through the permitting process and figure out what the hang-up is in the office and maybe that is the position that needs addressed. Clean water may not be the priority. The priority may be getting plans out the door. That is where we may need to put the money and not in a Hydrologist. The message is that we are not giving him anything. You better work with the Permit Committee to determine if there is a hang-up and what to do about it. Even if the plans are coming in bad, how do you educate the folks that are sending bad plans?

Roy Buskirk: Furthermore, this position or person that he is going to lose when they move, when is that going to occur?

Larry Brown: April.

Roy Buskirk: Okay.

Darren Vogt: He is not really losing a position.

Larry Brown: They are transferring to DPS.

Paula Hughes: I am going to presume that this is dying for a lack of a motion as well. Correct?

Larry Brown: Correct.

Paula Hughes: Wayne Township Trustee's request for a Real Estate Appraisal Deputy.

Paul Moss: I move that we approve that appeal.

Darren Vogt: I'll second that.

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Paula Hughes: We have a motion and a second. Is there any further discussion?

Larry Brown: Sure. The taxpayers of this County would be better served if the Assessor responsibilities were combined into one department rather than Wayne Township versus the County. The taxpayers would be better served but I do support the motion.

Roy Buskirk: That was voted upon and am sorry to say...

Larry Brown: I understand. I just wanted to make that statement.

Paula Hughes: Are you saying that this position should be placed in the County Assessor's budget rather than the Township Assessor's budget? Is that what you are trying to say?

Larry Brown: No. To Roy's comment, I think the voters did not understand what they were really voting for.

Maye Johnson: We can debate that all day long but I don't want to debate it here.

Roy Buskirk: I'll call for the question.

Paula Hughes: All those in favor please signify by saying aye. All those opposed same sign. The motion carries 7-0. Human Resources requests to fund the Director's salary, FICA and PERF and \$30,000 for County training.

Darren Vogt: I have had conversations with the Commissioner and the Director title will not be used moving forward.

Larry Brown: That is my understanding as well.

Darren Vogt: He has a plan put together which is what we asked him to do. He said \$40,000 for training is what is needed and I think that is what we should do. I don't think we need to cut our employees short on training. Customer Service is vital to what we do. As I look at my office, that is the lifeblood of what we do and reacting to the taxpayer or constituent. If we are not doing it as an A-rated situation, then the training is the way to get up to that. My motion is to be for \$105,389 with the recommendation that \$40,000 be put in for training.

Maye Johnson: Second.

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Paula Hughes: We have a motion and a second. Is there any further discussion? Councilman Buskirk?

Roy Buskirk: Darren, what you are saying is that it shouldn't be a Director's salary?

Darren Vogt: Deputy Director or something along that line.

Maye Johnson: That is the term I heard.

Darren Vogt: If there is a true consolidation, it can be done without a title being dealt with. It maybe a situation where eventually there is one Human Resources Director with a County head person and a City head person.

Roy Buskirk: I have even heard mention of Co-Director.

Bob Armstrong: It is all a title.

Paula Hughes: The point is to hire someone who knows that they are going to be combined with the City. From what I understand, the model that they are talking about mimics the model that they used when they combined the two IT departments where there are still two IT Directors.

Bob Armstrong: The County side and the City side.

Paula Hughes: And a Board.

Roy Buskirk: Okay and not like the Health Department or Planning.

Maye Johnson: And the three people, Dorch, Pearson and Eisbart would be that Board?

Paula Hughes: Along with the Mayor and one of the Commissioners.

Darren Vogt: Eventually that goes away and there would be a Director in place.

Paula Hughes: This is a transition which makes sense.

Darren Vogt: Eventually we would have to step up to the plate and share the cost of that. We are getting a very big benefit with the training expertise.

Roy Buskirk: Okay.

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Paula Hughes: We have a motion and a second. All those in favor please signify by saying aye. All those opposed same sign. The motion carries 6-1 (Moss). Let's talk about the allocation reductions. I have expressed to a couple of you that I have some concern about the allocation reduction that the Clerk submitted primarily from the Pre-Allocation response that was submitted. I thought I remembered this but went back and looked it up. The Pre-Allocation response from the Clerk of Courts referenced that they thought that the current budget allocation would appear to be necessary but they talked about some additional expenses that were coming. I was surprised when we received a budget that had a \$60,000 lowered amount. It seems to me, in everything that I have heard, there are a lot of things fluctuating in the Courts system particularly with the Odyssey conversion. I think we should fund the budget as we did in 2010 and let the new Clerk of Courts determine whether that is the appropriate set-up for the office.

Bob Armstrong: Say that again?

Roy Buskirk: Fund it as it was last year and there not be a reduction.

Paula Hughes: Yes. Between the Pre-Allocation submission and the actual budget submission, the current Clerk of Courts, for Pre-Allocation they submitted a budget at being flat. For the actual budget submission, they submitted a budget that was approximately \$60,000 less.

Bob Armstrong: Did we get anything on that?

Paula Hughes: No, we just got a lower budget. What I did was go back and pull the Pre-Allocation submission which said that they thought a flat budget would be okay but there might be additional expenses. That would be more than 2010 due to the Odyssey conversion.

Roy Buskirk: I am sure that the new Clerk, if there is any spending that will be less than what is currently budgeted, will allow a rollover a year from now.

Paula Hughes: Yes.

Roy Buskirk: I have faith in her. I make a motion that we eliminate the reduction of \$59,665.

Paula Hughes: We have a motion.

Paul Moss: Has it been seconded?

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Paula Hughes: No.

Paul Moss: I will second it for discussion, I guess.

Bob Armstrong: My question is this, the \$59,665, is that salary?

Paul Moss: That is my question as well. Is she indicating specifically what she wants to reduce?

Bob Armstrong: Right.

Darren Vogt: It is an unfilled position.

Jackie Scheuman: One position.

Darren Vogt: One position that is currently unfilled.

Lisa Blosser: Right now but that money is being transferred to Extra Deputy Hire.

Jackie Scheuman: They are using that money and transferring it for part-time help.

Lisa Blosser: She is eliminating a position and decreasing the Travel line.

Bob Armstrong: It says eliminate Deputy Record III.

Paula Hughes: Yes.

Roy Buskirk: They have been using the money out of that by transferring it to Extra Deputy Hire, right?

Jackie Scheuman: Yes.

Paul Moss: I think there are a lot of ways that you can look at this. Obviously you have someone who is leaving the office and making this adjustment. Right or wrong I guess. To Roy's comment about having a new person come in there and indicate that there might be some excess money, roll over money. You could turn that around and say that the new person could go in there and request the additional money.

Roy Buskirk: Yes, could be.

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Paul Moss: I think that we have always been open to that. I am a little hesitant, setting personalities and all of that aside and looking at it as objectively as possible, I am a little hesitant and we have an opportunity and we generally tend to jump pretty high when someone comes in here and says that they are going to reduce their budget. There are a lot of factors here, a lot of mitigating factors, no doubt.

Bob Armstrong: Is the salary in the Clerk's Office a set salary?

Larry Brown: For the elected official?

Bob Armstrong: Yeah.

Paula Hughes: It is one of the salaries that was not adjusted because that official opted out but yes, it is set.

Roy Buskirk: But this has nothing to do with that.

Bob Armstrong: I guess it is in the way that you look at it. Okay. I have nothing else.

Paula Hughes: Okay.

Roy Buskirk: I call for the question then.

Paula Hughes: All those in favor of restoring the Clerk's budget with \$59,665 more than what was submitted on the budget form, please signify by saying aye.

Paul Moss: Can we do a roll call vote?

Paula Hughes: Yes. Councilman Moss?

Paul Moss: I am going to vote yes and the reason that I am voting yes is that given the politics and all of the other things that go into this I think the most appropriate response to that is to keep it flat. I hope that people understand that this is what we are doing. We are essentially keeping the budget flat and allowing a new office holder to go in and evaluate the needs of that office. For me, that is the most appropriate way to look at it. I would love to have the reduction and I suspect that we may have a reduction down the road. That is part of the problem, I guess, with some of these Constitutional offices.

Paula Hughes: Councilwoman Johnson?

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Maye Johnson: I support the motion.

Darren Vogt: I support it and concur with Councilman Moss.

Paula Hughes: I concur with Councilman Moss, Vogt and Johnson.

Larry Brown: I concur as well and agree with the motion. In a previous life we did the same thing when we knew there was an upcoming change of the elected official. We kept it flat and let the new person fit into that. I support it.

Bob Armstrong: No.

Roy Buskirk: I support it. Councilman Moss could not have said it better.

Paula Hughes: Okay, the motion passes 6-1 (Armstrong). That was the only department that had active turnover that I was concerned about. Council members, do we need to discuss how we are going to fund the appeals?

Darren Vogt: We are at \$200,000, round number. I will get the exact amount in a minute. The top number of increases was \$141,394 plus the \$59,665 and that totals \$201,059. Jackie is that what you have?

Jackie Scheuman: I am still punching.

Paula Hughes: I think that is right. Yes, I got \$201,059. We granted the appeals for the Wayne Assessor and Human Resources. Human Resources was in excess of that they had asked for. The total of the Wayne Assessor and the Human Resources appeals was \$141,394.

Roy Buskirk: Correct.

Paula Hughes: When you add that to reinstating the allocation reduction from the Clerk of \$59,665, the total that we need to increase the budget by is \$201,059.

Roy Buskirk: The \$59,665 was already in the budget.

Paula Hughes: No, the number that is reflected on the budget overview page is...

Roy Buskirk: Was short the \$59,665. Okay, I am with you now. In the allocated reduction amounts, we're...

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Tera Klutz: \$201,059 is the number.

Jackie Scheuman: Do you want the shortfall number then?

Darren Vogt: Sure.

Jackie Scheuman: \$4,664,197.

Darren Vogt: And that does not include what we have taken out of the Rainy Day Fund.

Jackie Scheuman: Right, that is just the total. You tell me where you want me to put it.

Darren Vogt: What I passed out to you is something that Sidonie had given us. It talks about utilities and rollovers. We met with them and had a conversation about their budget. Utilities tend to roll and they went out and did the research and the utility company tells them that it is going to go up twenty percent, ten percent and they budget that allocation throughout the building. What I asked them to do was figure out a rollover total and they did that for 2009. For all of the utilities it was \$284,000. This morning, I asked them to figure out for going back in history a little bit and see what we've got.

Paula Hughes: They did this for you in the past three hours?

Darren Vogt: They did. The eyeballs got very big when I asked. In 2008, I am going to give you round numbers here, it was \$151,000. In 2007, it was \$171,000. In 2006, it was \$256,000. In 2005, it was \$93,000. My whole point behind this is that it is a guess for them on what they try to figure out on a utility cost standpoint. It shows a consistent pattern of rollover in those line items. The rollover varies and is percentages of and it looks like gas is one of the biggest rollovers, if you noticed. I am wondering if we want to consider some of that in their allocation in knowing that we could potentially, and I wouldn't want to do all of it, if we do anything make it \$100,000 and that coming off the utility line item and spread that out based on the percentages or whatever. That would be my suggestion. What that does is potentially reduce our rollover for 2010 but I am okay with reducing our rollover. It gets us closer to that true budget that we are trying to come up with. Food for thought, it could add another \$100,000 to the bottom line.

Roy Buskirk: Do we have some other departments that constantly have a rollover?

Paula Hughes: We get that spreadsheet at Pre-Allocation time.

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Jackie Scheuman: The majority of it is in salaries.

Roy Buskirk: Because of vacancies and those things.

Darren Vogt: Right. A new position comes in at a lower level.

Roy Buskirk: I'll tell you one thing was interesting, in looking at this sheet is what the cost has been running and some of the efficiencies that the County has been doing is saving us money. If you look at the electricity and gas, the cost is less. I understand that some of that has to do with winter temperatures and everything else. Some of the increased energy programs that the Building Department has been doing is looking good.

Larry Brown: Like infrared light switches and night setbacks on thermostats.

Darren Vogt: I move that we would reduce the budget of Building Maintenance by \$100,000 and let them figure out what allocation that those need to go to. If they do run short, it is going to be our responsibility to come back to us and we will have to pay that. I just think on the significance of those rollovers, we might as well try to true that up.

Larry Brown: I'll second that.

Paula Hughes: We have a motion and a second. Is there any further discussion? All those in favor please signify by saying aye. All those opposed same sign. The motion carries 7-0. Okay, so that is half of it. We are trying to fund \$201,000 and we just found \$100,000.

Darren Vogt: We are still \$4,560,000 short.

Paula Hughes: We had already funded a chunk of that with the Rainy Day.

Roy Buskirk: We are still \$1.2 million. So now it is \$1.3 million.

Paula Hughes: We decided on the \$3.2 million. We just have the variance of \$1.2 million. Suggestions from Council members?

Darren Vogt: What is the current balance in the Rainy Day Fund and the amount that we pledged was \$3.2 million, right? So what is the current balance before we do that?

Lisa Blosser: \$21.9 million something. I can get the exact number.

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Darren Vogt: Let's just use \$22 million. That will put the balance at a little under \$18 million and if we took the extra \$1.2, it would be \$17 million. Council, I am just going to do this exercise for those of us who are on Council next year. If we continue to rollover at \$4.4 million and we see that the economic term we are in continually, our Rainy Day Fund will be depleted in three years. I am supportive of moving the extra \$1.2 million out of the Rainy Day Fund because that is what it is there for. However, I am making the caution that it is not a huge bucket of money that we have out there. We have to hope that we do things incentively and economically.

Roy Buskirk: I think it would be four years.

Larry Brown: How can we send a message? We saw a few departments that voluntarily reduced their budget and some were flat and that means there are some efficiencies in place. How can we send a message that departments need to look for five percent or whatever reduction for next year to save us from doing a five percent whack?

Darren Vogt: I'll give you an idea. Here is something off the wall but have the department return the money to the employees. We did not do raises two years in a row and if a department comes to us and says they have found a savings of X amount of dollars and here is how we are going to do it, we share in that savings and it will go back to the employees of that department. It creates an incentive for them to come up with a way to do that. I don't know how we do that salary ordinance-wise. I don't know if it is a one-time thing but it needs to be a savings to the taxpayers eventually.

Roy Buskirk: A bonus.

Darren Vogt: Maybe we give a bigger percentage the first year and a little bit comes back after that. Those are the kinds of things that I think you are going to see if the employees have the buy-in.

Paul Moss: I hate to put cold water on that but the only downside to that is you may be incentivizing employees to reduce level of service. That would be a bit of a concern for me. I like the idea of incentives but when it comes to public employees, it is difficult.

Larry Brown: Wouldn't you rely on the department head to maintain that level of service?

Paul Moss: My answer to that is given our current structure of evaluation and in general how we deal with Human Resources here, I am not comfortable with that. And some of them, no offense I think we have some

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good elected officials but you have to look at the worst-case scenario. Some of the elected officials that are running departments, they don't really answer to anybody but the voters. Just something to think about.

Darren Vogt: I think that maybe that would be our task next year to really look at of what ideas we have to reduce it. It is coming down the road and the Rainy Day Fund is only going to be there for so long and the revenues are only going to be there for so long. We may need to stretch that out if the forecast doesn't get better.

Roy Buskirk: It is just the economy and the way it is. When I was looking through the budget figures, I think we estimated \$800,000 in interest this year and in years past it has been at two or three million. We are struggling to hit the \$800,000 this year.

Jackie Scheuman: Just remember that the \$2.5 million that you have not spent in the General Fund will roll over and you can immediately move that into the Rainy Day. I think you are going to be able to replenish the Rainy Day in January pretty significantly. Don't think that you will only have \$22 million for four years.

Paul Moss: Who knows what amount of money we will be able to move in there.

Jackie Scheuman: I don't want you to panic.

Darren Vogt: I don't want to panic but there is a fine line between a realization that the money is not always going to be there if we continue to spend it and how do we create an environment that provides the best service that we can but also reduce the cost of that service. And be able to reward employees for doing that.

Tera Klutz: On an incentive basis, like not the same bonus but the same employees would be so nice. You won't incentivize employees to decrease customer service because they know it is on merit. You have all of the tools that have been given to elected officials and department heads to do their jobs. You might have some abuses but I can't name one company where there isn't somebody who isn't doing their job. It doesn't mean that you penalize everybody and keep them from being able to manage better.

Roy Buskirk: It's a shame that you can't give out bonuses or rewards to individuals that come up with savings ideas. I think that is something that the Personnel Committee and Human Resources and see if there is that

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possibility. It is going to take all of us working together to come up with a solution to this problem.

Paul Moss: Do you need a motion for the \$1.3 million?

Jackie Scheuman: You actually never made a motion on the \$3.2 million.

Darren Vogt: Can you tell us? I think it is \$4,564,197.

Jackie Scheuman: Yes.

Darren Vogt: Move for approval of \$4,564,197 to come from the Rainy Day Fund.

Larry Brown: Second.

Paula Hughes: We have a motion and a second. All those in favor please signify by saying aye. All those opposed same sign. The motion carries 7-0.

Roy Buskirk: Did that number include the additional amount that we talked about here?

Paula Hughes: Yes.

Tera Klutz: It didn't include an additional \$200,000 that you had started talking about in the beginning. You had talked about setting that aside for a special program.

Roy Buskirk: Right.

Darren Vogt: Oh, right, we didn't.

Tera Klutz: Maybe that will roll over next year.

Larry Brown: Could someone please repeat that total number?

Darren Vogt: \$4,564,197.

Larry Brown: Thank you.

Roy Buskirk: I appreciate you bringing that up and it is just something that everybody is aware of with the Permit Committee and we will take it out of rollover or something.

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Paula Hughes: All right, Council members, I look for a motion to adjourn the budget hearing.

Paul Moss: Move to adjourn.

Darren Vogt: Second.

Paula Hughes: We have a motion and a second. All those in favor please signify by saying aye. All those opposed same sign. The motion carries 7-0.

There being no further business the meeting was adjourned at 12:03 p.m.