

## **COUNTY COUNCIL REGULAR MEETING – APRIL 10, 2000**

The meeting was called to order by President, Daniel Dennis.

### **I. ROLL CALL**

The following members were present: Pam Young, Keith Wright, Richard Mason, Edgar Zehr, Charles Canary, and Charles Littleton. John P. Wilson was present as the Council's Attorney.

### **II. PLEDGE OF ALLEGIANCE**

### **III. INVOCATION**

### **IV. APPROVAL OF 4/10/00 AGENDA**

Mr. Wright moved to approve the agenda as presented. Mr. Zehr seconded the motion that carried unanimously.

### **V. APPROVAL OF 3/13/00 MINUTES**

Mr. Mason made a motion to approve the minutes as presented. Mr. Wright seconded the motion that carried unanimously.

### **VI. PUBLIC COMMENTS**

There were no public comments.

### **VII. JOHNSON COUNTY PUBLIC LIBRARY – LIBRARY CAPITAL PROJECTS FUND**

Beverly Martin, Director, appeared to discuss and answer any questions on the proposed plan by the Johnson Public Library Board to continue with the sixth year of their Library Capital Projects Fund. The Library Board will hold a Public Hearing and meeting to adopt the Library Capital Projects Fund Plan on April 18, 2000. They propose that the County Council hold a public hearing on the plan at the May Council meeting.

### **VIII. PERSONNEL AMENDMENTS**

#### **PROSECUTOR**

Lance Hamner, Prosecutor, appeared to request an upgrade for the office manager from a PAT III Step II to PAT III Step IV. The request of the increased step is due to prior experience.

Mrs. Young moved to table the request to an executive session at the May Council meeting to discuss the request. Mr. Canary seconded the motion. The motion failed due to a two to five vote, Mr. Littleton, Mr. Wright, Mr. Zehr, Mr. Dennis, and Mr. Wright voted nay.

Mrs. Young commented she contacted a former employer of the employee and some information on the resume was not correct.

Mr. Hamner responded that the employee is doing the same type of work now that she had done in previous jobs.

Mr. Canary noted that if the Council is not going to go by the work experience schedule that was discussed at the March meeting and this request is approved, several other departments could appear and request the same.

After some discussion, Mr. Wright moved to approve the request as presented. Mr. Zehr seconded the motion that carried five to two, Mr. Canary and Mrs. Young voted nay.

#108-115.0/#118-115.0 - \$28,506.00 to \$31,428.00 Upgrade PAT III Step II to PAT III Step IV

#### **HIGHWAY**

John Price, Highway Director, appeared to request an amendment to the Council's cut off date for a step increase that was tabled from the March meeting. The employees anniversary date is January 2<sup>nd</sup> and Mr. Price felt that the employee has completed his three years of service.

Mr. Wright moved to approve the request as presented. Mr. Littleton seconded the motion.

Mrs. Young commented the Council had approved the cut off date of December 31<sup>st</sup> for a step increase.

Mr. Mason commented he felt that the employee should be upgraded if they reach their anniversary date on the first working day of the new year.

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Deborah Shutta, Auditor, explained if the cut off date is changed there are several employees that did not receive a step increase for 1999 and 2000.

After discussing several options the motion carried five to two, Mrs. Young and Mr. Canary voted nay.

**SUPERIOR COURT NO. 1/ADULT PROBATION**

James Coachys, Superior Court No. 1 Judge, appeared requesting an upgrade from COMOT III to COMOT II for the office manager in adult probation.

The request was sent to the human resource consultants and their recommendation was for the position to remain as a COMOT III.

Mr. Canary moved to deny the request to upgrade the position. Mrs. Young seconded the motion that carried unanimously.

**MAGISTRATE COURT**

Judge Coachys requested an additional appropriation for Magistrate Court in the amount of \$3,500.00 for pauper legal. The funds are needed for fees of interpreters and psychological evaluations.

Mr. Wright moved to approve the request as presented. Mr. Mason seconded the motion. Mr. Dennis noted that the funds could be approved under pauper legal line item and the funds transferred to professional services.

Mrs. Young noted that these types of expenditures for the interpreters and evaluations should be paid from the professional service line item. She also suggested that these payments could be paid from the Supplemental Public Defenders Service Fee Fund.

The motion carried unanimously.

#136-315.0 – Pauper Legal	\$ 3,500.00
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**SHERIFF & JAIL**

J.D. Richards, Sheriff, appeared to request a Crime Technician, two Administrative Clerks and a Head Cook for the new jail pod. Sheriff Richards presented and explained the current jail staffing, overtime projections and the staffing of comparable counties. He noted that two correctional officers at the jail are mainly doing clerical duties; if the new two administrative clerks are approved then the correctional officers positions would be open to perform jail duties. The crime technician individual would move to the Sheriff's budget which would open another position for the jail. The jail management committee has agreed with the proposed staffing plans.

Lieutenant Dan Blankenship appeared to explain the overtime projections for 2000. The total projected cost (C.O.'s salary range \$22,000.00 - \$27,000 yearly, median straight time rate of \$11.00, median premium overtime rate \$17.50 – average rate of \$14.25 per hour) 3,912 overtime hours x \$14.25 = \$55,746.00. The overtime of scheduled and new personnel training is projected 300 overtime hours x \$14.25 = \$4,275.00. He noted there could be additional unknown overtime.

Sheriff Richards commented if the positions are approved the \$55,746.00 projected for overtime could be eliminated.

Discussion was held concerning providing the food service for the inmates when construction begins on the old facility. Sheriff Richards noted that perhaps the meals could be prepared at the Juvenile Detention Center.

Joseph DeHart, County Commissioner, commented the board is contemplating in out sourcing the food service during the construction of the kitchen at the jail. The contractor has agreed to pay for the service.

Mrs. Young moved to approve the following requests subject to review and classification by the human resource consultant, effective date of 4-20-00 if possible. Mr. Littleton seconded the motion that carried unanimously.

#105-132.0 - Crime Tech (new) POLE V Step IV \$26,882	\$ 18,817.42
#124-129.0 - Administrative Clerk Jail (new) COMOT II \$20,542	\$ 14,379.38
#124-129.1 - Administrative Clerk Jail (new) COMOT II \$20,542	\$ 14,379.38
#124-162.1 – Head Cook (new) LTC IV \$21,390	\$ 14,973.02

**COUNTY MISDEMEANANT**

The request was withdrawn.

**ENHANCED 911**

Rob Norris, Computer Supervisor, appeared to request a reclassification and change in the title for the GIS (geographical information system) Technician due to additional duties. He noted the Board of Commissioners have endorsed the request. The demands of managing the data, coordinating the effort, and developing new applications are only going to become greater as time goes on. The GIS Technician addressed the Council on his current and additional duties.

Mrs. Young commented the Council needs to assess the GIS service to see if the county can continue to afford the expansion of GIS. She noted that a request for an additional appropriation was on the agenda to continue the GIS internet service and they will be asking for a new employee in the year 2001.

Mr. Mason moved to forward the request to reclassify the GIS Technician to the consultant for review. Mr. Canary seconded the motion that carried six to one, Mrs. Young voted nay.

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**IX. SALARY ORDINANCE AMENDMENTS, ADDITIONAL APPROPRIATIONS, REDUCTIONS, & TRANSFERS:**

**APPROVAL OF THE SALARY ORDINANCE (144) AMENDMENTS:**

Mr. Mason moved to approve the following requests as presented. Mr. Wright seconded the motion.

#117-100.0 - \$43,000.00 to \$46,000.00 (2-16-00) (tabled)  
From: #117-133.0 - (\$2,631.00)  
To: #117-100.0 - \$2,631.00  
#105-128.6 - \$27,618.00 to \$22,220.00 (3-20-00)  
#108-115.0/#118-115.0 - \$27,150.00 to \$28,506.00 (4-4-00)  
#124-126.5 - \$24,498.00 to \$22,220.00 (3-18-00)  
#124-127.8 - \$22,220.00 to \$23,332.00 (4-6-00) \$ 821.23  
#140-123.4 - \$25,723.00 to \$26,882.00 (2-29-00)  
#140-120.2 - \$24,498.00 to \$22,220.00 (3-13-00)  
#140-112.0 - \$38,100.00 to \$31,345.00 (3-13-00)  
#208-113.3 - \$12,454.00 to \$11,861.00 (3-9-00)  
#215-112.0 - \$28,575.00 to \$23,509.00 (3-13-00)  
#134-116.0 - \$20,542.00 to \$21,570.00 (6-1-00)  
From: #134-115.0 - (\$1,028.00)  
To: #134-116.0 - \$1,028.00

Discussion was held on the position of the Planning Director #117-100.0 between the Board of Commissioners and Council on whether the position should be on the pay grid or classified as a Special Occupation. No action was taken on changing the position's category.

The motion carried unanimously.

**WIC**

Mr. Mason moved to approve the transfer of funds within the WIC budget as requested. Mr. Wright seconded the motion that carried unanimously.

From: #215-350.0 - Professional Services (\$ 748.00)  
To: #215-217.0 - Office Supplies \$ 748.00

**AUDITOR**

Mr. Mason moved to approve the transfer of funds within the Auditor's budget as requested. Mr. Wright seconded the motion that carried unanimously.

From: #102-362.0 – Equipment Repair & Maintenance (\$ 1,000.00)  
To: #102-440.0 – Office Equipment \$ 1,000.00

**PROSECUTOR DEFERRAL PROGRAM – (327)**

Mr. Mason moved to approve the additional appropriation request of \$6,210.00 for the City of Franklin from the Deferral Program. Mr. Wright seconded the motion that carried unanimously.

#327-311.0 – City of Franklin \$ 6,210.00

**COMMUNITY CORRECTIONS – ADULT PROJECT INCOME (209)**

Deana McMurray, Director, appeared to request an additional appropriation in the amount of \$44,500.00 for part-time. She explained their budget was written for a two year period in 1998 and several things have changed since that time. A few reasons for the shortage in part-time is due to individuals on the family leave act and disability.

Mrs. Young moved to approve the request as presented. Mr. Littleton seconded the motion that carried unanimously.

#209-113.2 – Part-Time \$ 44,500.00

**JAIL**

Sheriff Richards appeared to request additional appropriations for overtime and hospital/medical line items. He explained the hospital/medical line item is short due to shifting of monies to building & repair line item. At the budget hearings for the year 2000 the building & repair line item was reduced to \$5,000.00 from \$26,675.00.

Mrs. Young moved to approve \$29,500.00 for the hospital/medical line item. Mr. Littleton seconded the motion.

Mr. Dennis commented he thought the Board of Commissioners were taking care of maintenance. Joseph DeHart, County Commissioner responded the Commissioners did not receive the additional funding for maintenance at budget time. The maintenance money reduced from the jail's budget was not added to the Courthouse budget.

Mr. Mason moved to table the request until the invoices for maintenance can be reviewed. Mr. Wright seconded the motion that failed with a vote of three to four, Mr. Littleton, Mr. Zehr, Mr. Canary, and Mrs. Young voted nay.

The motion to approve the additional appropriation carried five to two, Mr. Mason and Mr. Wright voted nay.

#124-309.0 – Hospital & Medical \$ 29,500.00

A few Council members commented the maintenance issue at the jail needs to be resolved.

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Sheriff Richards requested an additional appropriation for overtime in the amount of \$35,000.00. He explained that \$20,000.00 of the request is needed for the security of the upcoming murder case. The remainder money is needed for training the correctional officers for the new facility. Mr. Mason commented he thought that once the new positions were approved the overall overtime money needed would be reduced. Mr. Mason felt that training should be done at the facility on normal working hours, not overtime.

Mrs. Young moved to approve the request as presented. Mr. Canary seconded the motion that was defeated by three to four, Mr. Littleton, Mr. Wright, Mr. Mason, and Mr. Dennis voted nay.

Mr. Wright moved to approve \$25,000.00 for overtime. Mr. Mason seconded the motion that carried six to one, Mrs. Young voted nay.

#124-165.0 – Overtime \$ 25,000.00

**COMPUTER SERVICES**

Rob Norris, Director, appeared requesting an additional appropriation in the amount of \$24,000.00 for professional services. The money is needed to continue funding the GIS internet application currently hosted by Beam, Longest and Neff. He explained the site analysis reports from January and February 2000, the site is being visited regularly and frequently. Bob Langdoc, GIS Technician, was in attendance to answer questions from the Council.

Discussion was held on the site analysis reports and establishing a fee for the electronic GIS information access fees.

Mr. Mason moved to approve \$12,000.00 for professional services at six months and for Mr. Norris to draft an ordinance for the access fee for the May meeting. Mr. Littleton seconded the motion that carried six to one, Mrs. Young voted nay.

#141-399.0 – Professional Services \$ 24,000.00

**X. OLD BUSINESS**

**GUIDELINES OF THE 2% PERFORMANCE PAY – AMENDMENT OF THE SALARY ORDINANCE**

During the budget hearings in 1999 the Johnson County Council voted to provide to Johnson County Employees, exclusive of elected officials and department heads, a potential, one time two percent (2%) salary adjustment during calendar year 2000. This adjustment was to be made available to the employees in an amount to be determined by the elected official or department head under whom the employee served. This means that the amount received, if any, was within the sole discretion of the elected official or department head.

Mr. Mason moved to accept the following guidelines.

The Johnson County Council has, as a result of discussions with elected officials, determined that the issuance of guidelines would be appropriate. The only guidelines which the Council has issued are as follows:

1. The employee must be a full time employee on the date of the submission of the pay voucher by the elected official or other appropriate authority.
2. Any funds to be received by the employee will be paid, if at all, in one installment with the first payroll of July, 2000
3. A written statement of the method of evaluation must be on file in the office of the elected official or department head on the date of the submission of the voucher.

It is hoped that this communication will answer many questions which have been posed by the various employees and elected officials of the county.

Mrs. Young questioned if the performance evaluation was for the year 1999, if so the year is over and becomes a legal question. Council Attorney, Phil Wilson stated the ordinance or guidelines does not reference any specific year to be evaluated.

Mr. Wright seconded the motion that carried six to one, Mrs. Young voted nay.

**XI. NEW BUSINESS**

**JOHNSON COUNTY CITIZENS AGAINST SUBSTANCE ABUSE – NEW PROJECT PROPOSAL**

Dick Huber, President of JCCASA, appeared requesting approval of a new project proposal. He explained grants are approved by the Council from the County Drug Community Fund for JCCASA agreements. They hired a part-time program coordinator one-year ago, which was funded by one of the grants. This person recently resigned, and they are now requesting approval of an agreement with Partnership For a Healthier Johnson County to be the fiscal agent. The Partnership For a Healthier Johnson County would hire and pay a person to be the part-time coordinator.

Deborah Shutta, County Auditor, commented the request did come before the Board of Commissioners and was approved, subject to determining that this would be allowable by statute. That being the Partnership For a Healthier Johnson County be the fiscal agent of the funds. She requested to have a copy on file in the Auditor's Office of the Comprehensive Drug Free Community Plan.

Jane Blessing, a representative of JCCASA appeared stating they would forward a copy of the plan to the Auditor.

Mr. Mason moved to approve the project proposal, subject to the State Board of Accounts approval. Mr. Canary seconded the motion that carried unanimously.

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**COUNCIL CORRESPONDENCE**

Mr. Dennis stated he received the annual reports from the Bargersville Fire Protection District and White River Fire Protection District.

Mr. Dennis noted there will be a charity auction for the new park in White River Township on April 29<sup>th</sup> at the Center Grove Middle School. Also, Dick Wolfsie from Channel 8 will be doing a news spot on April 18<sup>th</sup> at 5:30 a.m. on the new park at Heartland Bank in White River Township.

Mr. Dennis received a resignation letter from Keith Hardin, the appointee to the Alcoholic Beverage Commission Board (ABC). Mr. Dennis requested that the appointment be on the May Council meeting agenda.

Deborah Shutta, County Auditor, received a letter from the Council's financial consultant requesting information. She asked that any information needed for their consultant be requested by the Council. Also, the signed contract for the consultant is not on file in the Auditor's Office. Mrs. Young noted the consultant needs to be given direction by a vote of the full Council. Mr. Dennis stated the motion at the last Council meeting was for the consultant to begin on a fiscal plan. Mrs. Young asked who will be determining the needs for a fiscal plan. Mr. Wright responded the consultants will be working with the Council and Commissioners on the needs for the next few years. Mr. Dennis suggested that a few Council members and a Commissioner meet with the consultant. Mr. Wright moved to allow the Auditor to assemble the information for the consultant. Mr. Mason seconded the motion that carried unanimously. Mrs. Young requested a statement of charges from the consultant on work performed and be copied to all Council members. Mr. Wright moved to start the dialog on the needs for a fiscal plan to have the Council President and a County Commissioner, he suggested the President to meet with the consultant. Mr. Mason seconded the motion that carried six to one, Mrs. Young voted nay.

Mrs. Young noted that she received information from Richard Weltz from Clark Township on impact fees. She felt the copies were a great source of information.

There being no further business, Mr. Mason moved to adjourn the meeting. Mr. Littleton seconded the motion that carried unanimously.