

COUNTY COUNCIL REGULAR MEETING – JUNE 11, 2001

The meeting was called to order by President, Richard Mason.

I. ROLL CALL

The following members were present: Charles Canary, Ron West, Keith Wright, Brent Waltz, Pam Young, and Daniel Dennis. John P. Wilson was present as the Council's Attorney.

II. PLEDGE OF ALLEGIANCE

III. INVOCATION

IV. APPROVAL OF 6/11/01 AGENDA

Mrs. Young requested to add under "Old Business" a conversation with the White River Township Trustee. Mr. Canary moved to approve the agenda as presented including Mrs. Young's request. Mr. West seconded the motion that carried unanimously.

V. APPROVAL OF 5/14/01 MINUTES

Barbara Davis, First Deputy Auditor, noted a correction on page two under "Approval of Minutes" (Mr. Waltz moved to approve the minutes instead of Mrs. West). Mrs. Young moved to approve the minutes including the correction. Mr. Canary seconded the motion that carried with six ayes. Mr. Dennis abstained from voting because he was not in attendance at that meeting.

VI. PUBLIC COMMENTS

There were no public comments.

VII. PRESENTATION - VOTING EQUIPMENT

Brenda Jones-Matthews, County Clerk, appeared explaining that three software vendors for election equipment are in attendance along with their equipment for viewing. She noted the Election Board has viewed the equipment and at this time have not come to a consensus of the best type of equipment. Regardless of which type of equipment is used there will still be paper costs such as absentee ballots, forms, envelopes, and precinct kits. Senate Bill #268 was passed and there are several questions to the bill, however it is possible that the counties may be mandated to change their voting equipment. She introduced the three vendors and they gave a short presentation of their equipment.

- Election System & Software – Robb McGinnis & Jack Black
- Governmental Business Systems, Inc. – Steve Corey
- MicroVote General Corporation – Steve Chamo

Mrs. Jones-Matthews explained the Election Board would meet and make a recommendation to the Board of Commissioners then the Commissioners would recommend it to the Council.

VIII. SALARY ORDINANCE AMENDMENTS, ADDITIONAL APPROPRIATIONS, REDUCTIONS, & TRANSFERS:

APPROVAL OF THE SALARY ORDINANCE (144) AMENDMENTS

Mrs. Young requested that #130-110.0 be discussed separately. She moved to approve the following requests as presented.

#108-115.2 - \$20,953.00 to \$22,001.00 (6-18-01)	
#112-113.3 - \$18,722.00 to \$19,657.00 (7-01-01)	
#124-128.9 - \$22,664.00 to \$24,988.00 (5-31-01)	
#124-127.3 - \$26,114.00 to \$23,685.00 (5-31-01)	
#140-123.6 - \$22,664.00 to \$23,799.00 (6-28-01)	
#206-121.0 - \$30,531.00 to \$27,693.00 (5-15-01)	
#209-114.0 - \$14,113.50 to \$12,801.00 (4-19-01)	
#210-116.3 - \$27,693.00 to \$29,076.00 (5-17-01)	
#210-119.2 - \$19,657.00 to \$18,722.00 (5-22-01)	
#296-121.7 - \$ 3,418.96 to \$ 5,094.21 (5-04-01)	\$ 1,100.00

Mr. West commented he would like to have clarification on the motion at the May 23rd Special Meeting when the current personnel job classification system was disbanded; was that effective immediately and if so the salary ordinance amendments are not necessary. The motion did not include an effective date.

After some discussion, Mr. Waltz moved that the current system remain in place until the end of 2001. Mr. Dennis seconded the motion that carried six to one, Mrs. Young voted nay.

Mr. Waltz seconded the motion for the salary ordinance amendments that carried unanimously.

#130-110.0 - \$25,579.00 to \$23,200.00 (5-18-01)

Robert Weaver and James Facemire, Soil & Water Board Members, appeared to answer any questions.

Mrs. Young questioned why the request of #130-110.0 position only has a balance of \$5,060.23 left. Mr. Weaver stated the former employee left and they had to pay for vacation and compensatory time. Depending on when they hire a permanent employee they might need to return to the Council for additional funding. Mrs. Young asked if additional funding is needed could Soil & Water use money from their income they receive. He responded they are not spending more than what is in the line item at this time. They will need to address this issue when they hire a permanent employee.

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

COUNTY COUNCIL REGULAR MEETING – JUNE 11, 2001 – (Cont.)

#130-111.0 – New hire request STEP II \$20,641.00 to \$19,657.00 (5-31-01)

Mr. Weaver explained the employee moving into this position has worked part-time at Soil & Water for approximately ten months.

Mr. Dennis moved to approve the request as presented. Mr. West seconded the motion that carried unanimously.

#210-119.0 – Six month increase to STEP IV \$23,101.00 to \$24,257.00 (6-14-01)

John Bonsett, County Health Director, appeared to request the six month increase for an employee that was hired at a COMOT II Step III. The position was reclassified from a PAT (\$33,600.00) to a COMOT (\$23,101.00) due to job responsibilities.

Mr. Waltz moved to approve the request as presented. Mr. Wright seconded the motion that unanimously carried.

#105-128.9 – 911 Coord/Dispatcher to Dispatcher \$22,664.00 \$ 14,198.00

Sheriff Richards deleted the request.

#105-127.5- Payroll Clerk/Computer Adm.- Request a reclassification from a Step V \$25,469.00 to a PAT IV Step V \$30,292.00(See minutes 4/9/01 & 5/14/01)

COMOT II

Sheriff Richards requested the reclassification of this position that was tabled from the May meeting.

Mrs. Young commented it is very difficult to determine a reclassification since it is determined by factoring points. In the past the job description would have been sent to the consultant for review and since the Council is no longer doing that she does not know the value of this job. The only thing she has is a letter from the Computer Director stating the position performs basically the same duties as the computer administrator at the courthouse who is classified as a PAT IV.

Mr. West suggested that with the new guidelines for 2002 the Sheriff could adjust salaries.

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

Mr. Dennis moved to approve the following transfers as requested.

WIC – (215)

From: #215-350.0 – Professional Services (\$ 550.00)

To: #215-217.0 – Office Supplies \$ 550.00

REGIONAL GANG GRANT – (270) 4/01/01-12/31/01

From: #270-215.0 – Operating Supplies (\$ 2,500.00)

To: #270-315.0 – Communications (new) \$ 2,500.00

PRETRIAL DIVERSION PROGRAM - (286)

#286-200.0 – Reimbursements \$ 3,626.95

Mr. Wright seconded the motion that unanimously carried.

SUPPLEMENTAL ADULT PROBATION - (297)

Richard Pfifer, Chief Adult Probation Officer, appeared to request a new line item titled “reimbursements” and a transfer of funds from Office Supplies to Supplement Salary. He explained the new line item is needed for overpayments paid by probationers.

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

#297-210.0 – Reimbursements (new line item approval)

From: #297-211.0 – Office Supplies (\$ 700.00)

To: #297-122.2 – Probation Officer Supplement \$ 700.00

Mr. Dennis moved to approve the following requests.

SURVEYOR (106)

#106-180.0 – Part-Time (work study) \$ 1,500.00

COOPERATIVE EXTENSION SERVICE (116)

#116-112.4 – Part-Time (work study) \$ 1,903.00

SUPPLEMENTAL JUVENILE PROBATION – (296)

#296-410.0 – Office Equipment \$ 4,500.00

Mr. West seconded the motion that unanimously carried.

SHERIFF – (105)

Mrs. Young moved to approve the following transfers as requested.

From: #105-116.1 – Deputy (\$ 2,643.47)

To: #105-111.0 – Sheriff \$ 1,700.00

To: #105-118.1 – Deputy \$ 943.47

From: #105-117.1 – Deputy (\$ 374.69)

To: #105-118.1 – Deputy \$ 374.69

From: #105-117.5 – Deputy (\$ 113.84)

To: #105-118.1 – Deputy \$ 113.84

COUNTY COUNCIL REGULAR MEETING – JUNE 11, 2001 – (Cont.)

Mr. Waltz seconded the motion that unanimously carried.

JAIL (124)

Mrs. Young moved to approve the following transfers as requested and proposed a transfer of \$20,000.00 from Hospital/Medical to Overtime instead of an additional appropriation of \$20,000.00.

From: #124-128.8 – Correctional Officer	(\$ 406.62)
To: #124-128.9 – Correctional Officer	\$ 406.62
From: #124-125.1 – Correctional Officer	(\$ 407.42)
From: #124-125.4 – Correctional Officer	(\$ 378.36)
From: #124-126.2 – Correctional Officer	(\$ 930.60)
From: #124-126.3 – Correctional Officer	(\$ 1,300.00)
From: #124-127.0 – Correctional Officer	(\$ 241.25)
From: #124-127.1 – Correctional Officer	(\$ 3,100.00)
From: #124-127.8 – Correctional Officer	(\$ 1,700.00)
From: #124-128.5 – Correctional Officer	(\$ 1,100.00)
From: #124-128.6 – Correctional Officer	(\$ 2,200.00)
From: #124-128.7 – Correctional Officer	(\$ 1,900.00)
From: #124-127.3 – Correctional Officer	(\$ 1,800.00)
To: #124-165.0 – Overtime	\$ 15,057.63
From: #124-309.0 – Hospital & Medical	(\$ 20,000.00)
To: #124-165.0 – Overtime	\$ 20,000.00

Mr. West seconded the motion.

Mr. Wright asked Sheriff Richards if he agreed with the \$20,000.00 transfer and if so does that leave sufficient funds in the Hospital & Medical line item.

Sheriff Richards concurred with the transfer and he could not predict the health of the inmates for the remainder of the year. He noted that the overtime money will not be enough and will need to return probably next month for additional funding.

The motion carried six to one, Mr. Wright voted nay.

COMMISSARY EXPENDITURES

Sheriff Richards requested several expenditures from the fund from present to December 31, 2002. He distributed the list to the Council members for viewing. He noted that a complete report of the expenditures would be submitted twice a year to the County Auditor.

Mrs. Young commented she would like to have some time to review the list since she just received it. She moved to table the request until the July meeting. The motion died for a lack of a second. She also commented that it is possible the commissary fund could be used for more essential services since the county is tight on funds.

After some discussion, Mr. Dennis moved to approve the following expenditure list through December 31, 2001 including a \$500.00 limit per line item. Mr. Waltz seconded the motion that carried six to one, Mrs. Young voted nay.

- Reimbursement for lost or damaged inmate property
- Reimbursement for expenses of inmates in transit
- Shipping cost regarding department evidence or equipment
- Supplies to promote educational activities for inmates
- Expenses for advertising for community events that promote the Department
- Matching funds for grants
- Expenses for installation and service of Sheriff's Department equipment
- Expenses for hiring temporary employees
- Expenses for rental of specialized equipment
- Expenses associated with rewarding inmates and employees (non monetary)
- Expenses associated with hosting training events
- Expenses associated with memorial services
- Awards and banquets for volunteers
- Items to be purchased for Chaplains, articles of clothing/uniforms for ceremonies, and assisting officers
- Any other purpose that benefits the Sheriff's Department that does not exceed \$500.00 (i.e. Bears on Patrol form D.O.C.)

JAIL STAFFING REPORT

Sheriff Richards reported the National Institute of Corrections (NIC) came to the jail to assist in the staffing analysis. Members of the jail staff, council, a commissioner, architect representative, and consultants met with the NIC. It was agreed that the jail needed ten additional correctional officers and he intends on requesting eight of them at the July Council meeting.

Mr. Waltz asked if the discrepancy in amount of staffing that was discussed in February has been resolved. Sheriff Richards responded "yes".

Mrs. Young noted that she did send to all the Council members the result of the jail staffing analysis that included the computation of a shift relief factor for 12 hour and 8 hour shifts.

COUNTY COUNCIL REGULAR MEETING – JUNE 11, 2001 – (Cont.)

Mr. West commented the number one priority is for the county to settle the lawsuit that is still pending.

COUNTY LAW ENFORCEMENT CONT. EDUCATION #2 (306)

Sheriff Richards requested an additional appropriation in the amount of \$8,000.00 to be transferred from fund #325 for training. Many officers attended training out of state and it takes additional funding to cover room and board. The classes for the remainder of the year will be held to in state.

Steve Preston, Training Coordinator for the Sheriff's Department, appeared to explain that the fund currently has over \$32,000.00 and will need \$8,000.00 for the remainder of the year.

Mr. West asked if one or two officers are sent for training and then return to do in-house training to save money. Sheriff Richards responded, "yes" however there is a lot of new training that the officers need that cannot be done in-house.

Mr. Canary moved to approve the request as presented. Mr. West seconded the motion that unanimously carried.

#306-300.0 – Claims \$ 8,000.00

CUMULATIVE CAPITAL DEVELOPMENT (254)

Sheriff – Computer Equipment

Sheriff Richards requested an additional appropriation in the amount of \$12,536.00 for computer equipment.

Office Equipment

Request of \$2,000.00 from the Board of Commissioners for a shredder and speakerphone.

Mr. Dennis moved to approve the request of \$12,536.00 for the Sheriff's Computer Equipment and to delete the request of \$2,000.00 for Office Equipment. He suggested the Commissioners shift the funds within their budget for the equipment. Mr. Wright seconded the motion.

Mrs. Young commented that a request for the computer equipment from the Sheriff was done prior for the amount of \$7,000.00 and reduced by the Sheriff to \$4,000.00. She suggested that only \$5,100.00 be appropriated and the remainder be paid from the Sheriff's budget.

Mr. Dennis amended his motion to reduce the appropriation to \$5,100.00 and delete the office equipment request. Mr. Wright concurred with the amendment. The motion carried unanimously.

#254-416.0 – Sheriff – Computer Equipment \$ 5,100.00
#254-414.0 – Office Equipment -0-

Purchase/Acquisition/Design Land (Animal Shelter)

Joe Pitcher, County Attorney, appeared to request an additional appropriation in the amount of \$175,000.00 for the purchase and design for a new animal shelter. He explained the Board of Commissioners have been searching for a suitable site a long time and have found a location near 2020 N Graham Road in Franklin. The seller has agreed to sell five acres for \$25,000.00 per acre which is below the appraised value. The \$50,000.00 would be used for architectural and engineer fees and they have received six requests for proposals for the design and Design House of Greenwood was the lowest at \$30,500.00.

Mr. West commented with the financial burdens that the county now faces such as the increase cost of staffing the new jail why would the county purchase property when the county already owns the land where the current shelter is located. He felt with this type of proposal it should include the total costs including additional operational costs compared to the benefits. The only information he has received is from the Animal Shelter Warden requesting additional personnel and upgrades in all the staff. When the county purchases property the assessment is removed from the tax rolls. He agreed the animal shelter does need a new building however he feels it should be built in the same location.

Mr. Pitcher responded the current location is not large enough for the new building. Mr. West suggested reducing the size of the building.

James Rhoades, County Commissioner, appeared inviting the Council to visit the shelter to see how a larger facility is needed.

Mrs. Young asked what is going to be the estimated additional operating costs. Mr. Pitcher responded the architect would need to prepare that information.

Mr. Waltz stated with all the additional requests for money such as the lead removal on the courthouse tower and mold removal he agreed with Mr. West that the Council needs to be included in the process on such large expenditures.

Mrs. Young asked what has the Board of Commissioners done to find additional revenues for the county. She noted that the Animal Warden requested to upgrade two part-time kennel attendants to full time and at least two or more additional employees for the new facility. The county does not have the additional funds necessary for these positions. She also concurred with Mr. West and Mr. Waltz on being included on major projects.

Mr. Wright commented if the Board of Commissioners feels the Animal Shelter project is a priority the Council should be concerned if the county is not careful the price of the land can increase or be sold to someone else. The Council can discuss the personnel issues later.

COUNTY COUNCIL REGULAR MEETING – JUNE 11, 2001 – (Cont.)

Mr. Dennis moved to table the request until the July Council meeting to allow for additional communication with the Commissioners. Mr. Waltz seconded the motion that carried five to two, Mrs. Young and Mr. Wright voted nay.

Annex North Mold Removal

Mr. Pitcher stated the Board of Commissioners have received three bids to remove the mold from the Annex North Building and the lowest was \$134,000.00 and the hygienist to over see the project is approximately \$53,000.00. He requested an additional appropriation in the amount of \$206,000.00 for the mold removal, 10% contingency fee and the removal of a small amount of mold in the Courthouse Annex.

Mr. Dennis moved to approve the request of \$206,000.00. Mr. West seconded the motion that carried six to one, Mr. Waltz voted nay.

#254-424.0 – Annex North Mold Removal \$206,000.00

COUNTERMEASURES (315)

Cynthia Emkes, Superior Court No. 2 Judge, appeared to request an additional appropriation in the amount of \$4,068.00 for travel & training. The countermeasures program has not existed for several years however there is a balance still in the fund. She explained the funds remaining in the account could be used for expenses related to alcohol and drug programs. She feels the money could be used for education by probation officers and community corrections with the approval of her.

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

Mrs. Young commented the fund currently shows a balance of \$3,968.52 and ask if there could be a restriction of in-state use only. Judge Emkes responded the difference in the amount requested and the balance is because \$99.48 was erroneously deposited into fund #315 and transferred to the correct fund. In regards to the limit on in-state travel that would be fine however if a program is being offered just outside Indiana she would have to return to Council for approval each time.

Mr. Waltz stated he would prefer not to limit the Judges discretion on in-state travel.

Mrs. Young noted the travel policy states that out of state travel should be infrequent occurrence and feels that Indiana provides very good training.

Mr. Dennis amended the motion to appropriate the amount left in the fund. Mr. Wright concurred and the motion carried unanimously.

#315-300.0 – Travel & Training \$ 3,968.52

SUPPLEMENTAL PUBLIC DEFENDER (299)

SUPERIOR COURT NO. 2 (133)

Judge Emkes requested an additional appropriation for pauper legal services in the amount of \$16,000.00 from fund #299 and \$27,000.00 from #133. She explained the increase is due to an issue on an appeal of a capital case relative to the admission of DNA evidence. Another reason for the increase is when a defendant files a notice to impose insanity the court is required to appoint two sometimes three psychologists and psychiatrists for evaluation to stand trial. A drug related case filed in the court has also increased the pauper legal services.

Mr. Dennis moved to approve the requests as presented. Mr. Waltz seconded the motion that unanimously carried.

#299-310.0 – Pauper Legal Services \$ 16,000.00
#133-301.0 – Professional Services \$ 27,000.00
From: #133-361.0 – Equipment Repair & Maintenance (\$ 600.00)
To: #133-216.0 – Books \$ 600.00

Judge Emkes commented with the increase in costs of pauper legal services perhaps a public defenders program would be a better solution. There are currently thirteen full-time prosecutors and five part-time public defenders in the county. Perhaps there should be full-time public defenders or adding more part-time public defenders.

Mrs. Young noted she has spoken to Circuit Court Judge, K. Mark Loyd, and he is going to discuss with the Council and Commissioners the State Public Defender Commission and possibly establishing a local board.

DRUG FREE COMMUNITY FUND (331)

Jane Blessing, Chairman of Johnson County Citizens Against Substance Abuse (JCCASA), appeared to request additional appropriations from the Drug Free Community Fund for treatment, prevention/education, justice, and discretionary. She explained different organizations submit grant proposals to the JCCASA committee for consideration. The committee shall approve seventy-five percent of the available funds to the various organizations. The requested amounts are the recommendation from the committee in the amount of \$93,403.00.

Mr. Waltz moved to approve the amounts as requested. Mr. Canary seconded the motion that unanimously carried.

#331-310.0 – Treatment \$ 22,500.00
#331-320.0 – Prevention/Education \$ 25,500.00
#331-330.0 – Justice \$ 22,500.00
#331-340.0 – Discretionary \$ 22,903.00

TITLE – V TRUANCY PROGRAM – (362)

COUNTY COUNCIL REGULAR MEETING – JUNE 11, 2001 – (Cont.)

Deana McMurray, Community Corrections Director, appeared to request transfer of funds within the Title-V Truancy Grant. She explained the amounts being transferred is to utilize the excess funds left in the grant so the money will not have to be returned to the Criminal Justice Institute.

Mrs. Young moved to approve the requests as presented. Mr. West seconded the motion that unanimously carried.

From: #362-110.0 – Correctional Officer	(\$ 1,974.00)
To: #362-210.0 – Office Supplies	\$ 1,000.00
To: #362-410.0 – Computer Equipment	\$ 974.00
From: #362-142.0 – FICA	(\$ 130.00)
From: #362-143.0 – PERF	(\$ 158.00)
From: #362-310.0 – Travel & Training	(\$ 1,738.00)
To: #362-410.0 – Computer Equipment	\$ 2,026.00

ALCOHOL & DRUG – (332)

Ms. McMurray explained the alcohol & drug services program started at community corrections approximately six years ago and is administered under Judge Emkes. They recently had a certification review and were told the fees being currently collected are the lowest in the state. So effective June 1st the fees were increased from \$75.00 to \$150.00 with that they are increasing services and requested the approval of an additional counselor.

Mr. Dennis commented that the county started funding three employees approximately three years ago and it was discussed at that time that once fees are increased county general would no longer have to fund these positions. Ms. McMurray responded if community corrections were at full capacity they could totally fund everything from user fees.

Mrs. Young asked why wasn't insurance coverage requested. Ms. McMurray responded the request is for only one month and they will be returning next month for the last six months of the year and she would request insurance coverage at that time.

Mr. Dennis moved to approve the requests for Alcohol & Drug and Community Corrections/Adult Project Income. Mr. Waltz seconded the motion that carried unanimously.

#332-111.0 – Counselor (new) \$27,150.00	\$ 1,254.00
#332-142.0 – FICA	\$ 96.00
#332-143.0 – PERF	\$ 101.00

COMMUNITY CORRECTION/ADULT PROJECT INCOME (209)

#209-131.0 – Casemanager (new) \$24,434.00	\$ 1,128.00
#209-132.0 – Caseofficer (new) \$22,220.00	\$ 1,026.00
#209-142.0 – FICA	\$ 165.00
#209-143.0 – PERF	\$ 172.00

PLEASANT TOWNSHIP ASSESSOR – (112)(tabled from May) (see minutes 5/14/01) Donna Zelner, Pleasant Township Assessor, appeared requesting an amendment to the original amounts. The additional appropriation amount for travel & training she deleted and reduced the office equipment to \$7,000.00.

Mrs. Young moved to appropriated \$7,000.00 for office equipment and transfer \$5,750.00 of the \$7,000.00 into office supplies. Mr. Waltz seconded the motion.

Mr. Wright asked if the White River Township Assessor has been contacted about them attending the training. Mr. Waltz stated he spoke with the Assessor and she has not arrived at any conclusion on whether she will proceed with the idea of maintaining the plats.

Deborah Shutta, County Auditor, commented the White River Township Assessor would need to make the decision of whether she will be proceeding with this task since she is an elected official. Mr. Wright commented the offer for training should be extended to her also. Mrs. Shutta suggested that if and when the White River Township Assessor chooses to maintain the maps that White River could be trained by other county employees.

The motion was approved six to one, Mr. Wright voted nay.

#112-410.0 – Office Equipment	\$ 7,000.00
From: #112-410.0 – Office Equipment	(\$ 5,750.00)
To: #112-213.0 – Office Supplies	\$ 5,750.00

AUDITORS PLAT MAP MAINTENANCE – (904)(tabled from May)

Mrs. Young moved to approve the request as presented. Mr. Canary seconded the motion that carried six to one, Mr. Wright voted nay.

#904-216.0 – Supplies	\$ 5,750.00
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IX. OLD BUSINESS

Conversation with the White River Township Trustee

Mrs. Young reported she spoke to Daniel Maple and he declined to attend the meeting however would be gathering information on the costs of the building and at later date would attend the Board of Commissioners and Council meetings.

COUNTY COUNCIL REGULAR MEETING – JUNE 11, 2001 – (Cont.)

Mr. Mason reported that the Jail Management Committee would be attending the July Council meeting.

Guidelines for Employees Compensation

Mr. Waltz distributed the following to the Council for approval:

Guidelines for Johnson County Employee Compensation

In order to attract, retain, and reward the most competent and dedicated Employees that serve the people of Johnson County, the following guidelines have been proposed:

1. Employee job descriptions shall be utilized in order to provide the department head or office holder a clear description of the requirements for each position. The job descriptions shall be maintained by the department head or office holder.
2. The job categories shall remain in place as they currently are, and the the "hire-in range" and "maximum" listings shall be based on the fiscal 2001 financial numbers.
3. For fiscal year 2002, the budget for personnel will increase by 2% from the previous year; it shall be the responsibility of each department head and office holder to allocate these funds based on performance, seniority, or any other system they deem prudent for the successful operation of their department or office (subject to final approval by the Johnson County Council).
4. It is recommended that performance evaluations regularly occur in order to justify the department head's or office holders' recommendations.
5. The Sheriff's Department shall be exempt from these guidelines as the organizational and pay structure of the Sheriff's Department need to be maintained.

Discussion was held on whether the Special Occupation (SO) classification is still on some type of a salary range. The consensus was that the SO is not part of the recommendations.

The Council listened from several elected officials and department heads on their concerns of the 2% increases and the elimination of the steps.

Mrs. Young commented the Council needs to search for additional revenues sources.

Mr. Dennis suggested the interest revenue from certain funds be diverted to the county general fund. That was an option discussed for the 2001 budget however was not pursued and it would need to be approved by the Board of Commissioners and Council.

Deborah Shutta, County Auditor, commented she could provide the amounts of interest revenue and the sources however she would not recommend using the money for reoccurring expenses.

Mr. Canary stated if the Council needs additional revenue a decision should be made on the possibility of alternative revenue sources such as the Food & Beverage Tax or EDIT tax. He noted he was not advocating raising taxes but searching for some type of revenue that the citizens of Johnson County would not have to pay for completely, such as the Innkeepers Tax.

Mrs. Shutta suggested the Council could use the diverted interest revenue for a longevity increase for post five-year employees.

Mr. Waltz suggested the proposal for Guidelines for Johnson County Employee Compensation he presented to the Council that number five be tabled.

Mr. Wright moved to approve the Guidelines for Johnson County Employee Compensation items number one through four and number five discussed at a later meeting. The motion included the budget guidelines approved at the May 14th meeting excluding the Special Occupation (SO) classification. The salary range chart included the four classifications (PAT, COMOT, LTC, POLE) with hire-in amounts based upon the 2001 grid (see minutes 5/14/01) and the maximum salary would increase 2% based upon the 2001 maximum. Mr. Waltz seconded the motion.

Mrs. Young commented she takes exception that the county cannot afford the step increases, it is not the steps that has caused the short fall in revenue it has been the approval of so many new positions. She feels with the number of county employees a salary step system is needed in order to maintain equity and harmony.

The motion carried five to two, Mrs. Young and Mr. West voted nay.

X. NEW BUSINESS

Request an Amendment to Ordinance #2000-03 (Establishing Fees for Providing Enhanced Access to Public Records and the Establishment of the Enhanced Access Fund). Withdrawn

COUNTY COUNCIL REGULAR MEETING – JUNE 11, 2001 – (Cont.)

Approval of Intent to Sell Bonds (High-Tech Public Safety Communication System)

Jim Higgins, Financial Advisor from the London Witte Group, appeared stating that in September of 2000 the Council approved the authorization of a bond for the Public Safety Communication System not to exceed 5.5 million dollars with a repayment term not to exceed 10 years. The approval has been made from the State Board of Tax Commissioners and the county is ready to sell the general obligation bonds. The Board of Commissioners has made their recommendation to sell the bonds for seven years.

He requested the consensus of the Council to sell the bonds for a period of seven years.

Joseph Pitcher, County Attorney, appeared to explain the project should be finalized in the next week with Motorola.

After further discussion concerning Motorola and the reason for the seven year bond term, Mr. Dennis moved to approve the term of bond to be seven years. Mr. Wright seconded the motion that carried six to one, Mr. West voted nay.

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