

Hancock County Board of Commissioners
Regularly Scheduled Meeting
May 18, 2021

Commissioners met for a regular session. Those present were Board of Commissioners President John Jessup, Commissioner Vice President Marc Huber, Commissioner Bill Spalding, Auditor Debra Carnes and County Attorney Scott Benkie. Commissioner Jessup called to order the May 18, 2021 Hancock County Commissioners Board meeting at 8:02 AM.

Highway

- Gary Pool (Highway Engineer) had two items for signature; INDOT Hancock County Community Crossings Grant for \$655,000 to pay for half of the micro surface jobs on Fortville Pike, 600 W and 1050 E.
- Commissioner Huber made a motion to enter into the contract for our CCMG INDOT Grant contract #A249-21-LG210095 for Fortville Pike, 600 W and 1050 E micro surfacing. Commissioner Spalding seconded the motion. **Motion carried 3-0.**
- Gary requested signatures for the 5307 Pass Through Funding Grant for Senior Services.
- Commissioner Huber made a motion to approve Hancock County to be the pass through for Section 5307 Funding for public transit. Commissioner Spalding seconded the motion. **Motion carried 3-0.**
- Gary requested an Executive Meeting before the Commissioners June 1st meeting to discuss RFP's. Commissioners agreed to an Executive Session June 1st at 7:45 AM.
- Gary discussed the road vacation in Red Rock area and recommended analyzing the situation after construction and then make a decision.
- Pennsy Trail progressing nicely. Mary Ann Wietbrock will present an update to Commissioners today.
- Vectren Gas Line on county road 350 N has a location problem and has slowed down Segment A job.

Pennsy Trail

- Mary Ann Wietbrock (President Pennsy Trails) updated Commissioners on Pennsy Trails. She closed on one of three properties between 500 and 600; with the Commissioners approval she will close on the other two properties. After these properties are closed, DNR will reimburse \$109,400.
- Commissioner Huber made a motion to approve the total administrative settlement for the Paula Prange property for the right of way for the Pennsy Trails in the amount of \$37,670 and the D & K Land LLC total administrative settlement for \$21,248. Commissioner Spalding seconded the motion. **Motion carried 3-0.**

Claims & Payroll

Commissioner Huber made a motion to approve claims and payroll. Commissioner Spalding seconded the motion. **Motion carried 3-0.**

Commissioner Minutes

Commissioner Huber made a motion to approve the Commissioner minutes for May 4, 2021 as presented. Commissioner Spalding seconded the motion. **Motion carried 3-0.**

Facility Management

- Dean Mullins notified commissioners that a decision on the water fountains needed to be made; whether to fill them up with dirt and plant flowers or fill with water. Commissioners agreed for a season to try filling water and see how well it works.
- Dean notified Commissioners he plans to retire in a couple of months.

Accept ROW Davis 600 E Minor Sub

- Harold Gibson (H.Gibson Land Surveying, LLC) requested to dedicate 50' half ROW for Davis 600 E Minor Sub.
- Commissioner Huber made a motion to accept 50' half ROW for Davis 600 E Minor Subdivision and accept the plat as well. Commissioner Spalding seconded the motion. **Motion carried 3-0.**

NineStar Agreement

Commissioner Huber made a motion to approve the agreement for right of access between Hancock County and NineStar Connect to record and broadcast county meetings. Commissioner Spalding seconded the motion. **Motion carried 3-0.**

Accept Bonds

- Commissioner Huber made a motion to accept the maintenance bond for Clayton Properties Group Inc. DBA Arbor Homes for Heron Creek Phase III, Section 2 for storm drainage in the amount of \$80,172. Commissioner Spalding seconded the motion. **Motion carried 3-0.**
- Commissioner Huber made a motion to accept the performance bond for Clayton Properties Group Inc. DBA Arbor Homes for Heron Creek Phase III, Section 2 for erosion control in the amount of \$71,582.06. Commissioner Spalding seconded the motion. **Motion carried 3-0.**
- Commissioner Huber made a motion to accept the performance bond Clayton Properties Group Inc. DBA Arbor Homes for Heron Creek Phase III, Section 2 monuments in the amount of \$2,375. Commissioner Spalding seconded the motion. **Motion carried 3-0.**

IT Department

- Commissioners discussed the Gibson Teldata contract. IT Director Harris expressed he would prefer to not change vendors as this vendor has performed well and the county has history with this vendor. He said it would be a challenge to find another vendor. County Attorney Benkie is clarifying details and finalizing the Gibson Teldata contract.
- Director Harris requested approval to upgrade replacement of storage for \$84,175.44 and server hardware for \$165,273.34 that should last the next five years.
- Commissioner Huber made a motion to approve the quote from Visual Edge IT in the amount of \$165,273.34 for storage and Dell Technologies for \$84,175.44 for servers to be paid from the CCD from E911 in the IT Department. Commissioner Spalding seconded the motion. **Motion carried 3-0.**

Economic Development Council

- Randy Sorrell (Director HEDC) discussed two resolutions for Commissioners approval of the Planning Commission's order regarding creation of the west TIF area. Commissioner Huber notified Director Sorrell that he had left a lengthy message asking for numbers and never received a response. He said I've asked for months and this is why I am not on board. Director Sorrell said the numbers will only be estimates. Commissioner Huber said that's fine if that's the best we can do; if they can't meet estimates it puts their abatement in jeopardy. Director Sorrell said they are speculative buildings.
- Bond Counsel Attorney Lisa Lee discussed the process; today we are asking for approval of the Plan Commission order and this comes back to Board of Commissioners for final

approval at the June 15th Commissioners meeting; this just allows the Plan Commission to schedule and hold a public hearing for June 5th. Then June 15th we come back to the Commissioners with a Confirmatory Resolution for final approval with overall creation of the area; so Commissioner Huber if we can have this interim signed to get those numbers to you and have discussions June 15th. Commissioner Huber said it is still a no vote for him; he's been asking for numbers for six months. Commissioner Jessup said our frustration with this is when we ask for numbers; we were told this will be figured out later; we would like this figured out now. Bond Counsel Lee agreed there needs to be a discussion. Commissioner Jessup agreed.

- Commissioner Jessup introduced Resolution 2021-5-4 a resolution of the Hancock County Board of Commissioners approving an order of the Hancock County Area Plan Commission establishing the new west allocation area.
- Commissioner Jessup made a motion to adopt Resolution 2021-5-4 as presented. Commissioner Spalding seconded the motion.
- Sandra Hudson requested to make public comments on the west allocation area. Ms. Hudson requested Commissioners vote in opposition of the proposed TIF area. If Commissioners cannot say no, could they adjust the northern boundary to end at county road W 350 N (between 700 W and 800 W) and please do not allow the northern boundary to extend to W 500 N.
- Director Sorrell said he needed to talk to the Auditor about scheduling the Commissioners Court regularly the second Thursday of the month for RDC meetings. June 10th is a tentative date for RDC to meet, pending today's Commissioner meeting. Commissioner Huber asked the requirements for notification of a public hearing through RDC. Director Sorrell said public hearings are published 10 days prior in the newspaper. Commissioner Jessup asked if adjacent landowners are notified by certified mail. Bond Counsel Lee said they are not notified by certified mail; those in the area will get a letter, but it is not certified mail; the letter is sent to landowners in the expansion area.
- Kristan Wulfkuhle in Hunters Chase pointed out to Commissioners operational expenses would further tax public services, many of the buildings are still sitting vacant, supply versus demand and there are not enough workers for existing businesses. Commissioner Jessup responded the point of the new west allocation area is to address overtaxing the fire departments, schools and public safety; this is what we are trying to resolve and the TIF is a good tool to do this with, but it needs to be done properly. We are trying to make it the best outcome for the residential areas that are there. Ms. Wulfkuhle reminded Commissioners they were elected to be the gate keepers and requested they be fiscally responsible. She suggested going to state level to assist with operational expenses and change legislation. Commissioner Jessup said when they try to solve problems with the state legislature, twenty other things can go wrong; we are operating with the rules that we have. Commissioner Spalding said in regard to your comment about contacting local leaders; there has been discussions in a first step to address TIF districts and operational costs. This action is ongoing and we will learn more. He agreed, this is an issue when we grow and outpace public safety and infrastructure; it's trying times for us as well to make this all work at once.
- Commissioner Jessup said we have a motion on the floor to adopt Resolution 2021-5-4 as presented. Commissioner Spalding seconded the motion. **Motion carried 2-1.** Commissioner Huber opposed.
- Commissioner Jessup introduced Resolution 2021-5-5 a resolution of the Hancock County Board of Commissioners approving an economic development project for Hancock 13 RRL, LLC (Red Rock).

- Commissioner Jessup made a motion to adopt Resolution 2021-5-5 as presented. Commissioner Spalding seconded the motion. Commissioner Jessup asked for any discussion on 2032-5-5.
- Nancy Whelchel who lives on Buck Creek Road came forward to speak. Ms. Whelchel was concerned with traffic, widening of the road and asked if sidewalks were included in the plan. Commissioner Jessup said Planning Commission and Red Rock are still working on the details. Commissioner Huber said he would like to see this all completed together and have a plan. Commissioner Spalding complimented Director Dale working with Ms. Wulfkuhle there have been many compromises and there are still areas to discuss, but much has been done to sustain your oasis in the midst of this commercial industrial development. Commissioner Jessup said he feels the negotiations have been fruitful and the neighborly relationships continue. Commissioner Jessup called for the question on Resolution 2021-5-5. **Motion carried 2-1.** Commissioner Huber opposed.
- Randy Sorrell (Director HEDC) said there will be a public hearing June 10th at 8AM in the Board of Commissioners Courtroom.

Deca Designs Employment Agreement for HCSWMD

- Dede Allender, Director for Hancock County Solid Waste Management District agreed to contract with Hancock County as an independent contractor for Hancock County.
- Commissioner Huber made a motion to accept the agreement for the employment of a Director/Educator as an independent contractor for Hancock County Solid Waste Management District between Deca Designs, Dede Allender effective June 1st. Commissioner Spalding seconded the motion. **Motion carried 3-0.**

Riley Festival October 7th-10th – Request use of Annex Building/Lawn

- Dave Berard, President of the Riley Festival requested use of the Courthouse lawn, Annex lawn and areas within the Annex building for the 2021 Riley Festival for October 7th-10th. He requested access to the Annex building on October 5th.
- Commissioners discussed the Commissioners Courtroom scheduled meetings and agreed to move Wednesday and Thursday scheduled meetings to allow Riley Festival access on Tuesday afternoon. Auditor Carnes offered to meet and give Mr. Berard access to the Commissioners Courtroom Tuesday afternoon.
- Commissioner Huber made a motion to allow Riley Festival use of the Courthouse lawn, Annex lawn and areas within the Annex building for October 5th-10th for the 2021 Riley Festival. Commissioner Spalding seconded the motion. **Motion carried 3-0.**

Johnson Control Update

Russ Patrick (Construction Manager for Johnson Controls) updated Commissioners on work in the county buildings. He said the majority of work is being completed in the Memorial Building. The stair connection was not on the proposal, it's obviously something that needs repair. Russ believes mid-June everything should be completed and a cleaning crew will thoroughly clean the buildings.

Prosecutors' Request Salary Increase

- Prosecutor Eaton and Shelli Poppino (Director of Operations) requested to take money from the part-time line to increase the STOP Grant Prosecutor salary by \$5,000. Commissioner Huber said he is not opposed, but the Commissioners have declined two other requests due to the Salary Study. Commissioner Spalding agreed, he would like to wait until the Salary Study is completed.

- Prosecutor Eaton clarified Commissioners would like to hold this request at this time. Commissioners said yes.

Assessor Out of State Travel Requests

- Assessor Molinder requested out of state travel for the International Assessor's Association Conference located in Chicago, IL. Assessor Molinder is teaching a class at the conference.
- Commissioner Huber made a motion to approve out of state travel from August 29, 2021 to September 1, 2021 for Assessor Molinder, Michelle Wolfla, Sandy Wilson and Cindy Roberts to be paid out of the Sales Disclosure Fund. Commissioner Spalding seconded the motion. **Motion carried 3-0.**

Salary Workshop Committee Update

- Surveyor Bodkin thanked the Committee that helped with the Salary Study Committee with a lot of time and hours; Councilmember Mary Noe, Councilmember Robin Lowder, Auditor Debra Carnes, Treasurer Jane Klemme and Clerk Lisa Lofgreen. Commissioner Huber said he would like to echo that statement, by doing this study inhouse it saved the county thousands of dollars; and quickly too.
- Surveyor Bodkin told Commissioners they were able to use the job descriptions provided by a previous consulting company; then they used other counties information and came up with four categories. The four categories are as follows;
 - 1) Professional, Administrative & Technology (PAT)
 - 2) Computer, Office, Machine, Operation & Technician (COMOT)
 - 3) Protective Occupation & Law Enforcement (POL)
 - 4) Labor, Trades & Crafts (LTC)

The Committee concentrated on the first two; we relied on Probation and the Prosecutors Office work on Protective Occupation & Law Enforcement; Highway worked on Labor, Trades & Crafts. We did not want to diminish areas we were not familiar with. Pay ranges were setup; Level 1, 2 & 3 for each category. We asked each office holder to tag each employee based on their job description category PAT or COMOT and what level they should be paid at. We asked what percentage of raise to get the employees in the level they needed to be and what would that increase look like. We took the job descriptions and put them in the categories, set the levels and then averaged request for increases. The request for increases averaged 7%.
- Commissioner Spalding thanked the Committee for saving the county tens of thousands of dollars by doing this inhouse. Auditor Carnes said the categories and levels have been implemented in case the Commissioners would like to act on them. Commissioner Huber said he thought it would be cleaner to implement the raises at the beginning of 2022. Commissioner Spalding agreed. Commissioner Jessup asked Auditor Carnes what she thought. Auditor Carnes wanted to reiterate that this study is for non-public safety employees and if this is implemented in July this is in the midst of budget, so every department would need to submit two 144's. We can do this, but the categories and levels would need to be re-evaluated because they wouldn't line up with salaries. We will do whatever you need us to do, because this is important. Commissioner Huber said he is comfortable adopting the levels as a basis for the 2022 budgets. Commissioner Spalding said he is pleased the study was completed inhouse, there may be hiccups, but he didn't feel they were too great they couldn't be delt with.
- Commissioner Huber made a motion to utilize the Job Category Levels as presented for all the departments and use as a guide when developing the 2022 budgets. Commissioner Spalding seconded the motion. **Motion carried 3-0.**

Probation Request Replacement Employee

- Josh Sipes, Chief Probation Officer requested to replace an employee.
- Commissioner Huber made a motion to approve Josh Sipes to replace the Juvenile Department Secretary. Commissioner Spalding seconded the motion. **Motion carried 3-0.**

Replacement Employee Discussion

Commissioner Spalding asked County Attorney Benkie if there was a reason Commissioners have to approve a replacement employee with no change in pay or rate? County Attorney Benkie said no. Commissioner Spalding said I feel it could be a time savings. Auditor Carnes said this has been looked into and it is a carryover from past hiring freezes. Commissioner Huber said it is a courtesy and we appreciate it. Commissioner Spalding said nothing against it, I just wondered and thought it would save time. County Attorney Benkie said this was carryover from when they had a hiring freeze.

Salary Study Discussion

- Councilmember Shelby said with Commissioners agreement, Council passed an Ordinance that would allow up to a maximum of 3.5% salary raise for nonpublic safety employees and 12% increase for public safety employees including retirement and benefits. This was approved for 2022 and it was approved to be pulled into last 6 months of 2021.
- Councilmember Lowder discussed buyer's remorse on an earlier Council motion and said it was not feasible to do a raise in conjunction with departments starting budgets. After discussion was had; we proposed for 2021 to give the Sheriff's department and non-safety people a bonus and raises could go on the beginning of 2022. The bonus is suggested for October to allow time for a correction.
- Consultant Guerrettaz discussed the sustainability of bonuses and raises. Commissioner Spalding said so your recommendation is for the remainder of 2021 bonus 3.5% of ARP money to the non-safety and 12% Sheriff; then effective January 1, 2022 make that part of the regular budget and the only difference is the ARP money does not go towards their pension it's just a bonus check, then after 2022 they start to accrue the benefits in their retirement plan. Consultant Guerrettaz said correct, the 3.5% and 12% would be what we tell the department head to use for preliminary round one 2022 budget.
- Commissioner Jessup said he did not want to look at just the sustainability of wages but the pension plan; this is a high funded pension plan. Then there is insurance, we have tried to keep employee contribution low and deductibles low to offset freezes on pay increases. While we have maintained low cost, insurance has doubled. We need to look at insurance along with pay increases, because we may give a \$2,000 raise and double their deductible. We can't catch-up everyone on raises and not insurance increases.
- Councilmembers and Commissioners discussed projections and sustainability.
- Sheriff discussed concerns with retaining deputies.

Hancock County Superior Court 1

- Judge Davis requested a new mandated Behavioral Health Court Case Manager position funded through Probation Department. This position will work with Superior Court 1 & 2, Circuit Court and Probation Department.
- Commissioner Huber made a motion to forward a favorable recommendation to Council to assist with funding for Behavioral Health Court Case Manager position. Commissioner Spalding seconded the motion. **Motion carried 3-0.**

Circuit Court

- Judge Sirk requested a new vehicle for a field officer. The current vehicle has 182,000 miles and is having major mechanical issues.
- Commissioners requested Judge Sirk work with Sheriff Burkhart to lease a vehicle from Enterprise Rental.

Planning Department

- Mike Dale (Executive Director Plan Commission) requested a full-time planner position. Director Dale presented Commissioners with a Resolution 042721 from the Area Planning Commission in support of this request. Tom Nigh, President of Plan Commission and Bill Bolander were present for questions.
- Commissioner Huber made a motion to allow for the immediate hire and advertising for an additional Planner position. Commissioner Spalding seconded the motion. **Motion carried 3-0.**

Commissioner Jessup recessed the Board of Commissioners at 11:44 AM.

Commissioner Jessup called to order the Hancock County Board of Commissioners at 12:23 AM.

Sheriff's Department

- Sheriff Burkhart discussed deputy raises and the need for additional deputies with Commissioners. Captain Robert Campbell added employees are leaving for higher paying jobs. Commissioner Jessup said there are a lot of conversations to be had and there will not be a decision on this today. Sheriff Burkhart expressed frustration with many discussions and no decisions being made.
- Sheriff Burkhart notified Commissioners he is in the process of compiling information for preventative maintenance contracts for the new jail.
- Sheriff Burkhart requested Commissioners surplus old holsters.
- Commissioner Huber made a motion to declare surplus gun holsters on 2021 County Auction #8 as presented. Commissioner Spalding seconded the motion. **Motion carried 3-0.**

The Hancock County Board of Commissioners meeting adjourned at 1:48 PM.

Hancock County Commissioners

Commissioner John Jessup, President

Commissioner Marc Huber, Vice-President

Commissioner Bill Spalding

Attest: _____
Debra Carnes, Hancock County Auditor