

# Randolph County Council

August 10, 2021

The Randolph County Council met for its regular meeting at 9:00 AM in the Commissioners and Council Room of the Courthouse with the following members present: Council President Gary Friend, Rick Brown, Tom Kerns, Max Holaday, David Lenkenschöfer, Missy Williams and Beverly Fields. Also present was County Auditor Laura J Martin.

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Council President Gary Friend presided.

## Judge Arnett, Superior Court Judge

Judge Arnett said last year you talked about trying to cut 10% off the budgets and we've been working on that. As far as public defender fees we've cut off about \$1000 a month which is maybe 6%. That's our biggest thing was 220,000.00 and I got to give credit for two things. One of them is the Webex that the sheriff that's put in that has really helped us. The other one is Matt Daly is doing a great job at moving cases and helping us out getting things done so we don't get things continue to going out and spinning our wheels on cases and we're working on other ways to cut down because we have to have public defenders were mandated to happen. We've asked public defenders have asked for a raise, and I've talked to the public defenders from out of county and they said, well, you know, we really can't afford to come here. If we make \$90.00 a month so we can't afford to come here for 70, so I think.

Gary said are you aware that we have you ever had raised \$90.00 at the last council meeting.

Dale said I didn't know it was raised, I knew it was talked about it and they came in and I and I talked to him so.

Rhonda asked that's affective January 1<sup>st</sup>, right?

Dale said I appreciate that that will keep us working. I don't know what else I really need to talk about except we'd like to see some kind of longevity for long term employees. Judge Toney and I made a proposal where it will be capped about \$1500 and that be for 25 years and in four to six years they get \$200.00 and we turned that in.

Gary said I don't think I got a copy

Laura said I sent it out via email. I can resend it.

Judge Arnett said one of the things we don't have on that is, you know, somebody who's been here for 20 years and they're still getting two weeks' vacation. I don't know where else. Also,

one of the things we included in our budget was for protective vest for the bailiff. That was about \$800.00.

Rhonda said we did an equipment purchased 1775.00

Dale said but after talking to the sheriff, that's not quite enough.

I got to ask how? Art how much was that for the radio and the vest?

Art said the vesk itself you're going to have about a thousand \$1200 in the radio. Depending on which model you get. The one I suggest you'll have about \$2400.00 in.

Gary said so the radio and vest are 36.

Judge Arnett said about \$3600.00.

Rhonda said and then we wanted our door to be secured with a ring.

Judge Arnett said you would ring in at the door, you get a lot of court houses and that's what they do. As your aware, we've got a safety committee and she's going to meet again sometime, but these are the easy step. There the least costly that we thought we can start implementing them because two years ago, the Supreme Court mandated that we have a safety committee and start taking steps and we had in 2013. We spent a bunch of money for People from Western Kentucky to come out and do a study and we have done nothing. I don't want the County to have a bunch of liability there. So, if were going to move toward those goals in a cost affective manner, I get that about the two least expensive things was bringing in the door and getting vests and radios for bailiffs.

Gary said hat we do for one court would be for both for sure.

Judge Arnett said the one thing on the longevity thing we did put down, I think maybe after 20 years somebody might want to get four years of vacation.

Rhonda said I don't know what they're asking for? That was the only increase in the budget was the was the vests. I could tell you what we spent.

Gary said I can see a reflection in your pauper attorney, was that because you are saving money by using WebEx?

Rhonda said we didn't change it.

Gary said we did change the hourly rate though.

Judge Arnett said I think even with the increase in pay we can still keep it right about where it is.

Rhonda said the only thing that really changed in our budget was salaries and then the equipment for the bailiffs, everything else stays the same.

Gary asked does your equipment line have enough in it right now?

Rhonda said no, but I think we could probably try to pull some money from another line and I think that Eric may have already ordered his vest or he was trying to get it ordered.

Gary asked do we by chance have any numbers on what it would cost to do the ring in system for your door?

Rhonda said you can buy one of them rings you know that you can like put it on your computer and it's like what \$250.00 like what people have a residential ring. The prosecutor's office used to have one of those locks where you just buzz and then we just push the button.

Gary said I think that would be a Commissioner's decision for Cum Cap.

Judge Arnett said the one thing that I really don't like sometimes people just walk in if Eric's not there 99.99% of the time their harmless and once in a while somebody comes in ticked off and they need to ring in. In a lot of courthouses, they have to. Something else on the, is this the amount that we spent so far?

Rhonda said yes but this is the supplemental and this is what we spent affective August 2<sup>nd</sup>.

Judge Arnett said for eight months we've spent \$98,372. Twenty thousand of that came out of supplemental public defenders. That's not too bad considering last year it was 220,000. So, we made significant savings and we haven't lessened the representation people gave either, mostly because good job that Matt's doing good cases moved. We are down to half the number of active cases.

Gary asked how's that? I don't understand that. What's up do for you?

Judge Arnett said we don't have all the continuance, say instead of case last 12 months it only last six months and say two times, it's continued out from the six months to 12 months before it gets resolved the attorney is going to spend ½ hour on each one of those so you're looking to \$100 to \$150.00 less on that particular case.

Rhonda said last quarter we had an active 800 criminal cases, but that doesn't include anything that's redocketed, so there's probably about 400 criminal cases.

Gary said I was wondering how that WebEx translated the budget.

Judge Arnett said it's because a smaller number of times that people come in and with the WebEx, it's less time coming in.

Gary said that efficiency has really saved on the public defender side.

Judge Arnett said absolutely.

Rhonda said you don't have the out of county attorney's they're doing them all by Webex, so they're doing them right from their office, so they're not charging us driving time or hourly rate time to get here and back.

Gary said I understand, it's good to hear how that much efficiency was translated into dollars.

Rhonda said we should ask if the Council has any questions. We're kind of the first one, so we don't get to listen to what other people say.

Gary said nobody likes to leave a judge sit in the background for 2 or 3 hours.

Judge Arnett said Pam may be retiring, she's talked about retirement she hasn't said she's retiring yet, but we put a little bit out for part time because we're going to have a transition in there and some training.

We have equipment for the bailiff and the part time help is the only thing that we changed.

Gary said as far as the ring and the building stuff I think I will talk to Mike, I think that will go on the Commissioners courthouse budget, so you won't have to worry about spending that as part of your operation budget.

Rhonda said maybe someone else will have a better suggestion.

Gary said you have to show active movement toward the cause or they are going to say we didn't do anything

Rhonda said the way that camera sets up that's in front of our office door, you can't actually see anybody at the door. You can see them in my hallway. But in someone stands at that door we don't even know that they're even standing there.

Gary said I bet our new IT guy can take care of that.

Rhonda said we've asked about we ask about maybe repositioning the camera but are like changing the eye, but then it's going to change the view.

Gary said the Council realizes but this gets into the Commissioner's realm of what they do. We fund, they have to put it together. But I would say Adam, our new IT, he's a good guy to have a little meeting with and then take it to the Commissioner's and I don't see any issues.

Judge Arnett said we put a bug in his ear about it, it needs to be done.

Rhonda said we've also talked to Jake about it about maybe changing that eye. I think Jake felt like that you probably wouldn't be able to see more of the hallway.

Gary said the Commissioners really need to be here. I mean, I understand what we're doing. But we can have all kinds of ideas. But it will be the commissioner who push it forward. I don't have any problem budging for it at all.

Missy said I think the IT guy you may want just see if he's got free time to look at that camera. You absolutely can get a camera that's going to see up close.

Gary said one of the things to Judge is we still don't have that LIT certified share numbers. We're trying to consider we're hoping without falling backwards from last year and we're trying to build a budget and we still need to know what number were starting from, we got an idea, we just don't know for sure and our meetings on longevity are being scheduled to see where that would go. I just wanted to emphasize. We got to know the funding, without a funding mechanism, we have issues. We don't disagree, we may have some opinion differences but the funding mechanism is the number one.

Gary said I asked a lot of questions yesterday, lunches being paid and what not. I was surprised that the list of unpaid lunches is about half of the list of those that get paid for lunch throughout the county. The discussion that we had for the Highway Administrator, that position already has a paid lunch. I found that out yesterday, it is already being paid, it will be paid plus five more hours. I was under the perception it was an unpaid lunch and was the only that wasn't paid out there but it is already being paid. We got 2 pages of paid bunches of Randolph County, one page of unpaid lunches. There's a parity issue, everybody has all the information maybe we can find out how it got to where it is and address it from there. Is that an assessor here? Yes, George. Would you like to come up and get started early? To me I was thinking would they consider the 40-hour, 35-hour situation, but the Highway Administrator is 35 and paid, so the 35 hour is not an issue when it comes to that, so we just have paid and unpaid people. Alright George your up. Thank you for your presentation a couple weeks ago.

#### **George Caster, Randolph County Assessor**

George said no problem, anytime you guys want anything, I'm here for you. You got my initial proposal. It has increased a little bit, there is a reason for that and I am going to go through each one. I written down key points for each of these funds, if you want me to read those, I can do that.

Gary asked can you have it copied so we can all have it?

George said I could but I came up here and forgot to have them copied. I can make a copy for you also.

Angela said do you want me to make copies for you?

Gary said yes, we need copies, we have time.

Missy asked how long has this paid lunch existed, I mean for decades?

Laura said it's not changed anytime soon. I mean, it's been a while. It's been before I was in this office.

Tom said it's described as a working lunch, is it truly a working lunch or is it just paid lunch?

Gary said it's a paid lunch, right down to it. Working lunch is just a talking point.

Tom said I agree.

Some management style may work through their lunch but it's a paid lunch. I want to do this because of the why, if I were the one not getting it, I would want to know why. I would want it explained and then I was thinking well maybe because the Courthouse is \$35 hours. That doesn't hold water either because Highway Secretaries 35 and a paid lunch long before the new gal came. So, there's nothing there that can hold water. I guess its time for Council to know, who's getting what. I didn't realize it's getting paid.

Gary said okay George.

George said these are just notes that I think are important for you to understand why I do what I do sometimes. I do it by each fund, each fund has a different value. General fund is the first page. Last year we showed a one 128,640 that would be adopted this year. I'm requesting only \$107,350.00. Reduced by 21,000 primarily due to the middle of the main software contract line 32501, and I plan on getting that when I get the reassessment fund. There's further discussion on that. This line was moved to the reassessment fund. Its primary function is for the reassessment of values on an annual basis, and you'll see that the adopted amount to the new requested amount, I asked for increase in the pay for the deputies and I don't deem this really as a pay raise but more of an equalization. Based on the data that I received from the Auditor's office and I've done this last two years. The employee's you'll see, especially on the first floor are the lowest paid and that's with their educational benefits they get. Their even paid below a lot less than they should be. So, I've tried to increase it again, currently they're at 7 ½% less than the average deputy pay. That's the current. That's pretty much all I've done with the general is left it for the pay there's some dues and some legal fees and things in there, but mostly just payroll. I did not ask for anything for myself and I think employees themselves are being shortchanged. Then there's go through here are some reasons why. They get a stipend for their education level, but if they for some reason don't maintain the 30 hours required for that. They lose that stipend which means their paycheck goes down. Those who received this, a few years back because we got it they lose it. They don't have to earn it. These guys have to earn this in order to do their job. Then at the bottom there the wages and the differences. Again, I'm just asking for equalization, not so much a pay raise. Get them on the same board. I actually lost an employee and it's not anybody's fault. Everybody's got to have an employee. But I lost an employee in the courthouse because they're going to get more money. That just didn't make any sense. Go to the next page, it's the sales disclosure fund and it's used for training mileage, it can buy the IC code however be used for software purchases and it is essentially a self-sustained fund derived from the fund received when filing a sales disclosure, not all sales require these fees. And yes, we still split our fee with the state we get half, they get half. On July 1st, that rate went from \$5 to \$10 for us and the state gets \$10. Currently, for the County Council adoption of the 2021 fund

is task for \$8000. However, as we never really utilized the previous \$3000 budgeted amounts, if the Council is to adopted a \$4000 for 2022. It will allow the assessor to in January to create a new software line and then ask for additional appropriations from the current \$19,000 be left in the Fund to cover an error that I made in my initial request. We're going to get to that in or next fund. I fat fingered a number and it got posted now I'm sort of stuck with it. I just want to be able to let you know I'm trying to figure out a way to cover the error and I'm doing it with the sales disclosure fund that can be used for software versions. Are there any questions on there?

Missy said so you didn't use the \$3000.00, you didn't utilize the \$3000.00 budgeted amount but you need it in there now or 2022.

George said 2020 was a bad year, we didn't go to training everything we did was zoom. It didn't cost me anything. But now we're starting, they're actually letting us go to classes. We got conferences to go to. That's where all that training, money went to. I'm just letting you know that we didn't use it, but I'm going to use some of it this year for training purposes.

Missy said you don't foresee any of that staying in zoom rather than having to pay mileage and driving and.

George said no and you'll find most of time I don't ask for mileage. It's my job.

Gary said you're entitled to it.

George said I know I'm entitled to it, I've got to save somehow. Every penny counts.

Tom asked how much comes into this fund a year?

George said it's going to depend on how many sales we get. I know I talked to Angela.

Angela said for sales disclosure about \$3500.

Gary said that is after it doubled?

George said no, that was at the \$5.00 level.

Gary said now it may be up around \$7,000.00?

George said it depends on the sales, if they keep selling like they are we will get to \$7,000 easy. It is going to be another year before we actually see that. I mean it just took effect July. So, the less amount I use out of this it can maintain itself. And we can then redirect funds and move things around if we're prudent about it. All right if there's no question about that fund the next one is the reassessment fund, which is the actual page and a half of notes. The reassessment fund is designed for reassessments. It's been in place for years. The statute says that the state sets out the amount of the levy to pay for itself. They've also added an addendum to that or paragraph B, if the County does not adopt a levy then the County's responsible. So, the fund is created by the legislative also primary costs associated with the process includes software, training, supplies

needed to properly perform the reassessment and supplies framework from printers to ink, to paper. Everything that we do is for reassessment.

Gary said on the reassessment fund, you talk about the county will be responsible if there wasn't a levy, correct me if I'm wrong but the levy comes off the county general's calculation anyway, the County is already responsible.

George said I understand, but I'm saying the wording are ambiguous when you read them. The purpose and intent were if there's no levy then you're solely funding it instead of having a levy that would go against your max cap

Gary said this is within the CAP. The levy is just like the health levy all those are capped together and we put more money into the reassessment levy we have less money in the county General fund. So, I guess with the state says sounds ambiguous but the fact is that Randolph County pays it anyway one way or the other.

George said right.

Gary said the levy is non-reverting it remains there for that use.

George said the funds that's used for that fund and that's what the purpose is. Then when you don't do that.

Gary asked didn't we increase their budget last year slightly to start doing that.

Angela said yes.

Gary asked how much? I don't remember, did we put enough in to cover?

Angela said yes, and the dues for the next six months of the next year.

Gary said we draw the reserves down and then. We had to reestablish fund.

Tom said we had a lot of reserves in that account. So, we took the levy completely away.

George said part time clerk I have on here, \$4900.00 based on the 50-day used for the year. It's used to cover the office and assist with data input as a rate of \$14.00 an hour which is the current part-time rate, correct. This column is ensuring that we have at least two employees available to cover vacations and on sick days would also decrease any need for comp time which we currently have when they're covering those hours, cover lunches and all that stuff. All supplies and barely covers the card stock, ink, paper used to print of maps and PRC reassessments. Travel knowledge is currently listed \$3000. However, as I am the primary person who goes out other than our contractor to review. I do not normally charge county mileage when I'm in the county. If the Council adopts a \$500 mileage rate it would not show us the original amount has been listed and never looked at. It's been that amount for.



Gary said I think you should charge the amount in County, I'll tell you why, let's say you're not the assessor in four years, our budget is going to act like we've always been paying for. We never had been paying for it. I think you need to be paid for what you need to be paid for and that is an established line in the budget for what we incur as a county year after year after year. I don't know what Council thinks.

George said I know what I'm saying is I'm laying the option out there.

Gary said I am not asking you to do anything for free that your supposed to be paid for.

George said other services and charges this sets the center line currently housed the reassessment contract with PFC Associates and our software contracts with ASU and Pro Val. Now the PFC Associates is the company, the one guy we have, he goes out, he does the physical inspection of the homes, he does new construction, removal he's the one in the field everybody gets to know who he is and he does all the data collection. He comes back here we review it. I review it and values for my values not his, I fixed what does need to be fixed, software contract with AS2 and Pro Val. AS2 is the software that covers personal property, it covers sales disclosures and personal property, so it does three things. Pro Val is the company that we have been with since we had green screens. It's been different names over the years, but it's back home. It is basically nothing more than our computer assisted mass appraisal system canvases. It's what we do to value all your properties that are real estate. This year however, I have moved 32501 from general fund to reassessment fund. as well as added another line 36200. The 32501-amount shown is \$31,800. This is for the maintenance of a new program that I wish to have that we need to move to the future. We've had Pro Val for eons. This program is outdated, it doesn't connect to things to allow us to be more efficient, it does the job, but it does it like Lotus used to do, you just provide some process. Our support needs to be superb, matter of fact I was part of the state support team, even though I wasn't being paid for it. Support now is hit and miss. Most of the time I fixed it myself. I figure it out myself before because they've been bought out so many times and now it's a national company who has a competing software and you call for support and you may get it, you may not. They've lost quite a bit, at one time, they controlled over 80% of the state. They had over 80 cities and counties. Now they have less than 20. There are companies built from the future. It integrated with any type of system that we bring in here being cloud being other GIS system being whatever, it incorporates that easy, quickly and I've got the paperwork here that Counties I've talked to that have this over last few years I've noticed big changes. It interacts with the Auditor, I mean currently we have currently one of the smoothest operations getting our data to the Auditor and balancing. This would make it 10 times better. It's a whole lot smoother. Every day I have the import all the data from the Auditors office into our system. This system does it for me automatically. Every year I have to calculate. I got to send data to the auditor, Auditor has to look at it send it back. This one goes right to them, I don't really have a lot to do with it. Except make sure my side is right. Unfortunately, this program cost money. So, the 32501 would be the maintenance cost of \$31,800.00, which is their support value for the year. I forgot this program does everything all the other program do. It does personal property, sales, it does sales disclosures, it does appeals, it tracks. It does everything in one system that we've got currently two now doing.

Bev asked can I get the name of the company?

George said the name of the company is Exsoft.

Laura said I would like to say that I would agree with George that it would benefit our office tremendously for him to have this upgrade.

Gary asked are you going to pay for half of it?

Laura said I didn't add it to my budget.

Tom asked what is the profile contract for this company?

George said it's a yearly contract. I've talked with Brian Booker who's the president of this company and he said if we get all this approved, they will install it and won't even charge until January they will install it and get us trained, so we want a new year of running. If you use Excel, a lot of people like Excels used for spreadsheets, manipulating data, moving things around. That's what if you look at the platform that Exsoft looks like, when you open it it's a spreadsheet that's got all the parcels at one time.

Gary asked on the budget side or how we paying for all this?

George said 36200, that's the new line. That's the payment line. The amount shown published is incorrect I put \$30,000, that's where it was supposed to be \$36,000.00 this is 36,000.00 for five years, then it stops. And that's where the first year I was going to take money out of the sales disclosure fund and pay the bill.

Missy said you're talking on the last page there on the budget project you're talking the last three pages on yours.

Gary said yeah, property assessment, bottom line. You can pay for this whole thing out of the sales disclosure fund?

George said not the whole thing, what I'm saying is I got \$30,000.00 budgeted. It's not going to work; the other \$6,000.00 I can pull to help pay that bill that year. Then the budget would then say \$36,000.00 the next 4 years after that, after that \$36 four-year period that line goes away.

Gary asked Angela can you tell us what's the current rate on the reassessment fund?

Angie said what did I tell you, you had yesterday George, \$22,000.00.

George said you told me that was the sales disclosure fund.

Angela asked could you restate the question?

Gary said the reassessment fund, it's got a new rate on it this year, what will that total be that can be applied to next year's budget?

Angela said you will have to give me a minute.

George said less user interaction allows for us to be more efficient, were a three-person shop and yes, we get all of our stuff done, it's only because we have to get all of our stuff done. We don't have a choice. It's been said you're doing a lot with three, maybe we should just give you two.

Gary said I think last year you said I don't need four, we said great, move on. Something like that.

George said Mr. Holaday asked me this question, two budgets in a row, when he talks about that \$150,000 contract. When are you going to do away with that? When I get a person here, I can do the work we can stop paying at that. Then the program allows me to do all the other stuff associated with that.

Gary said the program and an in-house employee which is going to cost us about, let's just say \$100,000.00 and we get rid of 150. Is this real, you can do this?

George said right now I got one person doing data collection.

Gary said if the Council were to go with you and say you know we're all good. Can you do it or will you have to come back and say it did work we need the company back.

George said I have the education to do it. I can do ratio studies, I can do everything that we have to do.

Gary said benefits and all would be around \$70, 75,000?

George said it wouldn't be any more than your paying my deputies now.

Gary said charging protocol.

George said all the back-side stuff that I don't know about. So whatever that deputy line is and the backside is what that would cost you.

Gary said call Paula and ask her please what an employee in Georges office would cost us at maximum insurance.

George said then of course they would have their education there's no and the stipend would add on that. As it is right now.

Bev asked with another deputy in the office.

George said I would actually be talking about two.

Gary said two people in the office.

George said they are in the office but not in the office.

Gary said two county employees, that would blow it out of the water. You see the payroll costs because being out of county general, you don't incur the fringe costs. So, we got to find out what the total cost is. I don't think two would work, one would.

Bev said two would be a minimum.

George said based on the state guidelines and the international guidelines for assessing based on the employees. The number of parcels we have were actually too short in the office but we still make it do because we have to.

Gary said which means you're not short you're just efficient.

George said today, I don't know three years from now, four years from now what's going to happen. As we go on down to real estate, personal property, sales disclosure, mobile homes, permits, appeals, exemption tracking. All the stuff was now using different products, this product does it all. It allows us to use tablet that way we can take the tablets out in the field and written all this stuff off to carry out there. I don't know about you, but handling paper in the rain eventually doesn't look right. Then we're going back to take and translate with on that paper and then were doing the data entry. With the tablet it's all its all done on there and comes back and introduce it in the system. We're not having to redo data entry, were just checking the data that's already there. It's a time saving issue. The overall cost is 180,000 which is broken down over five years for \$36,000 a year. During that there is a \$31,800.00 maintenance cost that's their maintenance for all this every year. Currently we're paying around \$24,000 for the two systems we have and one were paying 16,000 for that honestly, I do 99% of the work. To summarize all of this the overall budget does increase. However, it is taking the county to a more modern and more efficient cama system that will bring Randolph into the future of how things are moving, as well as saying equalization process which would be only a one-year action that all aspects would be equal ground. I also urged the Council. And this is before I knew what you were doing. To reconsider the position of the levy and reinstated it.

Gary said just so you know the levy was never taken away, it was zero.

George said I understand that now from this conversation. The fund was designed to be a self-sustaining, maintainable things to pay for all this. At one time we had the funds to outright buy this program. That was a point where I was actually against, I didn't see spending that much money for what we're getting.

Laura said \$71,000.00.

Gary said \$71,00.00 per person? So, 2 people is 142.

George said I'm paying \$150,000. Is it a wash?

Gary said I would say it is.

George said we were paying over \$9000 a month

Gary said tell us how the \$150,000 is worth it. This tells us how it is worth it. If two can't do it, then your going to have to get the third one in there, were going to have to pay contracted help for a while. I appreciate you laying all this out. So, there's going to be \$200,000 in the levy?

George said that's what I'm asking for, and most of that all goes to buying this product.

Angela said the levy is based on what was requested.

Gary said So you requested \$201,645.

George said that's would be \$207,000. But that's why I was going to take the \$6000.00 out of the other fund.

Gary said were getting \$182,000.

Angela said this year, yes.

Gary said next year we should be getting?

Angela said he's proposing \$217,000.00

Gary said is the \$182,000.00 we're getting this year going to be expended?

Angela said they've used everything I think except what was transferred from clerical.

Gary said are we going to carry over? Are we going to carry over funds?

Danita said probably not much.

Gary said okay. Therefore, a budgetary question for me Angela, \$201,000 has been requested, which the Council is not to adopt the \$201,000.00 do you have to adjust that to the state?

Angela said I would want to, would you be allowed to?

Gary said would you be allowed to would be a better question.

Angela said I can go down.

Gary said you can go down, you cannot go up and if you go down that margin reverts to general.

Angela said correct.

Gary asked does anybody have questions?

Missy said if possible George, could you put together a little spreadsheet for me just on the old program, what it cost, what it can do, just simple. Then what the new program can do, what it costs. So, we can see in writing how they pan out.

Gary said I agree with that.

Bev said my only comment would be that Exsoft would be a great way to go and the other system is adequate but that's all, just adequate and there are so many other benefits to both the Assessor's office and the public, that we would see with the Xsoft program.

Gary asked what is your thought about people versus the contract?

Bev said it can be done, it would be possible but you also have to take into consideration that everybody has vacation time, time off and all the other things to deal with. I think two people would be inadequate, I think your looking at least three people to help fill the gaps.

Gary said we would be better off with the contract.

Bev said at this point. What we found out in previous assessing years is that when we had the contract, when it was up for renewal other companies couldn't come close to what Muncie gives us and Muncie PSC does a great job with the few people that they have. It's a small business but it's good.

Dave said I think it's an excellent choice to go to Xsoft, and that came software personally, if it can do everything you've listed here.

George said it means the future I mean WTH is our GIS system. They can't even work with Pro Val, they don't have the stuff. Xsoft has the baseline allows all these different entities to interact with them, which makes our public access, more open, more transparent.

Gary said our county GIS which is in Laura's office, the Auditor's office, does that have anything to do with that or are we just working on the software that we own.

George said I was just looking at the software we own.

Gary said so that needs looked at down the road?

George said yes.

Tom said anything we can do to make this more efficient?

Laura said I just think the transition when we roll would be so much smoother with this Xsoft and yeah, we get it done, but it's kind of a back and forth type thing right now we're with this we won't have that back and forth, you know, I just think it'll be so much smoother?

George said six years ago Xsoft had 20% of the state, six years later we got 77% of the counties in the state of those they've got a lot of their counties that have both tax cama, they have one system. So, the taxes together, they just sort of what you see, I put in, they see, what they put in I see. There's no back and forth. There's a lot of advantages with this system and it's designed specifically for Indiana only using the Indiana IC code laws.

Bev said it's an Indiana based company.

Gary said thank you George and thanks again for last week's information.

**Mindy Peed, Randolph County Clerk**

Mindy said I printed out my email that's on top of everything that I've given you and then in summary, what I'm basically asking for is an increase in poll worker pay and increase in the meal expense for poll workers an increase in my employee pay and I've attached the supporting documentation for all that. Basically, I have attached information about surrounding counties pay and compare the size pay for deputies and for the clerk's position. In the election Board spreadsheet, I kind of wanted to take this opportunity to kind of explain and show you in numbers how I come up with my big number for Election Pay I thought that might be something that you'll be interested in. Budget time I usually just say I want this amount for this line and don't really know what goes into that. So, I've laid it all out poll worker costs what they each get paid how many I have at each location and the difference in what I've previously asked for, so that's the without a raise column and then with the raise it's a \$15.00 a day increase for poll workers.

Gary said \$15 a day.

Mindy said yes and that asked for three more dollars per day for meal expense so it goes from \$12 to \$15. And that's already included in what I've submitted in my version.

Gary said the people pay gets from what to what?

Mindy said so there's different levels of workers that the inspector, which is in charge of the whole thing. Right now, they are getting paid 145 a day and that would be increased to 160.

Is there one inspector per polling location?

The judges there's a Democrat and Republican judge right now because our Secretary of State is Republican, so the Democrat judge has to come back to the courthouse with their things so the get paid a little more but that's going from \$120 to \$135. The regular poll clerks are going from \$115 to \$130.

Bev said is the food catered in?

Mindy said it's up to the inspector to feed everybody at the poll location, so either they purchase their meals right, they can't leave right now the inspector is entitled to \$60.00 or each person gets

\$12.00 for the entire day. So, I asked that it be raised to \$15 it's still, only \$15 for an entire day of food I don't think that's too much to ask for.

Missy said that's 12 hours too, right?

Mindy said right, and of course, I mean some people do carry in, but with COVID everybody would rather have ordered in instead of taking the chance from other people and bringing things from home. And some people just packed our lunch.

Gary said what's the normal per diem for food throughout the state? I mean even \$15 is that normal?

Mindy said it's actually not too off from what everybody pays.

Bev said per diem for the county is \$26.

Dave said three meals.

Mindy said it's like \$35, \$26, \$14, \$15. I mean, it's kind of all over the place, none more than \$35 it doesn't look like. Washington County gets \$30 for snacks. Overall though, my election budget is still decreased by \$17,000 because I cut that clerical position and we just absorb those responsibilities in everybody else's work.

Gary said so you can cover all this and still have a decreased?

Mindy said yes.

Dave said I was reviewing it and it looks like we're sort of right in the middle of all counties with the same population. They're not higher, but then yeah.

Mindy said it's not too far off. So, then we move on to circuit court and superior court and I can do those together basically I'm just like what George said bringing it up to the average I did percentage increases well, basically.

Gary said this great big packet here is all this election stuff?

Mindy said there's one.

Gary said we just covered all that?

Mindy said I took each line and explains how to figure. So then yeah, there's another one. So maybe I'm oversharing a little bit.

Mindy said each line item has an attached paper that shows the population size how much they all make in 2021, there's a page for the elected official, a page for Chief deputy and basically, I'm just bringing those pays up to the average. And that's all that I'm changing is the pay.



Gary asked do you remember the average for everything in here?

Mindy said close to it.

Missy said with Wayne County being the higher the highest?

Mindy said yes. I did the exact same thing for superior court.

Gary asked is there much difference between the two?

Mindy said no. So that's really what I want to talk about, just to give myself a little extra time. Instead of during budget hearings, just throwing out a big number and you not knowing how I came up with it. Especially for the elections board pay, I think it's beneficial for you to know exactly what goes into that election budget.

Gary said I think it's more than reasonable to ask for that on that. We're approaching into high inflation. It is just 12 hours. I know if your out on business in a 12 hour span you could have had all three of your meals consumed on per diem.

Mindy said right.

Gary said all this paper, that's all you got. I do appreciate the information. So, you know, we don't even know how much money we have to work with?

Mindy said there's an email from Microvote about upcoming pole pad cost that we could be incurring in 2023. It could be later than that but I just kind of wanted to throw it out there so that you were aware. Apple is no longer going to support our software updates for an outdated iPad, so our vendor is going to encourage that we, it will still work, but there will be a security issue with not being able to have the most up-to-date software on your iPad. So, they said it would be about \$450 per poll pad and we have 20. Not for next year, but it is coming up so make sure you were aware of that.

Gary said on you're on your budget basically everything is running the same, you're looking at more Election fund but you got that covered through taking it in house right, the rest of what you're requesting in increased budget is for wages.

Mindy said yes.

Gary asked did you weigh in with anybody in the Committee for Longevity?

Mindy said I have a meeting but I didn't include it in my budget because I would hope that it would come from something else other than my own budget.

Gary said you mean longevity pay?

Mindy said yes.

Gary said it would come from your budget.

Mindy said since I increased everybody quite a bit it can probably cover that, I'm assuming.

Gary said it would include that increase, longevity would be separate from that. If it were to go. If the County were to come up with something the pay would have to be part of the budget, we'd have to know that I think. Anybody see it differently the longevity would not be included in pay raises would be separate from pay raises.

Mindy asked that's a new line item that I'm sure.

Gary said we haven't got there yet, it's just discussion. There're actually committee meetings beginning tomorrow on what we can and can't. Thanks for information.

### **Julie Wilson, Randolph County Extension**

Gary asked before we get started has there been any more activity with the Future needs Committee on things to do at the at the 4-H grounds, we have meetings and I haven't heard another word, has anybody heard anything?

Julie said so they did an online fund raiser that grossed over \$8000. We got an individual donate about \$3,000 and then they did the T shirts, which was roughly about \$2,000. So, we made progress. Nothing big at the moment, but they're doing it again in August.

Gary said one thing that seeing the numbers they have were two years old and mean nothing.

Julie said they are all before COVID. I'm here to talk about a few items that have changed in the budget. So, the way we come up with our budget is the Randolph County Extension Board members, which are all voted members get together and we will go over the budget from last year where we spent and they will evaluate and then recommend to you with Sue and I's input what we're going to request. First, I think last time I was here you guys asked me how many kids in Randolph County were in the 4-H program. So, I went back. It's actually one out of every five is in the 4-H program currently, so I did want to share that with you because I did tell you I'd figure that out also the HHS, the Health and Human science position they're doing their first round of screens at Purdue, so they're hoping that end of August that we'll be able to have County wide interviews to get that open position filled. We're moving forward I'm excited and hoping they've dropped it to a bachelor's level. People with master's levels just weren't applying, so it's going to be probably somebody with a bachelor's degree for that position. So, get a good person in there I think that'd be great.

Missy asked looking at this what salaries do Purdue pay and what salaries do the County pay? Just for clarification.

Julie said OK, so you guys pay for the contractual service fee so you actually aren't paying all of our salaries. You're paying for the services of Purdue Extension. That money goes to Purdue. It goes towards salary, benefits, health, insurance, retirement, it goes towards everything so. It's

not like you're paying for three salaries. You're paying for the services and then that goes to Purdue and they divvy out how it needs to be done, which is on that line item Professional services that is the figure that Purdue University gives me, so that's the contractual service fee to have Purdue Extension in the county. So that one increased by \$3,000 and that's a fee that they give me that they set that number, I have no say in that one. That is an increase in the.

However, I might ask for Purdue we've been paying a contractual fee, will haven't had an HHS person for how many months?

Julie said he left in March.

So why are we paying all that money?

It's because you're paying for the services and we're having other people come in and offer programs.

Gary said at what rate 20% of their time here, 50% of the time here?

Julie said I can't give you that.

Gary said you have an idea.

Julie said probably I know Jay County and Wayne County have been going to what used to be called the Winchester House. I would say maybe 5% of the time but they have duties within their own offices also. The Extension Homemakers are still functioning under us. I've stepped up, Sue's stepped up to do the Extension Homemakers meetings.

Gary said this is not your call it's Purdue's call. But I don't know why we should have any increase they've saved money since March not paying payroll and benefits that we don't have in Randolph County.

Julie said I understand I can express the concern.

Gary said would you express that for me? Anybody else have the same thoughts?

Julie said I understand, the hiring pools are very slim, so they're frustrated with the fact that they haven't been able to get anybody in this position, so I understand.

Gary said I agree with that but monetarily it hasn't hurt them.

Julie said right, correct.

Missy said in record, I talked to somebody from Purdue and ask about when were they going to be able get somebody here and I was told when candidates come and look at your facilities, they're going to be going looking for better facilities were sticking around the program so that

improved facilities will help you in the future to hire people in, it's kind of catch 22 that you're stuck in right now.

Julie said yes, I will relay that to my district director and ask where they're at with that I don't know.

Gary said just ask them how would you answer it to us, we know that we're paying for something we don't have.

Julie said right?

Gary said it is kind of like your cable gets turned off and you still get the bill for the same amount.

Julie said I understand so that that is an increase and I will relay that to Molly my district director and see where we go from there and I can let you know when we come back.

Gary said to have no increase would be a very small compromise on their side and a big one on ours.

Julie said that's not why I am here, the paper that I gave you is all based off of salary for our office manager. So, I talked to Paula yesterday and the Highway secretary that they just hired and granted my office manager has 33 years of experience, she's been with the County for 33 years and she's making less than someone you just hired, so I'm here to advocate for her, and it's also really difficult when my part time assistant, who's a freshman in college, is making \$14.00 an hour and you figure out my office manager is making at \$16.90. And that's 33 years of experience. It's just it's kind of a nerve, I don't know it's just complicated. When she's doing all these things for the part time person and they're making almost what she's making and then we get time and a half during the fair and they're making more than her because she doesn't get time and half she gets comp time. Which I get because she's a salary employee.

Gary asked who are you referring to that get's time and one half?

Julie said my summer assistance. They won't get comp time they're part time positions. So, like on Saturday and Sunday's of the fair they get paid double.

Gary asked who's paying that?

Julie said it's in my budget.

Gary asked from Purdue?

Julie said no, it's a county position.

Gary said that's not in our payroll system. That I know of that you can pay double time anywhere.

Julie said I don't know.

Gary asked does anybody know about that?

Laura said if a person works 40 hours or more.

Gary said they are not allowed to work 40.

Laura said sometimes you can you just can't do it on a regular basis.

Gary said I understand the rule on the averages but he county commissioners made it clear, nobody in part time is past 35 hours without special exception directed, directly from them.

Laura said some people sometimes work more than 28 and then it goes back to the 28.

Gary said I understand you have to have the rolling average, you set your parameters and you can't change your parameters and, in those parameters, you can't go over 30. The Commissioners I thought made it clear that 28 is 28 and that's it.

Julie said they work a normal week and then the fair starts on Friday and so they do Saturday, Sunday.

Gary said that doesn't matter when it comes to payroll, payroll is seven-day clock.

Julie said right?

Gary said nobody should get double time that I'm aware of.

Julie said okay, I don't know. I guess I'll find out.

Danita said its time and one half.

Gary said time and a half is not double.

Julie said I'm sorry that's what I meant time and a half

Gary said that's different. Your people are not going to go over the 30-hour limit in a nine-month period.

Julie said correct, they work two months of the year.

Gary said I've argued on your side it before, but people don't want to violate the statue of the average. It's not possible.

Julie said correct, right

Gary said now that you say it's not double time, it's time and a half.

Julie said sorry, I spoke wrong. So, it's just kind of I don't know how the longevity I was here when we Sheriff and the Judge both talked to you guys about the longevity pay. So, I got my wheels turning and I'm just I guess when you look at what we requested that that was my board recommendation because they feel like that's where Sue, that's where her value is.

Gary said Tom in Bev on the council part of this committee.

Julie said and you meet tomorrow is what I heard.

Gary said there's no, there's no concrete decisions, and there's no funding source yet.

Julie said right. I also heard you say that.

Gary said your Extension manager is County employee?

Julie said correct.

Gary asked why is that?

Julie said based off of my understanding it's in the statute that counties have to offer a location for Purdue extension and the office support staff.

Dave said it's just like Soil and Water. She's a County employee.

Julie said yes, correct. So mainly I didn't want to come in here on August whatever day it is 23<sup>rd</sup>, 24<sup>th</sup> and not have time to explain to you. I don't know if you have any questions for me. These are the figures where some of the other office managers/secretary stand and they all make more than Sue and I believe most of them have less tenure than her. Just something to look at along with the longevity pay, I don't know where that's going to go.

Gary said I think you've actually be unfair if you didn't ask. But if you did come up and ask for this for her, she probably wouldn't, I mean you have to as a manager. It's obviously a parody here, right?

Julie said right.

Gary said let some of the people that make the parody explain why.

Julie said have been here seven years so I don't know where or how we got to where we got so that part I don't know. I know that when Jay Harris was still on this board we were able to change her title from Secretary to office manager and then there was some increase for that because she was significantly low when I started I thought as an office manager she was the only support staff I have, so it's just something to consider?

Bev said I think she's in line at the requested 37. In line with others that are office manager or called Chief Deputies.

Julie said that's all I've got. If you have any questions for me I will gladly take those or I'll get back with you when I find out from Molly and answer to your question on that one.

Missy said you have been amazing the last two years with your 4-H fair. I know quite a bit from just being out there.

### **Jane Grove, Recorder**

Well, first of all I want to say thank you for doing this because this gives us a little more opportunity to explain where we're coming from and what we're asking for. On my request I'm requesting for my part time deputy to be full time. I've tried to manage this it's extremely difficult in 2011, just a brief history, the deputy position in the recorder's office, the second deputy position was cut to part time. The responsibilities have not changed for what that person does. They were allowed to work 5 days a week. So other than a large pay cut and no benefits, there was still someone there five days a week. When we redid the handbook and we realized to be compliant with labor laws, you can't work full time and not be offered benefits so that person could only work four days a week. That leaves the office without a person that one day.

Gary said four days a week is not relevant to benefits so I don't know where that comes from. Four days a week is not the driving issue at all. Highway works four days a week. It's a matter of hours, not days.

Jane said but still they can't work over 28 hours. So that leaves a day without a person in that position

Gary said for sevens, right?

Jane said yes.

Gary said so it's not for raises, it's hours?

Jane said correct, we work five days a week. So, four days a week is 28 hours. So that leaves a day. I had a girl come in for that one day a week. Then we manage that pretty good but that. That person that works one day a week. OK, so you hire another person to work that one day a week because that person left. So, they come in on Thursday, we're trying to train, they don't come back for another week. They don't remember what they learned and if we have to go that person is in charge of the office. They can't, they don't know enough and can't be trained with working one day a week. So, I tried to make sure when they got the raise I cut one girl down to three days a week and hired one for two. It still doesn't work. It's still our offices, history, consistency and professionalism, which I expect. And I can't do it with a person here one day a person here next day, person here next day, it doesn't work for me and I've tried so that's what I'm begging. Is to have my second deputy position reinstated to a full-time position. I have tried but to run the office like I want it run and for those people to be trained and in case

one of us or two of us are out they can run the office because they are me. They have to sign my name, they have to take the money they have to run the office by themselves. Because I only have three people. Well, now I have one full time and two part time. So that's basically why I wanted to talk to you, why they will the synopsis of the reason I need it and I do feel I need it. The other thing is my Chief deputy is the lowest paid, she's paid lower than two of the second deputies in the Auditor's office, I do not feel she should be paid the same as the chief deputy in the Treasurer's office, or the Auditor's Office her responsibilities, are not quite the same. But she is the lowest paid and she is the chief deputy. So that's something I put in for. Also, I want you to be, when you do raises when you do across the board that gave my chief deputy a 5% raise last year and me a 3%. My part time person got \$4500 raise. I got \$1,500, so that's something you might want to be conscious of. I know you have a lot of numbers. But that's something to be conscious of when you're working with the numbers. If you have any questions about me, why from my aspect. I understand your aspect money is a large issue.

Gary said yeah, I hear things and I think there is something to be discussed where I believe the chief deputies to some offices carry a lot of responsibility when and when you get down to your chief deputy is lower than the second deputy I think something probably needs to be looked at.

Jane said right and I have in my office I have been Archiver, second Deputy, Chief Deputy and Record. So, I know pretty much every aspect of this office. But then I've also been Treasurer I know what the Chief Deputy Treasurer does and I know what the Chief Deputy in the Auditors Office does. So, I wouldn't ask for my Chief Deputy to be in line with them.

Gary said right

Jane said she does have responsibilities because she is the Chief Deputy. So, I wouldn't ask for that.

Gary said I think you got to look at it if you have a Chief Deputy who makes less than a second deputy everywhere else.

Jane said and then the other was as far as the consistency and professionalism in my office. It's just hard having one person there one day, one person the next day.

Gary said what if you have two-part timer's all the time?

Jane said that's what I'm doing now.

Gary said no, I mean Monday through Thursday and Tuesday to Friday. There's two of them, there's three days of overlap.

Jane said no one works 3 days and one works two.

Gary said I don't know. I'm saying rather than getting a full-time employee in Randolph County if you had another part time at 20 hours a week. You had one Monday to Thursday and then one Tuesday to Friday, three days overlap has to be enough.



Jane said no because it doesn't have anything to do with the workflow. We've done 3800 documents so far this year. That's 800 more than last year had, 1000 more than 2019. So far, we've taken in \$145,600. I don't have anywhere to put them.

Gary asked can that be rectified?

Jane said no, I have no room. There's nowhere to put them.

Gary said I wouldn't know the office good enough to make that decision.

Jane said there is not a space to put a desk.

Gary said actually it would be a good enough reason though for a one-day absence to say we got to go to full time, we don't care about \$50,000 of the expense. That's what it is. I'm just playing the numbers side here. Don't take offense.

Jane said what if that person's not there that day that I don't have anybody.

Gary said if there was another part time person in there for 28 hours, you'd be covering Tuesday, Wednesday and Thursday double.

Jane said I don't need them.

Gary said I'm trying to find a way to get you what you need.

Jane said but I don't need four people in there.

Gary said you just want the one person to get full time pay.

Jane said yes, because of the consistency of the work. Because you got one person sit in there and they do the work one day. You got another person and I can't train them. I mean, one person in there could be trained to know the office and being able to run the office in the absence of two if two people are out.

Gary said you realize the county, on the expense part of it that a part-time person at \$20.00, just the wages alone is less than just the insurance package.

Jane said and I understand that. So, I will meet you halfway and I will pay their benefits.

Gary asked how?

Jane said out of my RP funds.

Gary asked and what will you do when it's exhausted?

Jane said hopefully it won't be.

Gary said hopefully, but when it is the county has to come up with it. I look at that part of it. How much is in the Recorder's RP fund?

Jane said I have about \$200,000 in there right now. I really need to do some; the Recorder came under a lot of pressure during COVID and the Auditors office also. We were never closed. We had two weeks we did not have searchers in. But the rest of time we were open. Our recordings did not stop moving forward every day. But legislation was thrown at us that you need to put everything online. That is economically impossible. But we do need to get some more stuff available. So that was happening.

Gary said the answer somebody is going to ask. Forget about meeting us half way. Why don't you carry the whole position in RP?

Jane said I can't do that.

Gary asked why?

Jane said I don't have the money to do that.

Gary said \$200,000.00 would carry it.

Jane said I have to keep the office up. I have to preserve the records and also.

Gary asked do you have any information with that?

Jane asked what kind of information?

Gary said the RP, what's going on in the RP? I don't remember.

Tom asked how much comes into that a year?

Jane said I'd have to look, probably average, I'm not going to stay off my head what it is. But I also got to use that money to get.

Gary said your budget has you funding other things out of it as well.

Jane said I use it to fund my entire office out of it. I have no budget and then we're going to have to get some back scanning done and get some more records online. So that's what that money is used for is preserve the books that. It cost me \$3000 to restore a book and I got to get some of those done because they're really taking a beating. So, I've been saving it up so I can get some of those done, I've got do some rearranging so I can, when I why redo them they come back as two. But they're all encapsulated so all the oils on their hands.

Gary said how old are some of the books.

Jane said 1820's.

Tom asked if you go to one full time deputy are you still wanting to keep part time or just the two of you?

Jane said I might have one coming in at someone and we know someone is going to be out so they could help the deputy. Just so there would be two in the office as opposed to one, one person can't do it. But they could help them keep up a little bit.

Gary asked Angela can you find out what that fund gets yearly?

Angela said I can.

Jane said I can too, I just don't have it with me.

Gary said you are funding your office anyway. Basically, you're telling us is that fund is making enough to pay the insurance, and the perf?

Jane said which is about \$30,000.

Gary said why did Paula give us \$71,000.00.

Jane said that's salary, too right?

Dave said that's everything.

Gary said so you weren't talking about the perf and all that just the insurance.

Tom said I think that salary was 71,000.

Laura said she supplements her part time out of RP also.

Jane said because I get enough budgeted to pay that part time on year.

Dave said just for clarification Jane I show in the treasury deputy that the adopted budget for 2021 is \$30,085. Same for the deputy as the auditor at \$30,085 but your deputies at \$31,614.00 so it's about \$1500 more currently that she's making over the other two departments, is that correct?

Jane said no, are you looking at Chief Deputy.

Dave said I'm looking at Deputy, you mentioned that Chief Deputy in Treasurer, and Auditor had much more.

Jane said yeah, they make more.

Dave said more responsibility and making more money based on that. When I was looking just at the deputies in each one is Treasurer and Auditor's office. Your deputies, about \$1500 more right now.

Gary said you're saying her Chief Deputy is \$1500.00 more than their 2<sup>nd</sup> Deputy?

Jane said she doesn't make as much as Danita and Paula.

Dave said but that's a different level.

Jane said their second deputies and she's a Chief Deputy.

Gary said Okay, that's fair, what your asking is fair. I don't know.

Jane said I know you don't know, but I appreciate just the opportunity to express.

Gary said it would be a lot easier if we knew that the RP fund could handle it.

Jane said I don't see why it couldn't and it's worth it to me.

Gary said the RP is the Recorder's jurisdictions, right?

Jane said yes, it's unappropriated. And so, if I could do a couple books or something that year. It would be worth it to me to have a full-time person in there so the office could run more efficiently.

Gary said you have one, your Chief Deputy.

Jane said I have one. You have to be in the office I think to see the work, to know what the second deputy does.

Gary said I don't even know enough about your office to know there is not enough room for another person.

### **Art Movstner, Sheriff**

Art said I want to thank you guys for doing this this year.

Gary said I wish other people would have taken the opportunity.

Art said I was kind of hoping that we would have some numbers, but I'm understanding we don't have any number yet because I was hoping for more of a back and forth type discussion of what we need to do this year with budgets. I know I brought some concerns and different items to you guys I brought lots of different packets of information this year. If you have questions about

different things. I want to start with the budget I submitted, I attached the sheet I hope all of you got them with the budget changes within there. That's a little easier as large as that budget is, a lot of that stuff is stayed the same, so it's easier just to kind of talk about the things that are changing so were not going through it line by line. Obviously, I put in a salary request we're working on that at the meeting tomorrow at 4:30 I believe I don't think I've heard that, but you've got that email, didn't you?

Tom said I will be there.

Art said I think I sent the email to the wrong email the first time, so I fixed that. But I sent it out so we have it. We're working on it. I have increase in my legal services contract for our Legal Deputy, so that was increased by \$1000. It actually increased last year by \$500.00 but we went ahead and taken care of that out of a different line, what they increased it from \$3,000 to \$4000. With the jail, I have reduced the uniform line into general to zero and I'm going to start using the 1175 fund to start doing jail uniforms, that's a fund that's not utilized often. It's not a consistent amount that goes in that, but I think there's funds in there that we can use that, at least for now. I am requesting one new corrections officer for a day shift position. The way that rotation is set up now, it works quite well with the other two shifts on day shift, specifically which there are one short for that. So, four out of 6 weekends there's only three jail officers scheduled to work. If we had that fourth one, it would sure help with comp time on the weekends to where we would have people that would be able to take off because we are having a heck of a time keeping part time people. Part of that is we get in part time and we lose a full time, person and that part time person goes to full time and we don't have a part time person again. So, I know the applications that we've been getting aren't coming in fast and furious as they used to. So, it's difficult finding good people to occupy those spaces. One of the other things, and I think it would be important. I guess one of the things that I would also point out is with the WebEx that was added, obviously it doesn't save us funds, but we've saved some funds for the courts. They were able to do something with their defense attorney piece. So that helped him out considerably. When adding that one of the things that we have now is at times we're still transporting someone over here, because there's certain things they can't do by video. So, we'll have a jail officer that's over here with an inmate, we have a jail officer that's staying with an inmate that's on a video conference with an attorney or whomever, and then we have lots of transports going on anymore. Our numbers have shot back up we're housing between 70 and 75 on average. I think our highs been 79 since everything is going fully back open. So those numbers are ramping up. Which leaves us on day shift with deficiency for somebody to keep an eye on the inmates, I think to fill that hole, and I know we've been trying to fill that hole for several years on day shift. I think Sheriff Hendrickson had requested that position several times I know I've requested it every year that I've been in office, and I think that would be an important position to fill.

Gary asked which position?

Art said it would be a day shift jail officers' position. So, in the budget it would show as a new jailer. Whatever the highest number is.

Gary said that is actually in fact the one that you're asking for? Not another one.

Art said that's the one I'm asking for is the one, it would be a new jail position. And we've included that in the budget for probably every bit of 10 years. That would fill a hole that's been there for quite some time. So, as I said, you know we're trying. We brought new technology and it's helped reduce some of that. Because I think we used to request two jail officers quite frequently and went down to where we just had that one hole right now that needs filled.

Bev asked is that jailer 15?

Art said it would be the newest position on there, it would be a new jail officer so yes, I believe it would be jailer 15.

Danita said on the budget sheet it's probably jailer #1 because last year we moved.

Gary said jailer one had numbers behind it in 2022, it's a new position in 2020. On the budget why does it show numbers in 2020 if it's a new position?

Danita said in 2021 we moved that actual person to a sergeant position.

Gary said that left a new sergeant's position?

Art said yes, we have a second.

Gary said so you're not down on people you just have different ranks?

Art said no, that position has always been open. What I did was I took what we had used as the jail secretary position with some added duties that she received and in working approvals and whatnot for schedule. I made that position a sergeant so that she would outrank any of the other jailers so that if she denies their time, she's doing so as a sergeant. That was something we did in the last budget.

Gary said right, I just wonder if it didn't create a lack of personnel or just gave a promotion to one person.

Art said it promoted someone that was already in a position that wasn't in the jail, but was still there. That person was already a jail secretary. The only thing it did was I assigned her new duties and it increased her pay by whatever the difference is.

Gary said on our budget for this discussion, you think we went down a jailer and we didn't you just promoted one.

Art said correct,

Gary said there's a sergeant here that's really part of your jail staff?

Art said it is, yes. It is in a front office position.

Gary said when you have the discussion this doesn't have anything to do with the discussion on the table in May that if you add the sheriff's retirement back into your budget puts you at \$155 over last year it was \$1.12 million so you're looking at \$130,000 in payroll.

Art said I don't have the payroll figures, but yes.

Gary said that's going to be a hard to do, to add \$130,000 of raises, not including longevity. If it would come about. So, we're looking at longevity not even being part of the raise structure.

Art said if you do raises correct, I know when I submitted the budget this year I'd submitted with the longevity figured in. I'd ask for \$1000 on the base and then longevity where it's slotted in. My reasoning for that was, I thought it was cheaper than a \$4000, \$5000 pay raise and I still don't think it fixes the system that we have because I think we need to have a system that retains that experience. That's what everybody is going to.

Gary said well, I know you hear it all over news, it's almost like a synchronized swimming event coming to all counties and some can afford it and some can't.

Art said I don't disagree with you. I also want you guys aware that I know the Wayne County, I talked to Wayne County Sheriff, Delaware County, Jay County, Henry County. They're all looking at this I had a conversation the other morning. We were in the Lynn Friday morning with all the guys again and I talked to one of the troopers after that incident and they are talking about implementing a lateral transfer. That you're going to have people moving into those positions because it pays more. You know the concerning emergency services I think as a whole is. And I understand your money situation. I'm not disagreeing with any of that. But as the Sheriff in emergency services in Randolph County if Randolph County as a whole Union City, Winchester, us. If we don't do something, we're going to start losing good people and that's a scary thought. That's one of the biggest liabilities this county will face. Because you have to have that service available. And you want good quality people I know that the two that left recently, we've lost 15 years of experience in those two that left.

Gary said one of them didn't go to another Sheriff's position one left, completely right?

Art said neither one went to another sheriff's position.

Gary said its kind of like if we can't be held accountable for losing people to high paying industrial jobs, we can't keep up with that there's not a chance.

Art said correct and the one I don't think it would, I don't know that it was made a difference. With the other one we lost for 10,000.00 pay raise.

Gary said in the Uniform services.

Art said correct

Tom said but we're not going to be able to compete with a \$10,000 pay raise no matter what.

Art said no, you're not. But that's one of the reasons I talked about doing a type of a longevity system is if you get the base where the base should be where everybody else's base is you don't start losing those that have further five or ten years in because that's where they make their determination is at 5 or 10 years they're going to decide whether they're going to stay in law enforcement for a career or whether they're going to go do something else. And if they stay the ones I don't want to lose are the ones between that 5- and 15-year mark. Because we had that experience there. They get over 15 we've probably got to 20. But we need to do what we can here to keep it. So, everybody is going to that type of a system. That's something we're going to talk about more tomorrow.

Gary said right, just to be clear on my question that \$130,000.00 in there, that's supposing giving longevity. You're not trying to put this budget both your accounting for the possibility of longevity.

Art said I had counted for the possibility of longevity, I don't know that we're going to get there this year.

Gary asked where did you take the Sheriff's retirement account to?

Art said it went to LIT, that's where you had it last year. So, I left it where it was at.

Dave said it went up \$155,000 for this year budget wise. Your request here is \$155,000 Sheriff's retirement.

Art said it went out with total \$155,000.00.

Dave said just for the sheriff's retirement.

Gary said I don't think so Dave, I'm looking for it again.

Art said it didn't go up that much?

Dave said \$298,920.00 and it was \$143,000.00 last year.

Art said correct, but the 143 was split between LIT and general and then we moved it from general to LIT.

Dave said this is what I'm seeing here.

Gary said the total

Art said for the LIT which you would have a \$145 that was in LIT for last year the way it was budgeted there was a conditional \$145 in general going into that retirement.

Dave said your saying it was \$290 last year?



Art said correct.

Dave said somehow, we need to see that on this.

Angela said it was an additional appropriation.

Art said it was an addition, yes.

Angela said it was 143 + 143.

Art said was it \$143?

Dave said \$143,500 or \$143,000?

Angela said it was \$143,500 x two.

Gary said that's just like insurance, it needs to be budgeted for actual. Do you know what that is? Or is that a rolling six-month number?

Art said they provide me information for that. I believe the auditors also provided information for that. They send a letter that suggests to use that with or for what amounts you take. And I think they give three different amounts for that.

Gary said what your saying is correct what was the moved out of here which makes the budget look lower, but it's not lower, it's just shifted off another \$143,000.

Dave said right?

Art said I don't have the last year's number.

Angela said it was like \$11,900.

Dave said yeah, I had \$11,200.00.

Art said yes, and the number that I submitted is the recommended county contribution that comes out by McCready Inc, for retirement fund.

Gary said vehicles, your wanting two?

Art said no, I am not wanting two. I've asked for one back in. With the budget last year, we've taken one out, so normally the Council pays for two. I buy one every year. Last year, due to the situation we had in Lynn previously, we were able to take one of those out of the budget for this year. I'm asking that that be able to be placed in back in so that we can keep that rotation where it needs to be.

Gary so you're asking the Council to pay for how many vehicles one?

Art said two.

Gary said for general to pay for. And why can't you pay for it out of commissary?

Art said I do buy one out of commissary.

Gary said so that's the three? So, you need three every year?

Art said we buy three every year.

Gary said the County Council out of general, why can't you pay for two out of commissary?

Art said it's not out in general it comes out cum cap, I believe.

Gary said it comes out county money, Art. Cum cap is a reverse general. Why can't commissary buy two.

Art said I can't afford \$80,000.00 out of commissary and the other stuff that I pay for. We bought that vehicle and we're back up to the point that I'm looking to see whether we're going to have to buy another vehicle out of that now. But there's other things that are paid for out of the commissary fund that would prohibit. If I buy 2 vehicles out of that, I'm dropping other things off to bottom. Things that we pay for the jail we end up buying mattresses out of that fund.

Gary said Ok.

Art said at times and there's other things that go into that jail building that we pay for that we take out of the commissary fund. I don't have the whole list in front of me that I can list them out for you, but I know once I buy a vehicle out of that with the other expenditures that we have in there, it takes more than six months to make those funds up.

Gary said right.

Art said to have that in. I know we bought 1, I can't remember what it was at the end of last year in December, or whether it was January of this year that we bought a vehicle and we are just now back up to the point where it was sitting when I bought the last vehicle.

Gary said let me ask you a straight up question that we get ask all the time. How many miles that's on a Sheriff's vehicle is personal? How many miles of those vehicles that were buying are being used for personal services.

Art said I will tell you I'm not positive that I can answer specifically for that I know there's times that they do drive those for personal use.

Gary asked out of County?

Art said out of county we have allowed that in surrounding.

Gary said why would you do that?

Art said because that's a marked vehicle or a police vehicle that's seen in Randolph County when it's going to the county line and coming back and they're either going to Richmond or Muncie?

Gary said for what, for the personal use?

Art said they might be going over to a family members house, yes, it's personal use but they are required to stop if they use it, they are required to stop. If there's anything law enforcement related that they need to deal with. I don't know of any incidences out of the county.

Gary said I think this situation has to be explainable to the citizens of Randolph County why they see our Sheriff's vehicles out of town.

Art said absolutely.

Gary said and also another thing are they in civilian attire and taking it for personal use?

Art said they are.

Gary said and they have their wife and children in the car?

Art said possibly yes.

Gary asked is that normal?

Art said it has been throughout my career.

Gary said just because we do it here, is that normal?

Art said yes, most of them use it, I know the state of Indiana with the state patrol vehicle they have statewide personal use of that vehicle it's a marked vehicle that's seen in public, so it slows the traffic down that's around it. If they run into something.

Dave said I know Allen County, they're not allowed to take them out of county. They have to stop at the county line.

Art said Allen does and it varies from county to county.

Gary asked how do you do the fuel?

Art said they put gas in and they bring receipts to me.

Gary asked is that an honor system or do you track mileage it in and mileage it out?

Art said it's an honor system but I track the miles monthly personally to see what kind of miles are being put on that. If there is an abuse then I would address that.

Gary said this gets asked a lot, especially with things getting tighter and tighter. How about the Jail Commander?

Art said I guess I would ask that if you see a police officer at Wal mart or someplace else and there is something going on law enforcement related, do you expect them to intervene?

Gary said I'm not talking about Wal Mart in Randolph County, I'm not talking about Wal Mart with a uniformed officer in there, I'm talking about personal use in civilian clothes with the family, that's what I get asked.

Art said that's what I'm asking.

Gary said if you're in Wal Mart, you don't even know, you don't know that's a county police officer. I don't know them all by face.

Art said they would be expected to act with their family, in civilian clothes, regardless.

Gary said the citizens won't know all those faces.

Art said if they have a question ask them to call the Sheriff's office.

Gary said that's not the questions being asked. The questions being asked us how much money does it cost Randolph County for your officers to use the county vehicles personally out of county and I don't know. As long as you know that the questions are out there, I'm sure you do, but another question is how about Jail Commanders. Why do we provide them transportation and not just a general jail officer?

Art asked so the jail commander and who?

Gary said anybody else, the people in the jail who in the jail gets a car to drive on the county dollar?

Art said the only one that has it is the Jail Commander.

Gary said why would that be?

Art said so she can respond if there's an emergency within the jail, if there's a situation there and she has done that. And to my knowledge, because you asked me before about her taking the car and driving it, to my knowledge she does not put a lot of personal miles on that car. It's not driven to Ohio.

Gary said is there any mechanism to make sure that does not happen or is it just an honor system?

Art said right now it's an honor system. I can't afford to put GPS on the cars, that's something that that we've asked for what I'd like is to put the GPS on the cars for the purposes of dispatching, but we've looked at that system and if I bring those figures to you today.

Gary said well, I appreciate you answering all the questions that they get asked. There's time to just air it out and say here's what's going on and here's what there's not a secret thing or anything. Somebody asked me it's because there's an officer in the area. It's good to have them in there.

Art said it is and I can tell you over my career I've addressed several issues in civilian clothes at various locations from the village pantry in Farmland to Walmart in Winchester.

Gary asked how far away would one of the county sheriff's vehicles have to be before you'd call them in and say that's beyond?

Art said if it's personal use they're allowed surrounding counties. That's it. I will tell you that some of them work security at the Colts game.

Gary asked they are allowed to use our vehicles to go down there?

Art said I allow them to drive it down there and put gas in it.

Gary said I don't think that's fair to the county residents, Art. That's a secondary job getting paid. I think they should drive their own vehicle for that. We have no responsibility for that.

Art said I'm not saying we have a responsibility, but if they've got any gear that's in their personal vehicles parked in the parking lot three blocks away, it gets broken into. I don't want to take responsibility for that, if they're in a marked car they get a park right at the stadium that takes care of all of that equipment.

Gary said but as I said, moonlighting job. Why would our car even be there?

Art said they pay for their own gas when they do that. And it happens four or six times a year if somebody does it, that's why it's permitted.

Dave said one car is taken out of 1138 for \$40,000.00 where's the other car being taken out of? I know you said commissary, but where's the third one?

Art said they should both come out of that same line. There's one, you should only show 1 vehicle for 2021. If you would look back to 2020 it should have two vehicles now I will also tell you that the increase is going from. I can't remember what it was earlier. It's an increase to \$70,000.00. The \$30,000 that you have in there. They're \$35,000 apiece, and for several years we've supplemented the additional over that out of different funds to make that work. But those vehicles are at about \$35,000 apiece.

Dave said I was trying to say \$40,000 per car over last year, and actually it's for two cars. The \$70,000 is for two cars.

Art said correct, it's a \$40,000 increase to \$70,000 so that gets us back into the rotation where we need to be because if we don't keep the rotation, then the maintenance kills us. So, we've already touched on the LIT from the sheriff retirement funding, which is the \$298,920. The institutional and medical. It reduces \$10,000 to \$34,000.

Gary said how's that?

Art said that's what I'm asking in the budget is to reduce that I was going to use part of the funding we have in in 1175.

Gary said so you don't expect it to be just \$34,000.00 that's just all your budgeting?

Art said correct I've decreased it by \$10,000, I'm trying to help out where I can help out.

Gary said I appreciate that.

Art said that's not easy to do with our budget. Just trying to help where I can.

Gary said did you add more money to the medical services?

Art said we did, but what we did was we were able to move fuel because it's the same line, but we reduce that fuel so I don't know what that's going to look like at the end of this year because I think we're about \$20,000 behind on medical right now, so I was waiting until the next month or so to see where we're at before I did any type of funds request. To see what they're going to have to do. Under the county misdemeanor fund, which is your 1175 for the appropriation, it increases by \$10,000 to \$20,000. And the jail uniform increases from \$5000 to \$10,000. One of the notes I put on here with regard to hand gun permit fees. Those have gone away, however, they're talking about grant up to the amount you made last year.

Gary said is it a wash on the institution and medical?

Art said it is. But it takes it out of one budget and puts it into the other for the misdemeanor. All this is going to be a wash, I can't decrease any of those amounts. I've shuffled some of them from one fund to another. Trying to help where I can.

Gary said the misdemeanor, is it running a large surplus?

Art said I haven't looked at the figures lately. I don't know that I would say it's a large surplus. But I know it's probably underutilized. It's something that wasn't funded.

Gary said if you don't mind Angela, will you get us a misdemeanor run out and what the statute says for utilizations?

Angela said misdemeanor is running about \$83,000 right now.

Gary said to the good?

Angela said yes, we only used \$195 of it in 2020.

Gary said there's not much appropriated into it?

Angela said it was appropriated, it was not spent. And this statute says the county misdemeanor fund must be used only for funding the operations of the county's jail, jail programs, for their correctional facilities, or community-based programs. It is non-reverting.

Gary asked is it a sheriff authority fund or is it a council authority fund?

Art said it's both. How much money goes in that year?

Danita said \$18,000.

Art said I want everybody to keep in mind this is, yeah if the money's there we can use it for the jail and I think it's one of those funds that at times we've not utilized as much as others so if something happens in the other funds.

Gary said we did that in our Cum cap Art until we couldn't do anymore, so we were spending more than we were drawing.

Tom said can the jailer's car be figured into that over the years?

Gary said it absolutely could. It is allowable.

Art said what vehicle?

Tom said the jailers.

Art said there's two we just purchased a new jail van because the other one was quite old, and I believe that money came out of commissary. And the Jail Commanders vehicle was purchased a couple of years ago and I think the one prior to that was ten years.

Gary said yeah, it could be purchased, it's allowable through that statute.

Art said so yeah. I'd say a 10-year-old vehicle doesn't get a lot of personal use.

Gary said it does not.

Art said that one that one travels all over the state picking up inmates.

Gary asked where is that one, at the jail in the basement?

Art said the jail van. It's in the basement.

Gary asked do you still have one at the highway.

Art said we have a vehicle out there, yes, we had it out Friday morning by the way if you guys weren't aware. The guys did a good job with that call down there, but we got called out quite early in the morning. In regards to someone firing multiple rounds in Lynn. That situation ended safely. They did a good job.

Gary said good, did anybody go to jail?

Art said they did. So, I guess I guess I would tell you that some of the important things to me that I want to point out today. Obviously, the new jail position. One of the things, and I've heard others say this and I don't like talking position to position or specifics for different things, but I guess one of the things that I would like to point out is a lot of times when we do budgets, everybody looks at a biweekly rate. Which is how we get paid and what they get. And I know the courthouse works 35 hours, taking an hour for lunch. The employees at Sheriff's Office or 40-hour employees.

Gary said they get a paid lunch.

Art said I would argue that on days.

Gary asked how?

Art said I don't disagree, they get paid. I can't argue that they don't always get lunch.

Gary said I'm sure that that happens everywhere. But I did realize that even administrative staff in the jail itself, we argued for one department and come to find out, the other departments are already getting it.

Art said correct, they get a 30-minute lunch. My point being is with the jail staff I'm not real sure how you would take them out of service for an hour for lunch because under federal labor. All those standards. If we implement a lunch break for them and you can do that. I think it would be a mistake because once they go out of service for lunch, they're ineligible to take calls or do any work function.

Gary said not true, but allowed to come back but you got to retro back there which is not taken. That's the standard labor law.

Art said I think once you get into the complication of that.

Gary said I'm not saying it's not complicated. I agree with you, but it's not that you can't bring them back. You most certainly can but you've got to pay them as if they never took it.

Art said I also think with staffing standards I think you would have an issue.

Gary said I wasn't just after the Sheriff's Department with the same situation. Come to find out we have lessor people in Randolph County not getting paid than we do getting paid. How is it that 1 by 1 by 1 everybody gets paid and somebody else comes and they want paid and



everybody is no, we can't do that, when in fact were all doing that. Your executive secretary gets paid.

Art said I don't disagree.

Gary said why? I know a 30-minute lunch is just a little bit of time but why is that fair or not fair to others at the courthouse?

Art said I don't disagree, if you want to do it at the courthouse that's fine. I know mine take a 30-minute lunch when they have lunch and I know there's a few times a week that if somebody comes up and needs something they will stop and take care of it so they truly work through their lunch. I would also tell you that with regard to the, because we look at it on a biweekly rate and 40-hour work week if you break it down hourly rate. The jail officers are a dime less an hour than a clerk. Not that I'm saying ones more important or less important than the other. Our dispatch is \$1.10 less an hour. The office manager is \$1.00 less an hour? In that situation it would be less than the office manager at the highway and then I don't know that you could, if you would I guess you would consider your chief deputies or the other officers to be their office manager it would be \$2.00 less an hour than them. I think the sheriff's Department's, also in a unique situation where we had a chief deputy for every part of it because I have a chief deputy takes care of the road, I have a Jail Commander for the jail, and then I guess the Sheriff's secretary would be your chief for me.

Gary said you've got incremental promoted positions. You just call them differently.

Art said I don't disagree.

Gary said so that's something, you have your integrated positions.

Art said but I know but if you break this down to an hourly rate instead of a biweekly rate. I think there was a discrepancy in there and I guess my concern is the majority of my employees work holidays and weekends, seconds and third shift. And some of them are doing that for a dime less an hour. Dispatch is doing it for \$1.10 less an hour. Not that I'm here to fight for dispatch, but I know he's got an open position and it's been open for a month or two that he can't fills. Those are things that I would ask you to consider when you're looking at payroll this year.

Dave said Art most of your employee's take just a 30-minute lunch, is that correct?

Art said if you're talking the office staff yes, and they eat there.

Dave said you have the kitchen.

Art said we do but a lot of them bring their food in and they will go in the break room in the front office where they eat and are available with regard to the jail staff a lot of them will order and have it brought to the jail one of them might leave and pick it up and bring it back to the jail. Where they all sit there and eat while they're working because the jail still going on. So, they don't leave, there's not a clock out and leave. There's none of that where they're going for an

hour and then come back, they continue to do their jobs. And obviously with the jail staff it's hard telling when we have people coming in and going out. People for courts and attorneys that come in to visit. It's a busy place.

Tom said there's a big difference between a working lunch for emergency services and a working lunch for an office, there's no question.

Art said I agree with that as well. I know there's some discrepancies here. We've heard people point them out before. I want you guys aware that like I said, emergency services work 24/7 365. You know, holidays and weekends included. As I said before, it's getting really tough to get applicants to do the job. I think tomorrow's meeting is a good start and I think we need to continue down that path for some of that stuff. So, the other thing that I will bring to you guys attention is there's some stuff going on in the jail now where there's some showers that are getting repaired again we're in a 20 some year-old building. So that's taking place. I know I've got a company supposed to have an estimate on the fire alarm system. Obviously, that's a Commissioner's item. It's still county dollars, and then there's a door that is going to need replaced probably sooner than later. It's held up for this long, so I think its job so we'll do something with it to get that. I know one of the things that you mentioned the other day when I was here and I don't know whether you're going to visit it today or not is the body camera system.

Gary said you have to take that to the Commissioner's first.

Art said I have taken it to the Commissioners.

Gary asked are they ready to move on it?

Art said I don't know what they're going to do? So far, I've been asking for months and explaining.

Gary said I think the fact of turning it off is an eye opener and I still couldn't disagree more turning it off myself. I think we've got to get the Commissioner, I'm already to do what we need to do. Right now.

Art said I can go back and I just know that when I was at the last Council meeting, you made a comment about possibly revisiting today.

Gary said I want to revisit and I want to move with it but the Commissioner's are going to be the ones to execute that. I don't want Randolph County to be under protected under law served because we didn't address this.

Art said I don't disagree with you

Gary said and turning them off, have you turned them off.

Art said once they are no longer functioning I've told the guys to stop caring them if they are not functioning properly. I understand your point, but I think in leaving them on you create a liability for the officers.

Gary said I don't because a glitch in a system is provable. Turning it off is a different scenario.

Art said if they can prove it, if not you could ruin an officer's career.

Gary said yes, but they can prove it Art, they can prove a glitch in a system.

Art said I understand that.

Gary said you can prove a system glitch it's recorded.

Art said it is recorded. If it comes on, if it doesn't function at all, which is where we're at with some of these cameras.

Gary said my opinion on that is it's a whole lot less liability to have a camera that is glitching then it is to say were just going to turn it off. I just don't like that personally. I'm not setting in your shoes, I don't understand.

Art said I don't think it would be the officer's responsibility to explain.

Gary said they wouldn't.

Art said I'm not going to put them in that position.

Gary said they are not on the hook, not with a hardware malfunction, that's what gets them off the hook.

Art said I would disagree. I think the Court of public opinion would have them convicted.

Gary said you don't think they would if they have a body camera and choose not to wear it.

Art said they're not making the decision.

Gary said you are.

Missy said but they still have to answer for it if there's no film. I respect everything you're saying I guess.

Art said and you guys understand that what you're are going to keep on is maybe 40% of what we had.

Gary said I'm arguing, let's get your stuff, lets get after it. I also know when I talked to Mike, he said you'd talked about it. We don't get to buy this for you, we just fund it

Art said correct.

Gary said I don't have any problem funding it myself

Art said I will have an in front of the Commissioners at your next meeting.

Gary asked where you at Tom on that?

Tom said whatever we need.

Art said yeah, can I ask your opinion on something else because this comes in layers, with regards to cameras and body cameras is what I sent you. Would you like to see the in-car camera package also?

Gary asked we don't have an in-car package now?

Art said that's not part of that package.

Gary said we don't have in car cameras now?

Art said we do not.

Gary said I would, how much money are you looking at there?

Art said for the in-car system you are looking at. If you get with the body cameras. If you find it yearly for five years, it would be \$23,727.

Gary asked \$23,000 a year for five years.

Art said for five years for storage and camera and all the parts.

Gary asked what's the equipment cost?

Art said all the equipment's included that's 100% up or you're looking at a total cost of \$118,638 on top of the body cameras.

Gary said we just get there.

Missy said I don't think any officer should be out there without being able to show against the possibility of accusations that aren't true. I just think they, I would not want to be a police officer without that.

Gary said yeah, I'm all for of it, I think you need to get in front of the Commissioner's to get them to move. The Council is going to fund. It would take the Commissioner's if were funding out of windfarm or ask them to but we have the funding in Randolph County to do this stuff.

Art said I will forward the in-car package so you guys got the body camera package. Correct in the email.

Gary said I would like to take action in the session in September to make the final move on that.

Art said I will talk to them at their next meeting. I would also ask you guys as you go through budgets this year please keep in mind with pay raises I know I put the longevity in. I think it's a pipe dream to try to get it done before August. But if there's any way you can get some pay raises in there.

Gary said I argue with longevity but I don't argue the fact that we need to get our people paid and I don't argue the fact that we should pay them as much as we possibly can. Last year we went out on a limb to get people paid, it's not that we don't care, I'm against a mechanism that doesn't reward everybody equally. I know you have a different view on it, but I don't think that a janitor in a courthouse should be treated any different longevity than somebody in the jail or somebody at the Sheriff's department. I think time served in Randolph County is time serve to Randolph County, the other part of what your discussing is if it's on the raise it doesn't even matter, see what I'm saying. Longevity to me stands alone, you work or you did this, your point is that the total package is equal to petit rate.

Art said I agree, but I also think the matrix system, I think it's important to do. So that you reward your employees for experience versus those that are just starting so we don't have to train. I think once they get trained and the knowledge they're retaining. I think that's it.

Gary said yeah, I also honestly believe that it caps a little bit, levels. I don't know if you can ever drop it when you get 30 years. It's losing the young people that's the challenge. Once you pass four years, life is not leaving, it's not that you use that against anybody.

Art said the system I'm proposing would cap it at 20 years.

Gary said I appreciate your candidness on the cars, because it's been coming up and I want to get it out for the record, you defend it.

Art said they're welcome to contact me.

Gary said they are not going to contact you, they go to their representatives. That's why we are where we are.

Art said I think it's important to have them seen. So that's why.

Gary said it's just got to be defendable issue. If the Sheriff can't defend it it's probably pretty tough on the Council for putting gas in the car. So, don't take offense.

Art said I'm not offended what so ever. I think that's one of those things that if they're expected to take law enforcement action when they're off duty then they need the equipment and the gear to do that.

Missy asked the computer maintenance contracts. Is that something the IT guy? What is it? I don't understand why, I understand why it's built-in, but usually that guy in my opinion is extremely talented and I'm wondering. I went through there and it's quite a bit when you add it up. I know on some they could not, but if it's installation of software or if it's switching out.

Art asked which line are you talking about?

Missy said it's in a lot of lines. Just wondering. I mean, that's something we may want to talk about.

Gary said I think he's sharp to.

Missy said he's good. That guy smart. I mean, I'll be honest. When Bob McCoy said, hey, you need to get the laptop it's for the Council and their going to send you stuff on there and that software, the email runs better on there, it doesn't, but when I saw it was Windows 7 that's why, I didn't use it and that's why I gave it back to Fred. I thought I'm not touching this thing on Windows 7. Couldn't believe we are still running but that's because money. You got to know this guy's going to save you money in the long run. I really believe that. I think we're missing out as a county on grant writing, and I've seen people who are trying their damndest. To supervise projects that I don't think they should have ever been asked to supervise. I'm just going to say Chris Shaneyfelt, you know he does a great job or somebody would have gotten rid of him and you're asking him to determine whether towers were built correctly and to be able to represent the county. As far as I want to go out and look at that and I don't think it's in their job description. I don't think they're qualified for little criticism on him, he may be great at his job, that we hire him to do. No one should have been asked to have gone and not.

Laura said he didn't.

Missy said but he's having to go out there and look at it.

Laura said no, the Commissioners are hiring a third party to do that, no, even before that it was his tower climbers, not Chris's, but the tower climbers that found the issues.

Missy said yeah, so he's still kind of caught in the middle of something that.

Art asked are any of these questions for me.

Missy said I would propose that we no, probably not. I would prefer I propose you think about hiring a part time project manager and a grant writer. Because there are a lot of grants going through there and we don't have anybody to write them.

Laura asked who would they work under the Commissioners?

Missy said I would say Commissioners. Yeah.

Dave said it would have to be Commissioners.

Missy said I don't know if there's an office space here.

We also have space at the old hospital.

Tom said if we do this with the engineer. Wouldn't that kind of fill that one position. As a project manager.

Gary said that's why we want to make sure we don't pay it all out of Highway. So, it's free to use him elsewhere.

Missy said we've already talked about hiring an engineer?

Gary said we are in the middle of negotiations. The Commissioners are.

Tom said potentially just part time joint with another county. That's what we talked about and it was brought up do we really wanted to share somebody or put the money out for full time.

Gary said I think we need full time.

Tom said we have one of the largest county bridges in the state. That right there should pay for it.

Gary said we still owe over \$200,000 engineering fees on one bridge.

Tom said that right there should pay the salary.

Missy asked have you posted that position that people can look at it?

Gary said the Commissioners are right now they're working on it. I don't think they posted it.

Laura said there's not been no vote.

Gary said there is also \$40,000 the state reimburses the county right on the top.

Missy said you might be able to find some gentleman within the county who might be interested in that position, but the grant writing, I mean most of it, you've got to be an OCRA certified grant writer, nobody in this county has that except Greg Beumer.

Gary said we might just have to pay training. You hire the right person and send them for training. It only takes like a year worth of training to become OCRA certified.

Missy said some of them you have to have OCRA certifications.

Gary said some grants just take the matter of signing up for.

Missy said sometimes, but sometimes if their OCRA grants, they want somebody who they know is certified. I mean, there's a grant I got for Omega \$187,500.00 that I wrote because it was just narrative. It wasn't anything other than calling saying what's going to make this thing go and I'm no grant writer. I'm not a project manager so good one's or bad ones I don't know, but I think you might have somebody that might be interested in part time working on an hourly rate. Just a thought. I mean, for Commissioners or for anybody else to go and say yeah, this this looks good. I mean, what's their qualifications for anybody to be deciding this or that?

Tom asked can a grant writer be shared within the county? With municipalities and such?

Missy said that would be a hope because some of them when you do that, and the last thing is, is there any way to ask each department to give us a list of and I know things are going to come up, but what's not individual courthouse ones because I think there are but highway department. What's your 2-year requests. The jail. I mean, OK, so are the toilets all going to have to be replaced or a third next year and then third the next year because were coming with all the requests and it just kind of, it's you don't know if they want to answer that day most the time. Is there a plan? And I know maybe they have in their head, but I've been trying to get an inventory listing on vehicles from one and they say well yeah, I'll get that to you or I'm going to work on it. They're all insured, right? They're all have to be insured vehicles so you know, we spend a lot on vehicles and I understand you trade them in and you're getting a great deal on or something. I don't understand all that but. Anyway, that's the only thing I just would like to see in advance before people pop in here and say, yeah, I need this and that's where the cities and municipalities, municipalities and towns to just give us what do you see coming up and maybe it won't. Maybe they'll never step in and say, hey, I had this is my report or I had it in my long-range plans. Do we have anybody who has to have long range plans. Is I guess what I'm asking.

Tom said one thing I would like to see if it's possible before that meeting tomorrow, if we have a and it doesn't have to be by name but a list of the county employees and how many we have. Kind of brackets, just so budget wise in my head I could look and say, you know, if we do implement that this is where we're going to be. Doesn't have to necessarily be the names, but just the numbers.

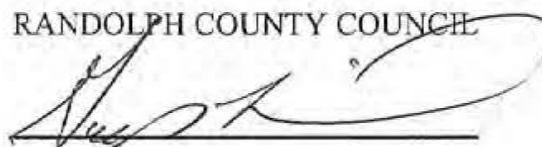
Angela said I'll ask Paula.

Thank you everybody.

Dave made a motion to adjourn. Bev seconded. All aye votes. Motion carried.

Reviewed and accepted this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

RANDOLPH COUNTY COUNCIL





Brendy Zeltz

[Signature]

R. White Holiday

David Kenkensdofer

[Signature]

\_\_\_\_\_

ATTESTED: Laura J Martin  
Laura J Martin, Auditor