

## **COUNTY COUNCIL REGULAR MEETING – JUNE 9, 2025**

The meeting was called to order by Council Vice-President, Michele Ann Graves.

### **A. Call the Meeting to Order**

#### **1. Roll Call**

The following members were present: Jonathan T. Myers, Melinda Griesemer, John Mallers, John Ditmars, and Ron Bates. Pam Burton was present via zoom.

#### **2. Invocation**

Mr. Bates gave the invocation.

#### **3. Pledge of Allegiance**

Mrs. Graves led the Pledge of Allegiance.

#### **4. Approval of 6/9/25 Agenda**

Mrs. Graves noted the following changes to the agenda:

- *Add item E2 – Update from Opioid Advisory Board Grant Program*
- *Add item E3 – Discussion Regarding Special Meeting with County's Financial Advisor for an Update on the Fiscal Plan for the 2026 Budget*

Mr. Mallers made a motion to approve the agenda as amended. Ms. Griesemer seconded the motion, which unanimously carried.

#### **5. Public Comments (agenda items only, limited to 5 minutes per person)**

There were no public comments.

### **B. Routine Matters – Consent Agenda**

*By a single motion, the Board approves the following items, which may include Salary Ordinance Amendments, Additional Appropriations, Reductions, and Transfers. Any items listed on the consent agenda may be removed by a Council member and moved to the regular agenda.*

Mr. Myers made a motion to approve the following requests as presented. Mr. Bates seconded the motion, which unanimously carried.

1. *Approval of 5/12/25 Council Minutes -Executive Session*
2. *Approval of 5/12/25 Council Minutes*
3. *Animal Shelter General Donation (#4101) Animal Shelter*
  - (a) *From: 4101.21600.00000.0219 Operating Supplies* \$ (15,000.00)
  - To: 4101.31000.00000.0219 Professional Services (new)* \$ 15,000.00
4. *LaTour Memorial Fund (#4122) Animal Shelter*
  - (a) *From: 4122.21600.00000.0219 Operating Supplies* \$ (15,000.00)
  - To: 4122.31000.00000.0219 Professional Services (new)* \$ 15,000.00
5. *JDAI Juvenile 2025-2026 (#9134) Juvenile Detention*
  - (a) *AA: 9134.21600.00000.0140 Operating Supplies* \$ 1,875.00
  - (b) *AA: 9134.25801.00000.0140 Food* \$ 16,300.00
  - (c) *AA: 9134.31500.00000.0140 Travel & Training* \$ 3,075.00
  - (d) *AA: 9134.31000.00000.0140 Professional Services* \$ 73,750.00

6. Juv Behaviorial Health 25-27 (#9202) Juvenile Detention  
 (a) AA: 9202.31000.00000.0140 Professional Services \$ 430,000.00
7. JDAI Juvenile 2024-2025 (#9127) Juvenile Detention  
 (a) From: 9127.25801.00000.0140 Food \$ (2,000.00)  
 To: 9127.31000.00000.0140 Professional Services \$ 2,000.00
8. 10.557 WIC Program 2024-2025 (#8216) WIC  
 (a) AA: 8216.21500.00000.0215 Office Supplies \$ 10,000.00  
 (b) AA: 8216.31601.00000.0215 Operating Expenses \$ 408,000.00  
 (c) AA: 8216.31000.00000.0215 Professional Services \$ 145,152.00  
 (d) AA: 8216.11400.00000.0215 Part Time \$ 80,000.00  
 (e) AA: 8216.13211.00000.0215 Greenwood Clinic Manager \$ 15,000.00  
 (f) AA: 8216.13206.00000.0215 WIC Nutritionist (2) \$ 10,000.00  
 (g) AA: 8216.13212.00000.0215 Clinic Assistant (2) \$ 10,000.00
9. Grants Awarded/Non-Governmtl (#4300-0215) WIC  
 (a) AA: 4300.31601.00000.0215 Operating Expenses \$ 68,500.00
10. 10.557 WIC Program 2022-2023 (#8201) WIC  
 (a) AA: 8201.31601.00000.0215 Operating Expenses \$ 5,357.03
11. 10.557 WIC Program 2023-2024 (#8208) WIC  
 (a) AA: 8208.31601.00000.0215 Operating Expenses \$ 10,096.15
12. Planning & Zoning (#1157-0117) Planning & Zoning \*bookkeeping\*  
 (a) 1157.12005.00000.0117 – Sub Insp/Stormwater Spec – correcting salary from the May 12, 2025 meeting's form 144 from \$50,853 to \$54,412 (max bi-weekly pay of \$2,092.77); which was correctly listed on the agenda
13. Comm Corr Juvenile Grant 24-25 (#9136) Juvenile Comm Corr  
 (a) From: 9136.11762.00000.0213 Juvenile Field Officer (1) \$ (3,900.00)  
 From: 9136.11763.00000.0213 Behavioral Health Specialist \$ (4,450.00)  
 From: 9136.14200.00000.0213 Fica-Social Security \$ (1,050.00)  
 From: 9136.14300.00000.0213 PERF \$ (1,050.00)  
 To: 9136.21600.00000.0213 Operating Supplies \$ 10,450.00

### C. Salary Ordinance Amendments, Additional Appropriations, Reductions, and Transfers:

1. Family Resource & Ed 25-26 (#9144) Juv Comm Corr
2. General (#1001-0213) Juv Comm Corr

Damon Cox, Assistant Director, was present to request appropriation of grant funds awarded by Firefly Family and Children Alliance through the Indiana Department of Child Services. He stated the funds received for this grant decreased from \$35,654 to \$25,000; therefore, he is also asking for an additional appropriation in the General Fund to ensure the employee maintains the same rate of pay for the remainder of the year.

Ms. Griesemer made a motion to approve the requests as presented. Mr. Ditmars seconded the motion, which unanimously carried.

- (1a) AA: 9144.11581.00000.0213 Juv Case Manager (3) \$ 20,000.00
- (1b) 9144.11581.00000.0213 – Juv Case Manager 3 – annual salary of \$20,000 (max bi-weekly pay of \$769.23)



(1c) AA: 9144.14200.00000.0213	Fica-Social Security	\$	1,912.50
(1d) AA: 9144.14300.00000.0213	PERF	\$	2,800.00
(1e) AA: 9144.21500.00000.0213	Office Supplies	\$	287.50
(2a) AA: 1001.11596.00000.0213	Supp-Juv Case Manager (3)	\$	4,552.20
(2b) 1001.11596.00000.0213 – Supp-Juv Case Manager (3) – annual salary of \$26,867.20 (max bi-weekly pay of \$1,033.70)			

Mrs. Graves commented that due to decreased funding in grants, she just asked that everyone be mindful of that and look within their own budgets and ways to organize and manage their staff so the Council doesn't see a big strain on the General Fund.

3. Comm Corr Juvenile Grant 25-26 (#9175) Juv Comm Corr \*represents annual salary

Mr. Cox was also present to request appropriations for their Indiana Department of Correction Division of Youth Services grant that runs July 1, 2025 - June 30, 2026. He noted this is the same dollar amount they have received for the past several years.

Ms. Griesemer moved to approve the request as presented. Mr. Myers seconded the motion, which unanimously carried.

(3a) AA: 9175.11400.00000.0213	Part Time	\$	25,000.00
(3b) 9175.11400.00000.0213 – Part Time – approval of hourly rate of \$21.00/hour			
(3c) AA: 9175.11579.00000.0213	Juv Case Mgr (1)	\$	27,600.00* (max bi-weekly pay of \$1,061.54)
(3d) AA: 9175.11582.00000.0213	Juv Case Mgr (4)	\$	27,600.00* (max bi-weekly pay of \$1,061.54)
(3e) AA: 9175.11758.00000.0213	Juvenile Director	\$	75,400.00* (max bi-weekly pay of \$2,846.15)
(3f) AA: 9175.11762.00000.0213	Juvenile Field Officer	\$	27,600.00* (max bi-weekly pay of \$1,061.54)
(3g) AA: 9175.11763.00000.0213	Behavioral Health Specialist	\$	29,100.00* (max bi-weekly pay of \$1,119.23)
(3i) AA: 9175.14200.00000.0213	Fica-Social Security	\$	16,241.00
(3j) AA: 9175.14300.00000.0213	PERF	\$	20,978.00
(3k) AA: 9175.21500.00000.0213	Office Supplies	\$	661.00

4. Health (#1159) Health

Paul Hass, Attorney for the Board of Health, was present on behalf of Dr. Jeff Qualls, Health Officer, who was unable to attend the meeting. He stated the request is to add an additional amount to the Health Director's position. He stated they are definitely going to separate the duties into two positions – Health Director and Public Health Preparedness Coordinator (PHPC). He is unsure of the exact time; it will be done as soon as possible, but most definitely by the end of the year. The job position of the PHPC will need to be created and posted. He then stated the request on the agenda is to increase the salary of the Health Director to match the recommended midpoint salary of a Health Director at \$99,369, per the April 8, 2025 letter from Waggoner Irwin Scheele & Associates (WIS). He noted again they are separating these positions, as collectively requested by the Council. Until a PHPC is hired, the Health Director (Betsy Swearingen) will continue to serve and fill the duties of both positions.

Mrs. Graves commented in the request letter it states it is the intention of the Board (of Health) to separate the duties into two separate full-time positions, and Mr. Hass has stated that here tonight; she then asked what steps have been taken to fill the PHPC position.

Mr. Hass replied they put out feelers but was unaware of to what extent; he then stated it is his understanding there will be people interested in the position. The position needs to be posted for at least 30 days and then they have to review all applicants. The definite intent is for this to be done as soon as possible, but no doubt it will be done by the end of the year.

Then Mrs. Graves stated she has been approached by a possible candidate who is interested in applying. If anyone in the county is interested, where should they be directed to.

Mr. Hass replied they can reach out to Dr. Qualls or himself, who would then pass the information along to Dr. Qualls.

Brief discussion was held regarding the positions (combined versus separate) and how now everyone seems to be in agreement, these should be two separate positions and the position of the Health Director, which is an exempt position, can no longer be paid an hourly wage for duties performed as the PHPC.

Mrs. Burton, after recapping the events leading up to this, stated she would not be in favor of changing the salary at this time – it should be discussed and addressed at budget time.

Mr. Mallers agreed with Mrs. Burton; however, he didn't agree with reducing this person's combined salary last month. At this point he feels like any salary changes should be done at budget time – two wrongs don't make a right.

Mr. Hass commented he feels like this is a unique situation whereby the income being paid went way down. If the sole position of the Health Director was evaluated, this person would be making more than the midpoint, based on her years of many years of experience and skills.

Mr. Mallers added with all of the legislative changes from SB-1, he is unsure what kind of salary they can fund for this position next year.

Ms. Griesemer stated this person was doing two jobs but said no one asked her to do two jobs.

Mrs. Graves asked Mr. Hass if he could provide the minutes from the Health Board's meeting where they approved the Health Director to continue to do the part-time PHPC position when she assumed the role of Health Director, stating this is when the conflict began.

Mr. Hass replied he has been the attorney for the health board for about forty years. The Health Board has never been in charge about decisions regarding who gets paid what; that job is for the County Council. However, in that particular incidence he does remember that meeting. The prior Health Director had left, she was the new Health Director and indicated she had been doing the job of the PHPC for about 13 years and would be happy to continue doing it. At this time, she was getting paid around \$25/hour; it was not a big moneymaker. He doesn't recall a vote being taken regarding this; it was just a comment. He noted their Health Board is made up of two doctors, one veterinarian, a physical therapist, an experienced educator, and nurse; they don't micromanage any of the finances or dictate what the salaries should be.

Mrs. Graves agreed, salaries would be the responsibility of the County Council; however, the Board of Health would have a say in the job descriptions of the Health Department. She then stated she would like to get back to the original request on the agenda. She also noted the salary being presented is for 2026, and no other director is being paid that kind of salary and if a change is made now, they could have about twelve other directors asking for salary adjustments.

Mr. Hass stated the difference with this situation is that part of the salary was funded by a grant and Mrs. Swearingen is continuing to fulfill those duties (of the PHPC).

Mrs. Graves then pointed out what Mr. Myers stated earlier, which is that the Council approves salaries by line items and not by employee names.

Mr. Ditmars stated he was curious what the 2025 midpoint salary for this position is – this could be a direction they can go. Secondly, he stated they have consistency issues noting that the Council did deviate at least twice on



making salary adjustments earlier this year, prior to budget hearings. The Council can't pick and choose; they need to pick a lane and stay in it.

Mrs. Graves noted the current average salary for director's positions in our county is \$85,940.77 in 2025; in this case, the Health Director is already making about \$3,000 more than other directors.

Ms. Griesemer added when she researched the salary, she found the current salary being paid is competitive compared to Hamilton County – a county a little larger than ours.

Mr. Ditmars again stated they need to stick to consistency and if they are using WIS for a salary study, then they need to stick with what they recommend.

Mrs. Burton made a motion to keep the Health Director's salary the same as it was approved for the 2025 budget. Mr. Bates seconded the motion. With a roll call vote, the motion carried 6-1; Mr. Ditmars voted nay.

~~(4a) AA: 1159.10000.00000.0210 Director \$ 4,892.00~~  
~~(4b) 1159.10000.00000.0210 Director increase annual salary from \$88,593 to \$99,369 (max bi-weekly pay of \$3,821.88)~~

5. General (#1001-0206) Highway/Cumulative Bridge

Luke Mastin, Supervisor, was present to request an additional appropriation to pay for the construction inspection services for their federally-funded Bridge 98 rehabilitation project; this bridge is located on CR 700 East at the Urneyville Road intersection in Needham Township.

Mr. Ditmars made a motion to approve the request as presented. Mr. Myers seconded the motion, which unanimously carried.

(5a) AA: 1001.49306.00000.0206 Bridge 98 \$ 111,900.00

6. Cumulative Capital Development (#1138-0206) Highway

Mr. Mastin was also present to request several additional appropriations for bridge projects. He stated item 6a is funding for a supplement to the design agreement and an estimate of the right-of-way acquisition costs for Bridge 85 located on Whiteland Road between CR 75 W and Sawmill Road in Pleasant Township. Next, he stated items 6b and 6c requests are for funding for the replacement of Bridge 103, the reconstruction of Clark School Road between CR 750 East and Shelby County Line, and the replacement of Bridge 206 within this section of road located in Clark Township. Lastly, he stated item 6d is for their Bridge 56 project located on CR 750 W between CR 75 N and CR 100 N in Union Township; the additional funding is needed due to a request from INDOT for additional information during the environmental document review process.

Mr. Bates made a motion to approve the requests as presented. Mr. Myers seconded the motion, which unanimously carried.

(6a) AA: 1138.49307.00000.0206 Bridge 85 \$ 60,000.00  
(6b) AA: 1138.49308.00000.0206 Bridge 103 \$ 115,000.00  
(6c) AA: 1138.49309.00000.0206 Bridge 206 \$ 35,000.00  
(6d) AA: 1138.49310.00000.0206 Bridge 56 \$ 9,600.00

7. Local Road & Street (#1169) Highway

Mr. Mastin was also present to request the local portion of the Community Crossings Grant they were awarded. He stated item 7a is for this project, which is for 2025 and consists of deep milling and paving of several roads in White River Township, providing more substantial repairs than a typical overlay project. He then stated item 7b is the funding for the Clark School East project associated with the bridgework in items 6b and 6c.

Mr. Myers made a motion to approve the requests as presented. Mr. Mallers seconded the motion, which unanimously carried.

(7a) AA: 1169.46001.00000.0207	Asphalt/Concrete/Aggregates	\$ 1,089,525.00
(7b) AA: 1169.49211.00000.0207	Clark School East	\$ 100,000.00

8. County Highway (#1176) Highway

Mr. Mastin was also present to request an additional appropriation into a new line item. He explained this will be used to cover annual service agreement costs for three software solutions for the Highway Department. The three softwares are used for: (1) enhanced crash reporting data and analysis for identification of accident types and locations for safety improvements, (2) implementation of new right-of-way permitting system, and (3) partnering with the Sheriff's Department for software solution providing travel speed monitoring and traffic volume data.

Mr. Myers made a motion to approve the request as presented. Mr. Bates seconded the motion, which carried unanimously.

(8a) AA: 1176.37500.00202.0201	Service Agreements	\$ 68,500.00
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9. Planning & Zoning Impact (#1180) Highway

Mr. Mastin was also present to request an additional appropriation for the 144/Morgantown Intersection project. He explained this project is a joint agreement between the County and the Town of Bargersville, splitting costs 50/50. He noted this project will begin this summer and the amount being requested is for the total costs for this roundabout project.

Mr. Ditmars made a motion to approve the request as presented. Mr. Mallers seconded the motion, which carried unanimously.

(9a) AA: 1180.47305.00000.0201	144/Morgantown Intersection	\$ 1,415,715.00
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10. 20.205 Bridge 98 1902767 (#8270) Highway

Mr. Mastin was also present to request the appropriation of this grant fund, noting this fund will be used to track the federal dollars received for this project, as discussed in item 5a.

Mr. Ditmars made a motion to approve the request as presented. Mr. Bates seconded the motion, which unanimously carried.

(10a) AA: 8270.49306.00000.0206	Bridge 98	\$ 114,000.00
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11. Community Crossing Grant 24-25 (#9132) Highway

Lastly, Mr. Mastin was present to request the appropriation of this grant fund, noting this fund will be used to track the state dollars received for this project, as discussed in item 7a.

Mr. Myers made a motion to approve the request as presented. Mr. Bates seconded the motion, which unanimously carried.

(11a) AA: 9132.46001.00000.0201	Asphalt/Concrete/Aggregates	\$ 1,079,081.28
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An update and brief discussion was held regarding bonding for road projects.

**D. Other Business**

1. Approval of Form CF-1/Real Property for Roy Umbarger & Sons, Inc

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2. Approval of Form CF-1/PP for Roy Umbarger & Sons, Inc
3. Approval of Form CF-1/Real Property for Sonoco Flexible Packaging Inc

Tiffany Costley, County Attorney, was present and explained this is the annual CF-1 form that businesses have to file with the entity that grants them a tax abatement to ensure they have agreed to the original ordinance that was approved when the tax abatement was awarded.

Brief discussion was held regarding the approval process. Amy Thompson, First Deputy Auditor, noted that Sonoco was approved for both a real property tax abatement and a personal property tax abatement; however, they have not submitted any paperwork for their personal property.

Mr. Myers made a motion to approve the three CF-1s as presented. Mr. Bates seconded the motion, which unanimously carried.

#### **E. Old & New Business**

1. Approval of Outside Legal Counsel

Mrs. Burton gave a brief recap of information. She stated the three potential candidates are: Peter King, Michelle Harter, and Samantha Weuster. Each Council member got a chance to nominate a candidate. Mr. Myers, Mr. Mallers, Mrs. Graves, Mrs. Burton, Mr. Ditmars, and Mr. Bates all agreed with the nomination of Peter King (Mr. Myers initially nominated Mr. King; Mr. Ditmars seconded the nomination); Ms. Griesemer nominated Michelle Harter (there was no second on this nomination).

Mr. Myers then made a motion to approve Peter King as the outside legal counsel. Mr. Ditmars seconded the motion, which carried unanimously with a roll-called vote.

2. Update from Opioid Advisory Board Grant Program

Mrs. Burton gave a brief update regarding the Opioid Advisory Board Grant Program. On May 14<sup>th</sup>, they discussed opening the next round of grants; she gave a list of the different types of programs they would be awarding. The application process will open June 1, 2025, and close on June 30, 2025. All applications will need to be turned into the Commissioners' office. They have about \$250,000 they would like to disburse by the end of the year.

3. Discussion Regarding Special Meeting with County's Financial Advisor for an Update on the Fiscal Plan for the 2026 Budget

Mrs. Burton stated there is going to be an informative webinar by the DLGF on June 18<sup>th</sup> that Mike Reuter, Financial Advisor, wants to participate in before giving an update on the fiscal plan. He does have June 25<sup>th</sup> available to present the fiscal plan if they want to hold a special meeting at 5:00pm. Mrs. Burton also suggested this be a joint meeting with the Board of Commissioners.

Mr. Mallers made a motion to hold a special meeting on June 25<sup>th</sup> at 5:00pm. Mr. Myers seconded the motion, which unanimously carried.

Mrs. Costley stated she would reach out to the Commissioners to see if they are available to hold a joint meeting.

#### **F. Adjournment – Next regular meeting July 14, 2025**

There being no further business, Mr. Myers moved to adjourn. Mr. Mallers seconded the motion, which carried unanimously.

#### **June 9, 2025 – Regular Meeting Minutes**

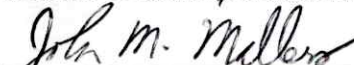


**Pamela Burton, Council President**

  
Michele Ann Graves, Council Vice-President

  
Jonathan T. Myers, Council Member

  
Melinda Griesemer, Council Member

  
John Mallers, Council Member

  
John Dittmars, Council Member

  
Ron Bates, Council Member

Attest:

  
Elizabeth A. Alvey, Johnson County Auditor