COUNTY COUNCIL REGULAR MEETING - FEBRUARY 12 2024

The meeting was called to order by Vice -President, John Mallers.

A. Call the Meeting to Order

1. Roll Call

The following members were present: Ron Deer, Mr. Jonathan T. Myers, John Mallers, John Ditmars, and Melinda Griesemer. Pamela Burton was present via zoom. Mr. John Myers was absent.

Mr. Mallers stated he would like to recognize Mr. Deer; he has something he would like to share.

Mr. Deer noted this past month, our community as a whole (especially Greenwood) lost a fine public servant by the name of John Brinkman. Mr. Brinkman served on the Greenwood Fire Department for about forty years, Myers Ambulance Service, and the Emergency Management Board. He then asked for a moment of silence to recognize Mr. Brinkman.

2. Invocation

Ms. Griesemer gave the invocation.

3. Pledge of Allegiance

Mr. Mallers led the Pledge of Allegiance.

4. Approval of the 2/12/2024 Agenda:

Ms. Griesemer made a motion to approve the agenda as presented. Mr. Jonathan T. Myers seconded the motion.

Mr. Mallers stated that all of the votes tonight would be done via roll call.

The motion carried unanimously. (*note: Mr. Ditmars arrived a few minutes late to the meeting and was not present for this vote)

5. Public Comments (5 minute time limit)

There were no public comments.

B. Appointments:

Johnson County Park Board

Mr. Mallers asked if any applicants were present to introduce themselves to the Council.

Sarah Rapp-Johnson was present to introduce herself and shared a little bit about herself.

Penny Lee, was also present via zoom, to introduce herself to the Council and shared a little bit about herself.

Mr. Deer noted Kevin Leonard, Park Superintendent, was in the audience and asked if he had any comments.

Mr. Leonard stated based on the applicants' background compared to what they currently have on the their board, he would recommend Penny Lee, noting the grants coordinator background would be beneficial for them.

Mr. Jonathan T. Myers made a motion to appoint Penny Lee to the Johnson County Park Board. Mr. Deer seconded the motion, which carried unanimously.

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C. 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.

Mrs. Burton had a few questions on some items on the consent agenda. Her first question was about item C6 (VASIA) – there was no explanation why these transfers were being requested.

Amy Thompson, First Deputy Auditor, replied the request is being made to zero out the grant.

Mrs. Burton stated that was what she thought it was for, there just wasn't any explanation for the request. She noted she didn't want any of these pulled from the consent agenda, she just had some minor questions. Her second question was about item C7 (Drug Court) – there was no explanation as to what this new Food line item was going to be used for.

Shena Johnson, Court Administrator, appeared to explain this new Food line item will be used when a vendor comes in to train the employees and they have to provide food and it will also be used when people graduate from the Drug Court Program.

Mrs. Burton thanked Mrs. Johnson for the explanation and suggested this information be included in the request letter.

Mr. Mallers stated as a reminder to everyone, when submitting your request to the Auditor, please make sure an explanation is included describing your request.

Mrs. Burton's last question was for items C14-18 (several court related grants) – these amounts are really unusual (ex. \$.42, \$.46), so that tells her there was a problem with the grant somewhere, but again, she couldn't find an explanation as to basically why these had to be re-advertised and work redone in 2024 for a 2023 grant.

Mrs. Johnson replied it is her understanding that the rollover letters were not completed in time for these grants; therefore, they had to come before the Council with these requests.

Mrs. Burton commented she understood what happened, but also knows when the grant rollover letters don't get done, it creates a lot of extra work, including the advertisement. She thanked Mrs. Johnson for her replies.

Mr. Jonathan T. Myers made a motion to approve the consent agenda as presented. Mr. Ditmars seconded the motion, which carried unanimously.

1. Approval of 1/8/24 Regular Meeting Minutes

2.	<u>Superior Court #4 (#1001-0145)</u> (a) From: 1001.30020.00000.0145	Indigent Legal Services	\$ (2,500.00)
	To: 1001.40100.00000.0145	Office Equipment/Furniture	\$ 2,500.00
3.	Community Corrections API (#1122)		
	(a) From: 1122.11431.00000.0209	Field Officer (1)	\$ (1,250.00)
	To: 1122.11239.00000.0209	Supp – Case Manager (6)	\$ 175.00
	To: 1122.11240.00000.0209	Supp – Case Manager (7)	\$ 175.00
	To: 1122.11901.00000.0209	Supp - Case Manager (2)	\$ 175.00
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	To: 1122.11902.00000.0209	Supp – Case Manager (3)	\$	175.00
	To: 1122.11903.00000.0209	Supp – Case Manager (4)	\$	175.00
	To: 1122.11909.00000.0209	Supp – Case Manager (5)	\$	175.00
	To: 1122.11912.00000.0209	Supp – Correctional Officer	\$	200.00
4.	Supplemental Adult Probation Servi	ice (#2101)		
	(a) From: 2101.11400.00000.0297		S	(225.00)
	3 (6)	Supp – Field Officer Supervisor	\$	225.00
5.	Comm Corr Adult Grant 2023 (#91-	12)		
٥.	(a) From: 9142.11110.00000.0208		\$	(9,644.29)
	From: 9142.14200.00000.0208		\$	(2,042.37)
	From: 9142.14300.00000.0208		\$	(7,000.00)
	From: 9142.19900.00000.0208		\$	(313.34)
	To: 9142.11009.00000.0208	Programs Manager	\$	2,470.26
	To: 9142.11431.00000.0208	Field Officer (1)	\$	1,940.45
	To: 9142.11434.00000.0208	Field Officer (2)	\$	2,040.45
	To: 9142.11755.00000.0208	Case Manager (2)	\$	1,568.39
	To: 9142.11756.00000.0208		\$	1,687.56
		Case Manager (4)	\$	1,745.60
	To: 9142.11764.00000.0208	Case Manager (5)	\$	1,497.84
	To: 9142.11766.00000.0208	Case Manager (6)	\$	1,798.16
	To: 9142.11767.00000.0208	Case Manager (7)	\$	1,891.79
	To: 9142.12644.00000.0208	Quality Assurance	\$	2,359.50
6.	VASIA 2023 (#9146)			
o.	(a) From: 9146.10004.00000.0132	Assistant Director	\$	(.10)
	From: 9146.14200.00000.0132		\$	(594.61)
	From: 9146.14300.00000.0132	•	\$	(.76)
	From: 9146.21500.00000.0132		\$	(28.07)
	From: 9146.32000.00000.0132		\$	(16.68)
	To: 9146.36102.00000.0132	*	S	313.36
	To: 9146.31500.00000.0132	The second series of the second secon	\$ \$	326.86
7.	16.585 Drug Court Adult 22 (#8252)		
/ •	(a) From: 8252.31500.00000.0138		\$	(1,000.00)
	To: 8252.25801.00000.0138		\$	1,000.00
		And a Not to delicate And and the Control of the Co	•	1,000.00
8.	Comm Corr Juv-Discretion 23-24 (2	E 200100 101 001 00
	(a) AA: 9156.21600.00000.0213	Operating Supplies	\$	6,650.00
	(b) AA: 9156.31500.00000.0213	Travel & Training	\$	800.00
	(c) AA: 9156.44000.00000.0213	Office Equipment	\$	2,550.00
9.	Community Corrections JPI (#4950		Total Control	INDOOR BEGINNER HAND
	(a) AA: 4950.44000.00000.0216	Office Equipment	\$	11,000.00
10.	90.404 HAVA Election Security (#8	2265)		
	(a) AA: 8265.21500.00000.0114	Office Supplies	\$	3,885.00
	(b) AA: 8265.31000.00000.0114	Professional Services	\$	1,450.00
	(c) AA: 8265.31200.00000.0114	Printing	\$	5,600.00

(d) AA: 8265.44000.00000.0114	Office Equipment	\$	14,065.00
11. <u>JDAI Bonus Grant 2024 (#9139)</u> (a) AA: 9139.31000.00000.0140	Professional Services	\$	62,500.00
12. <u>Juvenile Diversion 2024 (#9196)</u> (a) AA: 9196.31000.00000.0140	Professional Services	\$	75,000.00
13. <u>Drug Court Adult 21-22 (#9170)</u> (a) AA: 9170.31000.00000.0131	Professional Services	\$	7.08
14. <u>Mental Health Court 21-22 (#917)</u> (a) AA: 9171.31000.00000.0133	l) Professional Services	\$.42
15. Problem Solving Court Juvenile (#	<u> 19176)</u>		
(a) AA: 9176.21003.00000.0137	Participant Incentives	\$	600.00
(b) AA: 9176.21600.00000.0137	Operating Supplies	\$	95.94
(c) AA: 9176.31000.00000.0137	Professional Services	\$	3,189.06
(d) AA: 9176.31500.00000.0137	Travel & Training	\$	115.00
16. Reentry Court 22-23 (#9177)			
(a) AA: 9177.31000.00000.0133	Professional Services	\$.46
17. Drug Court Adult 2023 Partial (#9	0184)		
(a) AA: 9184.30035.00000.0131	Participant Services	\$	3,988.62
(b) AA: 9184.31000.00000.0131	Professional Services	\$	913.10
18. Mental Health Court 2023 Partial	(#9185)		
(a) AA: 9185.31000.00000.0133	Professional Services	\$	207.04
19. CASA Capacity Building Grant 2-	4 (#9131)		
(a) AA: 9131.36102.00000.0274	Contractual Services	\$	7,500.00
(b) AA: 9131.21001.00000.0274	Volunteer Favors	\$	2,500.00
20. Prosecutor Hub Grant 2024-2025	(#9133)		
(a) AA: 9133.14200.00000.0108	Fica-Social Security	\$	2,574.22
(b) AA: 9133.14300.00000.0108	PERF	\$	3,775.78
(c) AA: 9133.19900.00000.0108	Overtime	S	33,650.00
21. <u>VASIA 2024 (#9157)</u>			
(a) AA: 9157.36200.00000.0132	Communication	\$	720.00
(b) AA: 9157.31500.00000.0132	Travel & Training	\$	10,000.00
(c) AA: 9157.21500.00000.0132	Office Supplies	\$	4,000.00
(d) AA: 9157.32000.00000.0132	Dues & Subscriptions	\$	2,000.00
(e) AA: 9157.35002.00000.0132	Advertising	\$	1,000.00
(f) AA: 9157.36102.00000.0132	Contractual Services	\$	40,000.00
(g) AA: 9157.31000.00000.0132	Professional Services	\$	1,000.00
(h) AA: 9157.25801.00000.0132	Food	\$	3,000.00
(i) AA: 9157.44000.00000.0132	Office Equipment	\$	6,000.00
(j) AA: 9157.21001.00000.0132	Volunteer Favors	S	1,880.00

22. <u>Grants Awarded/Non-Governmental [VASIA] (#4300-0454)</u> (a) AA: 4300.21005.00000.0454 Client Favors \$

D. Salary Ordinance Amendments, Additional Appropriations, Reductions, and Transfers:

1. Superior Court #3 (#1001-0134)

Mrs. Johnson was present for these requests for Superior Court #3. She stated she provided an explanation in her request letter and expressed it is hard to predict jury trials, thus making it hard to budget appropriately for them.

Mr. Jonathan T. Myers made a motion to approve the following request as presented:

(1a) AA: 1001.11601.00000.0134

Transcripts

\$ 6,000.00

404.60

Ms. Griesemer seconded the motion, which carried unanimously.

Mrs. Johnson then stated they had transferred money from their Overtime line item earlier in the year to help cover the Transcripts line item. Also, they recently hired a new Court Reporter and may need some overtime during the training process.

Mr. Jonathan T. Myers then made a motion to approve the following request as presented:

(1b) AA: 1001.19900.00000.0134

Overtime

\$ 10,000.00

Ms. Griesemer seconded the motion, which carried unanimously.

2. Extension Office (#1001-0116)

Heather Dougherty, County Extension Director and 4-H Educator, was present to request an additional appropriation for their summer interns. She explained they have two summer interns, which usually qualify for the EARN Indiana program; however, this year, their two summer interns did not qualify for this program (which means they will not be receiving any matching funds). She noted she has only been in this role since November 2023, so at budget time, she was not aware of or part of the discussion on the amount being budgeted in this line item.

Brief discussion was held on how the EARN Indiana program works.

Mr. Ditmars made a motion to approve the request as presented. Mr. Deer seconded the motion that unanimously carried.

(2a) AA: 1001.11802.00000.0116

Intern

\$ 5.500.00

3. Unified Probation (#1001-0138)

Angela Morris, Director of Court Services, was present to request a new line item for Specialization Pay. She noted at budget time they had requested and were approved this line item in one of her Community Corrections' budget, and her initial request was to ask for additional money in that line item. However, after talking to the Auditor's office, she was told it would work better if the employees were paid this from the same budget as their main salary payroll. It would be used to compensate three staff members who will be trained in Trauma-Based Relational Interventions (TBRI).

Brief discussion was held on how the Specialization Pay was set up for two other departments at budget time.

Mrs. Morris compared this specialty work to the work of being on the SWAT Team or SCUBA Team at the Sheriff's Office; they have Sheriff Deputies that have also learned additional skills. She explained she has Probation Officers that have also learned to be a TBRI Practitioner. They will be training and teaching material and techniques to other staff. Over the last two years, there has been momentum in the adult system and it has been amazing. They are one of the first counties in the state that have implemented this trauma informed care in our adult system (which includes around 250 offenders). These TBRI Practitioners will continue this momentum into the juvenile system. She noted the judges support this program (3 Judges and 2 Council Members have gone through this two-day caregiver training and saw the value it in). The reason for the request at this time is because they had two Therapists employed last year and this training was part of their job. Both of these Therapists have both left for other employment, so now Probation Officers are taking on this roll. This all happened way past budget time.

Mrs. Burton stated she supports this program and what is happening or did happen; however, she is uncomfortable with this request of the additional pay at this time – it should be addressed at budget time.

Ms. Griesemer commented although it is ideal to make these requests at budget time, sometime exceptions need to be made. When you are dealing with youth, you have a very small opening in time in their life where you can make a big difference at a very monumental time in their life; it is the Council's job to make exceptions and this should never be the norm (which she doesn't foresee it being that). The Council decides what an exception is and what can be delayed; she feels like they should move forward with this request.

Mr. Ditmars noted he had a conversation with Mrs. Morris earlier in the day. He has a little bit different point of view on the request. He is fully supportive of the program; however, he agrees with Mrs. Burton and feels like it should wait until budget time. The reasoning behind this is just because they get this additional training and certification, does it cause an immediate need for the additional compensation. He just feels like the Council is presented continuously with requests that are outside of the budget cycle. Typically, in the job description, it states "and other duties as assigned". He would just prefer these type of changes be addressed at budget time.

Additional brief discussion was held regarding timing of requests regarding personnel.

Mr. Mallers inquired if these services would still be provided, irrespective of whether this is approved.

Mrs. Morris replied some would be, but they can't have some trainings without a Practitioner doing them.

Mr. Mallers then stated they wouldn't have a Practitioner without this specialization pay.

Mrs. Morris replied they wouldn't have a Practitioner unless someone received training.

Mr. Ditmars then asked if the training would be done one way or another, or is the training contingent on them getting this additional pay.

Mrs. Morris replied she has money to have the training regardless; the question becomes whether or not she is going to have staff that want to take on the additional responsibilities.

Mr. Jonathan T. Myers made a motion to approve the request as presented. Ms. Griesemer seconded the motion. With a roll call vote, the motion passed 4-2; Mrs. Burton and Mr. Ditmars both voted nay.

(3a) AA: 1001.17200.00000.0138

Specialization Pay (new)

4. Statewide 911 (#1222)

Heath Brant, Director, was present to request an additional appropriation to purchase a Key Variable Loader. This is equipment used for the loading of encryption keys into radio equipment.

Mr. Mallers commented this is providing something we did not have before.

Mr. Brant responded correct.

Ms. Griesemer asked for clarification on what the encryption does.

Mr. Brant answered it encrypts the radio talk group to only those people that have that encryption key in their radio can hear the radio traffic; it secures the radio traffic.

Mrs. Burton asked if this is new money, grant money, or is this something that has been in the works.

Mr. Brant replied it was a recent decision to move with an encryption project and this is just one piece of equipment they need to be able to do it. He noted a lot of the law enforcement agencies came to him requesting them to do some encryption in their radios for some of their operations, which he has done; however, he needs to finish his side of it at the 911 Dispatch Communication Center so we can communicate with them. This money is coming from the Statewide 911 funding; it is not a grant.

Mr. Ditmars asked if more equipment will be needed to complete this project and make it fully functional.

Mr. Brant answered this is actually the last piece needed. The Sheriff's Office and some other agencies have been using encryption on their end for several years, but now they will be able to communicate with the dispatch center because we will have it on our end as well now.

Mrs. Burton commented that she did not see this detail of description in his request letter and wondered if she missed something.

Mr. Mallers also commented he would like to see more detailed description in the request letters from everyone.

Ms. Griesemer inquired if the public can tap into and listen to the radio traffic.

Mr. Brant replied yes; there are different apps you can get on your phone. Encryption makes it so they can't hear what the law enforcement officers are talking about. This is a big topic among public safety throughout the state.

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

(4a) AA: 1222.44003.00000.0911

Computer Hardware/Software \$

6,308.42

Mr. Ditmars expressed he would like to make a general comment; going forward, when departments have an upcoming project, he would like to see better communication being made to keep the Council in the loop so when an additional appropriation request comes up, it doesn't seem like it is something brand new, and the Council is blindsided. He feels like communication can be improved.

Mr. Mallers agreed it would be nice to have some idea of upcoming capital projects, which could be discussed at budget time.

E. Other Business

1. Approval of Ordinance 2024-02: An Ordinance Amending the 2024 Salary Ordinance
Adam Gadberry, County Attorney, was present and explained this ordinance will update the original salary ordinance that was approved at budget adoption time. It includes any changes that were approved after that date to current, and includes mostly grant personnel.

Mrs. Burton made a motion to approve Ordinance 2024-02 as presented. Mr. Jonathan T. Myers seconded the motion, which carried unanimously.

2. Approval of Ordinance 2024-03: An Ordinance Amending the 2024 Salary Ordinance Regarding Specialization Pay

Mr. Gadberry was still present for this request, explaining he made it a separate amendment in case item D3 for the Specialization Pay did not get approved.

Mr. Deer made a motion to approve Ordinance 2024-03 as presented. Mr. Jonathan T. Myers seconded the motion. The motion unanimously carried.

F. Old & New Business

- 1. Reinstitution of the Ad-hoc Personnel Committee
 - a. Goals of the Personnel Committee

Mr. Mallers stated the prior Ad-hoc Personnel Committee is no longer. Now they need to decide if they want to create one again or not.

Mr. Deer voiced, as the former Chairman of this committee, he was going to defer to Mr. Ditmars as he has some thoughts about this. He himself feels like there is a need for this committee, although it does need to be reformatted and its focus be more directed.

Mr. Ditmars voiced the prior committee had every good intention; it just didn't have a clear objective. He feels the initiative still needs to be pursued, but with a different structure. He would rather take a little breather and get things done right, instead of getting it done fast.

Mr. Mallers agreed with Mr. Ditmars; he feels like the prior committee lost its focus. It has been suggested the committee only consist of three council members with specific goals. More people and a larger scope at this time is too much.

Mr. Deer stated he would like to see Mr. Ditmars, Mr. Mallers, and himself be on a small committee moving forward.

Mr. Mallers asked if there is a desire to establish a new committee with only three council members and with specific goals. They would meet with WIS (as the current vendor) and then report back to the full council.

Brief discussion was held regarding what has already been and what some of the new objectives would be, if the committee were re-established.

Mrs. Burton was in support of the very limited, three council member committee with specific objectives. However, she is only one of seven and is not in charge of this and would support the others if they want to

establish something now or wait until a little later. She also asked Mr. Gadberry to review the Council's President role for ad-hoc committees.

Mr. Gadberry stated based on the rules the Council members approved previously, if it is the consensus that this committee be re-established, then at their next month's meeting, any Council member that wants to promote this can following the rules under 3.2b and just follow b1-4, as it is outlined. Any Council member can initiate this, it doesn't have to be the Council president.

Mr. Mallers made a motion to table this discussion until their March meeting. Mr. Ditmars seconded the motion, which unanimously carried.

2. Discussion on Vendor for the Job Classifications and Salary Studies

Mr. Mallers noted the current vendor is Waggoner, Irwin, Scheele, and Associates, Inc (WIS); the other consultant option is NFP.

Tiffany Costley, Assistant County Attorney, stated the Council members should have copies of the NFP agreement proposals and noted that Mr. Deer, Mr. Ditmars, and Mr. Mallers met with representatives from NFP. Mr. Gadberry and herself had reached out with representatives from WIS. She noted she had previously emailed all of this information to the Council members and did a brief overview of the comparison and options, which also included some longevity pay and a rubric for salaries, instead of a complete salary study (mainly due to timing).

Brief discussion was held on the options available, including timing and costs associated with them.

Mrs. Burton made a motion to stay with WIS; Mr. Ditmars seconded the motion. The motion carried five to one; Mr. Jonathan T. Myers voted nay.

3. Discussion on Budget Dates

Mr. Deer stated he had sent out a draft recommendation for potential improvements for the budget process establishing specific action dates; they are as follows:

- May 13th (regular council meeting) discuss and establish specific expectations (if more time is needed, have an earlier meeting time. This is also dependent on Mike Reuter giving the Council an update of the Fiscal Plan the week prior; which he is available to give this on May 6th, at 6:00pm and will give the Council a week to review the information)
- June 13th first draft of proposed budget due to the Auditor's office
- July 26th budget books ready for the Council
- August 23rd Council completes two days of work sessions with departments by this date
- TBD official budget hearing dates established

If in agreement, Mr. Deer would like the Auditor to send out a letter with this information to all Elected Officials and Department Heads so they know what to expect.

Brief discussion was held regarding how the work sessions would be handled.

Mr. Deer also asked if any departments anticipate asking for a brand new position for their 2025 budget, to let the Council know by May 13, 2024.

Mr. Gadberry noted that May 6th is the night before the Primary Election. He (and Mrs. Costley) then recommend checking to see if Mr. Reuter can email the fiscal plan out on May 6th for the Council to review prior to their May 13th meeting, and start their May meeting earlier in the day.

Mr. Mallers then asked for a motion to approve the tentative dates as listed above, including the recommendation made by Mr. Gadberry.

Ms. Griesemer made a motion to approve the requests; Mr. Deer seconded the motion, which carried unanimously.

G. Adjournment – Next regular meeting March 11, 2024

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

February 12, 2024 - Regular Meeting Minutes

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Pamela Burton, Council Member
John Mallos
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Jonathan T. Myers, Gouncil Member
Melinda Priesens
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