

**PORTER COUNTY COUNCIL  
Budget Meeting – Final Reading  
October 27, 2016**

The Porter County Council met on Thursday, October 27, 2016 at 5:30 p.m. in the County Administration Center, 155 Indiana-Suite 205, Valparaiso, Indiana.

Mr. Whitten called the meeting to order with the Pledge of Allegiance.

Members present were Council Member Dan Whitten, Council Member Karen Conover, Council Member Jim Biggs, Council Member Sylvia Graham, Council Member Mike Jessen, Council Member Bob Poparad, and Council Member Jeremy Rivas. Also present was Council Attorney Harold Harper, Auditor Vicki Urbanik, Auditor Chief Deputy Toni Downing, Auditor Budget/Financial Analysis Tiffany Johnson and Council Administrative Assistant Joy Blakely.

Auditor Vicki Urbanik, And that Seven present.

Mr. Whitten, Alright, we just have a few things that we need to do, let's have first reading on this please.

Auditor Vicki Urbanik,

**NOTICE TO TAXPAYERS OF PROPOSED ADDITIONAL APPROPRIATIONS**

Notice is hereby given the taxpayers of Porter County, Indiana that the proper legal officers of Porter County, Indiana will meet in the Porter County Government Administration Building located at 155 Indiana Avenue, Valparaiso IN 46383 on October 27, 2016 at 5:30 p.m. to consider the following additional appropriations in excess of the county budgets for the year 2016 and to transact any further business which might come before the Council:

|                                  |  |  |  |
|----------------------------------|--|--|--|
| <b>LOIT Special Distribution</b> |  |  |  |
|----------------------------------|--|--|--|

|         |                     |                             |                        |
|---------|---------------------|-----------------------------|------------------------|
| Highway | 1229-0000-6100-9300 | Interfund Transfer of Funds | \$ 1,331,387.69        |
|         | 1229-0000-2362-0091 | Bituminous                  | <u>\$ 1,331,387.69</u> |
|         |                     |                             | \$ 2,662,775.38        |

|                    |  |  |  |
|--------------------|--|--|--|
| <b>Major Moves</b> |  |  |  |
|--------------------|--|--|--|

|         |                     |                             |                 |
|---------|---------------------|-----------------------------|-----------------|
| Highway | 1229-0000-6100-9300 | Interfund Transfer of Funds | \$ 1,334,685.67 |
|---------|---------------------|-----------------------------|-----------------|

|  |  |  |  |
|--|--|--|--|
| <b>Rainy Day Restricted--Major Moves</b> |  |  |  |
|--|--|--|--|

|         |                     |                             |                 |
|---------|---------------------|-----------------------------|-----------------|
| Highway | 1302-0000-6100-9300 | Interfund Transfer of Funds | \$ 1,334,685.67 |
|---------|---------------------|-----------------------------|-----------------|

|  |  |  |  |
|--|--|--|--|
| <b>Local Road and Bridge Matching Grant Fund</b> |  |  |  |
|--|--|--|--|

|         |                     |            |                        |
|---------|---------------------|------------|------------------------|
| Highway | 9400-0000-2362-0091 | Bituminous | \$ 1,334,685.67        |
|         | 9400-0000-2362-0091 | Bituminous | <u>\$ 1,000,000.00</u> |
|         |                     |            | \$ 2,134,685.67        |

Taxpayers appearing at such meeting shall have a right to be heard thereon. The additional appropriations as finally made will be referred to the Indiana Department of Local Government Finance. The DLGF will make a written determination as to the sufficiency of funds to support the appropriations made within fifteen (15) days of receipt of a certified copy of the action taken.

Vicki Urbanik  
Auditor of Porter County

Publish October 17, 2016

Mr. Whitten, Thank you very much, what this is guys is that we are able to maximize the match to the State for the LOIT Special Distribution. We did so by having money set aside in Major Moves. We are the only County in the State of Indiana that has been able to do that. Quite candidly the other Counties blew through their money too fast.

Mr. Poparad, I'll make the motion.

Ms. Graham, Second.

Mr. Whitten, On all these requests...I assume.

Ms. Graham, Yes.

Mr. Poparad, Yep, let the paving begin.

Mr. Whitten, Motion and a second, yes 25.3 miles of road. All in favor...no let's do roll call please.

Councilman Bob Poparad made a motion, seconded by Councilman Sylvia Graham.

Motion carried on the following roll call vote:

|             |   |     |             |   |     |
|-------------|---|-----|-------------|---|-----|
| Ms. Conover | - | Yes | Mr. Poparad | - | Yes |
| Mr. Biggs   | - | Yes | Mr. Rivas   | - | Yes |
| Ms. Graham  | - | Yes | Mr. Whitten | - | Yes |
| Mr. Jessen  | - | Yes |             |   |     |

Auditor Vicki Urbanik, Seven to zero.

Mr. Whitten, Second Reading.

Auditor Vicki Urbanik,

Whereas it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Therefore be it ordained resolved by the Porter County Council of Porter County Indiana that for the expenses of the taxing unit the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified subject to the laws governing the same.

| LOIT Special Distribution                 |                     |                             |    |                     |  |
|---|---------------------|-----------------------------|----|---------------------|--|
| Highway                                   | 1229-0000-6100-9300 | Interfund Transfer of Funds | \$ | 1,331,387.69        |  |
| Major Moves                               |                     |                             |    |                     |  |
| Highway                                   | 1229-0000-6100-9300 | Interfund Transfer of Funds | \$ | 1,334,685.67        |  |
| Rainy Day Restricted--Major Moves         |                     |                             |    |                     |  |
| Highway                                   | 1302-0000-6100-9300 | Interfund Transfer of Funds | \$ | 1,334,685.67        |  |
| Local Road and Bridge Matching Grant Fund |                     |                             |    |                     |  |
| Highway                                   | 9400-0000-2362-0091 | Bituminous                  | \$ | 1,334,685.67        |  |
|   | 9400-0000-2362-0091 | Bituminous                  | \$ | <u>1,000,000.00</u> |  |
|   |                     |                             | \$ | 2,134,685.67        |  |

And that concludes second reading.

Mr. Poparad, Do you need a motion on second reading?

Mr. Whitten, I need a motion.

Mr. Poparad, I'll make the motion.

Ms. Graham, Second.

Mr. Whitten, And a second, roll call.

Councilmember Bob Poparad made a motion on final reading, Councilmember Sylvia Graham seconded it.

Motion carried on the following roll call vote:

|             |   |     |             |   |     |
|-------------|---|-----|-------------|---|-----|
| Mr. Biggs   | - | Yes | Mr. Rivas   | - | Yes |
| Ms. Graham  | - | Yes | Mr. Whitten | - | Yes |
| Mr. Jessen  | - | Yes | Ms. Conover | - | Yes |
| Mr. Poparad | - | Yes |             |   |     |

Auditor Vicki Urbanik, Seven to zero.

Mr. Whitten, This meeting will stand adjourned then (Gavel). Let's move into the our scheduled third and final reading of our Budgets. So Vicki where do we stand?

Auditor Vicki Urbanik, In terms of just the General Fund?

Mr. Whitten, Yes.

Auditor Vicki Urbanik, Where we left off on Monday was that you tentatively granted \$1,500 across the board raises for everyone. Plus a list of special raises, so what we did was go in and put in all those special raises that were approved and gave \$1,500 dollars raises to everyone else basically. And we added the \$300,000 dollars back into the Sheriff Pension fund. So right now in the General Fund we are at \$38.1 Million...almost \$38.2 million.

Mr. Whitten, Ok, a couple of housekeeping things that we need to do here. We have a couple of raises that we were still contemplating. Also I think there were some discussions about with respect to the Sheriff's requested increases when we last left this discussion, I believe that we did not have the raise requested for the Sheriff and I instructed you to put that back in.

Auditor Vicki Urbanik, And we just did now.

#### **Plan Commission 1180-0000-24**

Mr. Whitten, I think that we had a couple of other things that I see that you have highlighted for us here so let's just start with the Plan Commission. We've got an issue with the Plan Commission, Vicki?

Auditor Vicki Urbanik, Plan Commission, that was one of the special raises that was that you didn't get to the other night just because we were focused on General Fund raises.

Mr. Whitten, Yes.

Auditor Vicki Urbanik, And I will allow Bob...but this deals with fund 1180 Code Officer.

Mr. Whitten, Alright, hello Bob.

Plan Commission Director Bob Thompson, Hello.

Mr. Whitten, How are you doing?

Plan Commission Director Bob Thompson, Good, how are you?

Mr. Whitten, I'm doing ok. So you have a request for \$3,770 dollar increase for your Code Officer?

Plan Commission Director Bob Thompson, Correct.

Mr. Whitten, Tell us why you are making that request?

Plan Commission Director Bob Thompson, I am bringing it in line to what I thought was an appropriate salary for that position compared to other places that I have researched. He has been very effective and he's also taken on other duties. I restructured in that sense and I have removed a few people, this position has taken on other additional duties other than just code officer.

Mr. Whitten, Can you tell me how long this person has been with the County?

Plan Commission Director Bob Thompson, Do I count the years with the Sheriff too?

Mr. Whitten, Sure.

Plan Commission Director Bob Thompson, He has probably...it's Joey Larr.

Mr. Whitten, He been with us for awhile.

Plan Commission Director Bob Thompson, Yeah...

Mr. Whitten, What do you guys think of that request?

Mr. Biggs, Is there room in your budget to do this?

Plan Commission Director Bob Thompson, Yes.

Mr. Biggs, Alright.

Mr. Poparad, I'll make the motion.

Ms. Graham, Second.

Ms. Conover, Second.

Mr. Whitten, Vicki is there room in this budget to do this?

Auditor Vicki Urbanik, In this fund?

Mr. Whitten, Yes.

Auditor Vicki Urbanik, Yes.

Mr. Whitten, Yes is the answer?

Auditor Vicki Urbanik, It's self-sustaining

Plan Commission Director Bob Thompson, We're self-sustaining in that sense.

Auditor Vicki Urbanik, It's base on the fee.

Plan Commission Director Bob Thompson, The beginning of this year we increased fees for the permits and it has been going up so the fund has been doing well.

Mr. Whitten, So you are confident that it will be...

Plan Commission Director Bob Thompson, Yes.

Mr. Whitten, All in favor signify by saying Aye? Opposed? The Aye's have it.

Motion approved by unanimous voice vote.

Mr. Whitten, Make that adjustment Vicki if you would.

Plan Commission Director Bob Thompson, Thank you.

#### **Sheriff 4010-4110-05**

Mr. Whitten, You're welcome. Vicki we also have something with the Sheriff's?

Auditor Vicki Urbanik, Oh, that one we highlighted it but because you tentatively approved the other Police Officers...the other raises we went ahead and just applied that requested raise for that First Class Patrolman

Mr. Whitten, Thank you.

Auditor Vicki Urbanik, In Fund 4010-4110.

Mr. Whitten, So we don't need to do anything with that?

Auditor Vicki Urbanik, We already put it in there.

#### **Juvenile Detention 4916-0000-80**

Mr. Whitten, Alright, I like the way you think. And we also have JDC Codes?

Auditor Vicki Urbanik, Yes.

Mr. Whitten, Can we hear from JDC? Hello Alison, how are you?

JDC Director Alison Cox, Hi, I am good.

Mr. Whitten, So it looks like your request as I recall you have three fold, you have a Detention Manager, Nurse and a Assistant Director?

JDC Director Alison Cox, Correct. Mainly these requests are because...well first of all my Assistant Director and my Detention Manager are thirty (30) year plus employees that they have been with our Detention Center. And what's happened beginning this next year is that we are going to be under a lot of new standards through the Department of Corrections which means we are going to have to do a overhaul of all of our policies and procedures as well as intake to increase the ability to do a lot more security and different things for security throughout the building. Which will also increase their duties for both of them, my nurse is a one woman job and she is it for all of our kids, we hold up to 24 kids at any given time. She is on call for emergencies. She makes pretty much \$38,400 dollars, I talked to the Health Department to find out what RN's make there and I believe there first year nurse makes about \$41,000 dollars and up to eight years makes \$46,000 dollars.

Ms. Graham, I wanted to ask about the person that you said that you wanted to make full-time because the grant had run out.

JDC Director Alison Cox, Which one was that?

Ms. Graham, It was something about Education.

JDC Director Alison Cox, No...

Ms. Graham, Tutoring.

JDC Director Alison Cox, I asked for a full-time tutor but not because a grant was ending.

Ms. Graham, Well that's what I think you told us here.

JDC Director Alison Cox, No.

Mr. Biggs, She was taking her from part-time to full-time.

Ms. Graham, Right.

JDC Director Alison Cox, Correct.

Ms. Graham, You were moving somebody from part-time to full-time.

JDC Director Alison Cox, Because I need an increase for tutoring for our education staff because of all the new education standards that are going on.

Ms. Graham, But this person...

JDC Director Alison Cox, But that's not the person under the Grant.

Ms. Graham, But this person....

JDC Director Alison Cox, That's a different tutor...

Ms. Graham, Ok.

JDC Director Alison Cox, Completely.

Ms. Graham, Well you might be correct.

JDC Director Alison Cox, That's fine.

Ms. Graham, What I'm wondering is instead of making this person a full-time person could you suffice by doing this hourly?

JDC Director Alison Cox, In regards to doing a lot of education...

Ms. Graham, She has been doing it now right?

JDC Director Alison Cox, Well I have a part-time tutor...a full-time tutor under a grant through a different program. I have a part-time tutor through another grant that I have working with the kids that is self sustaining and that's not an issue. But because of all the new standards and the educational things that kids have to have. We have to have at least six hours of education for the kids. We have the to communicate with all the different School Districts in regards that they get all of there education. We have to make sure that they are getting credit recovery.

Mr. Whitten, Right.

Ms. Graham, And that's very important.

JDC Director Alison Cox, We have a ton of work that we have to do and then plus this person does work with the teachers, because I only have two teachers. So my teachers are with these kids. And my tutor is running around the county trying to get these kids educational things, and then...

Ms. Graham, Ok my question is...of course we don't have the minutes right?

Mr. Whitten, No.

Ms. Graham, My question was that I thought that you were saying that you did say that this person the grant was running out.

JDC Director Alison Cox, No for this tutor, no I did not...I don't believe I did that.

Ms. Graham, Well what tutor were you talking about?

JDC Director Alison Cox, I don't know...

Mr. Whitten, Well, let's take this one step at a time, we will double back around to that. Let's get to the three \$2,000 increase requests. I assume Vicki you have already interpolated \$1,500 each into the budget correct?

Auditor Vicki Urbanik, Yes.

Mr. Whitten, So basically your request is for an additional \$500 dollars apiece.

JDC Director Alison Cox, My request would be for what I actually asked in the codes because it's not General Fund money.

Mr. Whitten, Your talking about \$2,000 dollars right?

JDC Director Alison Cox, Correct.

Mr. Whitten, And we have already granted \$1,500 dollars.

JDC Director Alison Cox, Correct.

Mr. Whitten, So you are asking for an additional \$500 above what we already gave you.

JDC Director Alison Cox, If that's what you would like then...

Mr. Whitten, If you would rather try to sell the Council on a \$2,000 dollar increase instead of taking the out that I am giving you for \$500 dollars.

JDC Director Alison Cox, No, no, no, that ok. That's fine.

Mr. Whitten, You are certainly welcome to do that.

JDC Director Alison Cox, That's fine.

Mr. Whitten, So, she is asking for \$2,000 dollars, we've already voted for \$1,500 dollars. So what we are basically being asked to consider right now is to consider an additional \$500 dollars over what we have already given.

Mr. Biggs, And it's outside the General Fund.

JDC Director Alison Cox, Correct.

Mr. Poparad, Well, yeah but we're going to hear that about another seventeen times tonight and it's already wearing thin on me. There is a whole bunch of her batch that comes out of the General Fund.

Mr. Biggs, When is the last time that you had a position that was funded through a grant program that when the grant dried up that you came to us for money to fund it out of the General Fund.

JDC Director Alison Cox, I can't remember the last time that I've done that.

Mr. Biggs, Ok.

Mr. Whitten, So what is your pleasure with the \$2,000 dollar and I'm with Bob in a sense that just because it's not in the General Fund doesn't mean that it's a

rubber stamp. We certainly have to look at all these individually. Alison has explained to us what's happening in her department and why she feels the necessity based upon job description and job expectations. What's your pleasure?

Mr. Biggs, Motion to approve

Ms. Conover, Second

Mr. Jessen, Second.

Mr. Whitten, Motion and a couple of seconds, discussion on this?

Mr. Poparad, What are we approving on this \$1,500 dollars?

Mr. Whitten, Well we have already approved \$1,500 dollars.

Ms. Conover, So \$500 dollars.

JDC Director Alison Cox, \$500 dollars.

Mr. Whitten, Yeah, I like the way you jumped right on that.

JDC Director Alison Cox, \$500 dollars, no problem.

Mr. Whitten, Any further discussion? All in favor signify by saying Aye? Opposed?

Motion approved by unanimous voice vote.

Mr. Whitten, Now Vicki did we already vote on that request that she had requested to take a part-time person too full-time, did we vote on that last meeting?

Auditor Vicki Urbanik, That was the...hold on. That was the Tutor?

Mr. Whitten, Yes the Tutor.

Auditor Vicki Urbanik, Yes that was preliminarily approved. Yes.

Mr. Whitten, So that's already in this number?

Auditor Vicki Urbanik, Yes, it is.

Mr. Poparad, How hours does she work now?

JDC Director Alison Cox, About 30 hours.

Mr. Poparad, So we are going to take her full-time for 5 hours?

JDC Director Alison Cox, I guess I am a little bit confused in regards to the Tutor because I don't have a Tutor under my General Fund budget. So I wasn't asking for somebody to go from part-time to full-time. I don't...I'm confused.

Mr. Whitten, Why don't we back-up, let's just slow the train down for a second. Let's talk about your request to take a part-time person too full-time. Let's start from scratch like you have never made the pitch because there seems to be some confusion.

JDC Director Alison Cox, Ok.

Mr. Biggs, With some of us.

JDC Director Alison Cox, Ok.

Mr. Whitten, Jim has it crystal clear.

Ms. Graham, Yeah.

JDC Director Alison Cox, Well in regards to a Tutor, I have a Tutor under a grant that's full time. She works in a totally different program under a different...

Mr. Whitten, Forget about that, talk about the part-time person you want to take to full-time.

JDC Director Alison Cox, I don't have a part-time person.

Mr. Whitten, What increase in personnel are you asking us to...

JDC Director Alison Cox, I'm asking for a full-time tutor under the General Fund.

Mr. Whitten, Ok, and you don't currently have one...

JDC Director Alison Cox, No I don't.

Mr. Whitten, And this is entirely brand new position?

JDC Director Alison Cox, Yes.

Ms. Graham, And this person is...

Mr. Poparad, I was lead to believe from her last visit that she had a part-time that she wanted to take full-time.

Mr. Whitten, Well let me ask you this question? The person that you are thinking of making into this position are they currently a part-time person with you?

JDC Director Alison Cox, No, I don't have this person. I have a part-time tutor...

Mr. Poparad, I am really sorry Alison we were definitely left this last time you had a part-time that you wanted to take full-time. We have been talking about it since you left here. Maybe I'm being obtuse because I did watch Shawshank but that's the impression that was left with us.

JDC Director Alison Cox, I don't know where that came from.

Mr. Whitten, And I don't follow the Shawshank.

(Laughter)

JDC Director Alison Cox, I currently have a part-time Tutor under an agreement with Valparaiso Community Schools, its part-time, it's been working out great and that money is always there.

Mr. Whitten, So, you want to leave that person there.

JDC Director Alison Cox, That person is (inaudible). I have a full-time tutor under a grant that works in a totally different program...a completely different program and that grants fine. Ok, I don't have a tutor under my General Fund so I asked for a full-time tutor under my General Fund in order to accommodate all the increases in regards to our educational services in Detention that were going to need.

Mr. Poparad, Alright, plus you have two teachers...are they full-time?

JDC Director Alison Cox, No, I have one full-time teacher and one part-time teacher.

Mr. Biggs, This is to address the mandates that are coming down this year.

JDC Director Alison Cox, Correct, through the Department of Corrections.

Mr. Biggs, Yes.

Mr. Whitten, Now do you all understand the request? So just a new person, she said she....

Ms. Graham, I guess I have to forget about what we were told.

Mr. Whitten, What Alison is asking us is for a new...

Ms. Graham, A new...

Mr. Whitten, A new position that she is proposing that she be paid out of, of course the General Fund. And she is indicating that she has additional needs that are based on State mandates where she needs this person to accommodate those needs. Did I get that right, Alison?

JDC Director Alison Cox, Correct.

Mr. Whitten, Do you have questions about that be specific.

Mr. Poparad, How do you coordinate, you said this person goes around to the Schools, how do you do that with the out of County kids?

JDC Director Alison Cox, They usually email us that information and then we usually get there passwords so that they can get online for their online credit recovery programs.

Mr. Poparad, You still have out of county kids?

JDC Director Alison Cox, We do and actually after we did leave because you all asked us to look into increasing our per diem rate and we have done that. And I have contacted those Counties and we are entering into a new contract. So we are going to be going up to \$140 dollars a day per diems.

Mr. Poparad, What's your population of kids?

JDC Director Alison Cox, Right now I'm at 16 but this morning I was at 21. So it just goes up and down. But I could go up to 24.

Mr. Poparad, Did five escape?

(Laughter)

JDC Director Alison Cox, No, no...some went to placement and one went to DOC.

Mr. Whitten, Alright we already tentatively voted on this, is there any desire to change what we voted on?

Ms. Graham, No

Mr. Poparad, No.

Mr. Whitten, Ok, that's it.

JDC Director Alison Cox, Thank you.

Mr. Biggs, Didn't we raise our per diem rate?

JDC Director Alison Cox, We did, to \$140 dollars.

Mr. Biggs, \$140, ok.

Mr. Whitten, Ok.

JDC Director Alison Cox, Thank you.

Mr. Whitten, Thank you Alison, have a good evening.

Mr. Poparad, Thank you Alison.

JDC Director Alison Cox, Thank you.

Auditor Vicki Urbanik, So, Dan to clarify no action on the supplemental, because they already got the \$1,500 dollar raises in the General Fund.

Mr. Whitten, Right.

### **Recycling and Waste Reduction District (RWRD)**

Mr. Whitten, RWRD. We just gave them \$2,000 increase.

Auditor Chief Deputy Toni Downing, \$1,500 dollars

Mr. Whitten, We gave them \$2,000.

Auditor Vicki Urbanik, Oh they did.

Mr. Whitten, You got it?

Auditor Vicki Urbanik, Yes. So \$500 in this fund.

Mr. Whitten, How are you?

RWRD Director Therese Davis, I'm fine.

Mr. Whitten, Good, thank you for joining us.

RWRD Director Therese Davis, Glad to be here.

Mr. Whitten, I am sure you are. RWRD, that's the request there and it looks like \$1,000 Executive Director, \$1,000 Assistant Director of course it will be more than just that \$1,500. Public Education Coordinator \$3,400 and Education Outreach \$3,395. And we did not vote on this did we?

Ms. Conover, No.

Ms. Graham, No.

Mr. Whitten, We left this one over... So ask away guys.

Ms. Graham, I'll move to approve.

Ms. Conover, I just wanted to add that Therese is trying to have some parody between a couple of positions comparable to what the County General is paying for comparable positions and that's why the request and she understands that it will also be inclusive of the \$1,500 raises.

Mr. Rivas, Also?

Ms. Conover, Yeah, she is not asking for that.

RWRD Director Therese Davis, I'm not asking for above and beyond.

Mr. Rivas, Ok.

RWRD Director Therese Davis, So it was for those two positions and then the Assistant to the Director. Jeanne McCall has been with us for well over ten years she's been a County Employee.

Mr. Whitten, Well on that one we only gave \$1,500 right?

RWRD Director Therese Davis, That one I was looking to move from hourly and make a salaried position and to bring her up to a salary of \$38,000 which is comparable to her counterparts.

Mr. Whitten, Well on this one it says Public Education Coordinator.

RWRD Director Therese Davis, Public Education Coordinator of \$38,000 and Education Outreach individual at I believe \$36,000.

Mr. Whitten, I mean who was the Assistant to Director?

RWRD Director Therese Davis, Assistant to Director was hourly last year and that's why it's put back under hourly.

Mr. Whitten, So your request...I want to be clear about this so your request for the Assistant Director is how much of a increase?

RWRD Director Therese Davis, That would be substantial that would be \$5,400 dollars however you want to call it, including that \$1,500 dollars that the County is allowing across the board. So I guess it would be \$3900 above the \$1,500 right now.

Mr. Whitten, That's not what I am seeing here so...

Ms. Conover, That's not what we have here.

RWRD Director Therese Davis, Right, it was the original...but I don't if we moved back down.

Ms. Graham, You basically were doing some restructuring weren't you? That's what you told me.

RWRD Director Therese Davis, Correct...yes.

Mr. Whitten, Yeah, but what we are looking at here is four increases in front of us. A thousand dollars for Executive Director, a thousand dollars for Assistant Director, Thirty-four hundred for the Public Education Coordinator and Thirty-three hundred ninety-five dollars for Education Outreach is that not correct?

RWRD Director Therese Davis, The original one that the I have....so

Mr. Whitten, Vicki what is this?

Auditor Vicki Urbanik, That was the original request...the raises.

Mr. Whitten, Ok.

RWRD Director Therese Davis, I have moved the Assistant Director up here.

Mr. Whitten, Yeah, because what you submitted with your original has that.

RWRD Director Therese Davis, Ok, so that is some paperwork that I had sent to the Council before the first hearing.

Auditor Vicki Urbanik, Ok

RWRD Director Therese Davis, Will defer to that.

Auditor Vicki Urbanik, Ok then this would be a new position then at \$38,000.

RWRD Director Therese Davis, Again moving that position from a full-time hourly at the bottom...I guess it was called full-time Assistant to Director. But that was what I had filed, yes.

Mr. Whitten, So in addition to that piece of paper that the Auditor prepared for us there is an additional Assistant to Director that is a new position at \$38,000 dollars.

RWRD Director Therese Davis, It's a restructured position from an hourly position to become salaried...yes.

Ms. Conover, It was a full-time hourly position?

RWRD Director Therese Davis, Correct.

Ms. Conover, And she just wants to make it a Salary position.

Mr. Whitten, What do you want to do with this?

Ms. Graham, Well, I move to approve because when I talked with you, you said you were doing away with a position.

RWRD Director Therese Davis, With hourly I'd like to do that. Yes I'd like to make that....

Mr. Whitten, She is taking an hourly person to full-time Salary.

RWRD Director Therese Davis, And she's a full-time hourly.

Mr. Whitten, Is there a second to the motion?

Ms. Conover, Yes.

Mr. Whitten, Alright, second. Go ahead Sylvia.

Ms. Graham, Well, I just feel that they are doing a tremendous job for the County and I feel that it's a service that I feel is needed. And I think that it's in what we could use or cause us any great harm by doing this.

Mr. Whitten, That's always a good Litmus test.

Ms. Conover, It's outside the General Fund and we know Bob does not want to hear that so...

Ms. Graham, And it's outside of the General Fund. How are they with their budget?

Mr. Poparad, I didn't say it...I was getting ready to but I didn't.

Mr. Whitten, Ok, there is a motion and a second on the floor any further discussion?

Mr. Jessen, First of all please explain to me exactly what we are voting on?

Mr. Whitten, What part of it?

Mr. Jessen, I want to know what the current motion is and are we going on based on this information or based on some other document?

Mr. Whitten, Give him a copy of this. That apparently is what we are voting on.

Mr. Jessen, So not this?

Mr. Whitten, Not that. That was correct other than the new position was not included on that other piece of paper. That is the motion and the second as I understand it, correct Sylvia?

Ms. Graham, Yes.

Ms. Conover, Yes.

Mr. Jessen, I guess the comment that I would like to make is I am sort of a bit with the fast and furious not quite but almost seemly arbitrary increases. And I know there justified and I know that there is explanations for all of it. However, I mean we are at a point where we are talking about a \$1,500 dollar...have we voted on that yet?

Mr. Whitten, Yes.

Mr. Jessen, Specifically?

Mr. Whitten, Well we voted on it in second reading and in a minute you will be voting on in third reading.

Mr. Jessen, So we are working on the premise that everybody is going to get a \$1,500 dollar increase?

Mr. Whitten, With the exception of the people that are getting the special raises.

Ms. Graham, With the exceptions.

Mr. Whitten, They won't get any more.

Ms. Graham, That's right.

Mr. Jessen, Just the special requests.

Mr. Whitten, That's correct.

Mr. Jessen, I guess there is...to me the process is flawed. We had and my thoughts and feelings are very similar to where we were at a year ago in this discussion. And the discussion's going to be painfully similar in the sense that as we talk about raises, I am having a difficult time understanding where the raise amounts are coming from and where the justifications are. I don't question or doubt that all the County employees are underpaid...there is no doubt in my mind about that. But I also don't think that the approach that we are currently using is necessarily the answer. Where we talk about a \$1,500 dollar general raise to everybody that is not getting a special raise and the special raises are dictated by people asking for special raises and some people didn't ask for a special raise so there not...

Mr. Whitten, Well, I understand that, but let's not rash generalize here. The fact of the matter is the Sheriff's budget; they came in front of us and the Sheriff gave us a detail breakdown of other Law Enforcement Agencies in the area. We made the determination that we needed to get the Sheriff's department up. We needed to get them competitive, so that was a particular circumstance that we address in and of itself. Now there is no mechanism in my humble opinion for us to go into the Recorder's Office and determine which employee's deserve a raise and which ones don't unless one of you guys want to sit down there for the next year and judge.

Ms. Graham, Micro-manage.

Mr. Whitten, Now we could ask HR to sit down there but we have more departments than she has time and she will come back and say exactly what you just said they are all underpaid.

Mr. Jessen, I guess, from my perspective and I just want it as a matter of record. What makes sense to me, frankly...

Mr. Whitten, Yes.

Mr. Jessen, Is the Sheriff's Department approach to it. He thoroughly researched his pay as compared to other entities and made a excellent case saying that his people are underpaid...woefully underpaid. In the Courts the Judges also made a case which this made sense to me to say that there is one particular court where people are getting paid X and five other Courts are getting paid differently. And so as the Courts presented their proposal they said for parody purposes let's make them the same should the not be the same. Now that makes sense...a bailiff in one Court ought to make in my estimation the same as the bailiff in another Court, so that make sense. As we talked about these other individual raises that continue to keep coming before us, I think a thorough study and comprehensive review of what the compensation is as compared to what it should be is something that desperately needs to be done.

Mr. Whitten, So here is the point, first of all we're not...and I guess I take a little bit of an exception to the comment about we're doing it fast and furious increases, when in fact we really haven't given that many. And I am not sure that, that is a correct recitation of what happening here. I really don't think so. Like for example let's go back to Alison Cox. I talked to Alison she told me very specifically about the mandates that were required from the State and how that had an impact on her department and her personnel and her job descriptions and the job loads as we speak and she came in front of us and explained that to us. Here is the deal if you don't agree with her then you vote no. If you don't think that she has come and given you enough of an explanation for you to be more comfortable with that particular raise that she was requesting you vote no. I mean what else can you do?

Ms. Graham, You know in all fairness you made a request that all of us come to you and talk with you about what you were wanting to change.

RWRD Director Therese Davis, I did..

Ms. Graham, I did come. I came.

RWRD Director Therese Davis, I did provide information about my salary survey.

Ms. Graham, And I believe Dan did too.

RWRD Director Therese Davis, I provide this and gave you paperwork.

Mr. Whitten, We did sit down and she gave me the facts and we went through the studies. She sent the request out to everybody we sat down at my office and went through it with great detail and it made perfect sense to me.

Mr. Jessen, And this is not an indictment on your particular department, I'm talking generally as a county...

RWRD Director Therese Davis, Yes.

Mr. Jessen, We don't...

Mr. Whitten, Ok, so you're ok with the Sheriff, you're ok with her, which ones are you not ok with? Because maybe we should be looking at that one.

Mr. Jessen, My comments are specifically in the process we could and should handle it differently. Certainly in the future if not now and when we talk about potential raises and when I know that there are departments out there that didn't ask for raises because typically we don't give raises we give a general raise and this year it is proposed at \$1,500 dollars which \$1,500 dollars to a \$20,000 dollar salary is different than \$1,500 dollars to a \$60,000 dollar employee.

Mr. Whitten, Which is why I always consistently suggested that we look at a percentage rate. And that sort of falls flat on its face, but ok so let's just take this one then. Are there any particular concerns with her request? Anyone?

Mr. Biggs, So you are basing your raise and you are looking at your salaries with other like positions in County Government.

RWRD Director Therese Davis, Yes.

Mr. Biggs, And that's what you are totally basing your raises on.

RWRD Director Therese Davis, With the exception of we have an Educator who is an experienced teacher came to us and is teaching now for the District full-time year round. That current salary I believe is at \$32,500 dollars and a new teacher in Porter County makes \$38,000 dollars I just want to bring her up to \$36,000 dollars, somewhere in between.

Mr. Biggs, A new teacher in Porter County, you mean someone who has 30 to 35 students sitting in front of them?

RWRD Director Therese Davis, Yes, and this teacher does too when she goes and teaches in the classroom.

Mr. Biggs, For what a hour and a half?

RWRD Director Therese Davis, No...well per class, right, but if we're in this school several times per day. We try to block out the time for class.

Mr. Whitten, Ok, so does anybody else have questions?

Ms. Conover, No.

Ms. Graham, No.

Mr. Poparad, No.

Mr. Whitten, Jeremy do you have anything to weigh in on? You have been unusually quiet.

Mr. Rivas, I have been. I was the only one talking Monday night so I figured you guys should talk tonight.

Mr. Whitten, Ok, so let's just keep the wheel moving here. Let's get a roll call on this?

Auditor Vicki Urbanik, Before we do I need to clarify something so you have the totals.

Mr. Whitten, Yes.

Auditor Vicki Urbanik, You did not approve the position on first reading that's why we pulled it out of the 144 that you are seeing. This sheet is just the raises that were requested so are we giving her the raises that are requested? We added \$1,500 dollars but she is only asking for a \$1,000 dollar raises and then the higher raises for the other two people the \$3,400 and the \$3,395 for the other two people so are we going on what you requested originally?

Ms. Graham, That would just be \$1,000 dollars.

RWRD Director Therese Davis, We and we being a separate entity we have to advertise.

Mr. Whitten, Let me stop you right there. What was the motion contemplating?

Ms. Graham, I actually was contemplating what I am looking at.

Mr. Whitten, So you were thinking the \$1,000 dollar raise not the \$1,500 dollars?

Ms. Graham, Right.

Ms. Conover, I was contemplating the \$1,500 dollars for the two positions and the extra for the other positions.

Ms. Graham, Well I'm reading it.

Mr. Rivas, Well we need the motion and the second on the same page.

Ms. Conover, Well I guess not.

RWRD Director Therese Davis, This is my dilemma, because I always have to advertise separately.

Mr. Whitten, We have seen this before she has made a request and wanted to get something in front of us. The request was a \$1,000 dollars...I assume what you are saying is if we give everybody \$1,500 dollars that what you're asking for?

RWRD Director Therese Davis, That's your purview, that's usually what the County dictates.

Mr. Whitten, My question is what are you asking for?

RWRD Director Therese Davis, Sure, I would love to make sure of that...

Mr. Whitten, That's what you're asking for.

Ms. Graham, Ok then I will say \$1,500 dollars, let's give them that.

Mr. Whitten, So your motion now is amended...

Ms. Graham, Right.

Mr. Whitten, to reflect \$1,500 dollars.

Ms. Graham, Correct.

Mr. Whitten, And I assume all the rest Sylvia that's she is asking for?

Ms. Graham, Yes.

Mr. Whitten, She is asking for a new person...

Ms. Graham, No she's asking for...you're asking for someone to go full-time?

RWRD Director Therese Davis, A restructuring.

Ms. Conover, Hourly to Salary...she is still full-time.

Ms. Graham, Right...correct.

Auditor Vicki Urbanik, Ok so \$1,500 dollars for the first two positions that you see. Then the special raises for the next two which is \$3,400 and \$3,395?

Ms Graham, Right.

Auditor Vicki Urbanik, And then the new position we are putting it back in which we took out at first reading. That's what I think I am hearing?

Mr. Whitten, Ok so there is a motion and a second on the floor to that regard I assume?

Ms. Conover, Yes.

Ms. Graham, Yes.

Mr. Whitten, Now let's have that roll call

Councilmember Sylvia Graham moved to approve RWRD and seconded by Councilmember Karen Conover.

Auditor Vicki Urbanik,

Motion carried on the following roll call vote:

|             |   |     |             |   |     |
|-------------|---|-----|-------------|---|-----|
| Ms. Graham  | - | Yes | Mr. Whitten | - | No  |
| Mr. Jessen  | - | Yes | Ms. Conover | - | Yes |
| Mr. Poparad | - | Yes | Mr. Biggs   | - | No  |
| Mr. Rivas   | - | Yes |             |   |     |

Auditor Vicki Urbanik, 5 to 2.

RWRD Director Therese Davis, Ok, thank you.

#### **PCCRVC (Tourism) 7304-0000-3000**

Mr. Whitten, And what else do we have lingering here? I think Tourism is here why don't you come up here guys. So I think you had a question about...since we have come up with the new revised monies for the Venues how it would be...

PCCRVC President Mitch Peters, Here is my question?

Mr. Whitten, Yes.

PCCRVC President Mitch Peters, The way you did it last year you gave Park's Forty-nine percent (49%) of the \$89,100 dollars which total \$35,640 dollars.

Mr. Whitten, Ok

PCCRVC President Mitch Peters, And then the balance of the \$150,000 you divided between the other three venues at \$38,120 dollars each.

Mr. Whitten, That would be my suggestion to do that again.

PCCRVC President Mitch Peters, Ok, because we just have to know how to disperse this.

Mr. Whitten, Exactly, so is there a problem with that?

PCCRVC President Mitch Peters, No, it's just the other way you would do it is divide it by four which would be \$37,500 each.

Mr. Whitten, No.

PCCRVC President Mitch Peters, But, last year you wanted the Parks to...

Mr. Whitten, If we did it that way that would decrease the amount of money for the venues and we don't want to do that.

PCCRVC President Mitch Peters, Ok, I just want to know how, so do you want me...I guess the simple question is do you want me to divide it the same way as last year?

Mr. Whitten, Yes.

Ms. Graham, Yes.

Ms. Conover, Yes.

PCCRVC President Mitch Peters, Ok, I'm done.

Mr. Whitten, Ok, thanks.

Ms. Conover, Thank you.

PCCRVC President Mitch Peters, Assuming you approve us. That was my only question, thank you very much. Have a wonderful day.

### **FAIR LABOR STANDARDS ACT**

Mr. Whitten, Thank you, you too Mitch. Alright, so let's talk for a moment about any other special or particularly pressing raises and I think the one that we had a lot of discussion and nauseam are the changes to the Fair Labor Standards Act that we're proposed to be figuring December 1st of this year. And as I told you guys a meeting or two ago that there had been a rather cumbersome case filed involving twenty-two (22) States challenging that Fair Labor Standards Act and there is to my understanding in November there is to be a hearing on the motion for a preliminary injunction on that. And the thought is to try and delay the triggering of those changes and they are venturing about negotiations to try to come up with some sort of resolution. I've heard 6 months I've heard a year who knows, but that is set for November. That creates an interesting question for us and that is this... Those folks that we truly believe are exempt under the Fair Labor Standards Act and we got our list the other night and I don't agree with some of them. I sent an email to you all indicating my concern with a fee of them that were on that list. I don't think that they were exempt...I think that they are excluded from the Fair Labor Standards Act based upon the fact that they are policy making political appointments or appointed by an Elected Official. Notwithstanding all that we have got the remaining folks, so do you want too? A. Raise all these people up above the new threshold which is \$47,476 and change. Or the law doesn't get enacted December 1st and we've given raises unnecessarily or do you want to not...leave them where they are at and give them the \$1,500 dollar raise. If that preliminary injunction fails and the law is enacted December 1st understanding that those folks that are now not above the threshold are entitled to paid overtime. We can come back here in December and fix it, I've asked the Commissioners from a policy standpoint how they want to treat those folks. But my suggestion would be to wait, but I am open to suggestions.

Mr. Biggs, I think and you touched on it that there are some of those positions that were 99.9% sure that they would come under the exempt status.

Ms. Conover, Yes.

Mr. Biggs, Regardless if there were any changes or no changes. I would suggest that we go ahead and deal with those tonight and hold off on the other ones until we get as you have recommended, until we get a reading on what the State is going to do. But the ones that we know that are...we are going to have to deal with it.

Mr. Whitten, Well yes, but my point is this...let's say that we have an employee that is exempt right now but they don't make the \$47,476 threshold and we don't bring them up and that law does trigger December 1st they are entitled to get paid overtime. But if we do bring them up and that law isn't triggered then we have brought them up for no apparent reason.

Mr. Biggs, Right.

Mr. Whitten, You say deal with those...but that person is clearly exempt. We know that they are exempt right now they meet the standards for the criteria for the exempt in the Fair Labor Standards Act are you proposing that we bring them up tonight?

Mr. Biggs, Yes.

Mr. Whitten, I am proposing that we do not.

Mr. Biggs, Because we know that we are going to have to do it.

Mr. Whitten, No we don't because if that injunction in November is granted, that law does not take effect December 1st. That changes the law, so we don't know if we have to do it.

Mr. Biggs, I'm just claiming that there are positions that we know...

Mr. Whitten, And I agree and it's not a question of whether....listen, people are either exempt or they are not. We don't decide whether they are exempt or not.

Mr. Biggs, Right.

Mr. Whitten, They are either exempt or they are not...the end. The question that I am asking is...those people that we know are exempt, do we want to give them a raise tonight to get them over \$47,476...you know the threshold amount, but then in November that injunction is granted and the changes of the Fair Labor Standards Act don't come into effect yet. We've given those folks a pretty sizable raise for nothing.

Mr. Biggs, Well I think that they argue with that.

Mr. Whitten, Well no, if that was our basis. Now I got to tell you that there might be other reasons to give folks a raise. If we are feeling like...much like we deal with some of these State mandated increases whether we agree or not that the increases are appropriate we have to do it, it's mandated. If we're giving these increases based upon a Federal mandate and then that mandate doesn't come into effect if that was our sole reason then we have done it for...it was ill-suited to do.

Mr. Biggs, But, I don't want to debate over this...it's whatever the Board would like to do, I will go with that...I just through that out there as something to consider. But if everyone feels better about waiting then let's wait.

Ms. Conover, I'd like to speak to at least two of those positions.

Mr. Whitten, Well, before you do that Karen...I don't mean to interrupt, I just want to be clear about this. I'm not saying that we shouldn't look at any of those positions for an increase...well Mike might disagree. So we can, we can look at those if we have other reasons for wanting to give them an increase. I think we should...we should look at that an adjust it. If we think that they are underpaid, if we think that their responsibilities dictate an increase I think we should. Go ahead Karen.

Ms. Conover, Well, we have our new list from our HR department.

Mr. Whitten, Yes.

Ms. Conover, And previous to this list and I too disagree with some the positions on this list to be classified as exempt. But, I was thinking the Museum Director, Opera House Director, Expo Center Director, Shelter Director these are appointed department heads that meet the criteria. The Shelter Director and Expo Director are over the threshold if that's going to be the threshold the \$47,476 I believe. But we have two directors that to me are grossly underpaid. And they are not getting overtime, but they are exempt employees and maybe I don't know, if we don't bring them to some type of a standard in parody with some of the other Directors...maybe we should make them non-exempt and let them put in overtime and I think we would be paying them a lot more than the \$47,476.

HR Director Pam Courtney, Can I say something about this list? It's not an exhaustive list if everybody who is under the threshold. There are some positions that are under the threshold I believe, that never work overtime. So for the people who never work overtime and might not be on here...as for the Parks and Recreation they really don't work much overtime at all. I would say that the Opera House position and the Museum position they definitely work a lot of overtime.

Mr. Whitten, Ok, so you didn't put...Pam can I ask you a question? So you created a list that doesn't include all of the Employee's that are exempt.

HR Director Pam Courtney, Well, I don't know...I mean I would have to go through every department and I went through the salaries....

Mr. Whitten, I though that's what you were doing? I thought you were going through...because when we came to see you. I mean I am a little confused, because when we came to see you weeks ago I asked for a list of all the employees that are exempt.

HR Director Pam Courtney, I think for the most part I have it, but...

Mr. Whitten, You just said that there's lots of other employees...

HR Director Pam Courtney, I saw a nurse today from the Health Department on the Salary Ordinance I don't know if she is exempt or not. So, I'm just saying...

Mr. Whitten, Ok, so let me be clear about this, so when I asked for the list of all the employees that are exempt you think this is pretty much it or you think there is lots of other people?

HR Director Pam Courtney, I think that is pretty much it, but there may be a couple.

Mr. Whitten, Ok, alright and...but you have also included a few people on here and we don't have to get into all that...that I don't necessarily agree they fall under exempt for other reasons. But, that's ok because my thought was...here's what I was hoping to have weeks ago was a list of all of our employees that are exempt. Not excluded or non-exempt but a list of all the people that we believe fall under the exempt status for the FLSA. Then we were going to get into, I thought a list of each one of those employees and how many hours they have been typically been working.

HR Director Pam Courtney, Oh.

Mr. Whitten, So that we could look at whether it is better to bring them up to the threshold or to leave them below the threshold and they're entitled to overtime.

HR Director Pam Courtney, Well the problem is that information is not readily available. The job descriptions...some job descriptions have not been updated since 1995.

Mr. Whitten, I understand that, but we both know that the job description isn't necessarily the end all be all. Because I've seen instances...not necessarily here, but maybe here where there is a job description that's said that this person is exempt. But they don't meet the exempt criteria for the Fair Labor Standards Act. That's not really the golden egg here...

HR Director Pam Courtney, I totally agree with that.

Mr. Whitten, Ok.

HR Director Pam Courtney, But, you have to understand it's just not...it's not information that I can just pull out of the hat.

Mr. Whitten, Which is why I came to you weeks and weeks ago. I never expected you to pull it out of a hat. I actually expected you to be working on that project for us and have it for us. That's why Harold and I came to see you, so no, I don't want you to pull it out of a hat. But that's kind of important information for us.

HR Director Pam Courtney, I understand that.

Mr. Jessen, Dan, your point seems clear to me that we're not prepared to talk about people on the list or not on the list.

Mr. Whitten, Yeah.

Mr. Jessen, So maybe back to Karen's point. Karen...

Mr. Whitten, Name the couple that you..

Mr. Jessen, So you can forget the list for now because we are not prepared to talk about who is exempt or non-exempt. But what positions were you specifically talking about?

Ms. Conover, Well specifically the Opera House....

Mr. Jessen, Aside from this FLSA thing?

Mr. Whitten, Yes.

Ms. Conover, Opera House and the Museum.

Mr. Whitten, Ok, let's start with the Opera House. Come on up Scot, how is it going?

MOH Director Scot MacDonald, Just fine, how are you?

Mr. Whitten, I am doing just swimmingly. So ok, Scot let's get this budget out and look. Vicki?

Auditor Vicki Urbanik, Yes, we are getting that. You want the 144 right?

Mr. Whitten, Yes, please.

Auditor Vicki Urbanik, Because we are looking at salaries.

Mr. Whitten, Yes.

Auditor Vicki Urbanik, So, he currently makes \$42,000 and then we added in the \$1,500 tonight.

Mr. Whitten, Ok, thank you. And what are you asking for specifically?

MOH Director Scot MacDonald, You know I would ask for the threshold or whatever the Council's pleasure is. I would ask for the threshold...just because as far as things go right now I am working on all of our grants with the Foundation. I am processing or do leadership for the staff. You know I am there Fifty (50) hours a week easily.

Mr. Whitten, It does seem and just to be clear. Scott was one of those that...or at least a couple of them that I knew about that when I looked at the hours that he was working

Ms. Conover, Yes.

Mr. Whitten, It would probably be fabulously cheaper to remain exempt.

Ms. Graham. Right. I am in favor of these two people getting raises for the fact that in one year ago to what they are doing now...they have been so successful in turning around...

Ms. Conover, Our venues.

Ms. Graham, Our venues and I truly believe that by giving this like you just said Dan, by giving them these or putting them into this \$47,460 or whatever it is...

Mr. Whitten, \$47,476 dollars

Ms Graham, \$47,476 that we would actually be saving ourselves money.

Mr. Whitten, Now again we are back to where...we are hinging the raise on the Fair Labor Standards Act.

Ms. Graham, Well, I know I think these two people deserve a raise.

Mr. Whitten, What is the Director from Expo making?

Auditor Vicki Urbanik, Right now...Expo?

Mr. Whitten, Yeah.

Auditor Vicki Urbanik, Ok, we added in the \$1,500...

Ms. Graham, \$53,000 right?

Auditor Vicki Urbanik, \$53,989 dollars including the \$1,500 if you want it right now it's \$52,489.

Mr. Whitten, Let's just say \$54,000 dollars.

Auditor Vicki Urbanik, Yes, that person is already over the threshold.

Mr. Whitten, Yes.

Ms. Graham, Wow...

Mr. Whitten, If we are looking at our Venues our one Venue Director does make \$54,000 dollars. So Sylvia your suggestion is to do what? Now I would like to speak to this, I do believe that our Opera House Director is underpaid on it's face...forget about the Fair Labor Standards Act. I think he is underpaid.

Ms. Graham, Exactly.

Mr. Whitten, I think we have had some issues keeping Directors there.

Ms. Graham, Right.

Mr. Whitten, It doesn't pay enough for the workload. And I have said it before I think that it's underpaid.

Ms. Graham, Well, these two Venues stick out in my mind that they do need pay raises...these two people.

Mr. Biggs, We have had four Directors in roughly four years.

MOH Director Scot MacDonald, Correct.

Ms. Graham, Right.

Ms. Conover, Yeah.

MOH Director Scot MacDonald, And I have been through every single one of them on staff at the Opera House.

Mr. Whitten, What's your motion Sylvia? \$47,000 dollars.

Mr. Rivas, Are you just the last one standing there?

(Laughter)

Ms. Graham, I would like to...\$48,000 dollars.

Mr. Whitten, The motion is for \$48,000 dollars. Is there a second to that motion?

Ms. Conover, Second.

Mr. Whitten, Discussion?

Mr. Biggs, Well none of us are in the business of handing out money that we can't afford or shouldn't hand out. But some positions in County Government especially over the last year...it hasn't gone unnoticed how hard some of you have been working and the hours that you put in and this is our acknowledgement of that. Ok, that's all it is.

MOH Director Scot MacDonald, Sure absolutely, thank you.

Mr. Whitten, Unlike my fellow Councilmember's I have actually been in a show.

(Laughter)

Mr. Poparad, You're the Wizard behind the curtain.

Mr. Whitten, The Wizard...

Mr. Poparad, Can I ask a question to Pam?

Mr. Whitten, Yes.

Mr. Poparad, Forget the Fair Labor Standards Act... does he qualify in being exempt?

Ms. Graham, Exempt?

Mr. Poparad, Right out of the shoot?

HR Director Pam Courtney, Yes.

Mr. Biggs, Absolutely, both of them do.

Mr. Whitten, Any other discussion?

Mr. Jessen, Yeah, I would like to say that in favor of the motion...I think what the County needs to get to as we look at the job. We need updated job descriptions number one that would be helpful. What that job description involves...what's required of that person. What value does that person bring or what value does that position bring to County Government. That's how you establish pay.

Mr. Whitten, Right.

Mr. Jessen, So I would say that in this particular case I would agree that these two Directors...

Ms. Graham, Quality work.

Ms. Conover, Yes.

Mr. Jessen, These two Director positions deserve much more than there getting and I wouldn't tie it to FLSA because obviously that's a convoluted mess that might or might not happen. So I say in this case this could be a step in the right direction to properly pay people for the contribution they make to the Government.

Ms. Graham, I would like to amend my motion to include the Museum Director along with the....

Mr. Whitten, Hold off on the Museum.

Ms. Conover, It's in the Commissioner Budget?

Auditor Vicki Urbanik, Yes. So the Museum is at \$41,000 right now and we rolled in the \$1,500 dollar raise.

Ms. Graham, These two people work endless hours to actually improve our quality of life.

Mr. Whitten, If I were you I would sit right there.

POCO Museum Director Kevin Pazour, Yeah.

Ms. Conover, I just want to add that Kevin is missing another award tonight to be with us here.

POCO Museum Director Kevin Pazour, And I am happy to be here.

Ms. Conover, He is receiving another honor.

Mr. Whitten, This is greater than any possible award.

POCO Museum Director Kevin Pazour, It is...we got a room full.

Mr. Whitten, Alright so your amended motion Sylvia is to include the same increase for the Museum?

Ms. Graham, For each of them, yes.

Mr. Whitten, And does the second concur?

Ms. Conover, I do.

Mr. Whitten, And any further discussion about that? All in favor signify by saying Aye? Opposed? The Aye's have it.

Motion approved by unanimous voice vote.

Mr. Whitten, Thank you gentlemen.

MOH Director Scot MacDonald, Thank you very much.

POCO Museum Director Kevin Pazour, Thank you.

(Applause)

Mr. Whitten, Do we have any others out there? We have Voter's Registration.

Ms. Conover, There's voters.

Mr. Whitten, Well, we are all voters.

Ms. Conover, Yes, we are all voters.

Sundae Schoon, You are probably glad you are not standing in that line downstairs.

Mr. Whitten, So this one was a little more...

Sundae Schoon, Fun.

Mr. Whitten, Well that wasn't the word that I was headed for. This has had some twists and turns to the briar patch as you know.

Ms. Conover, Yes.

Mr. Whitten, And where we stand right now is kind of the same stuff...what do you guys want to do with this? Jim, what is your suggestion?

Mr. Biggs, I think you all do a great job. But you were given significant raises last year. And those raises were if you remember Sundae they were at your request do to the fact that you were eliminating a position.

Sundae Schoon, Yes.

Mr. Biggs, So we took a portion of that salary and distributed it between you and Kathy.

Sundae Schoon, Right.

Mr. Biggs, And your other two or three full-time employees, correct?

Sundae Schoon, Two.

Ms. Graham, Two.

Mr. Biggs, I would find it awfully difficult to justify less than a year later running another \$4,000 or \$5,000 dollars up the flag pole under those circumstances.

Sundae Schoon, Those raises were...

Mr. Whitten, I understand...hold on a second. I understand where Jim is going with that and normally I would agree. However, there is one caveat we have had certain circumstances where departments have reorganized and they have eliminated positions and reallocated the workload and we have been able to increase salaries based upon that workload increase and the reallocation of the duties and responsibilities. I don't know that, that should always work against them as far as an traditional raise. A reorganization of a department I don't think is the same but that's just my opinion. Jeremy what's your thoughts on this one?

Mr. Rivas, What are their salaries at right now?

Mr. Whitten, Forty-four thousand and change

Sundae Schoon, Yes, \$44,326.

Ms. Graham, And they are going to be getting the \$1,500 dollars right?

Mr. Whitten, Right.

Mr. Rivas, Forty-four thousand and change...I mean these ladies run the Federal, State and Local Elections.

Ms. Conover, Right.

Mr. Rivas, Every four years. I went down there today and it's a mad house. I'm not diminishing what the other two people in front of us just did but we are talking

about Elections it the reason that we are standing up in front of you. Elections are important for everyone. I don't know how we give \$6,000 to \$7,000 dollar raises to and Opera House and Museum Directors and not give two people who are in charge of running our Elections in this County. And then say well we gave them \$4,000 dollars last year but it still doesn't put them up, they are running Elections and it doesn't put them up to the two people that we just gave raises to. So, maybe we gave them a raise last year but apparently it's not enough.

Sundae Schoon, We're staying till nine or ten o'clock and then we are back here at 7:30 a.m. to 7:45 a.m. in the morning every day. We are working Saturdays and Sundays...I'm tired, I'm sorry.

Mr. Whitten, We made a determination and I think these two positions...we didn't want them to be hourly. We didn't want them to have paid overtime.

Sundae Schoon, Right.

Mr. Whitten, We made that decision, we don't want them to do that. For one, during a year like this an important election...I'm on the ballot.

(Laughter)

Mr. Whitten, That we want them to be in there working the long hours and it's cheaper if we don't have to pay them overtime. It just is...Sylvia?

Ms. Graham, Well, personally this is an unusual year. We are having a Presidential Election and this occurred back in 2008 and it's been that way with the Presidential Election they are extremely busy. But next year is there any?

Sundae Schoon, Hopefully there is not, we haven't had a off year before I started in 2008 we've always had Referendums and Elections each year.

Ms. Graham, I appreciate what you do.

Sundae Schoon, Yes, but next year we are hoping there is one next year. Of is an off year next year, because like Jeremy said our Office it's just a mess. There is just stuff everywhere that we have not been able to get caught up on.

Ms. Graham, But, you did come before us last year and you told us that you wanted to restructure and get rid of people.

Sundae Schoon, Yes.

Ms. Graham, And so I am keeping that in my mind too. They're going to be getting a \$1,500 dollar raise is that correct?

Mr. Whitten, Yes.

Mr. Poparad, That is not in this number yet.

Ms. Graham, Ok.

Sundae Schoon, That is that number.

Ms. Graham, No, its not.

Sundae Schoon, Because we don't make \$45,826 right now.

Ms. Graham, Vicki does that include the \$1,500 raise.

Auditor Vicki Urbanik, We rolled in the \$1,500 raise to get that number...

Sundae Schoon, Yes, that's with the \$1,500.

Ms. Graham, Ok.

Auditor Vicki Urbanik, To get prepared for tonight.

Mr. Whitten, Ok, how about you Bob, what do you think?

Mr. Poparad, Well I've said this about fifty times down here that democracy costs money.

Mr. Whitten, Well, that's true Bob but that's my question.

Mr. Poparad, Elections cost money.

Mr. Whitten, That's true they do.

Mr. Poparad, Right now at this moment and time they want to get paid. We are better off paying them salary then paying them overtime that's for sure or changing them to hourly.

Mr. Whitten, Mike what do you think?

Mr. Jessen, Well, let me ask you this? Sundae what was your Salary in 2015 the total compensation?

Sundae Schoon, 2015? I don't know I don't have that in front of me.

Mr. Jessen, Is it more or less than...because you got overtime last year?

Sundae Schoon, More or less than what?

Mr. Jessen, I am wondering if what's being proposed currently, if that's a significant increase to your compensation in 2015?

Mr. Whitten, Vicki can you tell us what they got paid last year?

Auditor Vicki Urbanik, With any kind of overtime added?

Mr. Whitten, Yeah.

Auditor Vicki Urbanik, Yeah, we'd have to...

Sundae Schoon, That would be Municipal.

Mr. Whitten, Let's just take a look at a couple of years.

Auditor Vicki Urbanik, We're going to move it into the private side.

Sundae Schoon, Let me see what I got.

Mr. Whitten, Ok.

Auditor Vicki Urbanik, Because we are moving into payroll.

Mr. Whitten, Yeah, move it into the private site, that's a good reason.

Sundae Schoon, In 2015 this is what might have been my...

Mr. Whitten, Well, hold on let me see what she comes up with.

Sundae Schoon, On my W-2 \$41,762 and I'm not so sure about that.

Mr. Whitten, I'm dying to hear...So this may be a couple of positions that we are faced with whether it's cheaper for the County to bring them up over the threshold or leave them down and tell them that they get overtime.

Mr. Biggs, But I thought we were going to wait till after December 1st to decide that?

Mr. Rivas, Well we just decided two other ones.

Mr. Whitten, Yeah, but we decided those on the basis of other things and the other things may exist in this case.

Auditor Vicki Urbanik, And hopefully next year this will be different. We will have different accounting software.

Mr. Whitten, I thought you meant the members of the Council.

(Laughter)

Mr. Biggs, It could happen.

Mr. Poparad, Maybe, some of Dan.

Auditor Vicki Urbanik, So 2015 for Sundae.

Chief Deputy Toni Downing, Do you want me to put it up on the screen?

Auditor Vicki Urbanik, Is there any private information?

Mr. Whitten, Yeah don't give out anything private.

Auditor Vicki Urbanik, \$44,562 dollars is the gross wage.

Mr. Whitten, Can you look at 2012?

Auditor Vicki Urbanik, How about 2013?

Mr. Whitten, How about a Presidential year?

Sundae Schoon, I've got \$44,249 dollars.

Auditor Vicki Urbanik, We can do it.

Sundae Schoon, I can do it because I've pulled my W-2's.

Mr. Whitten, Ok.

Sundae Schoon, But I don't have that for 2015 either so I don't know...

Auditor Vicki Urbanik, We got it.

Mr. Whitten, Alright.

Auditor Vicki Urbanik, 2012 was \$48,272.

Sundae Schoon, Why wouldn't that match my W-2's?

Mr. Whitten, That is a wonderful question?

Sundae Schoon, Yeah...

Mr. Whitten, Not for this Board.

Sundae Schoon, Ok.

Auditor Chief Deputy Toni Downing, I believe that is probably the non-taxable that gets deducted off.

Auditor Vicki Urbanik, Yeah.

Mr. Whitten, Yes.

Auditor Vicki Urbanik, That was about \$4,000 of it.

Sundae Schoon, Ok.

Mr. Whitten, So the last presidential year was over \$48,000 dollars. Off of the Municipal year a little shy of \$45,000 dollars.

Mr. Rivas, I make a motion for \$49,000 dollars and put it out there.

Mr. Poparad, Second.

Mr. Whitten, There is a motion and a second further discussion? Karen, what do you think?

Ms. Conover, We've met with Dan...you, I and Harold have met with these ladies and we know what they do. We all know what they do and we have good wonderful Elections in Porter County. Not knowing that they were exempt and they didn't know that they were exempt and it's been a big mess and I think it's fair to assume that \$49,000 dollars a year and keeping them at the exempt status probably makes them more whole.

Mr. Whitten, Anything to weigh in here Pam?

HR Director Pam Courtney, I'm sorry?

Mr. Whitten, Do you have anything to add?

HR Director Pam Courtney, I think that they are truly exempt.

Mr. Whitten, Ok, let's get a roll call?

Sundae Schoon, We're just tired and we are working a lot.

Ms. Conover, I know that you are.

Ms. Graham, You are doing a good job too.

Auditor Vicki Urbanik, This is for \$49,000, ok.

Motion carried on the following roll call vote:

|             |   |     |             |   |     |
|-------------|---|-----|-------------|---|-----|
| Mr. Jessen  | - | Yes | Ms. Conover | - | Yes |
| Mr. Poparad | - | Yes | Mr. Biggs   | - | Yes |
| Mr. Rivas   | - | Yes | Mr. Biggs   | - | Yes |
| Mr. Whitten | - | Yes |             |   |     |

Auditor Vicki Urbanik, 7 to 0.

Mr. Whitten, Ok put that number in. Thank you Sundae.

Ms. Graham, Well the new hires the ones that have just been hired...

Mr. Whitten, What else to you have? Well, I'm sorry Sylvia where are you going with that?

Ms. Graham, I was just asking a question...

Mr. Whitten, Yes.

Ms. Graham, The new hires, the ones that we just...as an example the Maintenance Department the ones that we just more or less formed. Are they going to be getting the \$1,500 dollar raise?

Mr. Whitten, That is the question that we still have the request of the \$8,000 increase for the Maintenance Director who as Sylvia said has been with us less than a year.

Ms. Graham. Right.

Mr. Poparad, Let me jump in here.

Mr. Whitten, I'm not sure...

Mr. Poparad, Ok I will be quiet.

Ms. Graham, Jump in.

Mr. Poparad, No...

Ms. Graham, Come on Bob.

Mr. Whitten, If you have something to add Bob, I was just kidding you.

Mr. Poparad, Well if we were going to give \$1,500 to the new guys which I don't think that they qualify for...just give the \$4,500 to the Maintenance Director to put him over the men and he doesn't get us \$8,000 and move on.

Ms. Graham, I'll second that.

Mr. Whitten, There is a motion and a second on the floor. The motion was to not give an increase to the three guys that are out in the field doing it. And take that raise and give it to the guy that's the Director.

Mr. Biggs, So they would not receive the \$1,500 dollars?

Ms. Graham, No.

Mr. Poparad, They just got hired.

Ms. Graham, They haven't been here a year.

Mr. Jessen, So are you suggesting that the other new folks wouldn't get that \$1,500 dollars as well?

Mr. Whitten, That's what the motion is.

Ms. Graham, I think so.

Mr. Jessen, Pardon me?

Mr. Poparad, Have we hired anybody recently?

Ms. Graham, Would anybody else fall into that?

Mr. Whitten, Well, I don't want to get into that Countywide who got hired in the last year...I don't think so. Ok well there is a motion and a second on the floor, do you guys understand the motion I assume?

Mr. Jessen, Maybe just repeat it just for clarity.

Mr. Whitten, The motion is and correct me if I am wrong Bob, but your motion is to not give any raise to the three guys, the technicians that work for the

Maintenance Director but instead take that \$4,500 dollars and give it to the Maintenance Director, correct?

Mr. Poparad, Yes.

Mr. Whitten, And I assume the second concurs with that?

Ms. Graham, I agree.

Mr. Biggs, I understand your motion, but we have to be consistent. So Pam, if you...as part of that motion if Bob would agree then no employee with less than a year on are entitled to that \$1,500 dollars.

Mr. Whitten, I'm not doing that.

Mr. Poparad, No, I'm just singling out the three maintenance guys because they started at the high \$50,000 dollar range. That's all I'm saying.

Auditor Vicki Urbanik, \$60,000 dollars.

Ms. Conover, How much did they start at?

Mr. Whitten, Pull that up?

Auditor Vicki Urbanik, Ok.

Mr. Whitten, \$60,000, \$56,000 and \$52,000 thousand dollars, right?

Mr. Poparad, Yes.

Auditor Vicki Urbanik, Yes, \$60,000, \$56,000 and \$52,000 thousand dollars.

Mr. Whitten, Well, I'm not...I am with you I'm not big on the \$1,500 dollar raise for the three employees that we did just hire them and we hired them at a high range, and so I'm not for that. But for the same reasons I'm not for an \$8,000 or \$4,000 dollar increase for the Director. I mean...

Ms. Graham, How long has that department been here.

Mr. Jessen, Is Matt here by chance?

Mr. Whitten, No.

Auditor Chief Deputy Toni Downing, He has been here 10 months.

Mr. Whitten, He has been here 10 months.

Mr. Jessen, And what about the three other individuals?

Ms. Conover, They were hired under Matt.

Mr. Whitten, They were hired maybe 6 months.

Auditor Vicki Urbanik, Yeah.

Mr. Jessen, When you look at the \$1,500 dollars that we are talking about for all employees other than the Special exceptions.

Mr. Whitten, Right.

Mr. Jessen, We're saying that is an adjustment in everybody's pay and it's not based on the cost of living unfortunately...but it's just based on everybody's going to get \$1,500 dollars. So to say that three people because we think that there salary is

too high so they don't get that \$1,500 dollars that everybody else is getting? That doesn't make sense to me.

Mr. Whitten, You know you are absolutely right. Even as I said that...

Ms. Graham, Vote it down.

Mr. Whitten, I think you're right. If we have determined that we want to bring our employees up \$1,500 dollars and our employees are all going to get \$1,500 dollars. So my suggestion...

Mr. Poparad, Ok, I agree with that. I withdraw my motion.

Ms. Graham, I withdraw my second.

Mr. Whitten, They all get \$1,500 dollars including the Director.

Ms. Conover, They're withdrawn.

Mr. Whitten, The motion and the second have been withdrawn.

Ms. Graham, Right.

Mr. Poparad, Yes.

Mr. Whitten, Now can I get some form of other motion? Or not.

Mr. Poparad, I'll make the motion to give them \$1,500 dollars across the board then. Director on down...everybody.

Mr. Whitten, I'll second that for discussion. Any further discussion on that?

Mr. Poparad, You are right Mike.

Ms. Graham, You are.

Mr. Poparad, I'll admit in public and it will be recorded in the minutes.

Mr. Whitten, Everybody understand the motion and the second? \$1,500 dollars put it in there Vicki.

Auditor Vicki Urbanik, Oh, we already did.

Mr. Whitten, All in favor signify by Aye? Opposed? The Aye's have it.

Motion approved by unanimous voice vote.

Mr. Whitten, Now are there any other? Alright, now Sylvia you talked about giving one too...were there any new employee that we have not addressed or new positions that we have not addressed?

Mr. Rivas, Michelle I think we took care of yours.

Ms. Conover, Yeah, we took care of yours.

Mr. Poparad, Going once, going twice...the option is closed.

Mr. Whitten, Now Vicki, if you would be so kind could you give me...

Mr. Poparad, Do you want to give her five minutes to run the numbers?

Mr. Whitten, Do you need a little time to pull the numbers together? Or do you have them?

Ms. Graham, Let's take a five minute break.

Mr. Poparad, She is giving you that look.

Auditor Vicki Urbanik, I have got them, but I have to have clarification.

Mr. Whitten, Alright, let's take a five minute break.

Auditor Vicki Urbanik, Ok.

Mr. Whitten, Ok what is our new number?

Auditor Vicki Urbanik, I have no idea.

Mr. Whitten, Fantastic...

(Laughter)

Auditor Vicki Urbanik, No...I'm kidding, I'm kidding. Let's go to general fund there have been some other requests made for some other raises. Do we want to talk about that right now...we have already built them in?

Mr. Whitten, No that's alright.

Mr. Biggs, No, that's good.

Auditor Vicki Urbanik, The total is \$38,209,529.

Mr. Whitten, And our target is about that right?

Auditor Vicki Urbanik, Correct.

Mr. Whitten, And that's with \$300,000 dollars worth of the Sheriff's pension back in.

Auditor Vicki Urbanik, And we can prove it to you that it's in there.

Mr. Whitten, You don't have to prove it I am going take you at your word.

Auditor Vicki Urbanik, I actually put this in myself, I was so excited...\$300,000 right there in 1230.

Mr. Poparad, Ok.

Mr. Whitten, Alright.

Auditor Vicki Urbanik, That includes \$1,500 dollar across the board raises for everyone except for the special raises.

Mr. Whitten, Ok, perfect. So here we are guys what is your pleasure?

Mr. Poparad, I make a motion at \$38,209,529.17.

Ms. Graham, Second.

Ms. Conover, Second.

Mr. Whitten, And includes the \$1,500 dollar raise for everybody with the exception for the special raises in the Sheriff's department and all the other ones that we have gone through, correct?

Mr. Poparad, That's predicated on the Cubs winning.

(Laughter)

Mr. Whitten, So, any discussion? Well I see a lot of folks from our law enforcement community here Ladies and Gentlemen we wish we could do more but this is a good step in the right direction. Hopefully that settles well with you and you enjoy your raise.

Sheriff Dave Reynolds, Can I say something?

Mr. Whitten, Yes Sheriff.

Sheriff Dave Reynolds, On behalf of my whole department and myself I want to thank the Council individually. Councilmen Jessen, Councilman Biggs, Councilman Rivas, Councilman Conover, Councilman Graham, Councilman Poparad and especially the President Councilman Dan Whitten who I know you guys have...given what's going on across the Country and I think that, that doesn't exist in Porter County and I know what we did and that everybody is appreciative of you working together and making things that were not equitable, equitable. And I think it's good for everybody here to see what you guys do every month and it's important to see how the process works. Because basically what you try to do and what we saw tonight is that you try to be fair. This has never happened I don't think ever, that I know of that you took us out of... and on a large scale and I know on behalf of everybody here we appreciate it.

Ms. Conover, Dan, can I say something?

Mr. Whitten, Yes, you can.

Ms. Conover, I thought a lot about this and your men and women have always had our back and every citizen in this County and it's nice to give something back. We have a outstanding Sheriff's Department and we are all so very proud of all of you.

Mr. Whitten, I have to echo that Karen, I mean as I have said I am a former Police Officer for many, many years so I understand the work that these men and women do on a daily basis and I think that the Sheriff is correct in this County no matter what you may see Nationally with respect to some of the media and law enforcement. In Porter County I like to think that we appreciate you.

Ms. Conover, Yes we do.

Ms. Graham, Safety is number one, nobody can grow and expand and feel good. We all need to feel safe.

Mr. Rivas, Well Dan, this is the easiest decision that we have had all budget session with trying to bump you guys up in this process. We do we stand with you men and women just so that you know that. We helped...well since I have been up here anything we can do we have tried to help and we will continue to do that.

Mr. Whitten, Yep.

Mr. Biggs, Ladies and Gentlemen it's about prioritizing what you have seen here tonight is the fruits of County Government towing the line fiscally. We've weathered a Bankruptcy of Bethlehem Steel we've weathered several years of the great recession. We didn't so much as even borrow money when everyone else around us was borrowing money. We haven't in this County borrowed money since 1999 and that was to build our County Jail. We didn't burn through the largest and most expensive asset that we had which was the Hospital when it was sold. We held on to it we very cautiously discussed what the future of that money was and how it was to be invested. To some it seemed like it dragged on, but it was nearly \$160,000,000 million dollars. I think it was a good thing that we were very methodical in how we ended up investing it. We spent...we were given millions of dollars through the leasing of our Indiana Toll Road. When everybody in the State of Indiana and I mean everybody burnt through their money, we didn't. We still hold millions of that money in our reserves. What we did here is prioritize we sent a message what's really important to us and it's you...it's you. It's the people who work here because you are at the end of

the day, it's not us...because you are paid to serve the Tax Payers every single day. And we wanted to send a message that we know that and we appreciate that. You've got a tough job and we wanted to reward you for that.

Mr. Rivas, Sheriff is there any word on that Cops Grant that you did?

Sheriff Dave Reynolds, We didn't get it. They only gave it to three departments and four officers to this state.

Mr. Rivas, Is that something that we apply for every year? Is it available?

Sheriff Dave Reynolds, Well, we only applied for it once and I was the last one to apply for it.

Mr. Rivas, Is it available every year to go after?

Sheriff Dave Reynolds, Yep, we will try again.

Mr. Whitten, Yeah, here the thing it's not just...it's beyond just the individual votes that we got here tonight and the individual budgets. I mean just for the benefit of everybody's knowledge that we are living in the most solvent County in the State of Indiana. Our target was 5% percent return on that money and that's why we went through the whole foundation thing and did it in record time...lightning fast. Anyone that says otherwise is either misinformed or grossly misinforming. What we were told it would take a year and a half (1 ½) to two (2) years we did in six months. We created a foundation; wrote the bylaws; wrote the investment policy; wrote the article of incorporation. Vetted and interview multiple investing consultants, hired one got all of the money with the help of the Treasurer and got all the money invested. And in our first two full quarters we have hit 4% percent already. We are living in a County with exciting things to come...exciting things to come and the sky is the limit. Law Enforcement is going to benefit from those wonderful things that are coming. We are going to invest in those things that make Porter County a fundamentally better and safer place to live; to raise families; to find jobs; those are the things that we have a shared vision. It took a 10-0, five republicans, five democrats for a unanimous vote by statue to get one penny moved. And so for all the acrimony and all of the negativity that we see in the Elections we accomplished something that people candidly told us we would not be able to do and we did it for you. And we are going to continue to do it for you, so you have our commitment a 10-0 commitment that Porter County is going to continue to prosper from these wonderful, wonderful monies that are coming in from our investment. With that having been said we have a motion and a second on the floor...

Mr. Poparad, Dan?

Mr. Whitten, Bob did you want to say something?

Mr. Poparad, I just want to say thank you.

Mr. Whitten, Your welcome Bob.

Mr. Poparad, Not you...

(Laughter)

Mr. Poparad, Because it's hard to top you so I'll just keep it short. I'll make the motion.

Mr. Whitten, You already did.

Mr. Poparad, Well let's vote on it.

Mr. Whitten, Bob second's his own motion.

Mr. Poparad, That's true....

Ms. Conover, I second that.

Mr. Whitten, And Karen seconds Bob's second motion, roll call please.

Auditor Vicki Urbanik, First would you like second reading before you take the vote?

Mr. Whitten, Go for it.

Auditor Vicki Urbanik, Ok this is Final Budget adoption.

Mr. Biggs, Third reading isn't it?

Auditor Vicki Urbanik, Third reading...Final Adoption.

Mr. Whitten, Thank you Jim we already had second reading Madame Auditor, but give us the Final Reading.

### **Final Reading**

| <b>Fund Name</b>       | <b>Number</b> | <b>Adopted Budget<br/>(Net of Tax Cap Impact)</b> | <b>Tax Cap Impact</b> |
|------------------------|---------------|---|-----------------------|
| <b>GENERAL FUND</b>    | 1000          | \$ 38,209,529.17                                  | \$ 2,400,337.00       |
| <b>Adult Probation</b> |               |   |                       |
| User Fees              | 2100-2101     | \$ 505,544.00                                     |                       |
| Pre-Trial Services     | 2100-2103     | \$ 60,000.00                                      |                       |
| Admin Fees             | 2000-0000     | \$ 126,842.00                                     |                       |
| <b>Airport</b>         |               |   |                       |
| General                | 8101-0000     | \$ 1,322,879.00                                   | \$ 34,372.00          |
| Cumulative Building    | 8190-0000     | \$ 242,032.00                                     | \$ 9,130.00           |
| <b>Animal Shelter</b>  |               |   |                       |
| Supplemental           | 4008-3340     | \$ 60,000.00                                      |                       |
| <b>Assessor</b>        |               |   |                       |
| County Assessor        | 1188-0900     | \$ 458,307.00                                     | \$ 24,494.00          |
| Portage Twp. Assessor  | 1188-1100     | \$ 70,600.00                                      |                       |
| <b>Auditor</b>         |               |   |                       |
| Non-Reverting          | 1216-0000     | \$ 238,190.00                                     |                       |
| GIS                    | 1181-0000     | \$ 32,000.00                                      |                       |
| Jail Lease Rental      | 4600-4601     | \$ 2,955,000.00                                   |                       |
| <b>Circuit Court</b>   |               |   |                       |
| ADR                    | 2200-2201     | \$ 9,726.00                                       |                       |
| DCS                    | 8141-0000     | \$ 7,536.00                                       |                       |
| Family Court           | 9113-0000     | \$ 15,071.00                                      |                       |
| <b>Clerk</b>           |               |   |                       |
| Clerk Perpetuation     | 1119-0000     | \$ 58,793.00                                      |                       |

|                                  |           |    |              |               |
|----------------------------------|-----------|----|--------------|---------------|
| Clerk IV-D                       | 8899-0000 | \$ | 84,986.00    |               |
| <b>Commissioners</b>             |           |    |              |               |
| CEDIT                            | 1112-0000 | \$ | 5,114,833.00 |               |
| CCD                              | 1138-0000 | \$ | 3,213,451.00 | \$ 140,339.00 |
| Cable TV Franchise               | 4906-0000 | \$ | 1,100,000.00 |               |
| Emergency Medical Services       | 1151-0000 | \$ | 256,000.00   |               |
| Parking Garage                   | 4017-0000 | \$ | 14,500.00    |               |
| Hospital Trailing Liability      | 4901-0000 | \$ | 350,000.00   |               |
| Hospital Interest                | 4902-0000 | \$ | 2,424,000.00 |               |
| Hospital Sale Proceeds           | 4903-0000 | \$ | -            |               |
| Zona Donations                   | 4100-4109 | \$ | 50,000.00    |               |
| Rainy Day                        | 1186-0000 | \$ | -            |               |
| <b>EMA</b>                       |           |    |              |               |
| LEPC                             | 1152-0000 | \$ | 21,230.00    |               |
| Hazardous Substance              | 1221-0000 | \$ | 40,000.00    |               |
| <b>Expo</b>                      |           |    |              |               |
| Expo Center                      | 4005-0000 | \$ | 455,671.00   |               |
| <b>E911</b>                      |           |    |              |               |
| Surcharge                        | 1222-0000 | \$ | 2,054,934.00 |               |
| Rainy Day                        | 1186-1000 | \$ | 75,000.00    |               |
| <b>Health</b>                    |           |    |              |               |
| Health                           | 1159-0000 | \$ | 1,748,307.40 | \$ 80,762.00  |
| Antabuse                         | 2100-2102 | \$ | 179,300.00   |               |
| Maintenance                      | 1168-0000 | \$ | 101,668.00   |               |
| Trust Account (Tobacco)          | 1206-0000 | \$ | 81,878.00    |               |
| Donations                        | 4100-4101 | \$ | -            |               |
| <b>Highway</b>                   |           |    |              |               |
| Highway (General, Admin, Maint.) | 1176-0000 | \$ | 4,877,203.38 |               |
| LRS                              | 1169-0000 | \$ | 1,005,000.00 |               |
| Cumulative Bridge                | 1135-0000 | \$ | 520,000.00   | \$ 60,240.00  |
| Major Moves                      | 1172-2293 | \$ | 1,150,000.00 |               |
| Overweight Vehicle               | 4000-2000 | \$ | 35,000.00    |               |
| <b>ITS</b>                       |           |    |              |               |
| Enhanced Access                  | 1154-0000 | \$ | -            |               |
| <b>JDC</b>                       |           |    |              |               |
| Juvenile Detention CODES         | 4916-0000 | \$ | 45,711.00    |               |
| JDAI Grant                       | 9125-0000 | \$ | 97,738.00    |               |
| <b>Juvenile Probation</b>        |           |    |              |               |

|                              |           |    |              |
|------------------------------|-----------|----|--------------|
| User Fees                    | 2150-2151 | \$ | 85,715.00    |
| Admin Fees                   | 2050-2051 | \$ | 26,497.00    |
| <hr/>                        |           |    |              |
| <b>MOH</b>                   |           |    |              |
| Memorial Opera House         | 4915-0000 | \$ | 409,496.00   |
| <hr/>                        |           |    |              |
| <b>Parks</b>                 |           |    |              |
| Operating                    | 1179-0000 | \$ | 261,694.00   |
| <hr/>                        |           |    |              |
| <b>PCCRVC</b>                |           |    |              |
| Convention & Visitors Bureau | 7304-0000 | \$ | 1,411,356.00 |
| <hr/>                        |           |    |              |
| <b>Plan Commission</b>       |           |    |              |
| Plan Commission              | 1180-0000 | \$ | 647,031.00   |
| <hr/>                        |           |    |              |
| <b>Prosecutor</b>            |           |    |              |
| IV-D Incentive               | 8897-0000 | \$ | 170,309.00   |
| IV-D ARRA                    | 8893-0000 | \$ | 13,000.00    |
| IV-D PCA                     | 8099-0000 | \$ | 7,300.00     |
| County User Fee              | 2500-2501 | \$ | 475,555.00   |
| Riverboat                    | 1191-0000 | \$ | 250,000.00   |
| Pre-Trial Diversion          | 2500-2503 | \$ | 70,986.00    |
| STOP Grant                   | 8113-0000 | \$ | 31,110.00    |
| Check Deferral               | 2500-2507 | \$ | 5,000.00     |
| State & Local Grant          | 9114-0000 | \$ | 22,740.38    |
| Domestic Violence Grant      | 8112-0000 | \$ | 138,380.00   |
| Drug Task Force              | 4010-4111 | \$ | 10,618.64    |
| <hr/>                        |           |    |              |
| <b>Public Defender</b>       |           |    |              |
| Supplemental                 | 1200-8400 | \$ | 74,000.00    |
| County Court                 | 1200-7800 | \$ | 20,000.00    |
| <hr/>                        |           |    |              |
| <b>Recorder</b>              |           |    |              |
| Perpetuation                 | 1189-0000 | \$ | 155,765.00   |
| Redaction                    | 1160-0000 | \$ | 15,000.00    |
| <hr/>                        |           |    |              |
| <b>RWRD</b>                  |           |    |              |
| Solid Waste Management       |           | \$ | 1,349,105.00 |
| Capital                      |           | \$ | 55,500.00    |
| <hr/>                        |           |    |              |
| <b>Sheriff</b>               |           |    |              |
| Accidents                    | 1101-0000 | \$ | 5,000.00     |
| County Corrections           | 1122-0000 | \$ | 281,750.00   |
| Extradition                  | 1155-0000 | \$ | 5,000.00     |
| Firearms                     | 1156-0000 | \$ | 85,000.00    |
| Medical Care for Inmates     | 1174-0000 | \$ | 23,100.00    |
| Sex & Violent Offender Admin | 1192-0000 | \$ | 23,165.00    |

|                               |           |    |                     |    |               |
|-------------------------------|-----------|----|---------------------|----|---------------|
| Police Pension                | 1193-0000 | \$ | <b>185,000.00</b>   |    |               |
| Vehicle Inspection            | 1208-0000 | \$ | <b>5,000.00</b>     |    |               |
| Continuing Education          | 2500-2504 | \$ | <b>11,000.00</b>    |    |               |
| County User Fees              | 2500-2505 | \$ | <b>249,235.00</b>   |    |               |
| Public Safety Data Tech       | 4907-0000 | \$ | <b>237,900.00</b>   |    |               |
| Video Tape Fees               | 4908-0000 | \$ | <b>-</b>            |    |               |
| Photo Duplicates              | 4910-0000 | \$ | <b>6,000.00</b>     |    |               |
| Inmate Processing             | 4911-0000 | \$ | <b>69,000.00</b>    |    |               |
| State Criminal Alien Assist   | 8115-0000 | \$ | <b>8,000.00</b>     |    |               |
| Edward Byrne Memorial         | 8118-0000 | \$ | <b>125,000.00</b>   |    |               |
| Animal Control Fees           | 4009-0000 | \$ | <b>10,000.00</b>    |    |               |
| Overweight Vehicle            | 4000-1000 | \$ | <b>16,170.00</b>    |    |               |
| Drug Task Force               | 4010-4110 | \$ | <b>59,209.00</b>    |    |               |
| Donations                     | 4100-4108 | \$ | <b>31,000.00</b>    |    |               |
| <hr/>                         |           |    |                     |    |               |
| <b>Surveyor</b>               |           |    |                     |    |               |
| Perpetuation                  | 1202-0000 | \$ | <b>33,971.00</b>    |    |               |
| <hr/>                         |           |    |                     |    |               |
| <b>West Porter Fire</b>       |           |    |                     |    |               |
| General                       |           | \$ | <b>117,260.00</b>   | \$ | <b>208.00</b> |
| Cumulative                    |           | \$ | <b>72,500.00</b>    | \$ | <b>121.00</b> |
| <hr/>                         |           |    |                     |    |               |
| <b>EMA</b>                    |           |    |                     |    |               |
| IDHS Grant                    | 8146-0000 | \$ | <b>140,000.00</b>   |    |               |
| <hr/>                         |           |    |                     |    |               |
| <b>Storm Water Management</b> |           |    |                     |    |               |
| Storm Water                   | 1182-0000 | \$ | <b>3,258,004.00</b> |    |               |
| <hr/>                         |           |    |                     |    |               |
| <b>Sheriff</b>                |           |    |                     |    |               |
| RSAT Grant                    | 8121-0000 | \$ | <b>130,069.00</b>   |    |               |

And that concludes third and final reading for budget adoption.

Mr. Whitten, What's the big number \$38 million what's that number once again.

Auditor Vicki Urbanik, For the General Fund \$38,209,529.17.

Mr. Whitten, You heard the Auditor recite third reading does the motion and second concur with those numbers?

Mr. Poparad, Yes.

Ms. Conover, Yes.

Mr. Whitten, Roll call.

Council Member Bob Poparad, made a motion for \$38,209,529.17 for Final Reading. Council Member Karen Conover, Second it.

Auditor Vicki Urbanik, Ok

Motion carried on the following roll call vote:

|             |   |     |            |   |     |
|-------------|---|-----|------------|---|-----|
| Mr. Poparad | - | Yes | Mr. Biggs  | - | Yes |
| Mr. Rivas   | - | Yes | Ms. Graham | - | Yes |
| Mr. Whitten | - | Yes | Mr. Jessen | - | Yes |
| Ms. Conover | - | Yes |            |   |     |

Auditor Vicki Urbanik, 7 to 0.

Mr. Whitten, I believe that conclude the festivities for this evening. Thank you all and we got through it.

(Applause)

There being no further business, meeting was adjourned.

**PORTER COUNTY COUNCIL  
PORTER COUNTY, INDIANA**

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Jim Biggs

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Karen Conover

---

Sylvia Graham

---

Mike Jessen

---

Bob Poparad

---

Jeremy Rivas

---

Dan Whitten

Attest: \_\_\_\_\_  
Vicki Urbanik, Auditor