

BE IT REMEMBERED THE HENRY COUNTY COUNCIL OF HENRY COUNTY, INDIANA, met at the Henry County Courthouse Circuit Courtroom, in the City of New Castle, Indiana on June 22, 2023 at 4:00 p.m. with the following members present: Kenon Gray, Susan Huhn, Kyle Allen, Michael Regner, Shannon Thom, Betsy Mills, County Auditor Debbie Walker and County Attorney Joel Harvey. Harold Griffin was not in attendance.

The meeting was opened with the Pledge and the Prayer led by Kenon Gray.

A motion was made by Kyle Allen and seconded by Betsy Mills to approve the minutes of the May 25, 2023 meeting. Motion carried unanimously.

Penny York gave an EDC update. There will be a REDI Grant meeting on June 23, 2023 at 1:30 p.m. at the Memorial Park Smith Building. The EDC received Grant funding to do phase 1 and phase 2 for commercial properties, they can do it on any commercial building, (this is exclusively for New Castle) and this can be used for the Annex Building and any commercial property. They would like for the Council to talk to people who would be able to apply for this. They can contact Penny York to get the information.

Shonda Kane gave a Chamber update.

A motion was made by Susan Huhn and seconded by Shannon Thom to approve the transfer of \$25.52 from GIS Office Supplies to GIS Travel. Motion carried unanimously.

A motion was made by Shannon Thom and seconded by Mike Regner to approve the TS Tech Statement of Benefits Real Estate Improvements. Motion carried unanimously.

The Council received notification from the Henry County RDC Tax Allocation Area for 2023 payable 2024 that there will be an excess assessed value of \$867,950.00 for overlapping tax units. New Castle Redevelopment Commission Tax Allocation area for 2023 payable 2024 of \$9,500,000.00 from the Garner Street Allocation Area.

Joe Copeland asked if he could sign an agreement to purchase a Tandem Axle Dump Truck. This has to be ordered by the end of July to be able to receive it in 2024. He will purchase this from Local Road & Street and he says he will have the money in that fund to pay for it. A motion was made by Shannon Thom and seconded by Mike Regner to allow the Highway Department to purchase the Tandem Axle Dump Truck. Motion carried unanimously.

Rita Fisher of Memorial Park stated that they received a \$5,000.00 donation from Jakes Heating & Cooling for the fireworks. With the other fund raisers they will have enough for this year's donations. She also stated they are needing a new sign for Memorial Park and it is not considered infrastructure, she is asking to use the ARP money if they can get it wrote into the ARP Ordinance for this. Joel Harvey said that they will need to go to the Commissioners first to change the language in the Ordinance. She is also asking if they can create a line item in the budget for fireworks and 4-H Barns. Kenon Gray told her to put those in the budget and they will see if it is possible to fund them at the budget workshops. They have an electrician that repaired the wiring at the 4-H Barns. Susan Huhn stated that when the Park Board approached the Commissioners and Council about the sign that it would be helpful if they would wait until they have quotes for some of those other infrastructure items that have been kind of previously discussed to make sure that they have the money to do what the money was intended for; including the sign or if they are choosing the sign over something else.

Angela Cox gave a brief update on the Health Department.

Butch Baker informed the Council that on Saturday at 4:30 a.m. all of the 911 phone system went down. All calls were transferred to Delaware County and no calls were missing. Also, another problem is that the battery back is failing and needs to be replaced. They were told a few years ago that this could not be serviced anymore. Also, the UPS, a large piece of equipment, had a glitch a few days ago and it caused the fire radios to malfunction. Butch had received a quote several months ago but was sitting on the quote until the decision was made about the PSAP Tax as that would be an easier way to pay for it. Council informed Butch Baker that this was an emergency and he needs to proceed with getting it fixed.

Betsy Mills gave an update on the job classification meeting. EMA Tim Welch requested to change salary from \$16,740.00 a year to the recommendation of WIS to change the classification to a PAT 1 non-exempt and to compensate the position at the 2023 PAT 1 pay rate and the midrange of this is \$26,403.00. That passed unanimously by the committee. The Auditor had ask to reclassify two of her positions. Susan Huhn stated that it was discussed how the dollar figure was determined for positions. Auditor Walker stated that the practice had always been that they take the low and high salary given by WIS and average them. She feels they need to come up with a standard so they can utilize what is given to them. Kenon Gray stated that the last two years in budget talks they have tried to make everyone closer to market value. Susan asked how they were going to continue giving raises and if they were going to use the midpoint. Auditor Walker stated that the big question was about the HR/Payroll positions that were combined together in the Auditor's Office. The recommended salary from WIS was \$55,128, we have made several positions in the county SO's and is requesting to make this position an SO. This is two full time positions combined into one and this is saving the county a lot of money. She is currently a PAT II and the recommendation is to make it a PAT III. Susan

stated that the external market value was \$55,128.00 and she is being paid \$48,774.00 and she feels that the \$55,128 was an acceptable solution. Auditor Walker stated that the HR Position is an SO position. Susan feels that anything that is affected by this midpoint policy, needs to be resolved and move on. Betsy Mills agreed because it is going to continue to happen. Betsy Mills stated that we have some PAT III in the county and there is a range in salaries for these. Susan Huhn said they cannot set a salary for a PAT III until it is determined what the salary of a PAT III should be or change it to a SO position as requested. Susan asked when they would decide what the salary of a PAT III would be, Kenon Gray stated they are all over the place. Auditor Walker asked for the Salary to be the \$55,128.00 for the HR/Payroll position. Shannon Thom stated the highest PAT III salary we have at this time is \$51,015.00. Shannon Thom made a motion to move HR/Payroll position to a PAT III with a salary of \$51,015.00 for now, with the thought that they will revisit the salary soon, seconded by Betsy Mills. Motion carried unanimously. EMS came to the job classification with a request for making a part-time Biller & Dispatcher to a full time position. The change in salary would be \$15,498.00 with benefits but have a lot more than that budgeted and can absorb that without any issue. The salary difference would be \$12,000.00 more, EMS can pay for this out of their budget. Job Classification voted to approve this unanimously. The requested salary is \$33,500.00. A motion was made by Betsy Mills to support this position with the salary of \$33,500.00 plus benefits and was seconded by Shannon Thom. The Assistant Matron Job was reclassified from a COMIT IV to a COMIT V. Sheriff Sproles is asking that since we have given some of the higher end of pay, that the Assistant Matron too should get the higher end. Sheriff Sproles asked if the \$25,000 to Drug Task Force to the City has been paid, Auditor Walker stated that if the claim has been turned in then it has been paid. Sheriff Sproles stated that they have paid out of the 2023 budget for \$203,000.00 that should have been paid out of the 2022 budget and is draining their fund. A motion was made by Susan Huhn to reclassify the Assistant Matron from a COMIT IV to a COMIT V with a pay of \$37,569.00 and that is the same salary that follows the current process, Betsy Mills seconded the motion. Motion passed unanimously. The Chief Deputy Sheriff has requested that he be paid 85% of the Sheriff salary. Josh Smith stated that all Chief Deputies in the county make 85% of the elected official's salary. Shannon Thom stated that they were given a document that listed the salaries of the Sheriff's Chief Deputies from surrounding counties and the base salaries for counties our size the salary is not close to the 85% of the Sheriff's salary. Shannon Thom asked if there was a standard in the Sheriff's Association to pay the Chief Deputy. Shannon Thom made a motion to table the Sheriff Chief Deputy pay until further research is done, seconded by Betsy Mills. Kyle Allen stated that in code that the Prosecutors Chief Deputy is paid 85%. Motion carried unanimously. Angela Cox came from the Henry County Health Department and she is looking at adding 10 full time positions and 3 part-time positions that will be paid by the state to fund the county for these positions. She is asking to work with WIS to create these and the committee voted unanimously. Betsy Mills stated that the job classification will be meeting at 2:30 and not 3:00. In July the meeting will be held at 6:00 p.m. so they will have the Job Classification 4:30.

Kenon Gray gave each council member a list of upcoming dates for meeting and work sessions they will be having. The July 27, 2023 meeting will be held at 6:00 p.m. and this will be a PSAP meeting.

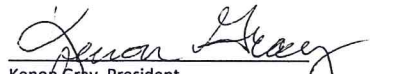
Jason Semler was there to answer questions regarding the PSAP Tax. Kenon Gray stated that if they choose to go over the .10 for the PSAP it will take the Tax Council to vote it in. Susan Huhn asked if he had a comment on the spreadsheet that Shannon Thom had prepared. When she was looking at it, she was adjusting how different tax rates would the county need to break even with 911 expenses and looking at how many employees can be added. Jason Semler said that they only gave information on the revenue for the different tax rates, as far as the employees that came from a study that was done. He stated that one of the assumptions that was used in the report was the additional increase in income tax that is generated in the county, in the analysis sent out 2% was used and he feels that is a good number. The other assumption that was used was a 4% salary increase and he felt that was good number. Kenon Gray asked what was presented at the June 7, 2023 meeting which Baker Tilly has projected the Public Safety LIT growing to a balance of 1,100,000.00 by 2025. Kenon is trying to figure out how that could be with the county spending half of the on the Sheriff Department. Jason stated the increase in the balance is that in 2021 \$1.4M was spent in 2022 \$1.3M was spent and in 2023 the budget is \$1.1M and the other services and charges the county is budgeting about half of what they had. Susan Huhn stated that when she crunched numbers in the spreadsheet, if she goes to a .09 tax rate go from 9 employees up to 13 and give a 3.5% raise to employees the county would break even through 2028. If she uses a .1% tax rate and add four employees and a 3.5% raise they would break even through 2036, she feels it would sufficient with .1%. Susan Huhn asked if the \$550,000.00 statewide 911 money is what we will always receive or if it would fluctuate, Jason stated that does fluctuate from year to year. Jason Semler state that in 2020 639,000.00 was collected in 2021 \$557,000 was collected in 2022 \$553,000.00 was collected, so the county did see a pretty substantial decrease. Kenon Gray did a spreadsheet and he added one full time employee in 2024, 2025, 2026 and 2027, skipped three years and one in 2030 and left it at 4% salary increase. Kenon feels that this will add 4 employees and leave the balance in the black at the end of 2023. Shannon Thom stated the spreadsheet he put together added four full time equivalents recommended by the study in 2025 and he added a single employee in 2028, 2031 and another in 2034, anticipating that adding one full time equivalent every three years might be necessary to handle call volume in the population continues to increase. Kenon Gray stated that the number of employees that are added and how many at a time will be a big variable as to how long the money will last. Butch Baker stated that he needs four new employees now not over several years. Mayor York expressed his concern regarding the malfunction of equipment that recently happened. Mayor York invited each council member to the 911 Board meeting. Kyle Allen asked Jason Semler if the county should error on the side of caution and if there is excess funds should we just not restrict them to PSAP. Jason Semler stated that if you adopt the PSAP you will only be able to use it for 911. Kyle Allen asked if we could do a Safety LIT tax instead and Jason stated that they would have to double the rate in order to receive the same amount of money. Rex Peckenpaugh recommended the council voting on .1 because it would be a guaranteed win for the council, because .11 or .12 may not go over as well in the terms of the whole tax council.

A motion was made by Shannon Thom and seconded by Kyle Allen to adopt a PSAP tax rate of .11. Motion carried 4/2, Kenon Gray and Susan Huhn voting no.


Susan Huhn asked if the tax council votes down the .11% can the county council then vote to adopt a .1 Tax. Joel Harvey stated he will have to research if that can be done.

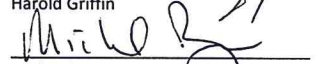
A public hearing is set for July 27, 2023 at 6:00 to vote for the PSAP tax.

A motion was made by Susan Huhn and seconded by Betsy Mills to adjourn. Motion carried unanimously.

  
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Kenon Gray, President

  
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Harold Griffin


  
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Susan Huhn

  
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Michael Regner

  
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Shannon Thom

  
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Kyle Allen

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Betsy Mills

  
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Attested by: Debra G. Walker, Auditor