

BE IT REMEMBERED THE BOARD OF COUNTY COMMISSIONERS met in the Henry County Courthouse Circuit Courtroom on Wednesday June 28, 2023 at 6:00 p.m. with the following members present: Steve Dellinger, Joe Wiley, Bobbi Plummer and Debbie Walker, Henry County Auditor.

The meeting was opened with the Pledge and a Prayer led by Steve Dellinger.

A motion was made by Bobbi Plummer and seconded by Joe Wiley to approve the minutes as presented. Motion carried unanimously.

A motion was made by Bobbi Plummer and seconded by Joe Wiley to approve claims as presented. Motion carried unanimously.

A motion was made by Bobbi Plummer and seconded by Joe Wiley to approve payroll as presented. Motion carried unanimously.

A motion was made by Bobbi Plummer and seconded by Joe Wiley to approve the Elwood's Fire Alarm and Sprinkler system report for the YOC building, Weights & Measure's May monthly report, and Ryan Fire Protection Inspection Report for Henry County Justice Center. Motion carried unanimously.

Henry County Health Department Angela Cox read letter she had written regarding Job Classification Committee and purpose of retaining Waggoner, Irwin & Scheele & Associates. She also, thanked the Commissioners for doing a full time job on part time pay and for going above and beyond those part time hours.

Henry County Health Department
1201 Race Street, New Castle, IN 47362
Phone (765)521-7059
<https://henrycohealthdept.org/>



June 28, 2023

Re: Job Classification Committee Purpose R/T Waggoner, Irwin & Scheele & Associates
To: Henry County Commissioner's and County Council

Dear Commissioner's and Council,

I am writing to share my history with the Job Classification Committee and thoughts moving forward. In June of 2017, as a new department head, I was given the directive by the current auditor to update my department's job descriptions. Reason for doing so, the last update was in 1999 for all except a new position which was merged to prepare for Doug Mathis stepping down as the Administrator into a position in environmental health.

At this time, Doug had earned a Master's Degree in Adult Education and had been our Administrator/Educator for 20 years. This new position was titled, "Environmental Health Specialist/Health Education Director." (see attached) The rationale for this change is explained in a letter from Jerry Cash, Chair of the Board of Health at that time. In a letter from WI&S dated October 25, 2017, this position was recommended to stay at a PAT III. The rate of pay that was established for this position at that time was \$42,774.00 (see Statement of Salary form). In the letter from the Board of Health Chair, the request was for \$47,240.00 which was the amount recommended by WI&S per the BOH Chair. I am unable to produce a document from WI&S showing that particular figure.

In July of 2019, I was approached by our part time environmental food inspector for a \$2 an hour raise. He had been working for our department for 7 years without a raise. He was a seasoned food inspector with nearly 30 years of experience in his field and was also a full-time food inspector for the Delaware County Health Department making \$19 an hour. In July of 2019, he was making \$15.25 an hour with us, which is what he hired in at. In the process of doing things the correct way (going through the Job Classification Committee and then Council which only met one time a month), this employee became disgruntled that his request was taking too long and gave me an ultimatum. The employee subsequently quit. I remember the Job Classification meeting regarding his situation very well. A committee member pointed out that this employee was essentially "holding me hostage" and if his demands were met it would establish a precedence that would encourage other employees to go to their department heads and demand more money or they would just quit. The committee agreed with that assessment and also noted that financially we could not accommodate such requests. This was a true statement then and it is a true statement now. A part time job description also did not exist for this position. I was instructed by a former Commissioner that we did not have part time descriptions; we simply used the full-time position description for part time employees in that role. I then was advised by WI&S that it was proper procedure to have an actual job description for every position whether or not it was full-time or part-time. I then turned in the information to WI&S for a part-time food inspector. On August 20, 2019, their reply recommended the position as a PAT I with an hourly rate of \$18.80 internally and an external market rate of \$20.32. I brought this back to the Job Classification Committee. Their decision at the time was to assign a rate of \$17.25 an hour. When I asked why not \$18.80 an hour, I was told by the Committee that WI&S were only consultants and ultimately the county decided what pay rates would be. The recommended figure was higher than others in our county employee ranks at a PAT I. This was proof that previous administrations did not choose to use the rates they were paying WI&S to research and recommend.

My last example is from 2023. In April of this year, I sent a request to WI&S in preparation for the changes coming our way. I asked to combine our full-time Registrar position duties with our part-time Environmental Health Assistant duties. WI&S completed the request and gave the recommendation that the new combined position would remain a

COMOT III (same as our current Registrar position) with an internal rate of \$53,279.00 a year (external rate range \$24,532-38,402.00). My Registrar currently makes this internal rate.

Bringing this to your attention for the following reasons:

1. What is the purpose of paying WI&S \$5,500.00 a year to manage our job classification system and salary ranges within those classifications if they are only seen as advisory and the governing body is going to set salary ranges differently? In communications from WI&S, they state "We have assessed this position relative to other positions in the _____ (COMOT, PAT, etc) job category and factored the position using the Factor Evaluation System (FES) job classification point-factor guide charts for _____ (COMOT, PAT, etc.) positions." As an employer, if we cannot even meet these minimum pay standards, then are we even using the correct tool to determine what our salaries should be?
2. If we would use the information that we are paying for, from WI&S, what is the purpose of the Job Classification Committee? Theoretically, a department head should be able to communicate their needs to WI&S, be given their recommendation and then the department head take it to the Council for appropriation as long as that department head's budget can accommodate it.
3. Which governing body is responsible for human resource matters such as the actual creation of or adjustment to a job description? For example, if a department head needs help with an issue such as hiring or termination, we go to our HR person first but often times a commissioner, not a council person, is involved due to their oversight of the personnel manual. So, does it make sense that the creation/adjustment/termination of the actual job description come to the Commissioner's first and then salary appropriations to the council second?

Historically, the entire process of classifying jobs has been filled with inconsistency. In my short tenure, I have been able to produce 3 instances in my department alone. What I am asking as a department head is that the process be thoroughly reviewed in a swift manner and official guidelines be written down and approved as to how we conduct this business. It takes an enormous amount of time to create and update job descriptions, if done correctly. If I may speak for my fellow department heads, we all want to do the best we can for each of our employees. We are quite aware of the county's financial hurdles and do not make our recommendations for changes without considering those hurdles. I understand that the County Commissioner's and County Council members are elected by the public to do a full-time job on part time hours. To those of you who go above and beyond those part-time hours, I say thank you for investing in us.

Thank you for your service.

Respectfully,

Angela Cox, MS, RN

Administrator

Joe Copeland requested approval to repair Bridge 129 on 200 N west of 125 W. He had bid from E & H Bridge and Grating for \$83,032.00 for a new super structure 42' L X 26' W. Bobbi Plummer motions to allow the Bridge be replaced and Joe Wiley seconded. Motion carried unanimously. Then Joe Wiley motion to allow the purchase of the Super Structure, Bobbi Plummer seconded. Motion carried unanimously. Joe said that this will be paid from the 1173 MVH Restricted fund.

Joe Copeland requested to purchase a new Tandem dump truck. Bobbi motion to allow bids for new dump truck until 3:00pm on Wednesday July 26th, Joe Wiley seconded. Motion carried unanimously.

Joe Copeland told that he would like to move all laborers to be paid from the 1176 MVH Fund for the 2024 budget year. His assistant Braden Shore would like to have all drivers and just pay operator rate when they run equipment.

A motion was made by Bobbi Plummer to accept a quote from Peine Engineering for \$2110.00 to replace suction Transducer on in Circuit 2 on the McQuay Chiller, Joe Wiley seconded. Motion carried unanimously.

A motion was made by Bobbi Plummer to accept a quote from Peine Engineering for \$ 1135.00 to replace #7 Exhaust fan motor at the YOC, Joe Wiley seconded. Motion carried unanimously.

A motion was made by Bobbi Plummer and seconded by Joe Wiley to accept \$1600.00 quote from Resolve Tech for Air compressor repair at YOC. Motion carried unanimously.

A motion was made by Bobbi Plummer and seconded by Joe Wiley to accept \$19,500.00 quote from Resolve Tech to replace Hot Water Pumps at YOC. Motion carried unanimously.

A motion was made by Bobbi Plummer and seconded by Joe Wiley to accept \$5950.00 quote from Resolve Tech to replace Boards for Boiler #1 & #4 at YOC. Motion carried unanimously.

A motion was made by Bobbi Plummer and seconded by Joe Wiley to accept \$12,800.00 quote from Peine Engineering to Repair the HVAC at the YOC. Motion carried unanimously.

Steve Dellinger wanted to let the public know that the Justice Center will be closed on July 3rd.

A motion was made by Bobbi Plummer and seconded by Joe Wiley to approve Resolution No.:2023-06-28 (010) to accept State Public Health Funds. Motion carried unanimously.

RESOLUTION NO. 2023-06-28 (010)

A RESOLUTION OF THE HENRY COUNTY COMMISSIONERS
ACCEPTING STATE PUBLIC HEALTH FUNDING

WHEREAS the Board of Commissioners of the County of Henry, Indiana is the county executive body and authorized by law to adopt ordinances and resolutions for the administration of Henry County Government;

WHEREAS the Indiana Legislature has passed Senate Enrolled Act 4-2023 and House Enrolled Act 1001-2023, to ensure every Hoosier has access to the core public health services that allow them to achieve their optimal health and well-being;

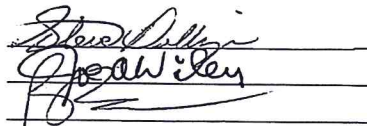
WHEREAS the Board of Commissioners of the County of Henry, Indiana recognizes the importance of public health to support a healthier community and create a better quality of life for its residents.;

NOW, THEREFORE, BE IT DETERMINED, ESTABLISHED, AND RESOLVED by the Board of Commissioners of the County of Henry, Indiana as follows:

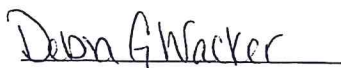
- 1. The Board of Commissioners of the County of Henry, Indiana supports initiatives that sustain and maintain core public health services at the county level with local input and flexibility to meet the needs of the community.
- 3. The Board of Commissioners of the County of Henry, Indiana commits to the County's right to self-direct and acknowledges that by opting-in and accepting these funds it retains authority and control of the county health department otherwise afforded to it under state law or code pursuant to Indiana Code 16-20-1-12(i).

RESOLVED this 28 day of June, 2023.

HENRY COUNTY, INDIANA, by its Board of Commissioners



ATTEST:


Debra Walker, County Auditor

A motion was made by Bobbi Plummer and seconded by Joe Wiley to approve Resolution No.:2023-06-28 (011) for the Eastern Indiana Regional Planning Commission to be recognized as the District Organization Serving the Economic Development District (EDD). Motion carried unanimously.

RESOLUTION # 2023-06-28- (011)

A RESOLUTION OF SUPPORT FOR THE EASTERN INDIANA REGIONAL PLANNING COMMISSION TO BE RECOGNIZED AS THE DISTRICT ORGANIZATION SERVING THE ECONOMIC DEVELOPMENT DISTRICT (EDD)

WHEREAS, the Eastern Indiana Regional Planning Commission (EIRPC) had received approval on its CEDS (Comprehensive Economic Development Strategy) as of February 21, 2023, by the Economic Development Administration; and,

WHEREAS, the next steps for EIRPC now that its CEDS is completed, is to process a District Organization change for the Economic Development district that is comprised of Fayette, Henry, Randolph, Rush, Union, and Wayne counties; and,

WHEREAS, this process is considered an abbreviated version of an Economic Development District designation. The six counties of this region are already designated an EDD, this Resolution is one step in completing EDA's Regulatory and Programmatic requirements needed to formally recognize Eastern Indiana Regional Planning Commission as the District Organization serving the Economic Development District; and,


WHEREAS, once this process is complete, Eastern Indiana Regional Planning Commission would be eligible to receive non-competitive funding under the EDA Partnership Planning program; and,

NOW THEREFORE, BE IT RESOLVED, that the Henry County Board of Commissioners support the entity known as EIRPC to be recognized as the District Organization serving the EDD.

PASSED AND ADOPTED BY THE HENRY COUNTY BOARD OF COMMISSIONERS THIS 28TH DAY OF JUNE, 2023.



Steve Dally
President
Henry County Commissioners

ATTEST: 

Debra G Walker
Auditor, Henry County, Indiana

SEVERABILITY: Any provision herein contained which is found by a court of competent jurisdiction to be unlawful or which by operation of law shall be deemed unenforceable, shall be omitted but the rest and remainder of this resolution, to the extent feasible, shall remain in full force and effect.

ADOPTED BY THE BOARD OF COMMISSIONERS OF HENRY COUNTY, INDIANA THIS 28 DAY OF June, 2023.

Joe Wiley
[Signature]

ATTEST:

Debra A Wacker
County Auditor

A motion was made by Bobbi Plummer and seconded by Joe Wiley to approve Resolution No.:2023-06-28 (012) authorizing the expenditure of revenue (Abatement Share-Restricted) Received from the settlement of claims Against Opioid Manufacturers & Distributors. \$100,000.00 will be paid for the repair or replacement of the roof on the Guest House building. Motion carried unanimously.

RESOLUTION NO.: 2023-06-28 (012)

A RESOLUTION AUTHORIZING THE EXPENDITURE OF REVENUE (ABATEMENT SHARE-RESTRICTED) RECEIVED FROM THE SETTLEMENT OF CLAIMS AGAINST OPIOID MANUFACTURERS AND DISTRIBUTORS

WHEREAS, the state of Indiana has entered into settlements with several pharmaceutical manufacturers, pharmaceutical distributors, and other parties, arising from the marketing, sale and distribution of opioids ("Settlements"); and

WHEREAS, a portion of the funds received from the Settlements have been and will be distributed to local government entities, including Henry County; and

WHEREAS, a portion of the revenue received by local governments from the Settlements may only be used for the treatment, support, housing and care of persons suffering from, or at risk to suffer from, opioid abuse and substance abuse, and to provide education, support and training to abate the abuse of opioids and other substances ("Abatement Share Funds"); and

WHEREAS, the Guest House, located at 1407 Walnut Street, New Castle, Indiana, provides residential treatment and housing to persons suffering from substance use disorder and mental health conditions in Henry County, Indiana; and

WHEREAS, the Guest House is in need of repair or replacement of its roof in order to continue to provide its services; and

WHEREAS, Abatement Share Funds may be used to support programs and facilities such as the Guest House.

NOW THEREFORE, BE IT RESOLVED:

1. The sum of One Hundred Thousand Dollars (\$100,000.00) shall be paid from Abatement Share Funds received by Henry County for the repair or replacement of the roof on the Guest House building.
2. Additional expenditures of funds received from the Settlements shall be approved by separate Resolution.
3. A list of expenditures of the Abatement Share Funds received by Henry County is attached to this Resolution as Exhibit "A."

EFFECTIVE DATE: This Resolution shall be effective upon passage and appropriation of the amount set forth herein by the Henry County Council.

REPEALER: All Resolutions or parts of Resolutions in conflict herewith are hereby repealed.


EXHIBIT A

Abatement Share Funds received by Henry County, Indiana, as a result of the Settlements, shall be used for the following purposes:


1. The sum of One Hundred Thousand Dollars (\$100,000.00) shall be utilized for the repair or replacement of the roof on the Guest House building.

A proposal was presented by Interactive Digital solutions to complete room in the new jail. Bobbi Plummer made a motion to move forward to complete, Joe Wiley seconded. Motion carried unanimously.

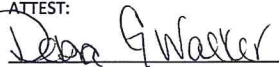
A motion was made by Bobbi Plummer and seconded by Joe Wiley to adjourn. Motion carried unanimously.


Steve Dellinger, President


Joe Wiley, Vice President


Bobbi Plummer, Member

ATTEST:


Debra G. Walker, Auditor