

WARRICK COUNTY COUNCIL MEETING
COMMISSIONERS MEETING ROOM
107 W. Locust Street
Boonville, Indiana
May 6, 2021
7:05 PM

The Warrick County Council met in regular session in the Warrick County Courthouse, 107 W. Locust Street, Boonville, Indiana. Council Members were present either in person or by Zoom Conference Call as allowed by Emergency Health Declaration for the State of Indiana due to COVID-19 Pandemic. Members present were Ron Bacon, David Hachmeister, Ted Metzger, Brad Overton, Richard Reid (via Zoom), Greg Richmond, and Chris Whetstine.

Attorney Cliff Whitehead and Administrator Krystal Powless were in attendance.

Auditor Debbie Stevens and Secretary Kristine Georges attended and recorded the minutes.

Council President, Greg Richmond, called the meeting to order at 7:05 PM.

MOMENT OF SILENCE

PLEDGE OF ALLEGIANCE

ROLL CALL

Greg Richmond: First up, we'll have Roll Call.

Krystal Powless: Ron Bacon?

Ron Bacon: Here.

Krystal Powless: David Hachmeister?

David Hachmeister: Here.

Krystal Powless: Ted Metzger?

Ted Metzger: Present.

Krystal Powless: Brad Overton?

Brad Overton: Here.

Krystal Powless: Richard Reid?

Richard Reid: Present.

Krystal Powless: Greg Richmond?

Greg Richmond: Here.

Krystal Powless: Chris Whetstine?

Chris Whetstine: Here.

APPROVAL OF MINUTES
APRIL 8, 2021

Councilman Richmond: Okay, I apologize for being a few minutes late. Today was the National Day of Prayer and we, few of us have been out there. First is Approval of Minutes of the Regular Meeting, April 8th. I did not find any corrections myself.

Councilman Overton: I'll make a motion.

Councilman Bacon: I'll second.

Councilman Richmond: We have a motion by Brad and second by Ron to approve the minutes of the meeting, regular meeting, April 8th. Any discussion? Questions? All those in favor? Rick, you too?

Councilman Reid: Yes.

Councilman Richmond: Seven (7) of us. (Motion carried 7-0).

ECONOMIC DEVELOPMENT BUSINESS
WARRICK NEWCO, LLC, TAX PHASE IN

Councilman Richmond: Okay, next up is the Economic Development Business, 2A, Tax Phase In. He asked us to table that until June. Someone like to make a motion?

Councilman Overton: Motion.

Councilman Richmond: Motion by Brad.

Councilman Bacon: Second.

Councilman Richmond: Second by, is that Ron? Any discussion, oh, we can't discuss. All those in favor?

Councilman Reid: Aye.

Councilman Richmond: That's all seven (7) of us. Seven, zero (7-0).

WARRICK COUNTY TRAIL

Councilman Richmond: Alright, and Economic Development Business continued, 2B, Additional Appropriation from Economic Development for the Warrick County Trail, five hundred fifty thousand dollars (\$550,000.00).

Steve Roelle: Good Evening, Steve Roelle, Economic Development. I am here tonight for an appropriation for five hundred fifty thousand dollars (\$550,000.00) from our EDIT funds that are available and that we have to partner support a new trail in Warrick County. It's a one point seven (1.7) mile trail that accomplishes several things. It connects to existing trail network that's in place. Expands out and connects parks, neighborhoods, and schools in our community. We are going to do that as a grant to Warrick Trails in a similar fashion that we did the Tecumseh Trail Project Grant in 2017. Anyone that hasn't been up there to see that trail, it's fantastic. On Monday, I did send out that summary along with some maps and some additional data and figures showing just the impact the trails and quality of life can have in Warrick County. Specifically, the County extended Oak Grove Road and put in Friedman Park and put in the Trails and shows all of the houses, all of the population growth and all the property tax revenue that that has brought on. This specific trail accomplishes five (5) things that were on your summary. It's all the checkpoints there. It extends the growing quality of life in the network that we have. It provides a beautiful tree-lined waterfront amenity for all Warrick County residents, park, and trail users. It extends quality of place in Warrick County. This trail happens to be in unincorporated Warrick County out in Boon Township. It greatly improves the Friedman Park to Boonville place holder trail we put in place with the goal of connecting Friedman Park to Boonville. That now is a share the road, on the road cycling, basically, route. This would be an actually dedicated trail. This completes about the first third of that route which is on the larger trail master plan. And it's also going to connect about three hundred (300) new homes, seven hundred (700), nine hundred (900) residents to Vann Road ballfields, to Friedman Park, to the existing trails, and to the schools. This really is a public/private partnership. We're going to do a grant to Warrick Trails, who's been very successful putting these amenities all throughout Warrick County. The developer's going to cover all the engineering, all the design, all the dirt work, and all the grading costs. The Trail's going to fund the paving, the crosswalks, and the ADA ramp portion of this trail. And then, also, and a key point, is the new homeowners' association is going to cover all the long term maintenance and upkeep. And anyone here in Warrick County knows, that whether it's a building or vehicle or equipment, long term maintenance and upkeep just keeps charging you and charging you and charging you. So, it really is a partnership. It's on the Commissioners' CIP Plan. So, it checks off one (1) of those projects. And it's fully supported by the Economic Development Advisory Council for use of EDIT funds. That's it.

Councilman Richmond: Does anybody have any questions?

Councilman Metzger: I have a question, Steve.

Steve Roelle: Yeah?

Councilman Metzger: I'm not really clear where this trail's running. Now, is it running from, like down Oak Grove to (Hwy) 61?

Steve Roelle: So, it's running, basically, from Roslin Road, which is kind of off of Wethers and Oak Grove, and it goes up towards Baker. So, it goes north towards (Hwy) 261.

Councilman Metzger: Right.

Steve Roelle: And so, it kind of comes through, it's reclaimed mine land back there that's going to be developed. So, it runs north, north and south. And as far as on the existing placeholder route, it removes Oak Grove. It removed Roslin and it removes ALCOA highway from the existing share the road bike route.

Councilman Metzger: Completely?

Steve Roelle: Yeah, takes it from eight point one (8.1) or eight point two (8.2) miles down to about five (5) miles. And then again, it's only about a third of the way. But, it springboards us getting that connection done, which is really important as basically, we've set this public trail between the Vann ballfields and Friedman Park and we're starting to expand in all directions from there. And this is expanding north towards Boonville.

Councilman Metzger: And this is headed towards the trailhead there at...?

Steve Roelle: It will connect to the, it will connect to the five (5) mile loop between Friedman and Vann. So, it will touch the trailheads at Friedman. It will touch the trailhead at Anderson Road and at Vann Road Park.

Councilman Metzger: So, nowhere near Boonville?

Steve Roelle: So, it, that's the way it's going. Yeah, so when I say...

Councilman Metzger: This is the first leg?

Steve Roelle: It's the first third of that leg. That's where, that's where it's going to end up.

Councilman Metzger: Okay. Okay, totally clear. Thank you.

Councilman Richmond: Any other questions? I'll entertain a motion.

Councilman Overton: Motion to approve.

Councilman Whetstone: I'll second it.

Councilman Richmond: Motion by Brad. Second by Chris. Any further discussion? And this is budgeted. They have it in their budget to do this. All those in favor?

Councilman Reid: Aye.

Councilman Richmond: Okay, Rick said, aye. I think I heard him say.

Krystal Powless: Yes.

Councilman Richmond: Seven (7) of us. Seven (7), zero (0).

Councilman Hachmeister: And, no, on me.

Councilman Richmond: Oh, I'm sorry. You voted against it?

Councilman Hachmeister: Yes.

Councilman Richmond: Okay, six (6), zero (0)...six to one (motion carried 6-1 with David Hachmeister against) with David voting against it.

Steve Roelle: Okay, thank you.

Councilman Metzger: Thank you.

COMMISSIONER BUSINESS WEIGHTS AND MEASURES

Councilman Richmond: Next up is number, 3A, discussion of, it's Commissioners' Business, Discussion of Inspector, Weights and Measures. Right now it's just discussion.

Roger Emmons: Good evening, Councilmen, ladies. Heather put together some information and Commissioner Phillippe is going to address you regarding this item.

Commissioner Phillippe: Good evening, all. That's a hard act to follow. Steve is a great presenter and makes a good case for his actions. So, I may not do as good of a job. Here we go. Did you all received the letter?

Councilman Bacon: Yes.

Commissioner Phillippe: Are there any initial questions?

Councilman Bacon: I've got an initial question. And not that I agree or disagree with the letter or what's going on. But, is this the proper time to be discussing this? As a new Councilman, my understanding is we're having a Personnel Committee who's supposed to look into these things. Excuse me. You're supposed to bring it to them and they're supposed to bring it to the budget, I think, time and so forth and have it approved by the Council. So, I'm kind of confused as why we're discussing this today and what good or why it makes any difference.

Commissioner Phillippe: Understood. From my personal perspective, we hired Mr. Arnold and he came in a month late into the year with some expectations of what he would make. I believe those were presented to the Council last year, is that accurate, Roger?

Roger Emmons: I'm sorry?

Commissioner Phillippe: Where the requests was presented last year?

Roger Emmons: (Inaudible).

Commissioner Phillippe: No, okay. I'm wrong about that. Mr. Arnold is doing a great job and we, we just feel this is the time to ask, because we've got to get him taken care of this year ahead of time. Because if we do not, we could lose him. And he may be, from my understanding, and I've only been here for two (2) years and four (4) months, he may be one (1) of the best inspectors we've had. As the letter states, he's made enormous progress in a short time that he's been here. He is a State Inspector; he knows what he's doing. And I'll stop there and see if that helps you understand why we're here tonight.

Councilman Bacon: Okay, I mean, I'm just trying to understand. If we've got a rule, Ordinance in place, however we're supposed to operate, and we're not supposed to do this unless it's through the Personnel Committee. Like I said, I'm real new about this, what we're doing on a County-wide basis.

Commissioner Phillippe: Understood.

Councilman Bacon: You know, this is the proper procedure that we have to have in place. Is it by Ordinance? Or, Mr. President, I'm not sure how that is supposed to work.

Councilman Richmond: The...

Councilman Bacon: I'm not, as I said, I'm asking it.

Councilman Richmond: The Personnel Committee, right now, meets once a year during budget cycle time right ahead of the budget. And it's basically for new employees or someone that is being bumped up in position from COMOT to whatever. And that's pretty much what that is. Now, we're doing to job study of course and this was not in the job study.

Krystal Powless: Actually, this is in the job study.

Councilman Richmond: It is in the job study?

Councilman Hachmeister: Yeah.

Krystal Powless: Um hum.

Councilman Richmond: Okay, I didn't see that. Sorry.

Krystal Powless: Well, it's just listed under part-time on the back page.

Councilman Richmond: Part-time? Okay. Is this person contractual?

Commissioner Phillippe: I believe it's by State Ordinance.

Councilman Richmond: By State Ordinance?

Commissioner Phillippe: State Code. Is that correct, Roger?

Roger Emmons: Well, yeah, he is not by contract. He's, he's an employee.

Councilman Hachmeister: Employee.

Commissioner Phillippe: But, we're required by law to have him, correct?

Roger Emmons: Yes, for a County our size.

Councilman Richmond: Part-time or full-time?

Roger Emmons: Well, the amount of money he makes, it's really, I guess, a part-time position. But, I mean...

Councilman Richmond: No benefits?

Councilman Hachmeister: No.

Commissioner Phillippe: No benefits.

Roger Emmons: No, no benefits.

Councilman Richmond: I definitely see the value of having this person and I understand Ron's question too. We do have the Personnel Committee and things are supposed to go through Personnel Committee. But, the Committee hasn't been meeting except during budget time. So, that presents a problem, especially if you're waiting, if he's expecting something right away.

Commissioner Phillippe: That's a very good point. I do believe now that you've mentioned that, that's mainly the reason we didn't come to you last year for Mike.

Councilman Metzger: Excuse me, Terry...

Roger Emmons: He definitely got the most certifications of any inspector that we've ever had. And the reports that he gives us monthly, this man is diligent and protecting consumers in Warrick County and making sure they get a gallon of gas, if it's a full gallon. And it helps to protect the vendors too, because sometimes they're giving their product away. Maybe not much, but they're still giving it away. It's just for accurate weights and measures for everything sold. So, he's saved our consumers a lot of money.

Councilman Metzger: So, the way I read the letter, it kind of sounded like you would like to make this retroactive? Is that why you're coming to us now?

Commissioner Phillippe: That's correct, for 2021.

Councilman Metzger: Right.

Roger Emmons: To see if we can get a little raise in for him.

Councilman Metzger: Now, retroactive now.

Roger Emmons: Because he doesn't make a whole lot of money and puts in quite a few hours at this job.

Commissioner Phillippe: I don't know exactly what the math was, but he essentially makes seven dollars and change (\$7.00) an hour.

Councilman Whetstine: Can you elaborate on that a little bit? How, how, I mean, you said you don't have the math. But...

Commissioner Phillippe: Explanations...

Councilman Richmond: He's making eleven-eighty-fourty-seven (\$11,847.00) right now, is that right, for the year?

Heather Soberg: Yes. That's the annual amount that is allotted for the Weights and Measures position and it doesn't matter how many hours that he works, that's what he, that's what, the only amount we're allowed to give him. So, there's times that he's working far more hours than that would pay him even the ten-ninety-five (\$10.95) that the other part-time people make. He came into this with the expectation of possibly getting fourteen thousand (\$14,000.00) as the annual. I mean, he wasn't even looking to go farther, much farther than we already were, but then with COVID last year and budget freezes and no Personnel Committee meetings, we weren't able to come and have this conversation with the Council so we could address that for him last year. And now, we've rolled into the next year and his frustration continues to grow. And understandably so. He's working very hard for the County and we told him we would try to do everything we could last year, but our hands were tied. So, that's, and we have part-time money in our budget in the Commissioners' Office that we could shift this. It wouldn't even be asking for additional funds. It would just be increasing that amount that we're, that we have to provide to him.

Councilman Whetstine: So, let me repeat what you, so, you're saying this is not increasing anything, it's going to shift your own money?

Heather Soberg: Um hum. Correct.

Councilman Whetstine: And also, can you elaborate on the, Commissioner, you said the concern about possibly losing this gentlemen?

Commissioner Phillippe: Yes.

Councilman Whetstine: Can you explain more about that?

Commissioner Phillippe: He's frustrated right now because he had an expectation coming in and I'm not sure, we didn't promise anything, why he had that. I think he knew what he was worth cause he is a State Inspector as well. We, we promised him that we would rally for more money for him. We weren't able to do that because of COVID, no meetings and budget freezes. And, so he addressed it again this year and that was recently. So, that's, that's pretty much why we're here this evening to make the ask.

Councilman Whetstine: Okay.

Councilman Hachmeister: But, we heard request and there wasn't any. And although we may not have kept up with other raises, such as other employees, but it has been increased. I don't have it in front of me. The last, increased about fifteen hundred dollars (\$1,500.00) in the last six (6) years, seven (7) years somewhere in there too.

Commissioner Phillippe: Are you referring to the Inspectors?

Councilman Richmond: (Inaudible).

Councilman Hachmeister: Yeah. Yeah. Well, excuse me...

Councilman Richmond: Thousand dollars (\$1,000.00) (inaudible)...

Councilman Hachmeister: A thousand forty dollars (\$1,040.00).

Councilman Richmond: But, he wasn't the Inspector six (6) years ago, was he?

Commissioner Phillippe: I understand that Dave.

Councilman Richmond: And then look at the comparisons of other Counties that have even less population than us.

Commissioner Phillippe: My rebuttal to that would be, as a brand new Commissioner, I started receiving inspection reports and there were two (2), four (4) inspections per month. I can't tell you how many he's doing, but he's doing thirty (30) a month. He is making people get legal for trade scales that don't have them. As Roger stated, he's probably saved people a lot of money because we've seen a lot of things that were out of whack and needed either calibrated or replaced. So, understand what you're seeing in terms of raises over the years. But, those minimal raises compared to the exponential raise that we've seen in his work don't compare.

Councilman Richmond: Could I ask you how much you're talking about?

Commissioner Phillippe: We're asking for four thousand dollars (\$4,000.00).

Councilman Richmond: On top of the eleven-eighty-fourty-seven (\$11,847.00)?

Commissioner Phillippe: Correct. So, as you can see by the comparison of the other counties, that's still an absolute bargain.

Councilman Hachmeister: Now, some of the other counties, I know as well, they drive their own vehicle. Now, doesn't he still have the van?

Commissioner Phillippe: He does have a vehicle. I'm not sure exactly...

Councilman Hachmeister: Last, I was involved with it...

Heather Soberg: He does drive, he does drive the Weights and Measures van.

Councilman Hachmeister: Okay.

Heather Soberg: You're correct. That is not a question, when I quarried the other counties. But, I can go back to those counties and ask that question.

Commissioner Phillippe: I can also mention, just so it's on your radar, that he has a lot of equipment that does not work or is not calibrated and he uses his State equipment to do the job for Warrick County. Not that this is pertinent to this conversation. But, we've got some old equipment out there.

Heather Soberg: He is bringing some things. Yeah.

Councilman Whetstine: So, Commissioner, I want to go back to my question earlier about fear of losing him. I'm a little bit concerned about that, because as an employer myself, I don't like to be held hostage. So, is that concern coming from him? Tell me more about that. I mean...

Commissioner Phillippe: I don't think there's a whole lot to it. He's just frustrated that he makes eleven thousand (\$11,000.00) and change per year for doing what he does.

Councilman Whetstine: And do you have, roughly...

Roger Emmons: I haven't perceived that it's a threat from him.

Heather Soberg: No.

Roger Emmons: He's more just frustrated.

Heather Soberg: Right. It's just...

Roger Emmons: He likes what he's doing. It just felt like...

Councilman Whetstine: And you're all happy and pleased?

Roger Emmons: Oh, very happy.

Commissioner Phillippe: Absolutely.

Roger Emmons: Yeah. He's been the best we've ever had.

Councilman Whetstine: Okay.

Councilman Richmond: I sure see a lot more stickers.

Councilman Whetstine: Has, do you know if he's issued any citations or had any problems or anything?

Heather Soberg: Yes.

Roger Emmons: Yes.

Commissioner Phillippe: Yep, and to that point, we've enabled him to post fines and fees recently. I don't know that that mechanism was there before, correct?

Heather Soberg: No.

Roger Emmons: No. The Commissioners enacted an Ordinance.

Heather Soberg: Yeah, and he brought that to us and brought in documentation and examples to work from because of his history and his knowledge.

Roger Emmons: Yes.

Commissioner Phillippe: So, that four thousand dollar request will be offset to some amount. We don't know what.

Councilman Whetstine: Right. Well, I do like the fact that it's coming out of your own budget. Sounds like you already budgeted for the wages. And you're just not...

Roger Emmons: Yeah, it will be a transfer.

Councilman Whetstine: Just be a transfer.

Councilman Bacon: My only, let me get back to my original questions and this has been all good discussion. But, and I, in my former business, used, the Weights and Measures guy was out at my place practically every month. But, besides checking he was calibrating his equipment with my equipment because we were mandated by Federal law to have certain things and we had the best calibrated equipment in the County. And so, he was out there doing it all the time. I got to know him quite well. Not this gentleman, but one (1) of the others that had calibrated, keep his old equipment, as you were saying, calibrated. I wouldn't have a problem with that. My only issue is, if we have a policy to do this, is this going to open the door for everybody to come in and do what you're doing for some, and if we don't, that's fine. I understand. You know, if that's the way we're supposed to do things. But, trying to get a handle on, is it, where we're only supposed to be doing this with Personnel Committee on a regular basis, yearly basis. I'm not, being new, Chris and I are practically brand new here, and so I don't know, what we're set up to do.

Commissioner Phillippe: I definitely understand your...

Councilman Bacon: So, I don't what to violate anything that we're doing. If we don't have that in place and we're not violating anything, then I'm okay with it.

Roger Emmons: I don't perceive that you're violating anything in place. It's not like a Resolution or Ordinance. It's just been how you've done business over the years.

Councilman Bacon: Okay, and we don't have any written policy?

Roger Emmons: Right. And I just always felt like Council, because things change, it'd be really helpful to keep, for County services, to be as flexible as you can be.

Councilman Bacon: Sure.

Roger Emmons: So, that's all we're asking.

Councilman Bacon: Also, if you get too flexible, everybody's gonna run...

Roger Emmons: Well, you guys hold the keys on that. Cause they're going to have to ask on the agenda, what is it for, sorry. We're not going to listen to that, because...

Councilman Bacon: Right.

Roger Emmons: This, you know, this to me is a special case. We've got a guy. We want to retain him. I don't think he's going anywhere. But like I said, it'd really be good to recognize and pay him for what he's worth.

Councilman Richmond: Is it possible that we can hold this off three (3) months and you present it to the Personnel Committee and the Personnel Committee can have a hearing on it and decide and make a recommendation? That recommendation could be to keep it the same. That recommendation could be to increase it immediately or it could be to put it off until we start a new budget and put it in the new budget.

Commissioner Phillippe: That's entirely up to you, obviously.

Councilman Hachmeister: I would make that in form of a motion, Greg. Exactly what you said. Postpone it with the Personnel to go through it with their others and include them that we got out of the job study.

Heather Soberg: We have asked Mr. Arnold to complete a questionnaire, because he did not with the job study. So, we will be submitting that to, to them as well.

Roger Emmons: That will go to Krystal, I assume?

Heather Soberg: Yeah.

Councilman Metzger: What budget line item are you going to take this four thousand (\$4,000.00) from?

Heather Soberg: Our Part-Time line item.

Councilman Metzger: Part-Time. And you've got plenty of money for that?

Heather Soberg: Yes.

Councilman Metzger: You couldn't do this as a one (1) time stipend to him somehow and the, bring it before the Personnel Committee to keep him appeased for three (3) or four (4) months?

Heather Soberg: I don't know if that is an appropriate method or not.

Councilman Metzger: That's what I'm saying. I don't know. Yeah, okay.

Roger Emmons: Appreciate you suggesting it, Ted.

Heather Soberg: Yes, absolutely.

Councilman Metzger: Yeah.

Councilman Bacon: If we do this, then this is an ongoing? So, I mean, if we, this is a change in the actual...

Heather Soberg: Correct.

Commissioner Phillippe: Correct.

Councilman Bacon: Amount of money with that position gets if we do it now. Not just, as Representative Metzger said, Councilman Metzger, (inaudible).

Councilman Metzger: Yeah.

Councilman Bacon: I knew I would do that sooner or later after ten (10) years of doing it. Cause if we give him what you asking, which I'm not saying (inaudible) but that's automatic going to be there forever.

Commissioner Phillippe: Correct. Yes.

Councilman Bacon: For that position. That could be changed at budget time...

Councilman Richmond: To move things along, we do have a motion on the floor. That motion is to submit this issue to the Personnel Committee in August. Is there a second?

Councilman Overton: Second.

Councilman Richmond: Second by Brad. Any further discussion? If not, all those in favor of the motion? One (1), two (2), three (3), four (4). All those opposed? Two (2). And where's Rick?

Councilman Reid: I said, aye.

Councilman Bacon: He said, aye.

Councilman Richmond: Okay, you're with the motion then. Be five to two (5-2 with Ron Bacon and Chris Whetstone opposing). Five (5), two (2) and the two (2) nays were David, no, I'm sorry, Chris and Ron. Right?

Councilman Bacon: Um hum.

Councilman Richmond: Okay. So, please, do come back. I believe he's valuable. I know I'm seeing the stickers and I saw him walk into a store as I was walking out the other day. So, he's doing the job. Never saw that with previous ones. And I saw the stickers were outdated many times when I'd go fill up.

Heather Soberg: Yeah, you don't see that any more.

Commissioner Phillippe: I'm glad you guys let us talk tonight. Because, it gave us the opportunity to let you know what a great job he is doing.

Heather Soberg: Yeah.

Councilman Hachmeister: Well, appreciate as far as the Personnel Committee. Before that time, you kind of get us a job description of what he does.

Roger Emmons: Yes.

Heather Soberg: Yeah, that's what we're hoping to get from Waggoner, Irwin, and Scheele by submitting the questionnaire.

Roger Emmons: Okay.

Commissioner Phillippe: When does that get submitted?

Heather Soberg: Is that June?

Krystal Powless: Yes. I'm working on budget packets now.

Heather Soberg: Perfect. Thank you for your consideration.

Roger Emmons: Thank you.

LANDFILL POST CLOSURE

Councilman Richmond: 3B is Commissioners Additional Appropriation...

Councilman Overton: Motion to approve.

Councilman Richmond: Did I miss, okay. Have a motion by Brad to approve.

Councilman Hachmeister: Second.

Councilman Richmond: Second by David to approve the Landfill Post Closure, Landfill Closure fee of nine thousand dollars (\$9,000.00), Additional Appropriation and the money is there.

Roger Emmons: Yes.

Councilman Richmond: Any discussion? All those in favor?

Councilman Reid: Aye.

Councilman Richmond: That's all seven (7) of us. I heard Rick that time. (Motion carried 7-0).

Roger Emmons: Thank you.

E911

CONTRACTUAL SERVICES

Councilman Richmond: Additional Appropriation, Item 3C, Contractual Services. This is E911, sixty-six thousand five hundred dollars (\$66,500.00). And there's money for that also.

Roger Emmons: That is correct.

Councilman Hachmeister: Motion to approve.

Councilman Richmond: Motion by David.

Councilman Overton: Second.

Councilman Richmond: Second by Brad. Any discussion? All those in favor?

Councilman Reid: Aye.

Councilman Richmond: I heard Rick on that. So, seven, zero (7-0).

Roger Emmons: Thank you, Gentlemen.

EXPENSE COVID

Councilman Richmond: Additional Appropriation, 3D, Commissioners, Expense for COVID.

Krystal Powless: I do want to say real quick, that line item should be 31116, not 3116.

Councilman Richmond: 31116.

Krystal Powless: Yes. Yes.

Councilman Richmond: Okay.

Roger Emmons: Thank you, Krystal.

Councilman Richmond: That's two hundred two thousand nine hundred ninety-one dollars (\$202,991.00).

Roger Emmons: Yeah, this is per my email that Krystal forwarded to you May 4th, that is the, to get the Public Safety Awareness Funds disbursed, that was disbursed to the County by the Indiana Finance Authority into our Expense COVID line item, so we can continue to use that for COVID matters.

Councilman Hachmeister: Motion to approve.

Councilman Overton: Second.

Councilman Richmond: Okay, motion by David and second by Brad to approve the Additional Appropriation, Expense COVID, two-'o'-two-nine-nine-one (\$202,991.00). Any discussion? All those in favor?

Councilman Reid: Aye.

Councilman Richmond: That's all seven (7) of us. Seven, zero (7-0).

Roger Emmons: Thank you very much, Gentlemen, for your consideration.

Councilman Overton: You're welcome.

COVID FUND UPDATE

Councilman Richmond: And related to that, I got the print out today. And I gave a copy to the Councilmen that there is, this is remaining in the Expense COVID line item, eight hundred fifty-four thousand three hundred eighty-one dollars and forty-nine cents (\$854,381.49). In the Non-Profits, we spent a total, unofficially, of one hundred forty-three thousand six hundred ninety-two dollars and twenty-two cents (\$143,692.22), over the course of the program, which leaves a balance of one-'o'-six-three-'o'-seven and seventy-eight cents (\$106,307.78) will be added to that. And if you add the two (2) together, that's nine hundred sixty thousand and six hundred eighty-nine dollars and twenty-seven cents (\$960,689.27).

Roger Emmons: Right, that hundred and forty-three, (\$143,000.00), we feel that that was really great to local Non-Profit Organizations. We had thirty-eight (38) that applied by the deadline and we were happy to help those organizations.

Councilman Richmond: I received many thank yous from that.

Roger Emmons: Thank you.

DISCUSSION – HEALTH INSURANCE

Councilman Richmond: Next up is Health Insurance Discussion, 3E. Rick's missing out on all this. I'll have to copy it and send it to him email. Introduce yourself, please.

Dave Waltz: I'm Dave Waltz, the broker, consultant for the Warrick County Medical and other benefits plans. And I appreciate the opportunity to be here. This is my first time addressing the Council. We've addressed the Commissioners a number of times, but not the Council. The reason I'm here, at least my understanding, is that a month ago there was an additional gentleman, and let me, before I go on, I want to be open and honest about the fact that this will not be likely my most comfortable presentation. Because I am not wired naturally for conflict. But, there are some things that need to be, I think, pointed out, given. You all were visited last month by a different gentleman who represented a different organization. In total, my purpose in being here tonight is really, preferably, to discuss some very positive trends in our health insurance plan. And I intend to do that with your blessing. I'm just going to make some observations and comments regarding, I think, some assertions that have been made regarding our plan that reflect on us and reflect on the Commissioners, reflect on Aetna and Meritain and so on. I would, if I could, Mr.

President, just ask a question of the Council. It's a rhetorical question. Is there anyone here who has ever purchased an insurance contract at any kind without knowing or being told by the representative what the premium's going to be? Again, it's a rhetorical question. And there are a number of questions like that that we have. And the reason I'm asking it, is I think the gentleman on his way out last time, made a suggestion that they should, to be candid, fire us and fire TrueScripts, who's are new PBM, relatively new PBM a year and a half, almost two (2) years. Who's doing a fantastic job, and move on with him and if they would do that, he would supply them with the information they needed to make an intelligent decision about the health insurance. So, I want to address that by just pointing out the fact that there are about four (4) or five (5) critical pieces of data that we need to evaluate any medical plan, particularly self-funded medical plan. I can name them if you want to hear them. They're rather technical, but at the end of the day, the point is, the Commissioners, our clients, have not received any of that information from this gentleman. And I would urge us all to think about, or, and the Commissioners, to consider the fact that they might request all that data from him first, so that they can make intelligent decision moving forward. We're not here necessarily to suggest that this individual has a quote, unquote, a bad plan. The problem that we're having is that the information that's been provided to us so far is not adequate to allow us to really assess what the plan is. But, there is a very, very nicely done marketing piece that's being distributed around the County that's making some very, very high-end claims about what might be able to be done, to be done on the health insurance plan. So, I want to make that point first. The second thing I'd like to do, if I could, is, Mr. President, I don't know how much time I have. Again, I haven't addressed the Council with frequency. I'd like to give just a couple examples of some things that we are seen that just don't make sense to us, that are not logical. And don't, I think, represent the kind of objectivity and transparency that we like to see. Number one (1), it's been suggested, I believe, that if we raise our deductible on our plan, and I need to back up a step cause we're self-funded. I'm not referring to deductibles at the employee level. I'm referring to our specific deductible in our plan which happens at plan level. And that is a seventy-five thousand dollar (\$75,000.00) deductible on all lives and we have five hundred seventy (570) lives in our plan, two hundred seventy (270) employees. But, we're insuring five hundred seventy (570) lives. So, there's a seventy-five thousand dollar (\$75,000.00) per person deductible that we have now and it's been suggested that if we change that deductible to a one hundred and ten thousand dollar (\$110,000.00) deductible on each life that we will save two hundred ninety-two thousand and eighty dollars (\$292,080.00) of premium. Well, at the risk of sounding a little crude, that's not rocket-science. Any time you raise your deductible on the insurance plan, you save premium. Right? Everybody knows that. The issue that we have is that if you have a deductible, you move the deductible on one (1) side, you also adjust the risk exposure to the client on the other side. And so, last year, for example, when we looked at our numbers for our plan, our actual claims numbers and we carved out within that liability window from thirty-five (\$35,000.00) to a hundred and ten thousand (\$110,000.00), we looked at the additional amount of claims we would have paid, had we had a one hundred ten thousand dollar (\$110,000.00) deductible, we would have paid an additional three hundred and twelve thousand (\$312,000.00) in claims. So, and there was no mention of any of that from the other gentleman. So, we don't think it's transparent. We don't think it's logical and objective in our business for an individual to say that we're going to save this money. And by the way, I could quote him, but these were guaranteed hard savings for this year and the years ahead, every year. Guaranteed. And we don't sling that word around very often either. Cause that's, in our, in our world, that's a promise. And so, the point is, in that particular case, not only would we not have had any savings by going to a hundred and ten thousand (\$110,000.00) on our deductible, we would not have had any savings. We would have lost money, twenty thousand dollars (\$20,000.00) by going to a hundred and ten thousand dollars (\$110,000.00) deductible.

Councilman Richmond: Dave, if I may, to explain in case some Council Members don't understand. When he says premium, he's talking about the amount we pay as a County because of the self-insurance part of it. And that, changing it to a hundred and ten thousand dollar (\$110,000.00) deductible, is the catastrophic insurance. Basically, it's kind of a roof. And so, put that in your minds and you can understand that a little bit better I think.

Dave Waltz: That's correct. That is correct. So, there's a significant disconnect there between the way this is being represented as a pure savings opportunity when there's liability on the other side. Any questions on that from anyone? My second point is regarding the second part of the guaranteed savings element that was presented last month and that is on our pharma, our pharmaceuticals. Now, I'm not a pharmaceutical expert, but, like the other gentleman, we do on our team have pharmaceutical experts at TrueScripts. So, I asked Lisa Gish at TrueScripts who has been in the industry many years. Was instrumental in starting Tri-State Business Group on Health many, many years ago and is a pharma expert. She now works at TrueScripts. And she had some comments to make about what might happen if we moved in that direction. And if I may, I'm just going to read a couple of excerpts from what she had said to me regarding the issue. In the presentation that we saw, in very fine print, there were some acronyms, NMIN, Non-Medically Necessary. Now, remember, we're talking about pharmaceuticals here, right. Talking about drugs. And one (1) of the suggestions in the proposal in very fine print would be that we would remove all non-medically necessary drugs from our plan. Now, I'm going to comment on what she had said. While somebody may be taking a medication that appears through viewing the claims file to be non-medically necessary, there is a reason it's being taken. There may have been a decision to grandfather it because it was being taken already. It may have went through a prior authorization and found to actually be medically necessary. But there would be a lot of potential disruption of members in forcing them to change medications. That is why most grandfathering decisions occur. There was another acronym ST, in the proposal. And ST stands for Step Therapy. Okay? Some of you may be familiar with these terms. Step Therapy means that if you take an individual who's on a high cost, typically a pretty high cost medication, you require them to go back to the lease expensive medication in that genera of medications and start all over. And be sure that the first medicine doesn't work and if it works, it's fine. But, if not you move them up through systematically through a group of medications until they get to the one that works when they're already using the one (1) that works. That's Step Therapy. Her comment on step therapy was Warrick County does not currently have a Step Therapy Program in place today. There are currently savings available from a Step Therapy Program, but only for new prescriptions unless the County's willing to take a firm stance on making individuals currently taking medication stop taking it and try something else to see if it works. If it was applied to new prescriptions, it would still have some disruption, but not as great for a group that is already taking medications. There would be a lot of disruption to apply Step Therapy to individuals taking medications. Now, we can save money. We can apply Step Therapy. We can go back in our documents and we can make non-medically necessary drugs, technically, non-medically necessary drugs unavailable. We can do all those things. But, in the interest of having low disruption and member satisfaction, and frankly, in the interest of health of the members too, who are taking these medications that they generally need in a serious way, we have not done that. Therapeutic interchange, it would appear that a medication could be substituted for another, that's a therapeutic interchange, converting from one (1) drug to another in the same therapeutic category that's similar to point one (1). Bottom line, again, a lot of disruption. Okay? Member disruption. Now, the reason I bring this all up is because it's in the fine print in that proposal and these are things that we can do, but I'm going to read a quote to you, if I may, from the gentleman. In 2021, I'm quoting, in 2021 there was a guaranteed savings of five hundred thirty-two dollars one

hundred seventy-two dollars (\$532,172.00) annually with no disruption, no profound changes, nothing that would have been noticed by your employee base whatsoever. So, again, you have this divert, these divergence in what we're hearing and the truth may be if we actually implemented some of these programs. Okay? For what that's worth. So, I'm not sure that any of this is really full disclosure. And I'm not sure that it's objective. I'm not sure it's fair to the Commissioners when we make these assertions that we know are not true and throw these guaranteed savings numbers out there for this year and all the years to come, when we know when the case and the fact in the deductible instance, of the deductible, last year, there wasn't any savings there. Zero (0). So, I appreciate your time. I'd like to, if I could, move on to some very positive, are there any questions on any of that from anyone? My card's in the pack. If you want to call me at any time, I'm wide open. I've had the privilege of being in Warrick County for over twenty-five (25) years. And we're, Commissioner Philippe will tell you, we're wide open. Please just call me if you have any questions. So, I want to move on to some very positive developments in our plan.

Councilman Richmond: And Rick, you have this in an email.

Dave Waltz: Is Rick with us by the way?

Councilman Richmond: Yes, he's on the phone.

Councilman Reid: Yeah, I'm here.

Dave Waltz: I would like to congratulate or show appreciation for, for Councilor Reid, or for, pardon me, for Rick Reid for bringing out and coming out and asking a question of the gentleman also of who our insurance carrier was. Because he refused to tell him, Councilor Reid, what our, what our premium is and who our insurance carrier was. And there's a lot of other information that we're just not getting. So, I'll leave that at that. Let's move on if we could to our plan results which you should have received in your handout. We're on, we're in the middle of, and hopefully, in the beginning of a change in trend in our claims for the County's medical plan. These are all listed here but I'll briefly touch on them. In '19, in 2019 our total claims dollars were six million four hundred thirty-two thousand and change (\$6,432,000.00). In '20, they were down to five million two hundred eighty-nine thousand and change (\$5,289,000.00). Going from '19 to '20, and that's a sixteen point seven percent (16.7%) reduction in our claims for those two (2) years. In our plan, because we have our deductible in there, we also get refunds or reimbursements from Aetna. So, for those individuals who go over the seventy-five thousand (\$75,000.00), we get checks back and those are listed just to the right under the total claims amounts listings. So, you can see how much we got back total net claims on the far right at four point nine-three-five million (\$4,935,000.00) in '19. And four point 'o'-five-six million (\$4,056,000.00) in '20. Those are our total net claims numbers after reimbursement. Now, we're looking forward to the end of this year and hoping that we're going to have another reduction, an additional reduction in claims which would be absolutely fantastic. And so the way, the best we can do is go through current this year and see quarterly, year over year. Actually, these are not quarterly. These are the first four (4) months, January through April, one point seven-seven-one million (\$1,771,000.00) in '19. One point three-two-one million (\$1,321,000.00) in '20. And down to one point one million (\$1,100,000.00) so far this year through the first four (4) months. So, those are reductions from '19 to '20 of twenty-five percent (25%) for the first four (4) months and in '21 a reduction from '20, of sixteen point seven (16.7%). Total reduction from '19 to '21 of almost thirty-eight (38%), thirty-seven point nine percent (37.9%) reduction on our claims cost. We entered into a relationship with TrueScripts our pharmacy provider in '19, August of '19. And so, in '18, before we made that change, our claims for pharma only, pharmacy only were one point two-one-one million dollars (\$1,211,000.00). We skipped '19 because of our transition to TrueScripts. And in '20, our claims for pharma were down to seven hundred and sixty-seven thousand and change (\$767,000.00). And that is a thirty-six percent (36%) reduction in our outlay for pharmacy benefits. The year-end review, the executive summary for 2020, total net outflow, pardon me, total net outlay per employee per month per plan participant per month are still too high. They're eighteen thousand nine hundred sixteen dollars (\$18,916.00) in '20. They were quite a bit higher than that obviously prior. But, they're down point four percent (0.4%) year over year. And again, I just reiterate that we have two hundred seventy (270) employee participants. But, we've got five hundred seventy (570) lives on the plan. Okay? This eighteen-nine-sixteen-fifty-six (\$18,916.56) is per employee participant. Total claims down sixteen point seven-two percent (16.72%) year over year. And this third bullet, claims are fifty-five percent (55%) over Meritain's average. There's a point to be made there. And the upshot of that is, our plan, is just expensive and there are a number of reasons why it's expensive. And they have to do with our eligibility rules and our aging, our aging population. Quite frankly, the fact that we're a county and counties tend to run high. They just take, their claims just tend to be higher. The fact that some of our offerings or at least one (1) of our offerings is free and other issues that we deal, that we are working through and dealing with. But, our plan is expensive. That's the reason I wanted to put that in there and point out that, you know, other TPA's average is, they're not the only ones that average eleven (\$11,000.00) and twelve (\$12,000.00). Meritain averages eleven (\$11,000.00) or twelve (\$12,000.00) also, thousand per year. Our plan's just expensive for a number of reasons. Okay? I know that's not good news, but we're heading in the right direction. Our numbers look a lot better than they have been looking so... And then we just wanted to kind of summarize what we're doing now and what we're doing to move forward to continue to bring our costs down and maintain our quality. TrueScripts, once again, is a great addition to our team. They, after two (2) rings, or within two (2) rings, they answer their phone. I don't know if you all are familiar with GoodRx which is an application you can get on your phone, they will actually allow you to process a GoodRx coupon through our medical and they'll also accumulate it towards your deductible. Okay? Which is unusual. They use coupons proactively and they also qualify members under one (1) of their programs for low or zero (0) cost medications that are typically very high cost. You all have been very patient with me. This is kind of like, this is dry. So, thank you for your patience. TrueScripts has been a great addition to our group. We also want to combine advanced analytics, which is computer software designed specifically to function in the medical field to help us identify trends in our group. You know, individuals who are having problems who may not be in compliance. I want to step back; the clinic is a HIPAA independent entity. Which means that we're not interested in who the individuals are at all. What we want to know is what our claims trends are and how those are being affected and changed by some of the actions we're taking. So, the clinic is going to use vital insights, that's advanced analytics, that we're bringing in for them and also having dedicated nurse professional to Warrick County that can literally identify individuals who may end up on our high claims list before they get on our high claims list and reach out to them if their A1C's are high or any number of other clinical issues that we're seeing they can personally reach out to that person, establish a relationship. The program that we had before was telephone based and we didn't feel that was adequate. We didn't feel like we were getting enough traction with that. So, we think that the answer to continuing to reduce our claims is to keep people off the high claimants list as we move forward. And that's a major initiative that we're undergoing right now. We're confident it will be quite a bit more effective. And then again, we are in the process of hiring with the help of Ascension, a nurse navigator who's a medically trained professional, that will help us to bridge that gap between what was a phone system from somebody a

thousand miles away, calling, to making it a personal touch and a personal relationship with our members and reaching out to our members. Any questions on any of this? Anyone?

Councilman Metzger: Now, this is something new that you're going to start doing?

Dave Waltz: This is something that's new.

Councilman Metzger: Right.

Dave Waltz: Yes. And it's replacing the Meritain Disease Management Program that we had. And we think it's a couple notches more effective than that telephone based program that we had. We, we have, we're very optimistic about it. Now, all of these programs take time. You know, people expect results in thirty (30), sixty (60), ninety (90) days. And these programs don't work that way. It just takes time to allow them to work to promote them within our population, within our group so that they begin to bend our claims curve. And again, with the analytics that we're going to have, okay, we'll be able to analyze that instantaneously. We can order reports anytime where it will keep tabs on what our costs are doing. Thank you for your question.

Councilman Metzger: Sure.

Dave Waltz: It's a good question.

Councilman Metzger: The reason I ask is cause I thought we were told by joining this Tri-State Clinic thing, that was going to take care of that.

Dave Waltz: Why, I think it, I think, I do believe that it goes a long way towards that end, towards that goal. And the clinic of course has other attractive, I think, features to it other than just the wellness management or disease management possibility. The Clinic can perform exams for them, on our individuals. The Clinic can be a storehouse of data for us that we can use moving forward. The Clinic of course is open on their schedule, it's not open, you know, 8:00 (AM) to 5:00 (PM) every day. But, they're open on their schedule for individuals to go in, get acute care, get drugs for free, low cost, very low cost drugs at no charge. Get an exam. Talk to the nurses about comorbidities, you know, health issues that they have at no charge.

Councilman Metzger: The coaching was part of it too, wasn't it? That's why they filled out the medical information and turned it into the Tri-State Clinics?

Dave Waltz: Councilman, coaching was and I think is part of it. However, I think when we talk about coaching, if we want to be serious about coaching, that next level that we're moving to will be real. You know, coaching at a more serious level. Not that the clinics are not available for meetings and consults and so on, but we're looking forward to a higher level of commitment on this individual to, you know, using the technology to pinpoint issues that we have in our group and be sure that people are doing what they can to resolve. You can lead a horse to water, you can't make people do anything. But, we want to open up a relationship and make it easier and more comfortable for people to do that. That's the idea. This is a tough, this is a tough challenge for all plans, to get people to really get serious about their health. And we're doing the best we can, you know, to connect the dots on that. So, I don't know if I answered the question. I hope so.

Councilman Metzger: Pretty much.

Dave Waltz: Okay. Mr. President, thank you.

Councilman Richmond: Thank you.

CIRCUIT COURT BUSINESS PART-TIME CASA – OTHER SERVICES

Councilman Richmond: Next up is number four (4), transfer from Part-Time CASA, sixty thousand dollars (\$60,000.00) to Other Services, sixty thousand dollars (\$60,000.00).

Judge Granger: Good evening. Judge Granger, Circuit Court. The sixty thousand dollars (\$60,000.00) is the amount that you have traditionally budgeted to, the County's contribution, matching grant, excuse me, the State grant for CASA and it's been placed in Part-Time for the staff, for the office staff, the part-time employees. The CASA Program is now a 501c3 program, so they've assumed all the salaries of the office staff. So, they need this money to be transferred to a different line item so they can use it for training and other services.

Councilman Hachmeister: Do we put sixty thousand (\$60,000.00) total for Part-Time?

Krystal Powless: Yes.

Councilman Hachmeister: Okay, but, for now, do we actually need to transfer the sixty thousand (\$60,000.00)?

Krystal Powless: Yes, the sixty thousand (\$60,000.00) is still in there, so they'd like to take the full sixty (\$60,000.00) and move it into (inaudible).

Councilman Hachmeister: Then I make a motion we do so.

Councilman Richmond: Motion by David. Is there a second?

Councilman Reid: Second.

Councilman Overton: Second.

Councilman Richmond: Second by Brad.

Councilman Overton: I heard Rick.

Councilman Richmond: And that's a transfer from Part-Time CASA to Other Services, sixty thousand dollars (\$60,000.00). Any other discussion? All those in favor?

Councilman Reid: Yes.

Councilman Richmond: That's seven, zero (7-0). Thank you.

Judge Granger: Thank you.

Councilman Richmond: Um hum.

**HEALTH DEPARTMENT BUSINESS
VAXCARE – ANIMAL CONTROL**

Councilman Richmond: Next up is the Health Department Business, Additional Appropriation, Nurse 1, that's a hire for training in place of the retiring nurse, six thousand four hundred forty-seven dollars (\$6,447.00). Vaxcare, eight thousand one hundred eleven dollars (\$8,111.00) which is a reimbursement, and Animal Control, seven thousand thirty-five dollars (\$7,035.00) which is a reimbursement for a total of twenty-one thousand five hundred ninety-three dollars (\$21,593.00).

Councilman Overton: I make a motion to approve the Vaxcare and the Animal Control separately if we could do that.

Councilman Hachmeister: Second.

Councilman Richmond: Okay, I have a motion by Brad and second by Dave to approve the Additional Appropriation of Vaxcare and Animal Control. Any discussion? All those in favor?

Councilman Reid: Yes.

Councilman Richmond: That's all seven (7) of us. Seven, zero (7-0).

NURSE TRAINING

Councilman Richmond: Now, we have the other one (1), Nurse 1, hire for training in place of a retiring nurse. There's a nurse retiring from that office, the head nurse, the main nurse. I guess she's got about a month left and they want to have somebody in there trained in her position and to all that needs to be done.

Krystal Powless: Aaron's on the speakerphone in front of you.

Councilman Richmond: Okay. Aaron, would you like to speak?

Aaron Franz: Yes, as soon as I found out that Kathy was going to be retiring, I went to Krystal. As you all know with this last year, we had a lot of extra things on our plate. Kathy at the start of the year had seventy (70) total days that she needed to take off, well, she wanted to take off, she didn't want to be paid out. She wanted to take them off. So, she's been trying to get them in here and there but with all of our COVID vaccine responsibility that the State's put on us and trying to do our other things, just haven't been able to do it as much. So, she'll have, she'll be gone almost the entire two (2) months of June and July. And I just, not only do I need to have somebody in there to learn. So, the other nurse and Kathy, when she's available, won't be very much, but also just to help fill in that empty spot from her being gone. We still have a lot of responsibility with COVID vaccines that we're trying to accomplish via what the State's set up for us. The Clinic's doing the home visits. Our regular immunization work. It's just kind of got us in a bind. I didn't have any other real way to fix it. We didn't want to bring someone in just temporary since we're going to have to replace her altogether.

Councilman Bacon: You said she's, this, Aaron, this is Ron Bacon. Since she's given her notice, has she given you a time frame, I mean, is it two (2) week notice, one (1) week notice?

Aaron Franz: Yes. August 1st is, she'll be, is the official retire date.

Councilman Bacon: So, she's given you notice that August 1st is her official retire date?

Aaron Franz: Yes.

Councilman Bacon: And that's in writing?

Aaron Franz: Yeah, yes.

Councilman Bacon: Okay. So, you want this six thousand four hundred and forty-seven thousand (The correct amount is \$6,447.00) to pay another nurse to come in from now until August?

Aaron Franz: Starting June 1st to August 1st. Yes, it's, hundred...

Councilman Richmond: Six thousand four hundred forty-seven (\$6,447.00).

Councilman Hachmeister: Dollars.

Aaron Franz: Yes, that other, that other number made me nervous.

Councilman Bacon: My question is, is it going to take that much time to get someone? I mean we're talking about a nurse replacing a nurse. Now, I realize it's a little bit different. She's got to learn what the responsibilities are in Warrick County, but there's another nurse there also. Is that correct?

Aaron Franz: Correct.

Councilman Bacon: So...

Aaron Franz: But, that will leave me with just one (1) to do all of the work we're still trying to get accomplished.

Councilman Richmond: So, he needs to replace that somehow or other for the two (2) months that Kathy's going to be gone.

Councilman Metzger: She's going to be gone sixty (60) of those days, right? June, July to August 1st.

Councilman Bacon: I, I still don't understand why she doesn't want to...

Aaron Franz: She's been using her days as best she can.

Councilman Bacon: Yeah, I understand that.

Aaron Franz: At the first of, the first of June, she'll have forty-three (43) still left to use. I know forty-three (43) working days, she'll have forty-one (41) days still to use. So, it won't just be training, it'll also be actually filling in and doing the work too.

Councilman Bacon: Yeah, that's what I'm, she's not going to be there cause, this is the nurse that's actually be working.

Aaron Franz: Correct, yeah.

Councilman Overton: So, really, it's not necessarily the training, Aaron, it's just the fact that you need this person in because the other person's basically gone?

Aaron Franz: Be gone and leaving us, I mean, I mean she's retiring. She gave us the right amount of notice. But, with all those days, yeah, I don't, I'm not going to have anybody. It's a combination more so with the second that we won't, we'll be without a person all together.

Councilman Bacon: Do you have someone? You've had someone apply already?

Aaron Franz: Yes. Yes. We put out notice to get the applications. We received a couple. We've gotten one (1) that we're comfortable with. Honestly, that's about all we've gotten, which is not very good. I mean that's just part of it right now.

Councilman Bacon: That's nursing. That happens in the healthcare field.

Aaron Franz: Exactly.

Councilman Bacon: Two (2) years from now you'll have more than you need; you'll never want. In two (2) more years, you won't have any. So...

Councilman Hachmeister: Aaron, David Hachmeister. On this six thousand four hundred forty-seven dollars (\$6,447.00), how many days does that equal as far as the nurse's pay?

Aaron Franz: That may be a Krystal question. Cause I just...

Councilman Hachmeister: How much per day?

Aaron Franz: (Inaudible) for figuring.

Krystal Powless: It might be now...

Councilman Hachmeister: There at two hundred (\$200.00), around two hundred (\$200.00) a day though aren't they?

Krystal Powless: I'd have to go back and calculate it again just to make sure it's right. Okay? But, in my email, I said eight (8) weeks. I calculated eight (8) weeks. But, I don't have all the salaries in here to be calculated and everything.

Councilman Bacon: Okay.

Councilman Hachmeister: That's only eight hundred (\$800.00) a week.

Aaron Franz: It coincided with the starting pay of someone coming into that position.

Councilman Bacon: So, basically, we're giving you the money to, cause she's not going to be there for sixty (60) days, although she's still going to be an employee.

Aaron Franz: Correct.

Councilman Bacon: And we're still paying her benefits and I think this is the issue we have with the Council and I mean if she gave you notice, especially with me, and if you require two (2) weeks' notice or four (4) weeks' notice, I'm not sure what your requirement is for that position. Then, we're still holding her on the books for another two (2) to three (3) months instead of two (2) to three (3) weeks, then we're paying...I understand the salary part. And, you know,

we're going to by paying her out because of the money one (1) way or another. But, as to keeping her on as an employee for another two (2) to three (3) months when she's really not going to be there. And somebody else is going to be there as another employee that we're going to have benefits for. I understand we've got to pay this salary part. We replace her with that. That's not my issue. Cause somebody's got to be working for the nursing position. It's the benefits that we're going to be paying to another person who's not actually going to be working, but who does have the vacation days and so forth. And I understand that. We should be just paying them out and, in my opinion, taking them off the books. Because that's another cost to the county that we're incurring.

Councilman Richmond: Heather, what's the Handbook say on this?

Councilman Whetstine: Like I said, unfortunately, that's the nature of the beast, isn't it?

Councilman Bacon: Yeah, right.

Heather Soberg: Actually, Mr. President, there is nothing in the current handbook, but it is being addressed in the revisions so we don't wind up in these situations.

Councilman Hachmeister: That's where I was kind of looking at is kind of a wash between if the person retired now, we would owe them so many days compared to bringing somebody else in to fill in one (1) way or the other.

Councilman Bacon: The salary would be a wash, the benefits would not.

Councilman Hachmeister: Well, we're stuck. We've got to pay them one (1) way or the other.

Councilman Bacon: Well, we'd be paying two (1) people benefits instead of just one (1).

Councilman Hachmeister: Well, according to their hire date, yeah. That'd be two (2) months, three (3) months, or in this case maybe four (4) months.

Councilman Bacon: Right.

Councilman Overton: Aaron, when are you wanting to hire this other person?

Aaron Franz: June 1st if I can.

Councilman Whetstine: Aaron...

Councilman Overton: Well, if you're wanting to hire her June 1st, didn't you say that this existing persons going to be gone due to start June 1st?

Aaron Franz: She has a few days that she'll be there.

Councilman Overton: Okay.

Aaron Franz: Yeah, I mean, I kind of, I agree, I agree with you guys. If I, if the Handbook had been in such, written in such a way where we just could have just said, here, we'll just pay you out. I mean to Ron's point, I agree with that. I'm kind of, I kind of have my hands tied. And I'm stuck on the other side.

Councilman Bacon: Well, I, if we don't have it in the Handbook, and she's given it either way and she's given notice, then I don't see where are hands are tied.

Councilman Whetstine: But, she's given notice for August 1st. And she has a right to take her vacation days.

Councilman Bacon: Okay, correct. Okay. That also means we don't have to have, I understand where you're coming from, you've got a problem.

Councilman Whetstine: Aaron, this is Chris Whetstine. Like to ask, do you know are there any rules or regulations or anything like that that require you to have two (2) nurses on staff? I know a lot of times in the medical industry, they, they require things like that. Is that apply in this case at all?

Aaron Franz: I can't, I can't really, I can't cite the actual statute. I just know from what we're doing that we have to, I mean, if one (1) at any point in time, if we're doing multiple vaccinations, I have to have them. I mean, you know, we cut back in 2013, we lost, we had three (3). But, because of budget cuts, we had to go back to two (2). So, I mean it's possible. I just I don't have that to quote, Chris.

Councilman Whetstine: That's alright.

Aaron Franz: And I don't know, back to the other point, if we're dealing with the retirement issues are, that may be something for Heather or Krystal also. You know, that might be a part of it too. I'm not sure. Whether they have to get to a certain point, that way she's not the only, some of those requirements that are Federal or State. I'm not sure.

Councilman Bacon: PERF is ten (10) years. And that's for any employee that I'm aware of. She's way past that. So, that should not be an issue. But, that's like you said, PERF is still part of the benefits that we're going to be paying into. So...

Heather Soberg: I don't know that there's anything that says we have to accept the length of her notice either.

Councilman Bacon: Correct.

Heather Soberg: So, I mean, she's put in her notice and we know she's leaving. We could just as easily say we appreciate your notice but it's not necessary for you to continue to work out this notice and pay her out and it's, for the

salaries-wise, it's a wash. But, that would alleviate your concerns about any benefits. And it also removes her from PERF.

Councilman Whetstine: That's a good thought, Heather.

Councilman Overton: He said he was comfortable with that.

Councilman Bacon: How soon will the employee that you're planning on hiring will be able to start?

Aaron Franz: By June 1st.

Councilman Bacon: By June 1st?

Aaron Franz: Yes.

Councilman Bacon: Sometimes that makes a difference on how much notice they have to give.

Aaron Franz: Yeah.

Councilman Bacon: Okay.

Councilman Overton: So, and here's another, just a thought, I don't know, but would we want to, if she, if this person's going to be just no going on the other route we've kind of been discussing. But, if this nurse will be absent for, I think Aaron said maybe forty-one (41) days, you want to have this amount actually be forty-one (41) days' worth of salary again if she's not actually there those days? I don't know if this equates to more than that's what I'm saying.

Krystal Powless: It does equate to more than that.

Councilman Overton: So...

Councilman Hachmeister: Well, she'd only be paid the actual days she worked, but we would have approximately three thousand dollars (\$3,000.00) in benefits you have to pay out.

Councilman Overton: No, but what I...

Krystal Powless: That's not what he's asking.

Councilman Overton: That's not what I'm asking. I'm asking, could we reduce the amount, if that person's only going if she's going to be gone 'x' amount of days, do we only want to pay this (inaudible).

Councilman Hachmeister: That's kind of where I asked on how much it was per day.

Krystal Powless: So, but then you would be saying, you're not, okay, so the nurse that's there might take some days while the new nurse is there and she might not. So, on the days that she doesn't take, then you're not going to pay the other nurse?

Councilman Overton: Right, but we do...

Councilman Hachmeister: Oh. Yeah, that could be tough.

Krystal Powless: That probably wouldn't be...

Councilman Overton: Okay, well, maybe that...

Councilman Hachmeister: Yeah, that would be rough.

Councilman Bacon: Let me ask another question and then have discussion, as I said, since I'm a new guy and don't understand, I don't know the policies around here, if she takes a day off, do you have to approve that? You have to give her the ability to take that day off? So, if she comes to you tomorrow and says I'm taking off the next month and I've got the days, you have to say, yes? Or would she just be able to do it?

Aaron Franz: Are you asking me?

Councilman Bacon: Yes, I am, Aaron.

Aaron Franz: Are you asking me or Heather?

Councilman Bacon: No, I'm asking you.

Aaron Franz: Yeah, I mean, within, you know, within reason. But, this is just a different circumstance. Normally, we would, I would require you know like a time off for vacation or sick days and all, or whatever, how, whatever plays out. But, because of, you know, her hire date, that allows her to accumulate more sick days. Where there's just so much there to take. You know, I would, like I said earlier, I'd be very comfortable to say, okay, we're not going to be able to do that. We're going to have to pay you out. I mean that would make my life a lot simpler in a lot of ways. But, yeah, in a normal situation, that would be. And I just don't know, and the Handbook's not clear as we stated earlier. There's some, there's a lot of open vague areas in it. So, we're kind of making it through here. And under normal circumstances, it wouldn't be as much of an issue, but you know, COVID has screwed up all of our normal circumstances in the department anyway.

Councilman Richmond: I wonder how the Fair Labor Standards Board would rule on something like this. Since we don't have it in writing, it would be them that would have the ultimate say so. Cause, I mean the thing to do is basically

do a payout like we've done everybody else, and that way we wouldn't be paying the medical insurance and PERF and all the other stuff that goes along with that payout. It'd just be the salary we'd owe according to the Handbook. But, since the Handbook doesn't address benefits. I don't know what to do.

Cliff Whitehead: The only thing I would say, I would just caution Council being involved in HR matters. The request is specific as to funds. So, I, I would, that's what I would stick with as part of our job and let the Commissioners and/or Aaron the Supervisor decide HR decision of whether they should ask her to do anything, stay longer, not stay longer. I think that's what, not I think, it would have employment ramifications of treating different employees differently, potential unemployment benefits. So, I would just caution that.

Councilman Richmond: So, really that issue here is we're gonna owe six thousand four hundred forty-seven dollars (\$6,447.00), one (1) way or the other.

Councilman Hachmeister: Not necessarily.

Councilman Richmond: So, we should just vote on that and let the other lie.

Councilman Bacon: And I'm going to make a motion that we do approve the six thousand four hundred forty-seven dollars (\$6,447.00) for the (inaudible).

Councilman Richmond: Motion by Ron.

Councilman Whetstine: I'll second it.

Councilman Richmond: Second by Chris.

Krystal Powless: Just, I just want to clarify, her payout could, if it ended up being a payout, it might, would be more than the six thousand four-hundred forty seven (\$6,447.00).

Councilman Bacon: Oh, I understand that. Yeah.

Councilman Richmond: And then they'd come back for another Additional then.

Councilman Bacon: Right. This is just to make sure he's got enough to take care of the nurse that he needs.

Krystal Powless: Okay.

Councilman Bacon: That he's requesting. Okay.

Councilman Hachmeister: It will be more.

Councilman Richmond: Okay, motion by Ron. Second by Chris for Nurse 1, Additional Appropriation, six thousand four hundred forty-seven dollars (\$6,447.00). You want to vote on that and the Salary Ordinance separately? Or can we vote on those together?

Councilman Metzger: Together?

Councilman Richmond: Together?

Councilman Hachmeister: Yeah. Put them together.

Cliff Whitehead: Whatever the Council chooses. You can put it together.

Councilman Bacon: You can do it together? Okay.

Councilman Richmond: So, is that okay, Ron and Chris, to include both 5A and 5B together?

Councilman Bacon: Correct.

Councilman Richmond: The portion for Nurse 1. All those in favor?

Councilman Reid: Yes.

Councilman Richmond: That's all seven (7) of us, I think. (7-0). Let me record that. Okay, thank you.

Aaron Franz: Thank you all.

BUILDING DEPARTMENT MOTORIZED EQUIPMENT

Councilman Richmond: Building Department Business, Additional Appropriation, Motorized Equipment, forty-one thousand sixty-eight dollars and eighty-four cents (\$41,068.84).

Dennis Lockhart: Dennis Lockhart, Warrick County Building Inspector. About twelve (12) years ago the Commissioners came to me and they wanted to hire me on as the inspector. They said they wanted the smartest guy they could find and I said, well, I'm not the smartest. So, I can't accept it. Then they came back two (2) weeks later and said we want the most experienced guy we can find. I said, well, I can't really do that either. I don't feel I'm the most experienced. And then they came back and they said, we want to oldest guy we can find. I said, well, I'm close to that but I really can't accept that either. Then they came back like the fourth time and said we want to best looking guy we could find and I'd already turned them down like three (3) times. So, I accepted the position.

Councilman Overton: When did they ask for the cheapest guy? That was the one (1) we were waiting for.

Dennis Lockhart: As you guys know, building in Warrick County has just went crazy over the last few years. And we're right with Vanderburgh County on housing starts. As a matter of fact, we're ahead of them the last four (4) years. And real close on the commercial side too. I hired a guy on about two (2) years ago and I've been training him and I finally felt safe about putting him out by himself like last November. But, by doing that, that leaves me without a truck because he's got the company truck at the time so I've been using my own vehicle. And I've been putting my own gas in it and taking care of it. Put a set of tires on it. Anyway, last year I did seven thousand (7,000) inspections and it just keeps getting bigger and bigger all the time. And the Building Department doesn't ask anything from the Council. We pay our own way. We pay our own insurance, gas, vehicles, and we don't ask the County for anything. The only thing I'm asking for is some money out of the account to buy another truck so I don't have to use my own vehicle. And that's what this money's going to be for. So, that's what I'm here tonight for to ask for the Appropriation to buy the truck.

Councilman Overton: So, Dennis, did we not just purchase a truck like a couple years ago? Purchase you one (1)?

Dennis Lockhart: Yes.

Councilman Overton: That's what I was thinking.

Dennis Lockhart: It's got thirty thousand (30,000) miles on it. I just put a set of tires on it. I average about seven hundred (700) miles a week. Six hundred (600), seven hundred (700) miles a week.

Councilman Overton: About seven hundred (700) a week.

Councilman Whetstine: I'm confused. Which truck was purchased?

Dennis Lockhart: The one (1), it's the only truck we have.

Councilman Whetstine: The County's truck.

Dennis Lockhart: Right, right.

Councilman Whetstine: Okay.

Dennis Lockhart: I went to the Commissioners. I asked the Commissioners if they had another vehicle. They directed me to two (2) vehicles and they were both seventeen (17) years old with three hundred thousand (300,000) miles on them and with the miles I drive...

Councilman Bacon: That's what they used to do to me when I was the Coroner too.

Dennis Lockhart: Yeah.

Councilman Overton: Krystal, do you know, or maybe the Commissioners, what are we paying for mileage?

Krystal Powless: Forty-four cents (\$0.44), isn't it? Forty-four cents (\$0.44).

Unknown: That's cheap.

Unknown: That's low.

Councilman Whetstine: So, if I understand right, what you're doing, there's one (1) company vehicle. You use it or your assistant uses it.

Dennis Lockhart: Right.

Councilman Whetstine: And when he uses it, you use your, you use your (inaudible).

Dennis Lockhart: I'm without a vehicle and use my personal vehicle.

Councilman Hachmeister: How many days a week does your part-time work?

Dennis Lockhart: Eight (8) hours, two and a half (2 ½) days a week.

Councilman Hachmeister: Okay, of course, I'm going to go ahead and ask a few questions over the phone. Some of them may not be involved. Of course you're asking for a crew cab four (4) wheel drive. And it's fairly loaded. Okay, why did you request that?

Dennis Lockhart: The king cab?

Councilman Hachmeister: All of it, yeah. Crew cab, four (4) wheel drive and plus all the options that's on there.

Dennis Lockhart: Well, here, well, here's what happened on that deal, I went to our Purchasing Agent in November to ask for pricing on trucks. And he said, well, I just ordered a truck and he said, unless you want to go down a list, I can just order you what I ordered for this other person. I didn't know what was on it. But, that's what he went by. Now, Dave, I have looked at what's on it. And by taking some of the stuff off of it...

Councilman Hachmeister: Well, of course the package is one (1) thing. Well, there's three (\$3,000.00) to five thousand dollars (\$5,000.00) added as far as in the package in the Silverado.

Dennis Lockhart: That's what I was taking off of it.

Councilman Hachmeister: And then, you know, twenty-nine hundred dollars (\$2,900.00) in extra is what they've added.

Dennis Lockhart: Yeah.

Councilman Hachmeister: Above that. And you can understand my question, is, why do you need that?

Dennis Lockhart: Why do I need what?

Councilman Hachmeister: Well, why do you need a crew cab with all these options plus four (4) wheel drive?

Dennis Lockhart: I just, I just said I was taking the options off. The four (4) wheel drive, I go places where there's no roads.

Councilman Hachmeister: And the other truck is four (4) wheel drive correct?

Dennis Lockhart: Yes. And the king cab, I need that because I keep all my equipment, my hard hats, my rain gear, all my books and there's not room in the front seat of the truck to do all that. And I have to remind you that, again, and you guys are aware of this, I, I don't ask any from the County as far as money. We pay our own way.

Councilman Overton: So, I mean, I've got another approach of this as far as vehicle-wise. If we've got one (1) vehicle that's four (4) wheel drive extended cab, my thought is, and I understand that there's some things that are difficult to get to, but I wonder if the next vehicle wouldn't be more suitable to be something like a small compact car. Whereas the person in the four (4) wheel drive vehicle could you know handle the other more challenging routes that they may need to get into. And then the other person could handle all MBU, your SV, you know, whatever else they've got to go. Because, you know, I don't know exactly how many miles of the County are paved, but the majority probably are paved roads.

Dennis Lockhart: Well, these aren't the paved miles. These are the building sites that I'm going to.

Councilman Overton: Right. I mean is every single thing require a four (4) wheel drive to get into.

Dennis Lockhart: No, but I, it's hard for me, I mean, how am I going to know that?

Councilman Overton: Well, I'm just saying, if you've got, you've got two (2) vehicles and one (1) of them was a small compact car, that person could take everything that's, you know, all these MBU's that are going up and other things, from those inspections the other ones that are out in the middle of blank FU, you know BFU, you know, you know, then those things, you know, would be something you're obviously going to know if it's out in the middle of Lynnville on some undeveloped road, you know, hey, I'm going to drive the truck up there. And then you can finish those routes around up there and then the person in the car can handle things in some subdivision in Newburgh or whatever else were putting up somewhere else.

Commissioner Phillippe: Gentlemen, if I may, Dennis came to me several weeks ago and said, hey, went to Joe in Purchasing Agent, tried to get bids on vehicles. Only got one (1) bid. Let me call some people that are on the State QPA list and we'll call some other people and see if I can get you at least another bid to present to the Council. I called three (3) automobile dealers. All of which are able to sell a vehicle on the Indiana State QPA and none of them called me back. Joe told me every time he tries to buy a vehicle for the County it becomes increasingly difficult. So, just for a little perspective, it's harder and harder to get a vehicle right now.

Councilman Overton: You're right, I'm not saying that. I'm just saying, I think there'd be some room for another option. I mean I don't think everything is necessarily require four (4) wheel drive to get to is my thought. I mean I know you can run some of these compact cars, not to name specific brands, but, I mean I've got a car right now with a hundred and ninety-six thousand (196,000) miles on it and just changed the tires on it. So, I mean I can definitely see some use you know at least one (1) pickup truck to get to some of these sites. But, I mean, I don't know that we necessarily need two (2) quad-cab four (4) wheel drives. And I mean I know this is user fund money but I mean even at that, I mean I'm just trying to be responsible with things.

Dennis Lockhart: Well, right now we have like three hundred eighty thousand dollars (\$380,000.00) in the account.

Councilman Overton: Right. And I know the price of gas going up too. I mean, I've seen, where was it at today, it was three dollars and nine cents (\$3.09) a gallon. So, I know those things, I mean my truck I get about sixteen (16) miles per gallon if I'm downhill in a thirty (30) mile an hour tailwind. So, that's just something else to put out there.

Councilman Whetstine: Dennis, when you and your assistant, do you both have equipment that you put in vehicles? Or do you share equipment? And do you take that out every night?

Dennis Lockhart: Yes. (Inaudible). Yes.

Councilman Whetstine: Which is it?

Dennis Lockhart: We leave it in every night.

Councilman Whetstine: Okay.

Dennis Lockhart: Yep.

Councilman Hachmeister: Well, you know, one (1) of the things too, like I say, and our job is to appropriate the money that keeps the County running. And of course I think it needs to be kept running efficiently. You know? And well, when you got your COVID check money, you know, you didn't, you may have paid bills or bought something that you really needed. You didn't go buy a fur coat or a pair of blue suede shoes. You know, so, you bought something that you actually needed. And I think that's what I'm leaning for. I don't deny you a vehicle as far as what you need.

Dennis Lockhart: Well, I think unless people do this job, you don't know what I need. I go places in these vehicles that you'd be afraid to go to. I mean these places are hard to get to. I almost went in a lake the other day up at Yellowbanks. And I was in a four (4) wheel drive pickup truck. I mean...

Councilman Whetstine: Dennis, when you use your personal vehicle, what type of vehicle is it?

Dennis Lockhart: It's a four (4) wheel drive. It's a Ford 2010 king cab.

Councilman Bacon: I'm going to make a motion that we approve the forty-one thousand sixty-eight dollars and eighty-four cents (\$41,068.84).

Councilman Richmond: Motion by Ron. Is there a second?

Councilman Whetstine: I'll second it.

Councilman Richmond: Second by Chris. Any further discussion? If not, all those in favor? One (1), two (2), three (3) I count here. Rick?

Councilman Reid: That's a no.

Councilman Richmond: And those opposed here? One (1), two (2), three (3), so it's four (4) nays. The four (4) nays were Rick, David, Ted, and Brad.

Councilman Overton: Correct.

Councilman Richmond: Okay.

Dennis Lockhart: Well, thanks for your time and support guys. Appreciate it.

Councilman Hachmeister: Well, wait a minute. I would be in favor of putting money in to go buy a vehicle if they're needing a vehicle. He doesn't need to be driving his own, but if he is, he needs to be turning it into mileage.

Dennis Lockhart: I don't want to go through that battle of trying to turn mileage in.

Councilman Overton: Well, I mean, I think turning in the mileage is the right way to go here for anything. Even for your other guy, I mean, you drive the County truck and let him drive the other one (1). He can turn in the mileage for the fewer amount of miles that he's driving. I mean, that would, I would think that would seem logical. If he's only working two and a half (2 ½) days a week and that averages to be, you were putting on seven hundred (700) miles a week and I think that puts him then at like two hundred and eighty (280) miles a week and it's forty-four cents (\$0.44) a mile. So, if my math is right, that's like a hundred and twenty three bucks (\$123.00). Is that about right? I'm terrible at math. But, so that'd be a hundred and twenty (\$120.00), so that's a hundred and twenty-three dollars (\$123.00) a week times fifty-two (52), which is (inaudible) fifty-two (52) days a week, that's sixty-four hundred dollars (\$6,400.00) a year. So, it'd be a heck of a lot cheaper for him to turn in the mileage or even just turn in the mileage and you drive the truck. But, if, you know, so there's that option or I don't know if you had a dollar amount in mind, Dave, or if we wanted to give them a set amount.

Councilman Hachmeister: Well, mostly you had the right idea too that a car would work, but you said it wouldn't. Correct?

Dennis Lockhart: Ah, no.

Councilman Hachmeister: And, of course, as far as the base, regular cab truck...

Dennis Lockhart: I could use an SUV.

Councilman Metzger: Or a jeep.

Councilman Hachmeister: No. Don't...

Councilman Metzger: I wouldn't be opposed to giving you money to buy a vehicle, too, but the vehicle itself is the issue.

Dennis Lockhart: Well, I understand that. But, we did try to get a price on vehicles and that's the only price that we got cause that's what we have.

Councilman Metzger: You just can't walk onto a lot and get a price from a dealer?

Dennis Lockhart: Well, if I'm allowed to.

Councilman Richmond: This vehicle that you have here for us, did you, didn't I hear you say that there's some things packages or something you could take off.

Dennis Lockhart: Yeah, I took about three thousand dollars (\$3,000.00) off of it. It was...

Councilman Richmond: So, you'd already taken that off and it's forty-one (\$41,000.00)?

Dennis Lockhart: No, it's, thirty-eight (\$38,000.00) something.

Councilman Hachmeister: Well, as far as, part of it too is, you get a regular cab, two (2) wheel drive at twenty-three-five (\$23,500.00) and thirty-nine hundred (\$3,900.00) for four (4) wheel drive, same thing.

Dennis Lockhart: I have to have a king cab to put all my stuff in it. I work out of my truck. I don't sit in the office.

Councilman Metzger: What do you haul in the bed?

Dennis Lockhart: Nothing in the bed. It's in the back seat.

Councilman Metzger: So, that's why a tool box or a camper shell would work.

Councilman Whetstine: So, an SUV would work or a Jeep?

Councilman Overton: What was that, Ted? You suggested a camper shell?

Councilman Metzger: A camper shell or a toolbox. Or those lateral tool boxes that go on trucks now. Would your stuff go in...?

Dennis Lockhart: Just a regular cab?

Councilman Reid: (Inaudible).

Dennis Lockhart: I just...

Councilman Hachmeister: What do you carry, Dennis? What do you carry with you every day?

Dennis Lockhart: I carry about five (5) of my code books. I carry my hardhat, my rain gear, my rubber boots. I have coats and jackets in there too, but I don't have to have those in there. And it takes up the back seat. That's why I said if I can get an SUV, I mean.

Councilman Richmond: I don't know too many SUV's that are below that forty-one (\$41,000.00) figure.

Dennis Lockhart: There's not many cars that are below that sticker either if you go look at cars now.

Councilman Whetstine: Well, to me, you're asking, this was a monetary issue, not a type of vehicle issue. I really don't know why we're on that. But, we are.

Councilman Overton: Well, I mean, I brought that up. If you can buy a car for, you know, my daughter just bought a brand new car and you're looking at some of those smaller cars for twenty-five thousand dollars (\$25,000.00), you know, with a lot of stuff on it. I mean I don't know how many times you've got to lock it into four (4) wheel drive or anything like that. Or you know, or how many times that has to happen.

Krystal Powless: I, I'm going to say something and I probably shouldn't. I don't understand why we're micromanaging. I feel like you need to, if you want to approve a number it is up to him to stay within that number. So, whatever number you're comfortable with, if you're comfortable with approving any money.

Dennis Lockhart: And the reason we've got so much money in there is I go around and catch people all the time without permits and make them go get permits. So, I'm, that is my incentive to put money in that account, so when I do need something, it's in there.

Councilman Richmond: It's non-tax dollars. And it's a required position too.

Dennis Lockhart: (Inaudible).

Councilman Overton: Is the insurance coming out of their fund, Krystal?

Councilman Hachmeister: Yeah, I mean, they're self-inclusive, correct? Nothing else comes out of it.

Krystal Powless: I'm not sure on that because the Commissioners pay a lot of the insurances. Roger's not still here so, I can't, I'm not sure.

Dennis Lockhart: I'm pretty sure.

Councilman Hachmeister: Well, I was told they were.

Dennis Lockhart: I'm pretty sure we pay our own insurance.

Krystal Powless: You may. You absolutely may. I can't answer it right now. I can look it up and get back to you guys.

Councilman Overton: Motion to approve thirty thousand dollars (\$30,000.00).

Councilman Richmond: Got a motion by Brad for thirty thousand dollars (\$30,000.00). Is there a second?

Councilman Metzger: I can second that.

Councilman Richmond: Second by Ted. Any further discussion?

Dennis Lockhart: So, can I go find this vehicle or do I have to wait on the Purchasing Agent to do it?

Councilman Overton: I don't think that's, I don't think that's our question.

Councilman Hachmeister: Not if you've got the money put in your budget.

Councilman Overton: I don't think that's our question. I think that, whatever the Commissioners, I don't know what their policy is on that.

Dennis Lockhart: Well, the Commissioners okayed the other one (1). I just wanted to make sure I'm not chasing (inaudible).

Councilman Richmond: Contractual, and it's below fifty thousand dollars (\$50,000.00), so it doesn't have to go through the bid, is that right?

Councilman Hachmeister: Seventy-five (\$75,000.00), now, isn't it?

Councilman Richmond: Seventy-five (\$75,000.00), now?

Cliff Whitehead: (Inaudible) threshold now.

Councilman Hachmeister: I'm pretty sure it is. It jumped from twenty-five (\$25,000.00) to seventy-five (\$75,000.00).

Councilman Richmond: Okay. And I'll call for a vote on thirty thousand (\$30,000.00). All those in favor?

Councilman Reid: Yes.

Councilman Richmond: Two (2), three (3), four (4), five (5), six (6), seven (7). Okay, all seven (7) of us. (Motion carried 7-0).

Dennis Lockhart: Now, if I find this at a dealership, I mean, do I...

Councilman Richmond: You have the money in the bank for thirty thousand dollars (\$30,000.00) to spend as of right now.

Dennis Lockhart: Right, okay. That's what I wanted to make sure. Because they're going to want the money, you know. Right now they don't have any cars to sell.

Councilman Richmond: I know that for a fact.

Dennis Lockhart: Yep. And you go past and look at the used car lots and there's none on a used car lots either.

Councilman Richmond: And the used car prices have inflated something awful.

Dennis Lockhart: Yep, yep.

Councilman Hachmeister: Waiting on computer chips.

Dennis Lockhart: What's that?

Councilman Hachmeister: They're waiting on computer chips. About six (6) months away on computer chips.

Councilman Metzger: There's online, too, as an option.

Dennis Lockhart: Yeah.

Councilman Metzger: Carvana.

Dennis Lockhart: I just want to make sure, I really don't want a used one (1), cause then you have problems. You know, but I'll see what I can find.

Councilman Richmond: Sorry.

Dennis Lockhart: Thank you.

Councilman Richmond: Okay.

Councilman Hachmeister: Where is that?

(May Appropriations are located on Page 25 of these Official Minutes)

COUNCIL BUSINESS BUDGET MEETING DATES

Councilman Richmond: Last up is Council Business. We have our Council Budget Meetings and dates. I have looked it over and have no conflicts. Already made one (1) change in my schedule already to meet the July 22nd date.

Councilman Hachmeister: Yeah.

Krystal Powless: Do you have a conflict with July 22nd?

Councilman Richmond: I don't anymore.

Krystal Powless: Oh, okay.

Councilman Richmond: I did. But, I don't anymore. It was a reservation somewhere and I just moved it.

Krystal Powless: Okay.

Councilman Overton: I'll tell you what, this, you and these vacation days. We're gonna have to, this is getting to be a little bit (inaudible).

Councilman Metzger: (Inaudible) Tuesday. I'm not sure about that one (1).

Councilman Hachmeister: The only thing is, we don't have to pay him.

Councilman Overton: That's true.

Councilman Metzger: Tuesday's a bad day.

Councilman Bacon: I say, I didn't know he had vacation.

Councilman Overton: I should rephrase that.

Councilman Hachmeister: Is that it?

DISCUSSION ON MILEAGE TRACKING FOR COUNTY VEHICLES

Councilman Overton: You know, I've got something, if we don't have anything else, I think something with all this the vehicles and the mileage and all this other stuff, I kind of wonder too if we don't need to work, and I'd mentioned something of this to Roger. Maybe look at getting, coming up with some ways to track some of these miles and, you know, how many things that we're actually putting miles on these vehicles. If he's actually, you know, I don't doubt what he's telling me, but I mean, you know, some of this stuff, it looks like we may want, get a little better eye on how many miles people are actually driving back and forth. Cause that just increases our insurance rates for vehicles and liability and everything else. Honestly, you know, I don't mean, this is a pretty broad stroke, but I mean, I know the nicest thing as far as somebody taking vehicles home, a lot of it is Deputies because you know, then you're flying, you know, showing the flag and you're letting people see there's law enforcement out there. But, I mean, some of this stuff, maybe, and maybe we're not doing that much. I mean, I don't know. It just, it would be a better way to kind of keep track of some of these things and maybe, heck, we could lower some of our costs if we find out. I mean, I don't know. Something to think about at budget time and be looking into some mileage things. I know, don't they have some stuff out at the garage where they track some stuff.

Commissioner Phillippe: (Inaudible).

Councilman Overton: I mean, yeah, so I mean, but I know there's a lot more vehicles than what's just out at the garage and the Sheriffs. But, just something for food for thought. Maybe at budget time we can think about that or come up with some kind of committee to review some of these things.

Councilman Hachmeister: Roger's got the complete list for insurance.

BUDGET MEETING DATES CONTINUED

Councilman Richmond: We need a motion on the budget meeting dates.

Councilman Overton: Oh, sorry. I thought we were, I was just rambling.

Councilman Metzger: I make a motion. They're okay.

Councilman Richmond: Motion by Ted to accept these dates as listed. Is there a second?

Councilman Reid: Second.

Councilman Metzger: Rick.

Councilman Overton: I think Rick seconded.

Councilman Richmond: Okay, I didn't hear him. I'm sorry.

Councilman Overton: He croaked something up there. Couldn't tell what he was saying.

Councilman Richmond: Alright, all those in favor?

Krystal Powless: Hang on, hold on. Ron is looking something up.

Councilman Overton: Just vote on it. If Ron can't make it, we haven't had Ron here before.

(Several talking at once).

Councilman Hachmeister: (Inaudible) look at it, Greg. Hey, Greg, (inaudible). Let me see your list. I haven't seen it.

Councilman Bacon: (Inaudible) since he's been here. He's been here every meeting. You guys have this thing about Thursdays, you know?

Councilman Overton: What are you doing on a Thursday old timer? You shouldn't be doing anything. Come on. You've got grandkids and that's about it.

Councilman Bacon: Okay, number one (1), okay, the 15th, I have this other committee, RDAC and EDAC that meets on Thursdays, right, Mr. Roelle?

Steve Roelle: Yep.

Councilman Overton: He'd be happy for you to just come to the budget meeting if we're looking at budget stuff. He could let you go for a day like that. I'm sure.

Councilman Bacon: Yeah.

Councilman Richmond: Thursdays weren't EDAC meetings, cause I checked those.

Councilman Bacon: Okay. Tuesdays. There's only one (1) Tuesday. That's no biggie. Okay. Yep. I'll deal with it.

Krystal Powless: Okay.

Councilman Overton: Is that a yes then?

Councilman Bacon: Yes. I could abstain?

Councilman Overton: That's seven (7) there, Greg.

Councilman Richmond: Okay. Seven, zero (7-0).

(Budget Meeting Dates are located on Page 26 of these Official Minutes)

UPCOMING 2021 DISTRICT MEETING

Councilman Richmond: I apologize for the time but I have one (1) more thing to add.

Councilman Overton: Oh, no.

Councilman Richmond: I'd like to advertise the 2021 District Meetings next Wednesday, May 12th. It's at Huntington at their little, they've got a nice little convention hall on the north side of town. And there's also a class on budget, budgeting before that. That class starts at 1:00 (PM).

Councilman Hachmeister: You talking about the online? Online class?

Councilman Richmond: 1:00 (PM) our time. No, it's not online. It will be after the fact, I think.

Councilman Hachmeister: Pardon?

Auditor Stevens: That's the 18th, online, DLGF.

Councilman Hachmeister: When is the online classes for budgeting?

Auditor Stevens: 18th.

Councilman Hachmeister: 18th, okay. Everybody get an email on that?

Councilman Richmond: Um hum.

Councilman Reid: Yes.

Councilman Richmond: Yes, the DLGF requirement.

Councilman Hachmeister: Yeah.

Councilman Richmond: Anybody else have anything? I'll entertain a motion to adjourn.

The rest of this page left intentionally blank.

Councilman Overton: Motion.

Councilman Richmond: Motion by Brad. Second by Dave. All those in favor. All seven (7) of us. (Motion carried 7-0).

ADJOURNMENT: Meeting adjourned at 8:48 PM.

WARRICK COUNTY COUNCIL

Greg Richmond
Greg Richmond, President

Ron Bacon
Ron Bacon

Ted Metzger
Ted Metzger

Chris Whetstone
Chris Whetstone

Brad Overton
Brad Overton, Vice President

David Hachmeister
David Hachmeister

Richard Reid
Richard Reid

ATTEST:

Deborah K. Stevens
Deborah K. Stevens, Auditor
Warrick County, IN

Minutes transcribed by Kristine Georges

Sec. 1 Be it ordained (resolved) by the Warrick County Council, Warrick 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 proposed specified, subject to the laws governing the same:

FUND	APPROPRIATION #	DESCRIPTION	AMOUNT REQUESTED	AMOUNT APPROVED
E911	1222.31400.000.0000	Contractual Services	\$66,500.00	66,500
Total E911			\$66,500.00	
Landfill Post Closure	1166.31111.000.0000	Landfill Closure	\$9,000.00	9,000
Total Landfill Closure			\$9,000.00	
Building Department	4908.44300.000.0000	Motorized Equipment	\$41,068.84	30,000
Total Building Department			\$41,068.84	
Health	1159.11530.000.0000	Nurse 1	\$6,447.00	6,447
	1159.21375.000.0000	Vaccine	\$8,111.00	8,111.00
	1159.22500.000.0000	Animal Control	\$7,035.00	7,035.00
Total Health			\$21,593.00	21,593.00
Economic Dev.	1112.61121.000.0000	Warrick County Trail	\$550,000.00	550,000
Total Economic Development			\$550,000.00	
Commissioners	1000.3116.000.0068	Expense Covid	\$202,991.00	202,991
Total Commissioners			\$202,991.00	

Taxpayers appearing in the meeting shall have a right to be heard. The additional appropriations as finally made will be referred to the State Board of Tax Commissioners. The Board 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.

Adopted this 6 day of May, 2021.

Greg Richmond NAY
David Hachmeister
Brad Overton
Chris Whetstone

ATTEST:
Deborah K. Stevens Deborah Stevens
Auditor Warrick County

2021 Budget Meetings and Important Dates for 2022 Budget

Friday, May 28, 2021 Budget Packets Delivered

Tuesday, July 1, 2021 Budgets Request Due to Council

The Warrick County Council will be holding the following meetings in July, August, September and October of 2021. The meetings will be held in the Commissioner/Council meeting room on the 3rd floor of the Warrick County Courthouse.

Thursday, July 22, 2021	TBA	*Department Hearings
Thursday, August 5, 2021	6:00PM	Regular Meeting
Thursday, August 5, 2021 (At end of Regular Meeting)	6:00PM	Review Estimated Levy Limits
Wednesday, August 4, 2021	TBA	*Personnel Meetings
Tuesday, August 17, 2021	5:00PM	Budget Session
Thursday, August 26, 2021	5:00PM	Budget Session
Thursday, September 2, 2021	6:00PM	Regular Meeting
Thursday, September 2, 2021	7:00PM	Final Review
Thursday, October 7, 2021	6:00PM	Regular Meeting
Thursday, October 7, 2021 (After Regular Meeting)	7:00PM	Public Hearing
Thursday, October 21, 2021	5:00PM	Budget Adoption

Asterisk - Detailed schedule will be handed out at a later time.