



**MINUTES
MONROE COUNTY COUNCIL
REGULAR SESSION
March 11, 2008, 4:30 p.m.**

CALL TO ORDER

Pursuant to proper notice, a Regular Meeting of the Monroe County Council was called to order at 4:30 p.m., March 11, 2008, at the Monroe County Courthouse in the Judge Nat U Hill Meeting Room, Third Floor, Bloomington, Indiana. The presiding officer was Vic Kelson, President.

Councilors Present: Michael Woods, President
Vic Kelson, Vice President
Jill Lesh
Sophia Travis
Charles Newmann
Warren Henegar
Marty Hawk

Also present: Auditor Sandy Newmann, Auditor's Financial Director Cathy Smith, Auditor's Chief Deputy Mark Hazelbaker, Auditor's Administrative Assistant Hattie Greene, Councils' Administrative Assistant Margaret Hollers, Council Attorney Michael Flory, and Jeff Cockerill, County Legal Department.

The Pledge of Allegiance was led by Vic Kelson

Public Comment:

(Robin Donaldson, Youth Services Bureau) I wanted to take this opportunity to let you know that there is a Senate Resolution that is pending to declare March 16th – 22nd as National Safe Place Week. This is safe place's 25th year. And Safe Place is a program that's sponsored by Youth Services Bureau. It is an outreach program that's designed to get help to kids throughout the community so that they have an immediate access to service and an immediate access to safety. And to let you know that our Senators' both Bayh and Lugar have agreed to sign on as co-sponsors.

(Jeff McKim) I would like to speak in support of Resolution 2008-10 Establishing Requirements for the Economic Revitalization Area Designation and Property Tax Abatements. I understand that this resolution will be discussed in more detail in an upcoming special session. I commend the Council for its leadership on this issue. This Economic Revitalization Policy is welcome for several reasons; first it is becoming abundantly clear that we are approaching a recession. Nationwide economic trends as well as recent developments at G.E have caused many citizens in Monroe County to become concerned for their economic

Monroe County Council Regular Session March 11, 2008

futures. As job security decreases demands for local government to play a greater role in economic development increase. Having a policy in place insures that the Council is able to apply the tools at its disposal in a consistent and fair manner. In a manner that is in support of the overall economic development goals of County Government. It removes the tendency common to many local governments to make tax abatement decisions out of desperation or out of fear as being branded anti-business. Second, as speaking as a businessman myself the best thing the government can do to support business is to be efficient and predicable. The Economic Development Policy embodied in this resolution supports both goals; providing businesses with a well defined road map to making use of these economic development tools. Such predictability is welcomed to any business considering expansion and needing to plan for the future. Now let me make a couple of comments about the specifics of the policy. First I'll mention one area of this policy that makes me uneasy. The section on the standards required for designation of an economic revitalization area, in that section a property owner may request a designation based on demonstration, the failure to make improvement will result in a reduction of workforce. Without some clear guidelines on the evidence required this may lead to a situation in which the Council is placed under undo pressure by a business threatening to leave or downsize. A more predictable set of guidelines would be good here. Now onto the positives, first I strongly commend the Council for making local small business the focal point for its economic development policy. It's well established that small businesses with fewer then ten employees are the primary engine of job growth in this country and it only makes sense to focus on encouraging their development as the core of our county's policy. The benefits of (inaudible) local businesses are numerous. Local businesses keep more resources inside the community; local businesses on the whole are more committed to the community. I support the point value system that rewards local small businesses with a greater duration of abatement. Second, I support the policy's use of wage levels as the key bench mark rather than simply the number of jobs created. Monroe County does not on the whole have an unemployment problem, it has an under employment problem. A good Economic Development Policy must focus on addressing this. We want to encourage not simply the creation of jobs, but the creation of jobs that a person can support a family on. I do have some concerns that the formula used to develop the amount and duration of abatements does not sufficiently reward the creators of high wage jobs as opposed to more numerous low wage jobs. Third, I appreciate the mention of health care benefits in the policy. The citizens of Monroe County are as concerned about the cost of health care as they are about job security. Although health care benefits are addressed thru inclusion of their value in the formula used to determine abatement amount and duration I would encourage the Council to explore a means for a more specifically (Inaudible) the creation of jobs with health insurance benefits. Fourth, I'm glad to see that the fees collected for this policy would be distributed evenly between the BEDC and SBDC this recognizes that it's just as important to encourage the development of new small local businesses as it is to encourage existing business to relocate here. Finally the accountability provisions in the policy are most welcome. They provide a fair equitable and predictable process for ensuring that the taxpayers in Monroe County receive an adequate return on their investment and economic duration and development incentives. In conclusion I commend the Council for bringing this policy up for discussion and encourage its passage in substantially similar form. It represents a major step forward and significantly modernizes our county's approach to economic development.

(Gabe Rivera) Mr. Newmann mentioned that we have reached a milestone in the United States of America. We are now incarcerating one out of every 99.3 people, so we have more then one person out of every one hundred in jail. Monroe County made some news, the jail

made news on CNN as per its over crowding. CNN stated that Mr. Kennedy had no response and of course, Mr. Kennedy isn't totally responsible for the number of people that are in our jail. The reason I keep coming up here is I'm hoping through repetition to create an opportunity for Monroe County to back out of what is the best terms, "drug prohibition" Drug prohibition functions the same as alcohol prohibition in it creates a bunch of nefarious opportunities for everyone. The only rational comeback that Mr. Salzman had during his administration when I spoke here was that we would lose a lot of jobs and indeed we would lose a lot of jobs if I am successful in ending drug prohibition. We'd lose a lot of jailers, prosecutors, judges, police force people and a lot of people in the Center for Behavioral Health because people are being forced to be treated for drugs against their will. You can't really force treatment on people, that's not treatment. So what I'm hoping is to get Monroe County to be the place in time and history that starts to back out of the drug war. I'm assuming that we spend three million dollars of Monroe County tax dollars each year in incarcerating people and forcing treatment on people, which has been absolutely unsuccessful, so I'm trying to recoup three million dollars in tax savings a year here in Monroe County. There's going to have to be a transition program for the police, Judges, prosecutor's, jailers the jail space in going from drug prohibition. The term drug user, Jew, black person to persecuting..... if you persecute someone for being a witch a drug user, a black person, or a Jew, it's all the same thing, there is no difference, it's just a different scapegoat. So I'm hoping to find a way to back out of drug prohibition. Drug prohibition not only affects us locally, it affects global terrorism. Because the \$300,000 that was made today off of selling coke and heroin in Monroe County goes out of the community and into the hands of the big cocaine dealers, such as the Bush family and the Iran Contra scandal. That's money for covert operations. Most covert operations are financed through the drug wars. So if we eliminate drug war financing we eliminate global terrorism, we might be able to reduce the jail population by half maybe even more. We might be able to reduce crime by 70%. The studies I'm reviewing lately show that every dollar spent on interdiction actually manufactures more crime. It is a fantastic opportunity to speak in front of you. This is such a big debacle and hard to wrap around in a positive sense, but I think the opportunity is here in Monroe County and I hope we get to realize it.

DEPARTMENT UPDATES

(Iris Kiesling, County Commissioners) I want to update you on the fact that we're going to have a public hearing on Monday, March 24th at 5:30 in this meeting room and it's for the Karst Farm Greenway Phase 1. And the purpose of the primary goal of that project is to expand alternative transportation opportunities in Monroe County for reduction of vehicular traffic, trips, expansion of recreational opportunities', protection of environmentally sensitive corridors and connection among existing or proposed areas. We are inviting the public to come and comment on what we have. It goes all the way from Vernal Pike all the way across Wayne's' Lane you name it, all the way to Karst Farm Park. And we've been working on this for quite some time.

(Kelson) It is my understanding that item XIII has been pulled is that true?

(Jeff Cockerill, Legal Dept) Yes.

NEW BUSINESS

(Woods) Mr. President, move approval of item V, 1, Courts,
Monroe County Council Regular Session March 11, 2008

Excess Levy: Request for Reduction of Appropriation Approval

Department	<u>Fund</u>	Amount
Clerk	0101-001	\$ 49,966.18
Sheriff	0101-005	\$ 28,860.72
Courts	0101-225	\$ 821,457.73
Public Defender	0101-271	\$ 52,394.84
Technical Services	0101-106	\$ 92,135.00
Correctional Center	0101-380	\$ 268,909.19
Prosecutor	0101-009	\$ 138,883.14
	Total Reductions	\$ 1,452,606.80

(Henegar) seconded

(Cockerill) This request and the next request in brought to you because the last budget process we had an Excess Levy request and we had sent that to the State. The State came back and reduced that request to a number and then obviously we get half of that number for this calendar year and this is just to reflect the changes that were happening because of that reduction for and this is for the 2008 budget year of the amount that would be spent after having budgeted for Excess Levy purposes. This has been talked about the last couple of months. This is a housekeeping to get the documentation in front of you as it was requested.

(Kelson) Are there any financial updates from the Auditor's office?

(S. Newmann) No.

(Kelson) Questions from the right, questions from the left.

(Travis) Would you care to recap any of what we discussed at the work session?

(Kelson) It's housekeeping, what happened at the work session the discussion was that.... This was discussed in great detail at the February Council meeting. The Excess Levy request to the State was somewhere around \$2.1 million dollars. That amount was requested, the State ultimately came back and approved a number of \$1.3 million dollars; however, we had appropriated the \$2.1 million dollars in the 2008 budget. So the Excess Levy amount for 2008 would be \$1.3 million dollars plus or minus, but none of it will come until the second half of the year. So the total amount of Excess Levy monies that there are to be spent in 2008 is about half of the \$1.3 million dollars or about \$650,000. So the purpose of this item is to reduce that originally appropriated \$2.1 million dollars down to the \$650,000 that we're actually going to have in the Excess Levy in the second half of the year. And the various departments work together very carefully to come up with a plan for how those monies would be spent. I think you came up a dollar and a half away from exactly the half way mark. So everyone is to be commended for all of their hard work on making this thing work out so departments can operate this year.

(Hawk) Question

(Kelson) The question has been called. We'll do a roll call vote

ROLL CALL: Kelson – yes
 Lesh – yes
 Hawk – yes
 Newmann – yes
 Travis – yes
 Woods – yes
 Henegar – yes

Motion passes.

**(Woods) Mr. President, move approval of item V, 2, Courts,
 Request for amendment to 2008 Salary Ordinance Approval**

0101-109 Prosecutor/County General	Present Salary	Requested Salary
10.0046 Legal Secretary	28,728.00	
0101-225 Courts		
10.0015 Deputy Court Admin	\$59,409.14	
10.0016 Justice Info Specialists	\$49,961.00	
10.0081 Court Bailiff	\$31,477.98	\$27,543.23
10.0082 Court Bailiff (supervising)	\$33,848.10	\$29,617.09
10.0083 Court Bailiff	\$31,477.98	\$27,543.23
10.0084 Court Bailiff	31,477.98	27,543.23
10.0085 Court Bailiff	31,477.98	27,543.23
10.0087 Public Service Coord.	30,123.42	
10.0089 Probation Supervisor	42,381.00	34,200.00
10.0090 Probation Supervisor	59,681.00	51,500.00
10.0091 Court Alcohol & Drug Sup.	42,381.00	34,200.00
10.0118 Deputy Chief PO	71,160.00	
10.0121 Bailiff	31,477.98	
10.0122 Bailiff	31,477.98	
10.0123 Probation Officer	52,265.00	52,265.00
10.0124 Probation Officer	52,265.00	49,891.00
10.0125 Probation Officer	52,265.00	47,515.00
10.0126 Probation Officer	52,265.00	47,515.00
10.0127 Probation Officer	52,265.00	47,515.00
10.0128 Probation Officer	52,265.00	
10.0129 Juvenile Facility Director	65,669.00	
0101-271 Public Defender		

10.0018 Legal Secretary	28,728.00
0101-380 Jail	
10.0088 Corrections Officer	27,693.00
10.0089 Corrections Officer	27,693.00
10.0090 Corrections Officer	27,693.00
10.0091 Corrections Officer	27,693.00
10.0092 Corrections Officer	27,693.00
10.0093 Corrections Officer	27,693.00
10.0094 Corrections Officer	27,693.00

(Henegar) Seconded

(Cockerill) This just effectuates the changes that were made by the reduction into the salary ordinance. Again it's housekeeping.

(Kelson) Any financial updates?

(Smith) The only thing I want to remind you is that our budget is not approved for 08 and new monies and new line items in 08 cannot be spent until the budget becomes approved by the DLGF.

(Kelson) Council questions to the left. Council questions from the right.

(Hawk) So are you saying that we have new line items that has to do with the Excess Levy are you saying it's not allowed to be spent?

(Smith) I'm understanding that most of the line items are not targeted to be spent until July anyway. But we can, I guess maybe have a small discussion about this tomorrow or something to identify any that might conflict and we can get back with you. Would that be okay?

(Kelson) I know for a fact that we've filled four of those petitions on January 1st.

(Smith) Yes, but wasn't one of them..... I mean are they absolutely.

(Kelson) They are all Excess Levy positions.

(Smith) Right, but I thought they're like critical need positions.

(Kelson) They were.

(Smith) And they were identified as critical need positions, which is different then just across the board hiring.

(Hawk) I would like to call to your attention that every year we begin the year without a budget approved by the State. And we just operate on the passed year's budget. But what they will not let you do is an additional appropriation (inaudible) given us the original appropriation. But none of the budget has been approved and so any new hire that we put on

there for this year, not just the court, but anyone that you're trying to do payroll for if you use that theory we wouldn't be able to make payroll for us. So there has to be some provision and I'm sure we'll work it out.

(Cockerill) And just to clarify, when you said none of the budget has been approved, the entire budget was approved by the Monroe County Council.

(Hawk) The State has not approved any part of Monroe County budget. And they can not do because they don't have all the information yet from us they need to do it.

(Henegar) Question

(Kelson) Question has been called; we'll do a roll call vote:

ROLL CALL	Lesh – yes
	Hawk – yes
	Newmann – yes
	Travis – yes
	Woods – yes
	Henegar – yes
	Kelson – yes

Motion passes

(Woods) Mr. President, move approval of item VI, Sheriff, Additional Appropriation Approval

0101-005 County General/Sheriff	
30.0004 Gen. Communications Servo	\$25,613.50

(Henegar) seconded

(Woods) I don't see Chief Deputy Mellinger here, but this item is an item we removed during budget session in 2006 for the 2007 budgets, the final payment on a contract for the Logisys Records Management System. And at the work session we looked at the minutes from that budget session and the Council at that time did in fact ask the Sheriff to remove it from the budget and come back for an additional appropriation to make the final payment.

(Kelson) Any comments from the left or right?

(Hawk) This is an additional appropriation in County General and we are not allowed to send paperwork to the State with this additional appropriation request until we have our budget approved and that's when they send back those seventeen or eighteen notices with the tax rates and so forth. And which we also have to realize that hasn't happened, we're not going to be able to get our tax statements out and revenue coming in for the taxing units as they normally we would expect to have it. So we'd have to check with legal and have them check this out, we can certainly go ahead and approve of this and since it's in the General Fund

budget and there's the fund there we'll have to check to see if they can go ahead and pay this, but we can not get the additional appropriation approved at the state level.

(Woods) I haven't heard anything about why it's taking to say so long for our budget order to get approved.

(Hawk) The Auditor's office is still working on changing some documentation that they are having to do entries on, as I understand, if any pass due payments from last year and until all of that's complete and they send all of the information up to the DLGF they can't look at that and send us back our tax rates. And until that happens they can't move forward. And the Treasurer certainly can't move forward with sending out the tax bills.

(Woods) Might I ask the Auditor's office then where we're at on that? It would be nice to have a budget.

(Smith) I do not know that any other county actually has a budget at this time. I know the DLGF in of itself was not prepared to make budgets yet. They were holding everyone's even people who had their A.V.s finishes. When our A.V's rolled into our system from the Assessors system they did not match, even though it's the same software vendor. And we are not the only county this happened with. We had to go in and change everyone by hand, as I believe I told you during the work session. That has been done now, that's almost sixty thousand parcels. It's a lot of work when you have a very small office. In addition to that, we are looking at people taxes that are delinquent, making sure that they have rolled correctly. And we will after that the next step is to look at all the TIF parcels and re-neutralize those for the new assessed value because it re-centers that financial information. Once that's done we were hoping that it gets done in the next few days, and then it just gets sent to DLGF electronically. It doesn't mean they'll act on it right then. To the best of my knowledge they haven't acted on anyone's yet. But we're working as fast as we can. And we've made great stride. It's been a lot of hand data entry. And we're very excited about the new law that's going to require one database for the Assessor and for the Auditor. It's been a lot of work and once again some of the long time county employees in the Auditor's office have had to re-enter things by hand, making their job labor intensive and they don't get paid any extra for all the extra work. They are really just busting their behind and I think we own them a big thank you for the third year in a row. So I for one will be very happy to get one database. And that is a new law.

(Travis) This is the third or fourth incidence where a department had been willing to scour thru minutes. It's been pretty helpful to have these instances proven where verbatim minutes are helpful for keeping track of promises that are made during a very hefty agenda of the annual budget session.

(Henegar) Question.

(Kelson) Question has been called; we'll do a roll call vote:

ROLL CALL:
Hawk – yes
Newmann – yes
Travis – yes
Woods – yes
Henegar – yes

Kelson – yes
Lesh – yes

Motion passes.

**(Woods) Mr. President, move approval of item VII, 1 & 2,
Health Dept, Request Approval of Creation of New Budget
Line**

**Request Approval of Creation of New Budget Line 0815-
000 Public Health Coordinator
30.0002 Stipends**

**Request for Appropriation Approval
0815-000 Public Health Coordinator
10.0001 Public Health Coordinator**

**20.0001 Supplies \$ 600.00
20.0010 Public Information Materials \$ 600.00**

Total 20s \$ 1,200.00

30.0001 Travel Expense \$ 1,500.00

30.0002 Stipends \$ 2,000.00

30.0004 Public Health Projects \$ 2,800.00

Total 30s \$ 6,300.00

Total \$ 10,000.00

(Henegar) seconded

(Penny Caudill, Health Dept) I have the additional appropriation and new line request. The additional appropriation is a grant that the Health Department is receiving from the National Association of County and City Health Officials. They represent approximately 3,000 local health departments. And NACCHO supports the efforts of the Health Departments by calling for strong national policy by developing useful resources and supporting effective health practice systems. And one of the ways in which they do that is to garner funds. They have a foundation that helps identify public health related funding sources and then they put out these grants. This particular grant was generated from the Department of Health and Human Services to build capacity of local medical reserve corps and it's for \$10,000. Last summer our Public Health Coordinator worked with two interns to start recruitment for medical reserve corps and they built a tool for how to do that and actually began that recruitment process. And that will help us with our bio-terrorism preparedness guidelines, not only as part of this grant but also from the State and what they're wanting from us. And it will just help us as a county be better prepared for any disasters that might occur. So it could range from a

natural disaster to pan flu to any kind of mass immunization clinic that we might need to do or anything like that. And the volunteers in the Medical Reserve Corps not all of them will be medical personnel, some of them will be (inaudible) people. They'll do a variety of skills that they bring to the table, but primarily they're going to give us a volunteer pool that we can draw from because in an emergency the people who are employed are going to be called to work at the hospital or at a clinic that they might be at. So this allows us to get people who are available maybe retired doctors and nurses. Other retired people are people who are not employed during the time of a disaster and would be willing to give us their assistance. So that's what the grant will really help us do and the Medical Reserve Corps will gather the volunteers, will train them and develop a database for tracking them so that in the event of an emergency we know how to get a hold of them gathered and they know what their tasks are and what they would be expected to do. And the stipend piece of this, or course we don't have that in our regular budget for interns and this particular grant allows us to pay up to four interns \$500 each. They wouldn't work all at one time, so it would allow us to continue the work as it goes along and again last summer we used two interns they received no kinds of stipend and this will allow us to just expand on that and they would be paid their stipend at the end of their internship once that's successfully completed.

(Kelson) Questions from the right.

(Kelson) Any financial updates on this item?

(S. Newmann) No.

(Henegar) It wouldn't hurt for one of these days to have an update of the exactly how the command is if there is a disaster exactly who would be in charge of the disaster and when will you be asked to produce this medical reserve corps?

(Caudill) That's a very good point and of course it depends a lot about what kind of disaster it would be and who is in charge of incident command. Also with the bio-terrorism grant it does allow us to do planning and table top exercises and expanded exercises that gives us practice at doing some of those things and that is on our agenda. And we would be happy to come back and tell you more about that as those things unfold.

(Kelson) Questions to the left?

(C. Newmann) I appreciate you bringing us up to date on this and letting us know that the National Association of County and Health Officials, which Monroe County is a subscriber to I assume. It goes after this federal grant money to bring here. Is this the first time that we've had this particular grant for emergency preparedness for the medical reserve corps?

(Caudill) Yes, one thing that NACCHO does is each month they highlight different areas of public health and so they look for grants and offer up different grants at different months. So they change from time to time so it is not a reoccurring grant necessarily. And I will tell you that we're applying for another grant from NACCHO for a different project, so hopefully we'll come back to you with that in the next month or so.

(C. Newmann) I'm glad to see that the Federal Government is allowing a little bit of money for the planning on this and the medical reserve corps takes my interest because of my involvement in the military. After World War 1 the U.S. Military was so short on medical personnel they couldn't treat the soldiers out in the field and that's where the Federal Reserve,

not the National Guard, but the Federal Reserve came from, was to establish a medical reserve corps at a national level. And that's going to effect today. They recruit doctors all across the country in order to have that reserve capacity that's being used currently in the military. I'm glad to see that this is being provided down to the local level that they local medical people that are knowledgeable in this can be recruited to be more aware of what our emergency preparedness needs are and I'm assuming that this is coordinated with our Emergency Preparedness Department here in the county too.

(Travis) It's one of the last conversations that I had with Bob about departmental issues and updates largely about this topic. I'm glad to see that this happening for the department. It's a small pot of money, but I know you'll put it to great use.

(Caudill) Yes, we can do a lot with it.

(Woods) Question.

(Kelson) Question has been called; we'll do a roll call vote:

ROLL CALL:
Newmann- yes
Travis – yes
Woods – yes
Henegar – yes
Kelson – yes
Lesh – yes
Hawk – yes

Motion passes.

(Woods) Mr. President, move to approval of item VIII, Clerk, Request for Transfer of Funds Approval.

CLERK

<u>0653-000 Clerk's Perpetuation</u>	
From: 30.0002 Contractual	\$ 8,000.00
40.0001 Furniture & Equipment	\$ 8,000.00

(Henegar) seconded

(Margaret Cook, Clerks Office) Most normally you would be seeing Jim here this evening, but since his surgery he's not back to work yet. We're getting some new furniture and we just need to rearrange to accommodate people and more cases and I wanted to use some of our perpetuation money in order to do that. We are currently shifting appropriations within our established budget.

(Kelson) Questions from the left?

(Lesh) Is that perpetuation fund available for furniture?

(Cook) The perpetuation has to do with records and storage and all those kinds of issues so we felt that it would fit within this category. We would prefer to have it on microfilm all of

them, but we don't have that available.

(C. Newmann) From what I've seen the conditions over in the Clerk's office I think you would be able to put this money to good use over there. There's no end to the records it seems like you have to maintain over in the Clerk's office and like you say, you would prefer to have it microfilmed and I think the Clerk's office is well underway towards having a lot of the records on microfilm.

(Cook) A lot of records have been microfilmed, but there are still many more in order to go all the way back and keep up with the new filings. They are continually going up each year.

(Kelson) Any questions from the right?

(Hawk) When I spoke to Margaret I wanted to make certain that the Perpetuation Fund was solid enough and liquid enough to be able to afford to do this because we have some salaries that has to be covered in there. And she got back with me in a couple of days and she researched it thoroughly and feels very comfortable that there's enough money there to do this and safely cover the salaries. So I'll be supporting this.

(Cook) We do monitor that because our people come first in order to take care of their salaries.

(Henegar) Question.

(Kelson) Question has been called; we'll do a roll call vote:

ROLL CALL

- Travis – yes
- Henegar – yes
- Woods – yes
- Lesh – yes
- Hawk – yes
- Kelson – yes
- Newmann – yes

Motion passes.

**(Woods) Mr. President, move approval of item IX, 1 & 2
Commissioner, Community Development Director**

1. Request Approval of Creation of New Budget Line
3700-000 Community Development Block Grant. Middle Way House
30.0007 Contractual Services

2. Request for Appropriation Approval
3700-000 Community Development Block Grant. Middle Way House
30.0007 Contractual Services **\$ 400,000.00**

(Henegar) seconded

(Kelson) Because this was advertised in the 30's do we have to read it in the 30's and then amend it to the 40's.

(Flory) Yes, I was going to ask you for a housekeeping amendment just to change the line designation from 30.007 to 40.003. It came to you as contractual services and it's a brick and mortar line, so it really needs to be construction of materials. Kathy checked with the State Board of Accounts and got that line designation for it.

(Woods) I will withdraw my motion and move as follows: approval of items (IX) 1 and 2 a request approval for creation of new budget line with the following amendments 3700-000 Community Block Grant Middle Way House line 30.0007 Contractual Services with the amendment to 40.003 construction and materials and request for an appropriation approval fund 3700-000 Community Development block grant/Middle Way House line 30.0007 contractual services in the amount of \$400,000 with a motion for amendment to line 40.0003 construction materials in the amount of \$400,000

Henegar seconded

(Kiesling) This is a project we have been working on to obtain the partial funding since last summer, and we've had a lot of trials and tribulations. We're hopefully at the final end and come to a conclusion. Toby Stroud is here the Executive Director of Middle Way House and I'm sorry we've missed some of the meetings, but we were at NACCHO when you met last time. I think this is one of those contributions that we can facilitate a small amount of money into something that is a very needed service in our community and I'm excited to see what's going to happen.

(Toby Stroud, Executive Director, Middle Way House) This is actually a flow-thru situation. Middle Way House can not apply directly for these funds they can only come to the County. And we thank the County very much. What we requested was \$400,000 to enable us to create a newer and more accessible emergency shelter for victims of domestic violence. What I brought here today is a picture of the elevation and of the foot print on the property of the historic Coca-Cola Bottling plant. The part of the project that you will be funding is actually the third floor. We have two floors for the shelter, but it is the third floor which is the bedroom part of it. This is something that Middle Way House has really been lacking. In the current shelter we have one very, very small accessible bedroom on the first floor. But the life of the shelter goes on, on the second floor. So people who have conditions that might be isolating have been reinforced in our program, which is not a very good thing. Also if we have one person with a physically limited condition we can't have another one and this is a very vulnerable population. So we look forward to being able to be more accommodating to that population in the future then we have been in the past. This is a much larger shelter then the one that we have now. Each floor is larger then the whole building where we're currently located. And this is also going to help us out a great deal because it's going to provide the kind of space we need for programs. We've really had to curtail programs at the shelter. This will also give us a place to have more confidential meetings.

(Kelson) Are there any financial updates on this?

(S. Newmann) No

(Kelson) Questions from the right.

(Hawk) Hopefully you've prepared something else for us to sign because it says, "contractual services" and that needs to be changed.

(Kelson) I believe a new document has been prepared for signature.

(Kelson) Questions from the left.

(Lesh) Congratulations for getting the grant. It's a wonderful project.

(Stroud) Thank you.

(C. Newmann) During your presentation I don't know if it came across real well as to where this building is located.

(C. Newmann) During your presentation I don't know if it came across real well where this building is located. Could you say that again?

(Stroud) The building is at 318 South Washington Street. It's the old Coca-Cola Bottling Plant.

(Newmann) And its right across from 3rd Street park then. I'm glad you're using this building. This building has been battered around a lot ever since Coca – Cola moved out of it. I know that other groups have tried to develop it for elderly housing and I'm glad to see that Middle Way House is finally able to put this together and I know you will put this money to good use on that building for the abused women that will be going there. Will this be replacing your current emergency shelter or augmenting it?

(Stroud) It will be replacing it. The current shelter has a capacity for twenty one. This will have twelve bedrooms with a capacity for fifty beds that we hope we never have to use. We have plans for the old building. If we are able to keep it, it is possible that we will sell the building in order to finalize our financial package. We are hoping that won't be necessary. We would like to establish model low income housing co-operative on that side.

(Travis) Toby do you have any presentation for the public to see at the upcoming festival that Middle Way is part of the Arts and Crafts Festival?

(Stroud) Not at that time, but on April 4th as part of First Friday we will be open from 4:30 until 8:00 and there will be a number of things going on. There's going to be a sculpture exhibit in the warehouse because you also did a gallery walk at that time. And we'll be taking people thru the building and letting them look at the plans and Lori (inaudible) who chairs the (inaudible) partnership, which is the fundraising effort associated with this development. We'll be speaking about the project and what we've accomplished and the challenges ahead. We hope to be making a couple very exciting announcements on April 4th.

(Julie Thomas) As a board member of Middle Way House I just wanted to thank the County for their work to facilitate this process because this grant is vital to getting this project done.

(Kelson) Did I miss the amount of this project?

(Stroud) No, I didn't tell you. This is a \$5,000,000 project. We're really hoping to

raise as much of the money as we can from outside the community actually in the form of public and private grants. Iris alluded to the problems that we had with Indiana Housing and Community Development Authority about this particular grant, which they always talk about helping the homeless, but over and over again we submitted an application and we didn't score high enough on it because the scoring is really designed to help almost anything but projects for the homeless. And so what we did with this was get a whole review of the process and of the scoring it's all being changed so that in the future this money will really be a little bit easier for people serving the most at risk populations to access. This was a success not just for us, but for agencies around the State.

(Woods) Question.

(Kelson) Question has been called; we'll do a roll call vote:

ROLL CALL:

- Henegar – yes**
- Travis – yes**
- Lesh – yes**
- Woods – yes**
- Newmann – yes**
- Hawk – yes**
- Kelson – yes**

Motion passes.

**(Woods) Mr. President, move approval of item X,
Commissioners/New Leaf New Life Request for Appropriation
Approval:**

3603-000 Community Model Jail

20.0001 Office Supplies	\$800.00
800.00	
30.0001 Postage	\$250.00
30.0002 Travel/Training	
30.0003 Phone/Internet	
30.0004 Administrative Support	\$13,928.00
30.0005 University Research	\$3,240.00
30.0006 Document Preparation	
30.0007 Training Material Development	\$1,683.00
30.0008 Equipment	
30.0009 Materials	\$4,000.00
30.0010 Administrative Project Director	\$18,860.00
30.0011 Programmatic Project Director	\$11,000.00
30.0012 Volunteer Director	\$48,000.00
30.0013 Community Managers	\$3,850.00
30.0014 Community Managers Supervisor	\$657.00
30.0015 Insurance	

30.0016 Aftercare Facilitator	\$21,142.00
30.0017 Transition Program Manager	\$22,052.00
30.0018 County Administrative Costs	\$2,000.00

Total 30's \$150,662.00

Total \$151,462.00

(Henegar) seconded

(Kiesling) This is one of those projects that's been going on for quite a while and this is a number of little grants.

(Vid Belvds, New Leaf/ New Life) As you know, New Leaf/New Life had its origins in the tragic death of James Borden in our jail on November 2003. And we studied the matter drew the conclusion that this was a consequence of our over crowded jail and that something needs to be done. We took the route of trying to do various kinds of programming both to keep people out of the jail and also to work with people so they don't return to the jail. We received our first grant in 2006, received a subsequent grant and now this is a third grant for 2008. We applied for \$215,000 we received \$151,000 which basically meant we cut some things out of our plan. The two items we cut out of our plan were a mentoring program that is being planned and getting underway and we're applying for other funding for that. And the other program that we were hoping to launch more was family outreach. One of the things that we're learning is that to deal with this problem you can not eliminate the war on drugs and empty our jail you have to deal with protractive problems of individuals. And to deal with that you need a continuum of care. And what we've done is kind of slowly expand our programming from inside the jail where the core of our program is basically a democratic community where we're trying to help folks work with each other. And in working with each other work out their problems. And then we have after care tied up to that and then when they get out of the jail we have our transition program and we also have Cross Roads which is an alumni support organization which is currently meeting at Martha's House where half the folks there are on probation right now. So we got a pool of people to draw from. We received some additional money where we're looking at right now and there will be a grand proposal going in on March 15th is to try to also launch the mentoring program this year and the idea of the mentoring program is to build a coalition of congregations in the community which would be a pool of volunteers to do work in the jail and outside and to work with the folks as they come out of the jail and to provide an ongoing sustained support. Support meaning dealing with various issues they come up with and not financial support. So we're beginning to show some signs of success. We're beginning to understand the problem and we have seen in research that investment in programming works, it can reduce recidivism and I would be very happy to share with you folks data from the State of Washington where they looked at they're projecting two and a half billion dollars of savings by implementing a series of programs aimed at reducing recidivism. So I think it's something worth investing. Now recently we were very pleased that the Community Corrections Advisory Board has requested our participation on a new task force and committee to deal with the problem with re-entry and Hal Taylor has been selected to represent us on that committee. But that is a very favorable development to address this whole issue of reentry.

(Kelson) Are there any financial updates on this item?

(S. Newmann) No.

(Kelson) Questions from the right.

(Hawk) Do you work with the work release group as well?

(Belvds) We are trying to develop a program that would involve the work release folks in a family parenting type of education program that would occur weekly. Where we would have the work release folks and also others that have been recently released from the jail or who have family members in the jail. And then parallel to that have a program for their children. We do have a group on inmates in Cell Block "A" working on launching Oxford House in Bloomington, IN. Oxford House is a national organization of substance abuse treatment done by the people who have the problem. You have six folks that have the problem that volunteer and we have folks in "A" block now that are going to be released over the next two months. They have a house in the community and we will be assisting them to launch this particular project. This is a work release transition program all kinds of after care.

(Hawk) So you have eight individuals who are going to rent one house and live in that house and be supportive of one another?

(Belvds) Yes

(Hawk) And then when they move on is that something they've cooperated together to rent the house or is that going to be available for someone else coming out?

(Belvds) It will be charted as an Oxford House and it follows a national model so the rules how it operates, how the individuals get employment and so forth and the support they get from Oxford House will all be available. So it will be a sustainable entity operating in the community.

(Hawk) A small work release...

(Belvds) A small work release type of operation. Focus on sober living and again with the help from this national organization that has had success in many communities throughout the country to help continue and thrive here.

(Henegar) I want to clarify that this is a substance abuse program and it includes mainly alcohol right?

(Belvds) Yes, alcohol is one of the primary problems.

(Henegar) And I want to clarify the savings at Washington State expects to come up with and which we will come up with it's kind of up the result of up front money. You have to have up front money first.

(Belvds) You have to invest money to realize the savings. But the types of things that we're talking about, is if you invest in treatment you're saving \$7.00 by investing \$1.00 in treatment. These are the kinds of things that we're talking about.

(Henegar) I want to make clear that it's not free and it requires upfront financing from somewhere.

(Belvds) From somewhere, either volunteers and again most of our..... we have in the past two years and each year we've had about \$120,000 in each of the past two years of volunteer effort invested in these projects.

(C. Newmann) You mentioned the program in Washington State, is there other counties in Indiana that are doing anything like this?

(Belvds) I know Knox County is looking at using a community model type of approach. I know they're interesting programs in Fort Wayne. Evansville has a faith based mentoring program that's been quite successful. But in terms of really getting a continuum of care I'm aware of no one trying to build towards that as we are trying to do here.

(C. Newmann) So the model you're following is it from the Oxford House organization?

(Belvds) Oxford House is one piece for one specific issue. There are no silver bullets in this problem. You've got to look at many, many approaches. So Oxford House is right now in the "A" block, which is where we have the therapeutic (inaudible) this is where the inmates are making decisions. We're empowering them to make decisions about their life in the cell block. These folks are developing a plan for the Oxford House and they've done a lot of work on this. They're in communication with Oxford House and they're trying to resolve some issues of zoning questions. Oxford House is not the central focus of our project. It is one facet of it. You need to look at a continuum of care to deal with this problem. It is not solvable by one solution at all.

(C. Newmann) In Monroe County was it a group of people that customized this based upon their views?

(Belvds) A group of people in Monroe County specifically inmates and ex-inmates all customizing the Oxford House approach for use in this county, yes.

(Hawk) (inaudible)

(Belvds) In this particular case one of the inmates has a relative that owns the property and she's willing to rent it. Oxford House has funding available from the National Organization as well. That detail will be addressed later. But our funding is not for the Oxford House, it's for the programming inside the jail, the Transition Program, the support for the Crossroads program and for the aftercare program that's tied in to the program in the jail. That's the funding that we have received or the County has received from the Indiana Institute for Criminal Justice.

(C. Newmann) Okay so that's the source of the money there, the Indiana Institute for Criminal Justice.

(Belvds) For this specific grant that's in the budget that the funds need to be appropriated into the budget.

(C. Newmann) So is that Indiana tax money or is that Federal?

(Belvds) That's Federal tax money. It's a pass through. It's from a program at the federal level called, Residential Substance Abuse Treatment. And in 2007 there was ten million dollars in that federal budget line. In 2009 that budget has been reduced to zero. So the future prospects from that specific program are grim. However, on the horizon is something that maybe much better. And that is a Second Chance Act, I believe the total funding in the Second Chance Act is \$195,000,000 again across the nation, that's not very much, but they have specific monies in there for programs like we're trying to do including the mentoring. So I think the prospects are going to be somewhat brighter and I do see sustainability and continuance of funding from federal sources for parts of this program.

(Travis) I think that we should clarify that the grant funding that we're going to approve tonight is not for the Oxford House.

(Belvds) That's a development coming.

(Travis) Right, there's a lot of work to be done to make sure that is an effective and doable initiative. I applaud the initiative; it's a piece that we could definitely use in Monroe County for transition and reentry into society. I also want to say that the work that you've been doing within the jail and the conversations and updates that I've gotten from the volunteers and from the inmates who have benefited from the programming have all been very positive. And the public should also know that within our court system the Board of Judges have designated Judge Theresa Harper to focus on new entry issues from the advantage point that she has, which is a very critical piece of the continuum. So I think we're approaching trying to address recidivism from every important angle. I hope you will be in communication with Judge Harper as that gets underway.

(Belvds) We had a very productive meeting with Judge Harper last Friday and it lasted most of the afternoon and we certainly were of one mind that this is a problem that can be addressed and I think there is certainly a lot of enthusiasm to move forward.

(Henegar) Question.

(Kelson) Question has been called; we'll do a roll call vote:

ROLL CALL:
Woods – yes
Hawk – yes
Newmann – yes
Travis – yes
Lesh – yes
Kelson – yes
Henegar – yes

Motion passes.

(Kelson) At this time I would like to invite Commissioner Stoffers to come up as I commented at the beginning of the meeting to do a monthly update on the progress on the space needs project.

(Stoffers) As Council may recall we had a fairly detailed and broad discussion in some respects a week ago at the work session relative to the justice campus concept. Since that meeting we've interviewed one additional firm yesterday. I expect to have at least one more firm between now and Friday to interview relative to the justice campus project. What we're interviewing for is a project manager. We're looking for a firm that has comprehensive services, such as architecture, engineering, finance and so forth, so we're making progress. Clearly we don't need to reinvent the wheel; we've had twenty years of discussion at least on the juvenile component of this. And it's my wish that the Commissioners make a hiring decision relative to a firm for this project and bring a proposal to this Council in May. The legislative session is going to complete, hopefully this Friday and that will help us understand the landscape that we need to deal with relative to this project.

(Kelson) To clarify to the council, Michael Flory and I were at Commissioners staff time last week to talk about this matter. And it's clear that the objective at this point is not to reinvent or redesign, it's to collect the information that we've learned from all the years that we've been talking about all of this. So I just wanted to fill that in very briefly and then we'll take questions.

(Lesh) Could you clarify when you're reviewing the proposals and who you think would be the best firm to go with? Do you have a committee, who will make this decision?

(Stoffers) The Commissioners will make the decision. Every firm has brought a lot of

Monroe County Council Regular Session March 11, 2008

strengths with them and articulates them very well.

(C. Newmann) Vic I assume this is an update since Pat's got here back from the department updates.

(Kelson) That's right.

(C. Newmann) As I stated in the work session. This is being stated as a comprehensive space needs but I believe the contract that the Commissioners are looking at is for the development and the feasibility of the architectural design whatever for the Thomson Property or is it more inclusive then that?

(Stoffers) At this point Thomson. Its (inaudible) the Curry Building/Justice Building is a separate and easily identifiable project in of itself. In fact it's our wish that we make a hiring decision on that this Friday at the Commissioners meeting relative to that project.

(C. Newmann) And this is called, "The Comprehensive Space Needs"?

(Stoffers) That's a subject matter in front of that collection of people that's meeting Thursday.

(C. Newmann) And this deals with the Curry, but mostly the Thomson property?

(Stoffers) No, primarily the focus with that group right now has been the Curry/Justice Building project because again I've stated all along that, that project is a year behind and it's time for us to get busy and move on that. We're short a courtroom, we need to construct two courtrooms in the Justice Building. We need to relocate Probation to the Curry Building, so in my view that's what's in front of that space needs group right now.

(Kelson) It's unfortunate that we have an initiative that has the same name as a committee. There's a Space Needs Committee and the Space Needs Committee is working on the facilities we have now. And that committee is organized by the Commissioners and is working among other things on the problem of creating space for additional courts in the Justice Building. And in order to do that they have to move Probation over to Curry. So that's the big project that this Space Needs Committee is working on. They're doing other things as well. The space needs resolution, the larger project. The long term space needs project is the resolution that we brought forward in December. And that's the project that is to consider the construction of the new jail with a continuum of treatment options at the jail, a juvenile center with a continuum of treatment options at the Juvenile Center at the Thomson property that would move the Sheriff and the jail out of their current digs over at that Justice Building over to there. And as part of that large project is the renovation of the vacated space at the Justice Building for other county departments, so there are two separate projects; the Space Needs Commission. The other project and the one that Commissioner Stoffers is talking about is the project of the large potential construction project that's in consideration. And what they're doing is they're considering hiring a project manager that will bring together all the things that we know about the big project and help put together a plan in architectural design and so forth.

(C. Newmann) I acknowledge what you're saying that there's confusing names on this and I believe those names are confusing on purpose and if we would just call it what it is. If it's the Thomson property or Curry Buick property then maybe some of us would understand what's going on instead of this massive space needs reutilization. And wrapped in all in that one blanket, but that's my opinion.

(Stoffers) It ain't one blanket. Thomson is Thomson. Thomson is the Justice Campus. The Curry J.B is for Courts and Probation and it seems to be the most urgent need in front of

us right now, in my opinion.

(C. Newmann) So the design firm that the Commissioners are looking at is for the Thomson property for the large project?

(Stoffers) That's correct. That's the ongoing interviews that we've been having and again I kind of blended the two together, but we're looking at the Justice Building and the Curry Building as a separate stand alone project one that we hope to consummate with a firm this Friday.

(C. Newmann) And I've stated in the past my views on this, that instead of going with what's in our inventory and what we own we need to have a bigger view on this, just like the postal service did, just like the Monroe County School Corporation did and I don't know why we are so locked in with blinders at only looking at the Thomson property, but that's my umpteenth statement on that and I will continue making it.

(Stoffers) And I appreciate that Charles and I guess you should amend your resolution passed last December because the resolution expressed Thomson, so we're proceeding from that. Unless we find out that Thomson is not buildable and we don't know that.

(Travis) Thank you for the thorough report. For the public's information that Space Needs Committee is getting an update this Thursday afternoon at 3:30 and then they will meet again. They are getting very proactive about what they are wanting to follow up and follow thru with. I think there was a general feeling that what they were trying to accomplish wasn't satisfactorily put together in the way of being that request that they had made to a couple of different people hasn't been thoroughly followed up on. I think this Thursday will probably be proof whether or not the activities are not in vain.

(Stoffers) The group has meant well, I think the group last month or at their last meeting was probably one of the more productive meetings that they've had. And my expectation is for an even more productive meeting this Thursday at 3:30.

(Travis) One of the things that was productive at the last meeting, I thought was that Judge Galvin could attend that meeting and he's so knowledgeable about the perception that he has now as a judge, but also the perception that he has as serving the Council and the Commissioners thru County Legal for so long. I find that to be very helpful.

(Stoffers) Judge Galvin has an excellent feel for the process and for the strings and for the wants and desires amongst all of us. He's certainly a great asset to Monroe County.

(Hawk) The project manager.... are you suggesting that what you should really be hiring is the firm and they will be the project manager?

(Stoffer) That's correct.

(Hawk) And since they are going to be working on architecture I assume there will be stone borings? But they'll also put together prices of what it will cost to blast thru the

stone, etc. And you're saying finance, but what about operational costs? Who will be putting that together?

(Stoffers) That will be part of the formulation.

(Hawk) Okay, so they'll be looking at operational costs as well?

(Stoffers) That's correct, because quite frankly that's going to be part of the way we guide in terms of the scope of facilities we're contemplating. It will help us in some respects live within our means, for example; we know what we have in terms of Monroe County jail. We know what staffing is at the Monroe County jail. That will help us think that through. And clearly we'll have to make some projections relative to juvenile treatment, whatever form that ends up.

(Hawk) The operational costs for the jail are we going to also take a look at what the operational costs will be for the building we are vacating because we have to take that into consideration. You still have to pay for all the expenses of keeping that building going.

(Stoffers) That's correct the financial analysis will be comprehensive in nature.

(Hawk) It would seem to me that the adult jail can not be covered with the special income tax that was brought back from the State allowed this Council to put in place for juvenile issues that could bring in about five million dollars plus. That can not cover expenses at the adult jail and so if the State legislation that goes thru and it appears that it's going to it would hold down the spending it would not allow some Excess Levy as what has happened in the past. How do you anticipate paying for those operating costs, do you anticipate additional income taxes on top of where we are now, we're already at one and a quarter percent income tax or allowed up to a quarter percent for the juvenile facility. So are you saying that you would get the rest of it with an income tax and is the city on board to put that in place because the City's in control of that right now?

(Stoffers) I'm not so sure I can answer that question directly because that kind of contemplates some future behavior of the Council. What I see is we'll develop a scope for the project and make a projection of what the operating costs are and then engage with the Council to try to figure that out and make adjustments as to where we need. Beyond that it would be pure speculation on some kind of future interaction or event.

(Hawk) I don't think it would be a great deal of speculation to assume it's going to take more then what we have now.

(Stoffers) I think you can make that leap but also there's no piece of paper that says that either. So it really depends on the scope of the facilities and the level of services that we chose to offer between the Commissioners and the Council and the judicial piece.

(Hawk) And if what happens at the State goes thru that, that they are going to have in place the ability for communities or the requirements that communities would have

referendums on any major building projects. Is it your hope that this is going to go thru before that referendum deadline would commence?

(Stoffers) I'm not sure what referendum deadline there will be until the legislation is settled which we are all lead to believe it will be this Friday. As I said earlier, it's the Commissioners' wish to have a project in front of this body in May.

(Hawk) So if you're to have the information for us by May that means that you would have also have a projection of operating costs. Will you be bringing thru us what we're spending now? I've been trying to get an answer from the Commissioners' office when I went in to ask, by the time I went back in to get it she had the flu bug and she had left. In 2006 we spent under \$300,000 on juvenile detention. And when you look at the courts yearly report their juvenile placements were down, not up. Now we don't of course have the 2007 report because it takes quite a lot of time to do that. But I think it's very important for us to look at what we're spending now if our preservation and treatment and prevention programs and projects are working and we're spending at certainly under a half a million on lock up costs for juveniles. I think that is something that this county should look carefully at before we move forward with huge expenses for lock up cost. I know that's a drum I've been beating for long time and it appears that this community would rather spend millions to lock kids up verses a great deal less to have a day treatment program and to work with some of these kids. I will continue to ask questions. When I ask someone who supports this I ask them, "What did we spend this past year on detention costs"? And the answer was, "I don't know" And my response is, don't support something you don't know. If you don't know what you spent in 2007 you don't have that answer then I'm hard pressed to believe that you really can support this with any kinds of facts. And I haven't gotten that answer.

(Henegar) Thank you for your report. And I hope you are absolutely right. I hope we get to moving on both projects. And that Friday we're moving on the Justice Building and the Curry building work. And that we make a decision in May about what we're going to do about the whole system, not just the juvenile detention it's a Justice Campus Correctional Center.

(Kelson) Operating costs are a big concern and obviously we've taken that into account as things were being formulated and discussed. One of the reasons why the coalition of people who have proposed this whole idea did not propose simply building a Community Corrections Facility at the Thomson property, is that frankly we don't..... if we built it we wouldn't have any money to put bodies in it. The fact is, we can't afford with the current level of staffing we can't operate the current jail and the Community Corrections Facility offsite. There's just no way to do it. So what we need to be able to do is operate a sort of combined facility that offers a continuum of care if we're going to try and expand those kinds of options. And so that's obviously a concern and its certainly something that we've talked about numerous times that it's going to have to be in a way of a proposal comes along. As regard to the referendum, this question came up in the work session as well. And I feel like I need to respond to that. There's nobody in a big hurry to try and get this done in any kind of a wire. We don't know if there's going to be a referendum requirement or not, or what level it will be or when it might go into effect or any of those kinds of things. But the genesis of this project is that last year all three Commissioners, all nine members of the Board of Judges, the Sheriff and five of the seven members of this Council, that's eighteen people, all put heads together and came up with a proposal for addressing the long term needs of the community for corrections facilities for juvenile facilities and for Courts and Probation and other county facilities. So we came up with that proposal, the proposal was announced to the public. It came to the Council in a form of a resolution that we passed. Now the resolution that the Council passed asked that the Commissioners respond in six months. We passed it in December we expect it in May. That was the resolution that the Council passed to move along on this

project. The main reason for that, is that the eighteen people who went out and stood up in front of the public and said, "Let's do this thing". Those eighteen people some of them won't be in office next year. We're going to have a different group of people in office ten to twelve months from now. So if we're going to move forward on this project, we need to move on it this year because frankly if it falls into next year we're going to go thru this again. And it's been going on for twenty years and at this point our objective is to say, "This is the last time we're going to go thru this project plan". And so it has nothing to do with getting under a referendum deadline, it has to do with seizing the opportunity of a large group of elected officials of both political parties who want to see this project move along. And that's the imitative we're trying to get a hold of right now.

(Woods) Mr. President, it's six o'clock and by rule we are suppose to take a ten minute break.

(Kelson) We will be in recess until 6:20

(Kelson) I will call the meeting back to order and we'll move onto item #11.

(Woods) Mr. President, move approval of item, XI, Youth Services, Request for Transfer of Funds Approval.

3002-000 YSG SIG Grant 2007-2011

From line 30.0008 Cultural Competence Development \$500.00

To line 20.0001 Office Supplies \$500.00

(Henegar) seconded

(Linda Hanek) This is a line item that we will and could use to develop cultural cognizance within a work group or an individual that could be a training. Basically our grant is pretty much about prevention with alcohol consumption and youth. So obviously I'm working with youth and young adults 18 – 25. And just because you were one once doesn't really mean that you understand that subculture. We need to involve those folks and also if necessary do some kind of cultural diversity training, that's what that line item is for. Thus far we haven't needed to dip into that. That may come next year. Since this year we've spent our time doing assessment, gathering statistics and really finding out what's going on in the county. We're going to be doing strategic planning during the spring. Our plan is due by mid June so we just spent too much on office supplies when we were setting up the office. We need to do a switch and unfortunately in that space there's only one item and it's called office supplies.

(Kelson) Is there a financial update on this item?

(S. Newmann) basically we looked at it and they've got \$3,500 in there, so they've got enough to do the transfer.

(Kelson) Questions to the left

(Hawk) When I was at the CARES meeting we sat at different tables and they came up with what they felt like was some of the bigger problems and at our table one of the things they discussed was understanding the different cultures and making certain that there were mentors and so forth available. So I know that is really heavy on the mind of many people who are interested in programs to help the youth. So it's my hope that, that will help that portion of what they consider to be the bigger problem. And also, of

course as you know cause you were there, every table discussed alcohol abuse, so I appreciate what you're doing and look forward to continue to make a difference.

(Woods) Question.

(Kelson) Question has been called; we'll to a voice vote.

Motion passed by a unanimous "yes" voice vote.

(Woods) Mr. President, move to approval of item XII, Building Department, Request to Amend 2008 Salary Ordinance

Woods moved to amend the ordinance as follows; in the final page of the salary ordinance it notes for the 2008 salary ordinance; only the following positions are not intended to comply with the Monroe County Compensation Policy should me amended to include Building Department Chief Building Inspector.

Henegar seconded

(Jim Gerstbauer, Building Dept) As you know my department has very little turnover, but the State reorganized recently and took the office of the State Building Commissioner under homeland security and that freed up some money up there for them to cannibalize my department and took two of my commercial inspectors away from me. One of which was the second in charge of my office. This request really doesn't change the salary ordinance requirement for my department; it's a request to allow the hiring of basically a PAT IV position supervising PAT III the PAT IV at the lower range of that salary would be making less then the people he/she was supervising. So that's why I'm asking because this is a person that's second in charge and because this person needs commercial certification's in terms of ability to work out in the field. And because I'm in a hurry, that's really what I'm looking for is permission from the Council for the exemption from the employee compensation policy, so I can hire a qualified person to supervise some of the other field inspectors that we have.

(Woods) On behalf of PAC this is similar to the problem that we ran into with the Probation Officers during budget time last year. And PAC approved and recommended this change and has also asked Michael to look into where there will be more instances of this problem and finding a comprehensive solution to this problem rather than continuing to make exceptions to the compensation policy so that the addressing of that problem is now underway.

(Gerstbauer) PAC has made a commitment to address that situation and on behalf of all the county employees I think it's important that we do address this. EAB has also discussed this and looks forward to working with the Council on an overall policy. I just need somebody soon, that's why I'm here.

(Kelson) Is there a financial update on this item?

(S. Newmann) No

(Kelson) Questions from the right.

(Hawk) If the people who will be working under.... being supervised by this person that you plan to hire. If they hadn't been on board as long would that have made a difference? In other words, if you had a new hire for the positions that are there now for some reason they would

leave, and you hired a new person, then that salary difference would not be there. Is that what you're saying or not?

(Gerstbauer) Yes, anybody that hired in as new PAT III would start at the below range of that salary and be below the salary of the person I would be hiring in at the PAT IV. So the policy, it works, there's just an overlap in the situation that I have where I have a PAT IV working in the midrange and PAT III's working in the midrange. Since the PAT IV has left and according to the policy I would then be starting them at the low end of PAT IV. The low end of PAT IV currently is below the midrange of PAT III so that would put the supervisor making less than the supervised.

(Hawk) How many PAT IV's do we have? I know for you it's your problem for your department, but for us this seems to me this whole thing is set up to create problems. If midpoint of PAT III is more than the beginning of PAT IV we know we have a problem on all of those and if you have a turnover.

(Woods) Maybe I wasn't clear about what it is that PAC is doing. We are setting about to figure out how to solve this problem. Well like I stated in the work session; the compensation policy and how it addresses salaries within the ranges was premised on an assumption that generally if people are of the same classification the difference being PAT III and PAT IV that you would be promoting from within. And so these situations wouldn't be as likely to arise, however, that's not the case here where this particular position, I believe there is a degree requirement difference.

(Gerstbauer) We're talking about commercial certification versus residential certification.

(Woods) Okay, a certification difference.

(Gerstbauer) In my backup plan I had a person in line to promote, the problem was is the first person that I lost to the State turned around and hired that second person away and that's why I'm in the need right now.

(Woods) And so you end up in a situation where there's a difference between the two that's based on some certification or training that the others wouldn't necessarily be expected to have. You end up with having to go outside the county to hire in. And that's why we're looking at this to see what we need to do to address the problem overall, because it is going to happen again, if we don't figure out a comprehensive solution to it.

(Hawk) Right, and you did make yourself clear. I just wanted to see if the situation would be such that you had somebody in the entry level of PAT III. If you're person that you had now, mid-point PAT III left and you started in that at the beginning of PAT III then you don't have a problem. Can you tell us what's going on with building permits, are we way down?

(Gerstbauer) At my comparison at the end of February we were one residential permit ahead of last year. At early points in the year weather has a big impact on what we're doing. And we were slower last year too with some of the residential applications. At this point I'm cautiously optimistic talking to several builders they have work planned already thru end of the summer. Others are expecting an upturn once we get past the spring once we get into summer there expecting to get busy again so I think they're optimistic for the industry. Locally we've always been somewhat immune from the national trends. Even though we were slower last year we were still far ahead of most other jurisdictions in Indiana with the

exception of Fishers and Hamilton County. We are still active in residential construction we still did 370 houses last year in Monroe County, which is a good bit, but it's down from the 500 we were doing a few years ago. So it's taken a decline, this year so far comparable with last year but we're optimistic for an upswing. We don't have that work yet.

(Hawk) I grew up in a construction family, and for those of us who understood what it meant if it was bad weather and your dad couldn't go to work and couldn't complete a job and couldn't get the cement poured or whatever, there might not be as much money for food on the table but we can..... so I really appreciate the fact that when our people out there is struggling to make a living in construction that that's available to them.

(Gerstbauer) We look for more work, we would like to see more work in the industry and locally, but we are not as bad as some places are in the state.

(Kelson) Questions from the right

(Henegar) Question.

(Kelson) Question has been called; we'll do a roll call vote:

ROLL CALL: Henegar: yes
Lesh: yes
Travis: yes
Hawk: yes
Newmann: yes
Kelson: yes
Woods: yes

Motion passes

(Woods) Mr. President, move to approval of item XIV:

RESOLUTION 2008-09 ENERGY CONSERVATION RESOLUTION

WHEREAS, Fuel and oil prices have been increasing steadily and significantly for the past seven years.

WHEREAS, Government and academic forecasts indicate the trend is expected to continue into the foreseeable future as demand increases while supply continues to decline.

WHEREAS, Reduction in fuel consumption not only will result in reduction in fuel costs, while ensuring future fuel availability, but also beneficial improvements to Monroe County's environmental quality.

WHEREAS, Good planning leads to controlled results. The condition of sudden resource unavailability is a condition in which we cannot afford to find ourselves.

WHEREAS, The most prudent manner in which to avoid resource unavailability is to wean from the resource, at a rate equal to or in excess of the resource's actual decline.

WHEREAS, The County Council, as the fiscal body of the county government, has an obligation and a duty to the taxpayers and citizens of Monroe County to fund and thereby ensure the effective, prudent, and sustainable delivery of government services.

NOW THEREFORE, the Monroe County Council does hereby encourage every county employee to take a leadership role in implementing, in their personal and work lives, fuel conservation efforts and activities that could serve as a model for all residents of Monroe County, and encourages every citizen of Monroe County to join with us in undertaking fuel conservation efforts.

BE IT FURTHER RESOLVED that each Department of County government shall submit a report to the Council president outlining what actions the Department has been undertaking in 2008, and what actions it intends to undertake in 2009 to achieve in each year a 5% reduction in the use of hydrocarbon-based fuels. The report shall be filed with the Monroe County Council as part of the annual budget session, and shall be used to help determine approval for fleet, fuel and other energy-intensive appropriations.

Adopted this 11th day of March, 2008.

Henegar: Second.

(Kelson) Discussion to the left?

(Lesh) There's a new committee, the Fuel Financing Committee Warren, Charles and I are on that. For the last two month meetings we have discussed this resolution. It is very important when it comes fuel for fleet vehicles, but it's also important for heating and cooling, electricity for all the energy that we use in the county. It's a very ambitious goal, five percent this year and five percent next year. I know the beginning percentages are easy, but the five percent is ambitious and having it two years in a row will be doubly ambitious. I think it's better to do it ourselves now, rather than in five years find us in a really crisis. And I think it's important to note that this is an overall county goal, not just every department has to reduce because some are much more energy intensive than others. I'm very excited about this. I hope it stimulates discussion in the county. I'm sure we will keep it in the forefront.

(Kelson) Questions to the left

(C. Newmann) I agree this needs to stimulate discussion. And I hope it's just not a jawboning exercise that we're going thru here and that we actually attach this to the annual budget session where we will look at the reports and suggestions. I believe you got a breakfast coming up Thursday morning on ideas on how the County might be able to implement this, but I look at it as more of a goal. I know that it's a more ambitious goal than the original author put down for it when Greg Travis identified that the Rockwell Reserves were going to be declining worldwide to the identified reserves of a 3% rate and we've upped that to the 5% knowing that's maybe a more difficult goal, but it's a goal none the less, just like the United Way goal sometimes. And hopefully the departments will take this to heart and the citizens will do whatever they can and I'm sure they will Marty, because they want to save money just like the rest of us do and that's their main motivation for cutting down on your energy use. And when the citizens have to pay for that, that comes out of their own pocket sometimes rather than the government they don't see where that's coming out of the county employees or the county departments budgets and we need to identify that they need to be saving that

Monroe County Council Regular Session March 11, 2008

energy too for everybody's long term welfare.

(Travis) Well I'm very pleased to see this resolution come before us. And I would have been very enthused to support this right away at the start of the year when it was first introduced, but I felt it needed some finessing and also some collaboration between Council and our sub-committee on fuel and fleet issues. And a little more time to think about how it coordinates with the Commissioner's initiative as well. They passed sort of a companion resolution about fuel conservation, so we've got another coalition which has been a real wonderful concept. And I think President Kelson has brought to county government that you build coalitions of support and have what is popularly described as buy-ins from different people who can contribute to making a difference. I brought I copy of the Wall Street Journal that came out on March 3rd on the front page one of the headline articles is American's start to curb their thirst for gasoline. Wall Street Journal being widely known as not a liberal newspaper, but a highly respected newspaper is even making it front page news. And there's certainly plenty of other kinds of news even in our local media about green initiative, energy conservation initiative. I just have one last thing that I'll close with, one of the things that I think is a good analogy about fuel conservation in our time is that it's not unlike something that citizens across the nation participated in, in another time when the world was in a crisis due to war and that was the Victory Garden approach to pitching in and doing the citizens fair share of participating in something that's proactive and I think this is kind of a Victory Garden approach to fuel conservation. I'm very pleased to be a part of it.

(Kelson) Questions from the right.

(Hawk) I don't think I have the update copy because I remember reviewing the updated one and it said something about it didn't have fuel conservation by all residents on there. I thought the updated one..... I appreciate the fact that you worked really hard to change that one paragraph that was really bothersome for me because I think the better way to go about this, as what had originally started out was they were really encouraging fuel conservation by all residents and quite frankly the price of gas I'm not sure we need to do much more than just say, "the price went up". I know that for those of us who are on limited incomes we do watch how many times we get in the car and run back and forth to Bloomington. And one of the things that most residents figure out to do is to make sure that one trip really counts. They get their groceries and run their errands and do the things they are responsible for rather than run back two or three times. We all know what the mother of invention is. When you're forced to do it, you will do it. I particularly liked this paragraph because I think we need to look at this not just on this particular resolution but just in general as a Council. Whereas the County Council as a fiscal body of the County Government has an obligation and a duty to the taxpayers and citizens of Monroe County to fund and thereby insure the effective, prudent and sustainable delivery of government services. Of course I would like for it to say, "cost effective and efficient" but I will just try to believe that that thought and theory is in that paragraph. I also know that realistically when we have the kind of bad weather that we've had this year and our wonderful highway department's been on the road over and over again making certain that the rest of us can safely get about on our errands. That's not a way to conserve fuel, but it is a way to do what county government is suppose to be doing, which is to provide for the safety of the citizens. So it would be very hard for the Highway Department to set a goal and reach that goal in a year when we've had bad weather. But obviously what we try to do is hopefully we're not out there covering so many snow days and that way that money can be used to fix the potholes and so forth. So there's lots of reasons why we don't want to be wasting money. And I'm certain the Highway Department is very careful on that issue. In other ways I think it would make a lot of sense, we sit here, late night meetings with

lights on all thru this Courthouse and if we were home and being prudent we would turn off the lights in the rest of the house except for the room we were in. Now I know that if you're in a public building you can't do that because of public safety, but it seems to me there has to be some way to reduce the number of lights that's used throughout this building when the rest of the building is closed. I'm hoping that the different departments will come up with suggestions that we might all contribute to saving dollars. It's saving money, but it's also saving the energy consumption. If that's what we're concerned about and not just the gasoline then there's all kinds of ways that we can work towards that. And we don't need to have the heat turned up so high, people can wear sweaters.

(C. Newmann) And we welcome your input on Thursday morning at 7:30 a.m. at the Village Deli.

(Hawk) I'm glad, but you know just don't run my car into the Village Deli every little whoop de do. I am saving my gas for important things.

(Henegar) This is a total energy package; it's not just for highway. This is a start, this is the easy part the hard part comes and I look forward to it.

(Woods) I think the single biggest thing this Council can do to help go towards this 5% is stop talking, because that's the biggest part of the reason we go so late and if we talked a lot less the lights wouldn't be on for nearly as long. This is a change from the original version that came forth that made this an overall county goal, particularly the 5% reduction that is a collaborative effort amongst the different departments as opposed to a per department thing. There are certain departments where cutting five percent of their fuel consumption becomes a public safety issue. And I'm glad that this resolution has been amended to reflect that and make it an overall county goal.

(Travis) When Councilman Lesh and I met with Sheriff Kennedy and his colleagues I think we both came away very pleased that they are already looking way ahead and thinking about energy conservation. And I know that the central service provided by our sheriff's department is something that we wouldn't want to hinder.

(C. Newmann) It will be interesting to see how we can identify responsibility by each department. We appreciate the overall county goal. Hopefully the graph will be going down but then when you can't attach that responsibility to the people who have the budget it's going to be challenging.

(Kelson) I would say being cost efficient and cost effective is an important part of being sustainable. So I think those two things walk side by side. I'd like to encourage the Council members to remember that we're asking the departments to do this. And that means as liaisons to various departments it is our job to encourage the departments and to follow up with them on how this goes forward and I'm hoping we'll be able to talk about this quite a bit during budget hearings this year. I'm glad that we went with the 5% and not the 3% because the 3% I understand is the depletion rate, but we also have to be concerned about climate. And it's going to take an awful lot of people working together and that means everybody working together to find a way to deal with climate change issues. 5% is a step towards what needs to happen for lots and lots of reasons. So I'm glad we went with the 5% as the Commissioners did on this resolution. The last thing is this whole issue of trying to set an example for the community and that really is what the Council is trying to do here is both reduce the amount of fuel we're using reduce the cost but also to set an example for the whole community of how

these things can be done. And I think having talked with the Commissioners about this I know there is interest in other things that can be happening in our community that county government and working perhaps in conjunction with the City can do it facilitate the whole community taking a step in this direction. For example, if you commute back and forth to Indianapolis or to Crane you can cut 20% out of your commuting by ride sharing once a week. So that's a pretty easy twenty percent. I'm hoping that this will be symbolic to the community and I'm sure we're going to have a lot of discussions here about it as the year goes on.

(Henegar) Question.

(Kelson) Question has been called; we'll have a voice vote.

Motion passed with a unanimous "yes" voice vote.

(Woods) Mr. President, move approval of item, XV

RESOLUTION 2008-10 REVISION OF THE MONROE COUNTY TAX ABATEMENT POLICY

Woods moved Henegar seconded to table to the April meeting.

(Kelson) This item is being tabled now at this point pending a special work session to discuss the item. That special work session will be held in this room at 5:30 p.m. on Thursday, March 20th. We invite the public and any interested parties to come and participate in this discussion. This is an important discussion and we're all looking forward to having it.

(Hawk) When do you anticipate the final vote to be?

(Kelson) I think we'll know more about that after the work session. But we would hope it would be soon.

(Hawk) Soon as in?

(Woods) April or May, it depends on where we're at after the work session. If we have good revisions that everybody's on board with then we'll shoot for April if we still have work to do then May.

(Hawk) If you're shooting for April, are you shooting for April the work session or April the regular session?

(Woods) The regular session.

(Kelson) With discussion at the April work session.

Motion passed

(Woods) Mr. President, move approval of item, XVI,

RESOLUTION 2008-12 POLICY REGARDING LINKAGE FOR PLANNING DIRECTOR AND HIGHWAY DEPARTMENT SPECIAL OCCUPATIONS

(Henegar) seconded

WHEREAS, In the most recent round of advertising for the position of Planning Director, the Plan Commission wished to increase the salary range advertised; and

WHEREAS, It has been past practice to view the position of Planning Director as comparable in depth and range of duties to two Special Occupation positions in the Highway Department; and

WHEREAS, A new Planning Director has been hired at the high level of the advertised salary range; and

WHEREAS, Council made a decision to bring the two Highway Department SO position salaries into parity with the Planning Director salary; and

WHEREAS, Council wishes to make explicit its policy regarding future treatment of the salaries for the three positions;

NOW THEREFORE, the Council establishes the following policy regarding the salaries for the Planning Director position and the two Special Occupation positions in the Highway Department:

1. Salaries for the three positions shall not in the future be viewed as automatically linked; a raise or decrease in salary for anyone position should not be viewed as requiring similar raises or decreases in either or both of the other two positions.
2. It is the intent of the current Council that salaries for the three positions shall remain at their current level in 2009 and 2010.

Adopted this 11th day of March, 2008.

(Kelson) What happened on this item is there was some confusion about what Councils' intentions was. This was discussed at great length at the February work session and after that discussion another item regarding these positions was dropped from the February agenda. At the February PAC meeting it was discussed that these positions salaries had gotten tied together during budget hearings last year and when they were tied together during budget hearings they were not unintentionally, but without the level of discussion that we would have liked they all ended up at the top of the advertising range. All of the members of the Council after discussion believed there was nothing wrong with those salaries being at level. However, there is some concern about, first of all them being tied together and then second of all the possibility that we might have to replace one of these positions in the future. And if we have to replace one of these positions the question was, are we going to face another situation where a department might ask for either the Planning Commission or the Commissioners might ask for another larger range to advertise to and we wanted to make sure that we knew where we stood on this. So the discussion at the work session was that we would take the actions that are listed here and from my perspective most importantly specify what the advertising range will be. In the event that we should have a vacancy in one of these positions this year. So we'll know where we're working for. But one of our concerns was, that if we set the range, if the salaries are tied together and we hire a new person in at a lower rate or at a higher rate than the current incumbence then we don't want to be in a situation where a

decision made about the salary of one position would effect the salaries of other positions. And so that's the reason that this has been formulated the way it is.

(Kelson) Questions from the left.

(C. Newmann) I understood that we got into this because we accepted the unwritten tradition and that's always a liability when you go with unwritten traditions verses something that is done in black and white. And that's the reason why we have the salary ordinances and I think it's unfortunate that this Council got bamboozled a little bit over this in the last budget session. But I'm glad that we're correcting now.

(Kelson) Questions to the right

(Hawk) I just don't recall there being a tradition of them being connected. The two highway positions have always been paid the same. Part of my comment was that I wouldn't support paying a new Planning Director more then what we pay the folks in the Highway Department to do what they have done and bring money into this county for so many years and years. But I didn't say that was a tradition so I don't know where that came from. It certainly didn't come from me.

(Woods) It came from the people asking for the raise, which was not the people who got the raise. And the Commissioners came in and said this was a tradition and we said okay, and we should have known better.

(Henegar) That's right, I knew better.

(Hawk) As far as I'm concerned not knowing who the Planning Director was going to be, I couldn't see that the Planning Director should make nearly what people in the Highway Department are making. It seems to me that others on the Council maybe having it flipped the other way and maybe not. I just want to make it clear, I never said this was the tradition, they all three made the same. I just wanted to make sure you knew that didn't come from me.

(Kelson) It all happened in a moment on confusion at the beginning of budget hearings last year.

(Travis) And all of us were present.

(Henegar) That's right, I was certainly present. And we're trying to do the best we can to get out of a mess we've made for ourselves and it's not too bad, we'll get a little bit of it back in the next two years. Now it's clarified.

(Travis) I just don't think this is a time to make subjective comments about the Planning Director's salary.

(Hawk) I think that's what we're talking about here.

(Travis) I'm sorry; I heard comments about who should be paid more then others.

(Hawk) But that's what this is all about.

(Travis) Yes, we're doing something proactive and I think those comments were erroneous.

(Woods) The issue of whether or not the Planning Director should make more or less than the Highway people is a different issue. But we do seem to agree that they shouldn't be tied together.

(Hawk) We're talking about the Planning Director's salary and I have every right to say that.

(Henegar) Question.

(Kelson) Question has been called; we'll do a roll call vote.

**ROLL CALL: Kelson – yes
Woods – yes
Hawk – no
Travis – yes
Henegar – yes
Lesh – yes
Newmann - yes**

Motion passed 6 to 1 Hawk voted against.

(Henegar) Come on Marty, you want this, its decoupling it; it has nothing to do with your concerns.

(Hawk) My concern is that all of a sudden Planning will be making more than the Highway.... Move on.. I don't have to agree with you guys.

(Woods) Mr. President, move approval of item, XVII:

**RESOLUTION 2008-11 REGARDING COMPENSATION FOR EMPLOYEES
CHANGING JOBS WITHIN A CLASSIFICATION**

WHEREAS, Monroe County recently adopted a range of salary pay ranges that include minimum, midpoint and maximum salary levels; and

WHEREAS, the minimum salary range is meant for County employees who have one-to-three years' service with the County; and

WHEREAS, certain County employees were making more than the minimum salary amount when the salary range was adopted by the County; and

WHEREAS, it was the stated policy of the County Council that, with adoption of the salary pay ranges, no employee's salary was to be scaled back to meet the level of the salary range into which they would otherwise be categorized; and

WHEREAS, questions have arisen as to whether the "no scale back" policy would also apply to a County employee who moves to another County job, within the same classification; and

WHEREAS, the County Council feels that employee satisfaction, productivity and efficiency are likely to increase when a County employee wishes to transfer to another County department and that department wishes to hire the employee;

WHEREAS, the County Council feels that an employee who transfers to another County job within the same classification should not be penalized with a drop in salary

NOW THEREFORE, The County Council of Monroe County, Indiana hereby amends the Monroe County Compensation Policy as follows:

The following sentence shall be added to the end of the paragraph under IV. Salaries: Position Classification System:

County government employees who are paid above the minimum salary amount for the classification grade for the job which they hold will maintain their pay level, along with any adjustments made in accordance with this Compensation Policy, should they take another job with County government at the same classification grade, and shall not lose credit for any accrued time that would move them to a higher pay grade within that classification.

Adopted this 11th day of March, 2008.

(Henegar) seconded

(Woods) Essentially the situation is the new Council assistant, Margaret. That there's a gap, say you're a COMET III in one department and you transfer to another department as a COMET III and previously you had been grandfathered in at a higher salary, then the Compensation Policy and therefore you were frozen while the compensation ranges caught up, that there was nothing to clarify or provide for in the compensation policy that when you transfer to another position within the county, your salary didn't decrease if it was the same classification. Obviously this doesn't cover if you're taking a substantially different job that results in a lower classification or a different classification. But when you're essentially doing one job in one department and do a relatively similar job in another department that is of the same classification you shouldn't be penalized. One of the analogies that Vic had made at one point is if you are a GIS specialist in one department and you want to be a Planning person and they are classified the same and you transfer into that Planning you shouldn't be penalized for transferring into that other job. I think it's ultimately an employee satisfaction issue and if I recall correctly when we were in the PAC meeting there were some people from the EAB there who seem to agree that this was a good move.

(Kelson) Questions from the right

(Hawk) It's just the same as if let's say you had a position that was filled with someone who was higher than whatever the job description was. And they left that higher salary doesn't stay in place for the incumbent to come in and take over. I think this is appropriate and what we have to watch out for is when one person leaves and they are making higher than the salary levels then the department head would hire in and keep them in at that higher salary. And so we have to be very cautious that is not something that happens. As a reminder for the folks who first started working on this, there was a lot of discussion saying this had been neglected all of these years. This is what happens as you make adjustments. It's an evolving process and I think you've done a good job of trying to be fair with it.

(Kelson) What we're correcting here is for something that happened in the old system that is sort of left over and in theory we should never see this again after a couple more years.

(C. Newmann) Can I ask the status of the Human Resource position?

(Kelson) They have been doing interviews so far as I know and hiring will happen sometime soon I understand.

(C. Newmann) And hopefully that position would keep track of things like this.

(Kelson) I suspect that will be one of the jobs.

(Travis) It may be the perception of some people that the classification system and the job position description had been maintained and that just a couple of things had eroded it over the years. I would argue that it was no (inaudible) decent records keeping and the kind of things that had to be corrected and sifted thru. Like finding high outlier positions because they hadn't even come before what we have now a proactive and regularly meeting and publicly noticed Personnel Administration Committee, which is a sub-committee of the county Council. We've maintained minutes of PAC for the better part of the last three years and I don't expect that future Councils will backslide on maintaining the ethnicity of having a regularly meeting sub-committee that which is the Personnel Administration Committee. It is a very hard working committee. It's been an essential part of how we've been able to address salaries and wages for three years in a row.

(Woods) Call the question.

(Kelson) Question was called; we'll do a voice vote;

Motion passed by a unanimous "yes" voice vote.

(Woods) Mr. President, move to approval of item, XVIII:

MEMORANDUM OF EXECUTIVE SESSION MEETING HELD JANUARY 29, 2008

(Henegar) seconded

(Woods) Do I need to read the memorandum into the record or it is fine?

(Flory) Your minutes just need to reflect that you reviewed it and don't see any problems with it.

(Kelson) For clarification this is simply a statement of what happened during the night that we interviewed for the Council Assistant Position and ultimately hired Margaret Hollers for that position.

(Henegar) Called to question

(Kelson) Question has been called; we'll do a voice vote

Motion passed by a unanimous "yes" voice vote.

(Woods) Mr. President move approval of Council minutes from the following:

APPROVAL OF COUNCIL MINUTES FROM OCTOBER 9, 2007, REGULAR SESSION NOVEMBER 20, 2007 REGULAR SESSION, AUGUST 14, 15 & 16, 2007 FOR THE 2008 BUDGET HEARING MINUTES, 2008 ADOPTION HEARING MUNUTES AND JANUARY 2, 2008 COUNCIL SPECIAL SESSION

(Henegar) Seconded

(C. Newmann) I just hope we have more timely minutes in the future, there's eight separate minutes here and that's a lot to digest at one time.

(Henegar) It wasn't a reason it's late. It's because we talk so much, it's a big job typing these up.

(Kelson) One of the things that was suppose to have happened by now and has not happened that would greatly facilitate the timely production of the minutes is that by this time we were suppose to have a new digital recording system. And that has not been purchased or installed as of yet. And I would like to ask Michael Flory if he could check into what the schedule is on that and please let Council members know. That was an item that we discussed at great length last year during the jail bond and I think all of county government needs that system in place.

(Kelson) Question has been called; we'll do a voice vote

Motion passed by a unanimous "yes" voice vote.

COUNCIL COMMENT

(Henegar) Vic you've been promising global warming for a long time. I'm looking forward it, we missed it this winter.

(Woods) Actually the strange weather that we've had this winter all over the country is entirely possibly a product of global warming because one of its big things is a change in weather patterns and extreme contrasts in weather it makes weather less temperate.

(Henegar) I think global warming is here, but it's not much better winter then before. I was hoping for warmer weather and near a seashore.

(Woods) Now its colder winters and drier summers.

(Lesh) I want the public to know that we'll have another citizen's breakfast and that's this Thursday at the Village Deli from 7:30 to 8:30. And the discussion topic this time is energy saving initiatives for county government. I invite everyone to come and share your good ideas.

(C. Newmann) There are several people here considering running for this body and more power to them. I'm glad to see them come out and participate in the governmental process here. And as far as weather, I've been tapping a few Maple trees out there and they are doing different things this year then they have in the past and it's kind of like a micro-environment when you can see the snow transition. I know Warren watches it when the snow starts to melt you can tell where parts of the global warmer more precisely then any scientific instrument.

The season is lasting longer out there. For anybody making syrup out there the season is lasting longer this year. It's not just going from freezin' to heatin' up like in one week like it has in the last two years, so it's kind of stretched out and that's good.

(Henegar) It should be a good year.

(Kelson) I got your email today and it said that Maple syrup had kept you from responding to email. And I thought, "oh good, he's going to bring Maple syrup".

(Travis) I just like to point out that I am the Council's appointee to the Plan Commission. I find it to be very rewarding to be a part of effecting land use issues, policy and we're continuing to update our Comprehensive Land Use Plan. That's been a very interesting and laborious process. I'm always hoping that more citizens will become involved with providing input or commenting on it. And so I guess I would like to compliment our Planning Department. They work very hard. We have extremely talented people in that department and not only do they serve County Government, but it's also linked to an interesting body that's called the Metropolitan Planning Organization, which is where the City of Bloomington, Monroe County and the Town of Ellettsville meet. And we also have a great role in effecting alternative transportation plans which Commissioner Kiesling mentioned at the beginning of this evenings meeting that next Monday there will be the Karst Greenway presentation here in the Courtroom. About a year and a half ago I think it was, our former Planning Director, Bob Cowell wrote a guest column for the H-T about the importance of planning. And how it's kind of a metaphor for how we plan for lots of other things in our daily lives. Planning effects how children walk to school. Planning effects how our landscape looks, how our built environment looks and I would argue that they bring in just as much, if not more value to our community when things are planned well. When our County Commissioners listen to the recommendations of the Plan Commission, which is a nine member body of citizens and elected officials. And they're just as important apart of the fabric of how County Government works as the people who oversee our roads. And I'm glad we passed that resolution that decouple the parody tradition, but ultimately they are all deserving of really dignified and descent compensation for the expertise they bring to County Government. And our built environment and what we preserve in our environment has everything to do with how our taxation is created.

(Henegar) Back to the Maple syrup thing, back in the old days Indiana was the number one Maple syrup in the United States. And the quality is still the best. It's better then Wisconsin, Michigan even better then that thin stuff that comes out of Vermont.

(Woods) Briefly my comment.... I know I commented briefly about Property Tax Reform and what's going up at the State and typically Marty does as well, but she's not here for Council comment to address this. So I wanted to address one specific point. It looks like the legislation that's coming out is essentially going to shift some property taxes to income taxes and sales taxes a split between the two. And the practical effect on people at different incomes aside, it appears that it's going to benefit people that are wealthier and have more expensive houses to the detriment overall the people who make less money and actually purchase houses within their means. There's a glitch in it that I think that they didn't foresee and that is, if you itemize deductions on your federal return you can claim all of your property taxes as an itemized deduction. But you can only claim either State Income Taxes or State Sales Taxes. By splitting that revenue essentially what they've done is lowered the deductible amount for people on their federal returns. I'm sure there will be some people whose overall tax burden is going to go up because of this.

(Kelson) The study by the Fort Wayne paper demonstrates that, that is true.

(Woods) The paper in Fort Wayne they looked at just the overall tax burden given Indiana taxes sales, income and property taxes and for lower income people I think one example is someone who owns a \$60,000 house and makes roughly \$40,000 there overall tax burden goes up under this plan. But that's just Indiana taxes, you add on to that the loss of Federal deductions and now you look at a persons overall State, Federal and Local tax burden going up in ways that I don't think the legislature is fully considered because they have rushed into this with the intent on doing something, responding to an emergency that may or may not have been there to campaign on in an election year. And it's part of a repeated approach by our General Assembly that I've seen over the past few years of not sitting down and figuring out a comprehensive solution to the overall problem of taxation in Indiana at the State and the Federal level. But trying to change things without really having a good idea of what the effect of those changes will be.

(Kelson) I want to bring up an event that's coming up at the end of the month. On March 29th there will be an international event called, "Earth Hour" it's an event to call attention to climate change issues and in particular energy consumption. And the basic idea is for an hour from 8:00 p.m. to 9:00 p.m. on March 29th everybody turns their lights off. They apparently did this in Australia last year and it was a great success. And they actually saw a noticeable change in the amount of electricity that was being consumed during that hour. Lots and lots of organizations, companies and famous building i.e. Sears Tower, Soldier Field, Wrigley Field, of course they're out of season, but Golden Gate Bridge, Alcatraz, CNN Head Quarters and so on are going to be taking action during that day to point out what the world will look like if we turned our lights off or down significantly and so people who are interested in participating it's Earth Hour you can google Earth Hour and look into it if you're interested. That will be the evening of Saturday the 29th.

Meeting was adjourned at 7:30 p.m.

DRAFT