



**Sunshine Meeting
of the
Vigo County Council
November 12, 2025**

VIGO COUNTY COUNCIL MEETING
Wednesday, November 12, 2025
Council Chamber – Vigo County Government Center
5:00 P.M.
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VIGO COUNTY COUNCIL MEETING
Agenda
Wednesday, November 12, 2025 at 5:00 P.M.
Council Chamber – Vigo County Government Center

- 1. Pledge of Allegiance**
- 2. Calling of the Roll**
- 3. Correcting the Journal of Preceding Meetings if Needed**
 - a. October 7, 2025 Sunshine Meeting
 - b. October 14, 2025 Council Meeting
- 4. Communications from Elected Officials, Other Officials, or Agencies of the County**
 - a. Warming Center Task Force Presentation
- 5. Reports from Committees**
 - a. Annual Budget Committee Update
- 6. Resolutions and Ordinances Other than Appropriations**
 - a. Ordinance Adopting 2026 County of Vigo, Indiana Salary Schedule and Compensation Policies
 - b. Ordinance Adopting 2026 County of Vigo, Indiana Salary Schedule and Compensation Policies of Merit Officers
 - c. Ordinance Adopting 2026 County of Vigo, Indiana Salary Schedule and Compensation Policies of Prosecutors and Public Defenders
 - d. Ordinance Adopting 2026 County of Vigo, Indiana Salary Schedule and Compensation Policies of Highway Department
 - e. Ordinance Adopting 2026 County of Vigo, Indiana Salary Schedule and Compensation Policies of Dispatch/E911
 - f. Ordinance Adopting 2026 County of Vigo, Indiana Salary Schedule and Compensation Policies of Correctional/Detention/Building Security Officers
 - g. Ordinance Adopting 2026 County of Vigo, Indiana Salary Schedule and Compensation Policies of Parks Department
 - h. Ordinance Adopting 2026 County of Vigo, Indiana Salary Schedule and Compensation Policies of Health Department
 - i. Ordinance Adopting 2026 County of Vigo, Indiana Salary Schedule and Compensation Policies of Elected Officials
 - j. Ordinance Adopting 2026 County of Vigo, Indiana Salary Schedule and Compensation Policies of Court Staff
 - k. Resolution of Re-Allocation of Existing Appropriation 2025-8: Adult Probation – Commercial Shredder Purchase
- 7. Ordinances Relating to Appropriations**
 - a. Additional Appropriation 2025-54: Sheriff's Office – Jail Medical Costs
 - b. Additional Appropriation 2025-55: Vigo County Engineering – Road Salt & Equipment Repair
 - c. Additional Appropriation 2025-56: Commissioners – Casino/Riverboat Wagering Revenue Request
- 8. Honorary Resolutions**
- 9. Resolutions Relating to Fiscal Policies of the Council**
- 10. Appointments**
- 11. Public Comment**
- 12. Adjournment**

NOTICE TO TAXPAYERS OF PROPOSED ADDITIONAL APPROPRIATIONS

Notice is hereby given to the taxpayers of Vigo County, Indiana that the Vigo County Council will meet at the Vigo County Government Center, 127 Oak Street, Terre Haute at 5:00 p.m. on Tuesday, November 4, 2025 to consider the following appropriations in excess of the budget of the current year. The Vigo County Council will also meet on Tuesday, November 12, 2025 at the same location for a voting meeting.

COUNTY GENERAL/1000

Jail/0380

1000.33310.00000.0380	Contractual Services - Other	<u>\$ 190,000.00</u>
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Total County General		\$ 190,000.00
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LIT - Correctional Rehab Facilities/1233

1233.33310.00000.0000	Contractual Services - Other	<u>\$ 190,000.00</u>
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Total LIT - Correctional Rehab Facilities:		\$ 190,000.00
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Juvenile Justice Center Non-Reverting/4959

4959.33310.00000.0000	Contractual Services	<u>\$ 190,000.00</u>
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Total Juvenile Justice Center Non-Reverting:		\$ 190,000.00
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Local Road and Street/1169

1169.23150.00000.0000	Road Salt	<u>\$ 140,000.00</u>
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1169.35500.00000.0000	Repair Equipment	<u>\$ 50,000.00</u>
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Total Local Road and Street:		\$ 190,000.00
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Riverboat Wagering Tax Revenue/1191

1191.37850.00000.0000	Professional Services	<u>\$ 100,000.00</u>
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Total Riverboat Wagering Tax Revenue:		\$ 100,000.00
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The Meeting will be made available for observance at the following web address:

https://www.youtube.com/channel/UCzmzvzRWqm-L5pW8F389_Tg

Unless otherwise directed for public health reasons, the meeting will be open to the public. Members of the public may submit comments prior to the meeting to:

county.council@vigocounty.in.gov

LARRY T. HUTCHINGS, II

VIGO COUNTY AUDITOR

TO BE PUBLISHED: Friday, October 24, 2025.

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND
COMPENSATION POLICIES
FOR VIGO COUNTY, INDIANA**

WHEREAS the County of Vigo, Indiana is an Equal Opportunity Employer, and

WHEREAS it is **the** intent of Vigo County, Indiana to comply with applicable federal and State of Indiana employment **laws** and regulations, and

WHEREAS Indiana Code 36-2-5-3 Section 3. (a) establishes that the county fiscal body shall **fix** the compensation of officers, deputies, and other employees whose compensation is payable from the County **General** fund, County Highway fund, County Health fund, County Park and Recreation fund, or any **other** fund from which the county auditor **issues** warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds. This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation, and.

NOW THEREFORE, **it** is ordained as follows:

SECTION 1. The attached FLSA exempt, non-exempt, and excluded classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions; employees holding exempt or excluded positions are not eligible for FLSA overtime or FLSA compensatory **time**.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for **leave** policies specified in **the** Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy;

SECTION 3. Employees shall not receive compensation above the salary range authorized for their position in the salary ordinance; and the County Auditor shall not issue **pay** warrants for pay that exceeds the authorized amount specified in the salary ordinance.

SECTION 4. The number of officers, deputies, and other employees shall not exceed the number authorized in this salary ordinance.

SECTION 5. Any job description will comply with the language adopted regarding the jurisdiction of a potential employee's driver's license:

All County Council adopted job descriptions having a job requirement **that** states, "Possession of a valid Indiana driver's license and a demonstrated safe driving record," shall **be** amended to state:
"Possession of a **valid** driver's license and a demonstrated safe driving record."

SECTION 6. That probation officers shall be paid pursuant to the 2026 Minimum Salary Probation Officers Schedule or shall receive a 15% increase in their yearly salary, whichever is less.

- a. Number of positions are set as follows:
 - i. Adult Probation Officers
 1. County General – twelve (12)
 2. Adult Probation DOC Grant – (1)
 - ii. Juvenile Probation Officers
 1. County General – (7)

SECTION 7. The following positions in the judicial system will be compensated at the following rate:

- | | |
|---|--------------|
| a. Circuit Courts: Pre-Trial Screener (2) | \$40,796.08* |
|---|--------------|

*These positions are grant-funded and their compensation rate will not be adjusted in 2026.

SECTION 8. Employees providing services for the Juvenile Drug Court will receive the following stipends in addition to their base compensation:

- | | |
|---------------------|------------------|
| a. Coordinator (1) | \$5,000 annually |
| b. Case Manager (1) | \$5,000 annually |

SECTION 9. Deputy County assessors and deputy township assessors that **have** achieved Level II certification shall receive \$500 annually in addition to **the base** salary. Deputy county **assessors** and deputy township assessors **that have** achieved Level III certification shall receive \$500 annually in addition to **the** base salary plus compensation for Level II certification (a total of \$1,000 in addition to the base salary for Level III certification).

SECTION 10. Hours worked by temporary and/or part-time employees shall not exceed 29 hours per **defined work week.** Rates are established as follows:

- a. Temporary employees, part-time employees, and extra help shall be compensated at a rate of **\$18.00** per hour unless otherwise approved.
- b. Temporary employees, part time employees, and extra help for the positions of Process Servers shall be compensated at a rate of \$20.00 per hour.
- c. Deputy Coroners (4) shall be compensated at an annual rate of \$25.53 per hour and are estimated to work 260 days in the year. The Chief-Deputy Coroner shall be compensated at the annual rate of \$88.72 per hour and is estimated to work 250 days in the year.
- d. Part-time employee for the position of Electrician in the Building Maintenance department shall be compensated at a rate of \$30.97 per hour unless otherwise approved.

SECTION 11. **The** Property Tax Appeals Board Members are to **be** compensated based on a daily rate. Meetings lasting four (4) hours or less are to be compensated at one half (1/2) of **the** daily rate. Meetings lasting more than four (4) hours are to be compensated at the daily **rate**.

SECTION 12. One employee of the Assessor’s Office will receive a \$5,000 stipend to be the Secretary to the PTABOA Board. Paid from the Reassessment Fund.

SECTION 13. The Vigo County Election Board will receive the following stipends:

a. Clerk – Member	\$8,000
b. Chief- Deputy Clerk	\$6,400
c. Democrat/Republican Primary Member	\$4,000
d. Democrat/Republican Alternate Member	\$2,000

SECTION 14. The Vigo County Drainage Board will be compensated at the following rate: \$35.00 per month for one year.

SECTION 15 The Building Inspection Board will be compensated at the following rate: \$25.00 per hour with an estimated four (4) working hours per year.

SECTION 16. Full-time employees in PERF covered positions determined ineligible for PERF **per** state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be **paid** in each **pay** period.

SECTION 17. All full-time Vigo County Employees shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$6,250.

SECTION 18. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of **the** Vigo County Sheriff's Department, Compensation established by other Vigo County Salary Ordinances, persons whose compensation is **governed by** statute, persons whose compensation is **established by a state agency** or grant, and **elected** officials.

SECTION 19. Any employee who enters into lost time with the County (where they do not have any eligible paid time off and are not actively working) will not be eligible for any form of payment which they would be eligible for when working or in paid time off status. This provision does not prohibit additional discipline if an employee enters lost time status with the County without good reason.

2026 Longevity Schedule

Year

1	
2	\$ 125
3	\$ 250
4	\$ 375
5	\$ 500
6	\$ 781
7	\$ 938
8	\$ 1,094
9	\$ 1,250
10	\$ 1,406
11	\$ 1,875
12	\$ 2,063
13	\$ 2,250
14	\$ 2,438
15	\$ 2,625
16	\$ 3,281
17	\$ 3,500
18	\$ 3,719
19	\$ 3,938
20	\$ 4,156
21	\$ 5,000
22	\$ 5,250
23	\$ 5,500
24	\$ 5,750
25	\$ 6,000
26	\$ 6,250

2026 Salary Ordinance
Vigo County General

[illegible]

2026 Salary Ordinance
Vigo County General

Clerk	General	Deputy Clerk Supervisor	Non-Exempt	10		\$29.33	
Clerk	General	Deputy Clerk Supervisor	Non-Exempt	10		\$29.33	
Clerk	General	Deputy Clerk Supervisor	Non-Exempt	10		\$29.33	
Clerk	General	Deputy Clerk Supervisor	Non-Exempt	10		\$29.33	
Clerk	General	Chief Deputy Clerk	Excluded	12		\$60,538.00	
Commissioners	General	V.C. Government Operations Coordinator	Exempt	14		\$68,661.86	
Commissioners	General	Administrative Assistant Commissioners	Non-Exempt	5			\$21.40
Coroner	General	Deputy Coroner Office Manager	Excluded	9	*	\$52,347.99	
Council	General	Council Administrator	Non-Exempt	11			\$31.23
EMA	General	EMA Director	Exempt	18		\$77,878.30	
EMA	General	EMA Deputy Director, Operations	Non-Exempt	14		\$68,661.86	
EMA	General	EMA Deputy Director, Planning/PIO	Non-Exempt	14		\$68,661.86	
Extension Office	General	Secretary II	Non-Exempt	6			\$22.80
Extension Office	General	Program Assistant / Secretary	Non-Exempt	6			\$22.80
Extension Office	General	Program Assistant / Secretary	Non-Exempt	6			\$22.80
GIS	General	GIS Director	Exempt	15		\$73,124.85	
Group Homes	General	Group Homes Youth Care Specialist	Non-Exempt	9		\$24.09	Hours
Group Homes	General	Group Homes Youth Care Specialist	Non-Exempt	9		\$24.09	2080
Group Homes	General	Group Homes Youth Care Specialist	Non-Exempt	9		\$24.09	2080
Group Homes	General	Group Homes Youth Care Specialist	Non-Exempt	9		\$24.09	2080
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2026 Salary Ordinance Vigo County General

[illegible]

**2026 Salary Ordinance
Vigo County General**

Assessor	Reassessment 1224	Reassessment Deputy Assessor	Non-Exempt	7		\$24.28	
Assessor	Reassessment 1224	Reassessment Sales Disclosure Deputy	Non-Exempt	7		\$24.28	
Assessor	Reassessment 1224	Deputy Assessor	Non-Exempt	7		\$24.28	
Assessor	Reassessment 1224	Deputy Assessor	Non-Exempt	7		\$24.28	
Clerk	Clerk Perpetuation 1119	Deputy Clerk	Non-Exempt	7		\$24.28	
Harrison Twp Assessor	Reassessment 1224	Reassessment Deputy Assessor	Non-Exempt	7		\$24.28	
Harrison Twp Assessor	Reassessment 1224	Reassessment Deputy Assessor	Non-Exempt	7		\$24.28	
Engineer Services	Engineer 4972	Assistant County Engineer	Exempt	17	\$85,276.79		
Engineer Services	Engineer 4972	Engineer/Highway Director	Exempt	19	\$112,462.77		
Engineer Services	Engineer 4972	Permit Inspector	Non-Exempt	7		\$24.28	Hours
							1820
Recorder	Recorder Perp 1189	Deputy Records Clerk	Non-Exempt	6		\$22.80	
Recorder	Recorder Perp 1189	Deputy Records Clerk	Non-Exempt	6		\$22.80	
Adult Probation	Supp Adult Probation 2100	Office Manager-Adult Probation	Non-Exempt	7		\$24.28	

* Incumbants are grandfathered at higher rate

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND
COMPENSATION POLICIES
FOR VIGO COUNTY, INDIANA**

Approved on this 12th Day of November, 2025.

Aye	☐	Absent	☐	Randy Gentry_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Nancy Allsup_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Brenda Wilson_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Steve Ellis_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Vicki Weger_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Brad Anderson_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	David Thompson _____
Nay	☐	Abstain	☐	

Attest:

Larry T. Hutchings, II
Vigo County Auditor

**AN ORDINANCE ADOPTING COUNTY OF VIGO,
INDIANA SALARY SCHEDULE AND
COMPENSATION POLICIES
OF MERIT OFFICERS**

WHEREAS the County of Vigo, Indiana is an Equal Opportunity Employer,
and WHEREAS it is the intent of Vigo County, Indiana to comply with
applicable federal and State of Indiana employment laws and regulations,
and

WHEREAS Indiana Code 36-2-5-3, Section 3. (a) establishes that the
county fiscal body shall fix the compensation of officers, deputies, and other
employees whose compensation is payable from the County General fund, County
Highway fund, County Health fund, County Park and Recreation fund, or any
other fund from which the county auditor issues warrants for compensation. This
includes the power to:

- (1) fix the number of officers, deputies, and other employees;
- (2) describe and classify positions and services;
- (3) adopt schedules of compensation; and
- (4) hire or contract with persons to assist in the development of compensation,
and

WHEREAS Vigo County contracted with a professional human resources
consulting firm to conduct a job classification and compensation study and Fair
Labor Standards Act (FLSA) audit, and

WHEREAS, the Vigo County Council wishes to establish compensation
schedules and pay policies;

NOW THEREFORE, it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby
adopted for the purposes of calculating overtime for employees holding
non-exempt positions. Employees holding exempt positions: Chief Deputy,
Chief of Operations, Jail Commander, and Jail Matron, are not eligible for
FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12,
2017, is hereby adopted by reference; compliance with such policies are a
term and condition of County employee compensation; County employees
are entitled to pay for leave policies specified in the Vigo County Personnel
Policy; and the County Auditor shall not issue pay warrants for paid leave not
specified in the Vigo County Personnel Policy;

SECTION 3. The base pay rate for a Merit Deputy and Jail Matron is \$66,950

annually for 2026. The pay rates shall be established and adopted and shall be in full-force and effect on January 1, 2026. Employees shall not receive compensation above the salary range authorized for their position in the salary ordinance; and the County Auditor shall not issue pay warrants for pay that exceeds the authorized amount specified in the salary ordinance.

SECTION 4. The number of Merit Deputies is set at forty-four (44), Plus a Chief Deputy, Chief of Operations, and Jail Matron.

SECTION 5. All County Council adopted job descriptions having a job requirement that states "Possession of a valid Indiana driver's license and a demonstrated safe driving record," shall be amended to state: "Possession of a valid driver's license and a demonstrated safe driving record."

SECTION 6. Any Merit Deputy assigned the following classifications will receive the corresponding annual amount in addition to their base pay. Merit Deputies receiving classification pay are limited to the number indicated in parenthesis:

a.	Chief Deputy	\$18,000
b.	Chief of Operations	\$15,000
c.	Captain (2)	\$10,000
d.	Jail Commander	\$10,000
e.	Lieutenant (4)	\$7,000
f.	First Sergeant (1)	\$4,500
g.	Sergeant (9)	\$2,500
h.	Detective (11)	\$1,500
i.	K-9 (1)	\$1,500
j.	Equip/Body Cam Coord (1)	\$1,200
k.	Internal IT Coord (1)	\$1,200
l.	Instructor Stipends (16)	\$1,200
m.	Task Force Commander (1)	\$1,200
n.	Task Force Asst. Comm. (1)	\$900
o.	Reserve Coord (1)	\$1,200
p.	Reserve Asst. Coord. (1)	\$900
q.	Field Training Officers (5)	\$1,200
r.	Evening Shift Diff (9)	\$750
s.	Night Shift Diff (10)	\$1,000
t.	UAV Coord (1)	\$1,200

SECTION 6. Merit Deputies, Chief Deputy, Chief of Operations, and Jail Matron shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in the amount of 1.25% of the base rate of a Merit Deputy Sheriff/Road Deputy (2026 - \$66,950 annually). For each subsequent year of service, they shall receive longevity pay up to the maximum of \$16,737.60.

SECTION 7. Merit Deputies, Chief Deputy, Chief of Operations and Jail Matron shall receive \$2,150.00 per year clothing allowance.

SECTION 8. Non-Merit Deputies volunteering an average of sixteen (16) hours per month during the year, receive \$1,500.00 per year clothing allowance. **Not to exceed (20) Reserves.**

SECTION 9. Merit Board Members will receive the following stipend:

A. Board Member (5): \$360.00

SECTION 10. Merit Deputies will receive one half (1/2) of the total accumulated, but unused, sick days upon retirement.

SECTION 11. All other overtime is to be paid in accordance with Fair Labor and Standards Act at a rate of one and one half (1 ½) times the salary plus longevity.

SECTION 12. The compensation amounts are listed as annual amounts and the calculation of the bi- weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

SECTION 13. In the event of an extended Military or Family Medical Leave of a merit officer exceeding six (6) weeks, the Sheriff may employ a Temporary Deputy. A Temporary Deputy shall be compensated at a rate of ninety (90) percent of the base rate of a merit deputy. A Temporary Deputy shall not work more than 29 hours in a pay week and is not entitled to any benefits. A sufficient appropriation in Personal Services must exist in the Sheriff budget prior to the employment of a Temporary Deputy. The Sheriff should submit a plan detailing the anticipated period of time a Temporary Deputy will be required and the number of hours for that period to the Auditor's Office for verification of sufficient appropriation.

SECTION 14. Any employee who enters into lost time with the County (where they do not have any eligible paid time off and are not actively working) will not be eligible for any form of payment which they would be eligible for when working or in paid time off status. This provision does not prohibit additional discipline if an employee enters lost time status with the County without good reason.

SECTION 15. Compensatory time will be limited per the Vigo County Sheriff's Department Standard Operating Procedure, PER-017, effective 12/01/13 as amended 2/11/20. See Exhibit 1.

Exhibit 1

Vigo County Sheriff's Department Standard Operating Guidelines	
Reference Number: PER-017	Effective Date: 12/01/13
Subject: Employment Practices - Work Week, Overtime, Court Time	Revised: 02/11/20
Special Instructions: Replace all previous	Number of pages: 3
This directive is for internal use only and does not enlarge an officer's civil or criminal liability in any way. It should be construed as the creation of a higher standard of safety or care in an evidentiary sense, with respect to third party claims. Violations of this directive, if proven, can only form the basis in a non-judicial administrative setting.	

PURPOSE

Establishes guidelines pertaining to a work week, overtime, and court time.

▲ POLICY

Department employees are required to present themselves for duty on each scheduled duty day as set forth in department SOG.

PROCEDURE

- A. Work Week: Regular Duty
 - 1. The Sheriff shall establish duty hours for all department employees.
 - B. Work Week: General Attendance
 - 1. Officers will present themselves for duty on each scheduled duty day with the following exceptions:
 - a. When absence is due to illness, and it has been reported to his commanding officer at the earliest possible moment or before the start of duty hours.
 - b. When on vacation, taking approved accumulated time off or if an authorized leave of absence has been granted.
 - C. Work Week: Stand by Duty
 - 1. All duly sworn officers of the department are on twenty-four (24) hours' call except when absent due to illness, on vacation, taking approved accumulated time off, or where an authorized leave of absence has been granted.
-

2. When contacted by a superior officer on regularly scheduled off duty days, they shall make themselves available for duty as requested, and as soon as possible.
3. Any duty time performed during regularly scheduled off duty periods shall be logged as accumulated authorized overtime.

D. Work Week: Authorized Overtime

1. Any officer performing overtime duty must have authorization from his or her direct supervisor when possible, otherwise it must be approved by any department supervisor.
 2. All earned overtime will be reported to the secretarial staff as part of the officer's monthly activity report. In almost every situation the approving commander of the monthly report should be the supervisor of the shift or division in which the overtime is actually earned.
 3. The monthly report will briefly explain the need or reason for the earned overtime.
 4. Overtime Authorization is not required for grant funded projects. However, officers working grant projects cannot claim grant funded hours as regular work hours. An officer may take accrued leave time to work grant funded projects.
 5. Overtime is to be reported in actual overtime earned or taken. Do not multiply by one and one-half. All record keeping of overtime by secretarial staff will be recorded in actual overtime hours. Overtime taken as compensatory time will be adjusted by secretarial staff at the one and one-half rate.
 6. The approval of the officer's immediate supervisor is required when extra days off are taken utilizing accumulated overtime.
 7. A deputy sheriff may accumulate a maximum of eighty (80) hours in approved overtime during the period of December 15th to November 30th. If at any time during this 12-month period, a deputy exceeds eighty (80) hours of authorized overtime he/she shall be compensated for all hours in excess of eighty (80) hours on the next practical pay cycle following the report of the overtime to the secretarial staff.
-

8. During the 12-month period if a deputy has a change in position that either increases or decreases their pay rate all overtime hours that the deputy has accumulated will be paid out at the rate of which the overtime was earned.
9. At the end of each 12-month period (November 30) all overtime that remains on record for the deputy as of November 30th will be reported to the auditor in the month of December and that officer will be compensated for all accumulated hours over forty and thus a deputy will return to forty hours of accumulated overtime on December 1.
10. A deputy may utilize any or all of his/her accumulated overtime during this twelve-month period as permitted by their immediate supervisor.

E. Court Time

1. Frequently, police officers are required to testify in judicial hearings or trials concerning criminal violations. Any officer of the department who performs such duty during regularly scheduled off duty periods shall be compensated for it in the form of accumulated overtime.

F. This guideline is to be used in conjunction with all relevant department regulations, rules, policies, and procedure

2026 Merit Deputy Longevity 1.25% of Salary

Base Pay	Annual
	\$66,950
Year 2	\$836.88
Year 3	\$1,673.76
Year 4	\$2,510.64
Year 5	\$3,347.52
Year 6	\$4,184.40
Year 7	\$5,021.26
Year 8	\$5,858.16
Year 9	\$6,695.04
Year 10	\$7,531.92
Year 11	\$8,368.80
Year 12	\$9,205.68
Year 13	\$10,042.56
Year 14	\$10,879.44
Year 15	\$11,716.32
Year 16	\$12,553.20
Year 17	\$13,390.08
Year 18	\$14,226.96
Year 19	\$15,063.84
Year 20	\$15,900.72
Year 21	\$16,737.60

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND
COMPENSATION POLICIES
FOR OF MERIT OFFICERS**

Approved on this 12th Day of November, 2025.

Aye	☐	Absent	☐	Randy
Nay	☐	Abstain	☐	Gentry_____
Aye	☐	Absent	☐	Nancy
Nay	☐	Abstain	☐	Allsup_____
Aye	☐	Absent	☐	Brenda
Nay	☐	Abstain	☐	Wilson_____
Aye	☐	Absent	☐	Steve
Nay	☐	Abstain	☐	Ellis_____
Aye	☐	Absent	☐	Vicki
Nay	☐	Abstain	☐	Weger_____
Aye	☐	Absent	☐	Brad
Nay	☐	Abstain	☐	Anderson_____
Aye	☐	Absent	☐	David
Nay	☐	Abstain	☐	Thompson _____

Attest:

Larry T. Hutchings, II
Vigo County Auditor

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND
COMPENSATION POLICIES FOR VIGO COUNTY PROSECUTORS
OFFICE AND PUBLIC DEFENDERS OFFICE**

WHEREAS the County of Vigo, Indiana is an Equal Opportunity Employer, and

WHEREAS it is **the** intent of Vigo County, Indiana to comply with applicable federal and State of Indiana employment **laws** and regulations, and

WHEREAS Indiana Code 36-2-5-3, Section 3. (a) establishes that the county fiscal body shall **fix** the compensation of officers, deputies, and other employees whose compensation is payable from the County **General** fund, County Highway fund, County Health fund, County Park and Recreation fund, or any **other** fund from which the county auditor **issues** warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds. This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation, and.

NOW THEREFORE, **it** is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions are non-eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for **leave** policies specified in **the** Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. Licensed Attorneys employed by the Vigo County Prosecutor or Vigo County Public Defender shall not receive compensation above the salary range authorized for their position in the salary ordinance; and the County Auditor shall not issue **pay** warrants for pay that exceeds the authorized amount as detailed below:

Deputy Prosecutor Base Salary (15) - \$84,872.00 annually

Part Time Trial Deputy (6) - \$44,060.31 annually

Part Time Trial Deputy/City Court Prosecutor (1) - \$45,965.81 annually

Public Defender Base Rate (2) - \$67,907.90 annually

Public Defender Problem Solving/First Appearance (2) - \$70,543.67 annually

Public Defender High Level Felony (23) - \$71,971.25 annually

Full Time Public Defender (1) - \$89,964.32 annually

SECTION 4. All full-time Deputy Prosecutors and Public Defenders shall receive longevity pay annually commencing at the beginning of the calendar year for their 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$6,250.

SECTION 5. The Prosecutor shall have authority to designate seven (7) of the full-time deputies as High-Level Felony Prosecutors with a 6% pay increase above the base rate, three (3) specialized prosecutor designations with a 10% pay increase above the base rate, one (1) problem solving prosecutor designations and one (1) child support prosecutor designation, which will each be entitled to a 4% pay increase above the base rate.

SECTION 6. Nothing in this ordinance will impact the salaries established and paid for by the State of Indiana.

SECTION 7. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 8. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, persons whose compensation is governed by statute, or persons whose compensation is established by a state agency or grant.

SECTION 9. The Chief Public Defender's salary is based from the State of Indiana Full-Time Prosecutor.

SECTION 11. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

SECTION 12. Any full-time employee who enters into lost time with the County (where they do not have any eligible paid time off and are not actively working) will not be eligible for any form of payment which they would be eligible for when working or in paid time off status. This provision does not prohibit additional discipline if an employee enters lost time status with the County without good reason.

2026 Longevity Schedule

Year

1	
2	\$ 125
3	\$ 250
4	\$ 375
5	\$ 500
6	\$ 781
7	\$ 938
8	\$ 1,094
9	\$ 1,250
10	\$ 1,406
11	\$ 1,875
12	\$ 2,063
13	\$ 2,250
14	\$ 2,438
15	\$ 2,625
16	\$ 3,281
17	\$ 3,500
18	\$ 3,719
19	\$ 3,938
20	\$ 4,156
21	\$ 5,000
22	\$ 5,250
23	\$ 5,500
24	\$ 5,750
25	\$ 6,000
26	\$ 6,250

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND
COMPENSATION POLICIES FOR VIGO COUNTY PROSECUTORS
OFFICE AND PUBLIC DEFENDERS OFFICE**

Approved on this 12th Day of November, 2025.

Aye ☐	Absent ☐	Randy Gentry_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Nancy Allsup_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Brenda Wilson_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Steve Ellis_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Vicki Weger_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Brad Anderson_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	David Thompson _____
Nay ☐	Abstain ☐	

Attest:

Larry T. Hutchings, II
Vigo County Auditor

AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND COMPENSATION POLICIES FOR VIGO COUNTY HIGHWAY EMPLOYEES

WHEREAS the County of Vigo, Indiana is an Equal Opportunity Employer, and

WHEREAS it is **the** intent of Vigo County, Indiana to comply with applicable federal and State of Indiana employment **laws** and regulations, and

WHEREAS Indiana Code 36-2-5-3, Section 3. (a) establishes that the county fiscal body shall **fix** the compensation of officers, deputies, and other employees whose compensation is payable from the County **General** fund, County Highway fund, County Health fund, County Park and Recreation fund, or any **other** fund from which the county auditor **issues** warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds. This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation.

NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL of Vigo County, Indiana:

SECTION 1. Commencing January 1, 2026, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for Vigo County Highway Department as established on the following spreadsheets.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions are non-eligible for FLSA overtime or FLSA compensatory time.

SECTION 4. All full-time employees of the Vigo County Highway Department shall receive longevity pay annually commencing at the beginning of the calendar year of their 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$6,250.

SECTION 5. Employees of the Vigo County Highway Department that are currently in positions receiving the \$0.71 per hour classification pay will continue to receive until they vacate that positions. A Vigo County Highway employee that holds a Class "A" CDL (16) will receive \$0.50 per hour, a Tanker (8) or Hazmat (4) endorsement will receive \$0.25 per hour.

SECTION 6.

(A) VACATION PAY

Highway Department employees covered by this ordinance shall receive paid vacation as established in the Vigo County Employee Handbook.

(B) PERSONAL DAYS

Highway Department employees covered by this ordinance shall receive personal days as established in the Vigo County Employee Handbook.

(C) SICK DAYS

Highway Department employees covered by this ordinance shall receive paid sick days as established in the Vigo County Employee Handbook.

(D) HOLIDAYS

Highway Department employees covered by this ordinance shall receive paid holidays as established in the Vigo County Employee Handbook.

SECTION 7. Any callout for emergency road conditions shall be compensated at the minimum of two (2) hours worked and all hours worked shall be compensated under the provisions of the Fair Labor Standards Act.

SECTION 8. Mechanics will be allowed a \$400 tool replacement allowance.

SECTION 9. In the event of an extended Military, Family Medical, or Workmen's Compensation Leave of a Maintenance Worker or Operator of the Vigo County Highway Department exceeding six (6) weeks, the Vigo County Highway may employ a Temporary Maintenance Worker or Temporary Operator. A Temporary Maintenance Worker or Operator shall be compensated at a rate of ninety (90) percent of the base rate of the respective full-time position. A temporary employee shall not work more than 29 hours in a pay week and is not entitled to retirement benefits. In the event a former employee of Vigo County is selected for the temporary position, the employee should be treated as a Continuing employee, rather than a new hire, unless that employee has had a separation for a period of at least 13 weeks in deference to the Affordable Care Act Regulations. A sufficient appropriation in Personal Services must exist in the Vigo County Highway budget prior to the employment of a Temporary maintenance worker Temporary Operator. The Highway Superintendent should submit a plan detailing the anticipated period of time a temporary employee will be required and the number of hours for that period to the Auditor's Office for verification of sufficient appropriation.

SECTION 10. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

SECTION 11. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 12. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 13. This ordinance shall be in full force and effect from and after its passage and shall be effective as in the salaries provided on and for January 1, 2026.

SECTION 14. Any employee who enters into lost time with the County (where they do not have any eligible paid time off and are not actively working) will not be eligible for any form of payment which they would be eligible for when working or in paid time off status. This provision does not prohibit additional discipline if an employee enters lost time status with the County without good reason.

2026 Longevity Schedule

Year

1	
2	\$ 125
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19	\$ 3,938
20	\$ 4,156
21	\$ 5,000
22	\$ 5,250
23	\$ 5,500
24	\$ 5,750
25	\$ 6,000
26	\$ 6,250

**2026 Salary Ordinance
Highway**

Department	Fund	Proposed Title	FLSA Status	Grade	2026 Salary Base	2026 Hourly Base	Number of Hours
Highway	Highway 530	Shop Supervisor	Non-Exempt	14		\$ 33.01	2080
Highway	Highway 530	Highway Superintendent	Exempt	17	\$85,279.14		2080
Highway	Highway 530	Highway Area Supervisor	Non-Exempt	14		\$ 33.01	2080
Highway	Highway 530	Highway Area Supervisor	Non-Exempt	14		\$ 33.01	2080
Highway	Highway 530	Custodian	Non-Exempt	5		\$ 21.40	2080
Highway	Highway 530	Safety Coord/Store Clerk	Non-Exempt	8		\$ 22.63	2080
Highway	Highway 530	Secretary II	Non-Exempt	6		\$ 22.79	2080
Highway	Highway 530	Office Manager	Non-Exempt	7		\$ 24.28	2080
Highway	Highway 531	Highway Working Leader	Non-Exempt	11		\$ 27.33	2080
Highway	Highway 531	Highway Working Leader	Non-Exempt	11		\$ 27.33	2080
Highway	Highway 531	Highway Working Leader	Non-Exempt	11		\$ 27.33	2080
Highway	Highway 531	Highway Working Leader	Non-Exempt	11		\$ 27.33	2080
Highway	Highway 531	Shop Working Leader	Non-Exempt	11		\$ 27.33	2080
Highway	Highway 531	Mechanic	Non-Exempt	11		\$ 27.33	2080
Highway	Highway 531	Mechanic	Non-Exempt	11		\$ 27.33	2080
Highway	Highway 531	Mechanic	Non-Exempt	11		\$ 27.33	2080
Highway	Highway 531	Sign Technician	Non-Exempt	11		\$ 27.33	2080
Highway	Highway 531	Maintenance Worker/Signs	Non-Exempt	9		\$ 24.09	2080
Highway	Highway 532	Highway Maintenance Worker - No CDL	Non-Exempt	8		\$ 22.63	2080
Highway	Highway 532	Highway Maintenance Worker - No CDL	Non-Exempt	8		\$ 22.63	2080
Highway	Highway 532	Highway Maintenance Worker - No CDL	Non-Exempt	8		\$ 22.63	2080
Highway	Highway 532	Highway Maintenance Worker - No CDL	Non-Exempt	8		\$ 22.63	2080
Highway	Highway 532	Highway Maintenance Worker	Non-Exempt	9		\$ 24.09	2080
Highway	Highway 532	Highway Maintenance Worker	Non-Exempt	9		\$ 24.09	2080
Highway	Highway 532	Highway Maintenance Worker	Non-Exempt	9		\$ 24.09	2080
Highway	Highway 532	Highway Maintenance Worker	Non-Exempt	9		\$ 24.09	2080
Highway	Highway 532	Highway Maintenance Worker	Non-Exempt	9		\$ 24.09	2080
Highway	Highway 532	Highway Maintenance Worker	Non-Exempt	9		\$ 24.09	2080
Highway	Highway 532	Highway Maintenance Worker	Non-Exempt	9		\$ 24.09	2080
Highway	Highway 532	Highway Maintenance Worker	Non-Exempt	9		\$ 24.09	2080
Highway	Highway 532	Highway Maintenance Worker	Non-Exempt	9		\$ 24.09	2080
Highway	Highway 532	Highway Maintenance Worker	Non-Exempt	9		\$ 24.09	2080
Highway	Highway 532	Highway Maintenance Worker	Non-Exempt	9		\$ 24.09	2080
Highway	Highway 532	Highway Maintenance Worker	Non-Exempt	9		\$ 24.09	2080
Highway	Highway 532	Highway Equipment Operator	Non-Exempt	10		\$ 25.66	2080
Highway	Highway 532	Highway Equipment Operator	Non-Exempt	10		\$ 25.66	2080
Highway	Highway 532	Highway Equipment Operator	Non-Exempt	10		\$ 25.66	2080
Highway	Highway 532	Highway Equipment Operator	Non-Exempt	10		\$ 25.66	2080
Highway	Highway 532	Highway Equipment Operator	Non-Exempt	10		\$ 25.66	2080
Highway	Highway 532	Highway Equipment Operator	Non-Exempt	10		\$ 25.66	2080
Highway	Highway 532	Highway Equipment Operator	Non-Exempt	10		\$ 25.66	2080
Highway	Highway 532	Highway Equipment Operator	Non-Exempt	10		\$ 25.66	2080
Highway	Highway 532	Highway Equipment Operator	Non-Exempt	10		\$ 25.66	2080
Highway	Highway 532	Highway Equipment Operator	Non-Exempt	10		\$ 25.66	2080
Highway	Highway 532	Highway Equipment Operator	Non-Exempt	10		\$ 25.66	2080
Highway	Cum Bridge 1135	Pipe Crew Supervisor	Non-Exempt	14	\$68,661.61		2080

AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND COMPENSATION POLICIES OF THE HIGHWAY DEPARTMENT

Approved on this 12th Day of November, 2025.

Aye ☐	Absent ☐	Randy Gentry _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Nancy Allsup _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Brenda Wilson _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Steve Ellis _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Vicki Weger _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Brad Anderson _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	David Thompson _____
Nay ☐	Abstain ☐	

Attest:

Larry T. Hutchings, II
Vigo County Auditor

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND COMPENSATION POLICIES
FOR VIGO COUNTY DISPATCH/E-911 EMPLOYEES**

WHEREAS the County of Vigo, Indiana is an Equal Opportunity Employer, and

WHEREAS it is **the** intent of Vigo County, Indiana to comply with applicable federal and State of Indiana employment **laws** and regulations, and

WHEREAS Indiana Code 36-2-5-3, Section 3. (a) establishes that the county fiscal body shall **fix** the compensation of officers, deputies, and other employees whose compensation is payable from the County **General** fund, County Highway fund, County Health fund, County Park and Recreation fund, or any **other** fund from which the county auditor **issues** warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds. This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation.

NOW THEREFORE, **it** is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions: Dispatch Director and Dispatch Asst. Director, are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, is hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy;

SECTION 3. Commencing January 1, 2026, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for Vigo County Dispatch/E-911 employees as established as follows:

Dispatcher (14)	\$25.11 per hour
Dispatcher/IDACS Coordinator (2)	\$28.43 per hour
Dispatcher/Training Coordinator (3)	\$28.43 per hour
Dispatcher/Supervisor (6)	\$31.97 per hour
Assistant Director	\$76,000.00 annually
Director	\$77,447.00 annually

Effective January 1, 2026 the hourly rate of pay for the position of **911 Dispatcher** shall be as follows:

- Starting Pay (Year 1): \$22.11 per hour
- After Completion of First Year of Employment: \$25.11 per hour Implementation.

Upon satisfactory completion of one (1) full year of service, as verified by the Department Head, the employee's hourly rate shall be increased to the second-year rate indicated above, effective the first full pay period following the employee's anniversary date.

SECTION 4. All full-time employees of the Vigo County Dispatch/E-911 Department, employed prior to December 31, 2023, shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule in Appendix A. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$7,812.50.

SECTION 5. All full-time employees of the Vigo County Dispatch/E-911 Department are eligible to receive a retention bonus of \$1,500 in order to aid in the attraction and retention of employees. To be eligible for the stipend an employee must have continuous service for 6 months prior to receiving the stipend. Equal installments of the bonus will be paid in June and December.

SECTION 6. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

SECTION 7. Temporary employees, part-time employees, and extra help for the Vigo County Dispatch shall be compensated at a rate of \$18.00 per hour. All part-time employees will be limited to twenty-nine hours per week.

SECTION 8.

(A) VACATION PAY

Dispatch/E-911 employees covered by this ordinance shall receive paid vacation as established in the Vigo County Employee Handbook.

(B) PERSONAL DAYS

Dispatch/E-911 employees covered by this ordinance shall receive personal days as established in the Vigo County Employee Handbook.

(C) SICK DAYS

Dispatch/E-911 employees covered by this ordinance shall receive paid sick days as established in the Vigo County Employee Handbook.

(D) HOLIDAYS

Dispatch/E-911 employees who work on recognized holidays shall be paid for all hours worked and will be compensated at the holiday rate eight (8) hours of their shift on said holiday.

SECTION 9. Any employee who enters into lost time with the County (where they do not have any eligible paid time off and are not actively working) will not be eligible for any form of payment which they would be eligible for when working or in paid time off status. This provision does not prohibit additional discipline if an employee enters lost time status with the County without good reason.

SECTION 10. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 11. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 12. This ordinance shall be in full force and effect from and after its passage and shall be effective as in the salaries provided on and for January 1, 2026.

2026 Dispatch-E911 Longevity Schedule

Year

1	
2	\$ 187.50
3	\$ 375.00
4	\$ 362.50
5	\$ 750.00
6	\$ 1,093.75
7	\$ 1,312.50
8	\$ 1,531.25
9	\$ 1,750.00
10	\$ 1,968.75
11	\$ 2,500.00
12	\$ 2,750.00
13	\$ 3,000.00
14	\$ 3,250.00
15	\$ 3,500.00
16	\$ 4,218.75
17	\$ 4,500.00
18	\$ 4,781.25
19	\$ 5,062.50
20	\$ 5,343.75
21	\$ 6,250.00
22	\$ 6,562.50
23	\$ 6,875.00
24	\$ 7,187.50
25	\$ 7,500.00
26	\$ 7,812.50

**2026 Salary Ordinance
Dispatch/E911**

Department	Fund	Proposed Title	FLSA Status	Grade	2026 Salary Base	2026 Hourly Base
Dispatchers	LIT PSAP 1235	Dispatcher	Non-Exempt	203		\$25.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	203		\$25.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	203		\$25.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	203		\$25.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	203		\$25.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	203		\$25.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	203		\$25.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	203		\$25.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	203		\$25.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	203		\$25.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	203		\$25.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	203		\$25.11
Dispatchers	LIT PSAP	Dispatcher	Non-Exempt	203		\$25.11
Dispatchers	LIT PSAP	Dispatcher IDACS Coordinator	Non-Exempt	204		\$28.43
Dispatchers	LIT PSAP	Dispatcher IDACS Coordinator	Non-Exempt	204		\$28.43
Dispatchers	LIT PSAP	Dispatcher Training Coordinator	Non-Exempt	204		\$28.43
Dispatchers	LIT PSAP	Dispatcher Training Coordinator	Non-Exempt	204		\$28.43
Dispatchers	LIT PSAP	Dispatcher Training Coordinator	Non-Exempt	204		\$28.43
Dispatchers	LIT PSAP	Dispatch Shift Supervisor	Non-Exempt	205		\$31.97
Dispatchers	LIT PSAP	Dispatch Shift Supervisor	Non-Exempt	205		\$31.97
Dispatchers	LIT PSAP	Dispatch Shift Supervisor	Non-Exempt	205		\$31.97
Dispatchers	LIT PSAP	Dispatch Shift Supervisor	Non-Exempt	205		\$31.97
Dispatchers	LIT PSAP	Dispatch Shift Supervisor	Non-Exempt	205		\$31.97
Dispatchers	LIT PSAP	Dispatch Shift Supervisor	Non-Exempt	205		\$31.97
Dispatchers	LIT PSAP	Assistant Director	Exempt		\$76,000.00	
Dispatchers	LIT PSAP	Director	Exempt		\$77,447.00	

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND
COMPENSATION POLICIES
DISPATCH/E911**

Approved on this 12th Day of November, 2025.

Aye	☐	Absent	☐	Randy Gentry_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Nancy Allsup_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Brenda Wilson_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Steve Ellis_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Vicki Weger_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Brad Anderson_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	David Thompson _____
Nay	☐	Abstain	☐	

Attest:

Larry T. Hutchings, II
Vigo County Auditor

AN ORDINANCE ADOPTING COUNTY OF VIGO, INDIANA 2026 SALARY SCHEDULE AND COMPENSATION POLICIES OF CORRECTIONAL/DETENTION/BUILDING SECURITY OFFICERS

WHEREAS the County of Vigo, Indiana is an Equal Opportunity Employer, and

WHEREAS it is **the** intent of Vigo County, Indiana to comply with applicable federal and State of Indiana employment **laws** and regulations, and

WHEREAS Indiana Code 36-2-5-3, Section 3. (a) establishes that the county fiscal body shall **fix** the compensation of officers, deputies, and other employees whose compensation is payable from the County **General** fund, County Highway fund, County Health fund, County Park and Recreation fund, or any **other** fund from which the county auditor **issues** warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds. This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation.

NOW THEREFORE, **it** is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, is hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy;

SECTION 3. Commencing January 1, 2026, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for all Vigo County Correctional Detention Officers (“Correctional Officers”) of Vigo County, which includes the Vigo County Jail, Vigo County Juvenile Detention Center and Vigo County Building Security as follows:

Vigo County Jail

Correctional Officers (70)	\$22.72 per hour
Correctional Officers Corporals (3)	\$23.79 per hour
Correctional Officers Sgt. (4)	\$24.86 per hour
Correctional Officer Senior Sgt. (1)	\$26.98 per hour
Correctional Officer First Sgt. (2)	\$59,473.23 annually

Juvenile Detention Center

Detention Officers (8)	\$22.72 per hour
Assistant Shift Supervisor (4)	\$23.79 per hour
Supervisors (4)	\$24.86 per hour
Facility Operation Manager	\$59,473.02 annually
Senior Supervisor (paid from Non-Reverting Fund)	\$26.98 per hour

Building Security

Building Security Officers (8)	\$22.72 per hour
Building Security Corporal (1)	\$23.79 per hour
Building Security Sgt. (1)	\$24.86 per hour
Sex Registry Officer/Instructor	\$47,261.34 annually
Sex/Violent Offender Registry	\$47,261.34 annually
Ordinance Enforcer/Animal Control	\$47,261.34 annually

SECTION 4. All full-time Vigo County Correctional Officers (Jail, Juvenile Detention Center and Building Security), employed prior to December 31, 2025, shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$6,250.

SECTION 5. All full time Correctional Officers employed by the Vigo County Jail and those employed as Building Security will receive \$1,500.00 per year clothing allowance.

SECTION 6. All full time Correctional Officers employed by the Vigo County Jail, Juvenile Detention Center or as Building Security are eligible to receive a retention bonus of \$1,500 in order to aid in the attraction and retention of employees. To be eligible for the stipend an employee must have continuous services for 6 months prior to receiving the stipend. Equal installments of the bonus will be paid in June and December.

SECTION 7. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

SECTION 8. Temporary employees, part-time employees, and extra help for the positions of Vigo County Jail Correctional Officers, Juvenile Detention Officers, and Building Security shall be compensated at a rate of \$22.72 per hour. Those employed as Process Servers shall be compensated at a rate of \$20.00 per hour. Any part-time employee Correctional Officer, Juvenile Detention Officer or Building Security will be limited to twenty-nine hours per week.

SECTION 9.

(A) VACATION PAY

Correctional Officer employees covered by this ordinance shall receive paid vacation as established in the Vigo County Employee Handbook.

(B) PERSONAL DAYS

Correctional Officer employees covered by this ordinance shall receive personal days as established in the Vigo County Employee Handbook.

(C) SICK DAYS

Correctional Officer employees covered by this ordinance shall receive paid sick days as established in the Vigo County Employee Handbook.

(D) HOLIDAYS

Correctional Officers of the Vigo County Jail and Juvenile Detention officers who work on recognized holidays shall be paid for all hours worked and will be compensated at the holiday hourly rate for eight (8) hours of their shift on said holiday.

SECTION 10. Any employee who enters into lost time with the County (where they do not have any eligible paid time off and are not actively working) will not be eligible for any form of payment which they would be eligible for when working or in paid time off status. This provision does not prohibit additional discipline if an employee enters lost time status with the County without good reason.

SECTION 11. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 12. All ordinances or parts of ordinances in conflict with this ordinance are hereby repealed.

SECTION 13. This ordinance shall be in full force and effect from and after its passage and shall be effective as in the salaries provided on and for January 1, 2026.

2026 Longevity Schedule

Year

1	
2	\$ 125
3	\$ 250
4	\$ 375
5	\$ 500
6	\$ 781
7	\$ 938
8	\$ 1,094
9	\$ 1,250
10	\$ 1,406
11	\$ 1,875
12	\$ 2,063
13	\$ 2,250
14	\$ 2,438
15	\$ 2,625
16	\$ 3,281
17	\$ 3,500
18	\$ 3,719
19	\$ 3,938
20	\$ 4,156
21	\$ 5,000
22	\$ 5,250
23	\$ 5,500
24	\$ 5,750
25	\$ 6,000
26	\$ 6,250

2026 Salary Ordinance
Corrections/Detention/Building Security

Jail	General	Correctional Officer	Non-Exempt	203		\$22.72
Jail	General	Correctional Officer	Non-Exempt	203		\$22.72
Jail	General	Correctional Officer	Non-Exempt	203		\$22.72
Jail	General	Correctional Officer	Non-Exempt	203		\$22.72
Jail	General	Correctional Officer	Non-Exempt	203		\$22.72
Jail	General	Correctional Officer	Non-Exempt	203		\$22.72
Jail	General	Correctional Officer	Non-Exempt	203		\$22.72
Jail	General	Correctional Officer	Non-Exempt	203		\$22.72
Jail	General	Correctional Officer	Non-Exempt	203		\$22.72
Jail	General	Correctional Officer	Non-Exempt	203		\$22.72
Jail	General	Correctional Officer	Non-Exempt	203		\$22.72
Jail	General	Correctional Officer	Non-Exempt	203		\$22.72
Jail	General	Correctional Officer	Non-Exempt	203		\$22.72
Jail	General	Correctional Officer	Non-Exempt	203		\$22.72
Jail	General	Correctional Corporal	Non-Exempt	204		\$23.79
Jail	General	Correctional Corporal	Non-Exempt	204		\$23.79
Jail	General	Correctional Corporal	Non-Exempt	204		\$23.79
Jail	General	Correctional Sergeant	Non-Exempt	205		\$24.86
Jail	General	Correctional Sergeant	Non-Exempt	205		\$24.86
Jail	General	Correctional Sergeant	Non-Exempt	205		\$24.86
Jail	General	Correctional Sergeant	Non-Exempt	205		\$24.86
Jail	General	Correctional Senior Sergeant	Non-Exempt	206		\$26.98
Jail	General	Correctional First Sergeant	Non-Exempt	207	\$59,473.23	
Jail	General	Correctional First Sergeant	Non-Exempt	207	\$59,473.23	
Juvenile Center	General/0384	JDC Detention Officer	Non-Exempt	203		\$22.72
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.72
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.72
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.72
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.72
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.72
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.72
Juvenile Center	General	JDC Detention Officer	Non-Exempt	203		\$22.72
Juvenile Center	General	JDC Assistant Shift Supervisor	Non-Exempt	204		\$23.79
Juvenile Center	General	JDC Assistant Shift Supervisor	Non-Exempt	204		\$23.79
Juvenile Center	General	JDC Assistant Shift Supervisor	Non-Exempt	204		\$23.79
Juvenile Center	General	JDC Assistant Shift Supervisor	Non-Exempt	204		\$23.79
Juvenile Center	General	JDC Supervisor	Non-Exempt	205		\$24.86
Juvenile Center	General	JDC Supervisor	Non-Exempt	205		\$24.86
Juvenile Center	General	JDC Supervisor	Non-Exempt	205		\$24.86
Juvenile Center	General	JDC Supervisor	Non-Exempt	205		\$24.86
Juvenile Center	General	JDC Facility Operation Manager	Non-Exempt	207	\$59,473.02	
Juvenile Center	Non-Rev 4959	JDC Senior Supervisor	Non-Exempt	206		\$26.98
Sheriff	General/0005	Building Security Officer	Non-Exempt	203		\$22.72
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.72
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.72
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.72
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.72
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.72
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.72
Sheriff	General	Building Security Officer	Non-Exempt	203		\$22.72
Sheriff	General	Building Security Corporal	Non-Exempt	204		\$23.79
Sheriff	General	Building Security Sergeant	Non-Exempt	205		\$24.86
Sheriff	General	Sex Registry Officer/Instruct	Non-Exempt	203	\$47,261.34	
Sheriff	General	Sex/Violent Offender Registry	Non-Exempt	203	\$47,261.34	
Sheriff	General	Ordinance Enforcer/Animal Cont	Non-Exempt	203	\$47,261.34	

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND
COMPENSATION POLICIES FOR
CORRECTIONS/DETENTIONS/BUILDING SECURITY OFFICERS**

Approved on this 12th Day of November, 2025.

Aye	☐	Absent	☐	Randy
Nay	☐	Abstain	☐	Gentry_____
Aye	☐	Absent	☐	Nancy
Nay	☐	Abstain	☐	Allsup_____
Aye	☐	Absent	☐	Brenda
Nay	☐	Abstain	☐	Wilson_____
Aye	☐	Absent	☐	Steve
Nay	☐	Abstain	☐	Ellis_____
Aye	☐	Absent	☐	Vicki
Nay	☐	Abstain	☐	Weger_____
Aye	☐	Absent	☐	Brad
Nay	☐	Abstain	☐	Anderson_____
Aye	☐	Absent	☐	David
Nay	☐	Abstain	☐	Thompson _____

Attest:

Larry T. Hutchings, II
Vigo County Auditor

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND COMPENSATION POLICIES FOR
VIGO COUNTY PARKS DEPARTMENT EMPLOYEES**

WHEREAS the County of Vigo Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Vigo County Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS Indiana Code 36-2-5-3 Section 3. (a) establishes that the county fiscal body shall fix the compensation of officers, deputies, and other employees whose compensation is payable from the County General fund, County Highway fund, County Health fund, County Park and Recreation fund or any other fund from which the county auditor issues warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation.

NOW THEREFORE it is ordained as follows:

SECTION 1. The attached FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. Commencing January 1, 2026, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for Vigo County Park Department employees as established on the following spreadsheets.

SECTION 4. All full-time Vigo County Park Department Employees shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$6,250.

SECTION 5. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

SECTION 6.

(A) VACATION PAY

Parks Department employees covered by this ordinance shall receive paid vacation as established in the Vigo County Employee Handbook.

(B) PERSONAL DAYS

Parks Department employees covered by this ordinance shall receive personal days as established in the Vigo County Employee Handbook.

(C) SICK DAYS

Parks Department employees covered by this ordinance shall receive paid sick days as established in the Vigo County Employee Handbook.

(D) HOLIDAYS

Parks Department employees covered by this ordinance shall receive paid holidays as established in the Vigo County Employee Handbook

SECTION 7. Temporary employees, seasonal employees, and extra help for the Vigo County Parks Dept, shall be compensated at a rate of \$15.00 per hour.

SECTION 8. Any part-time employee of the Parks Department will be limited to twenty- nine hours per week. Part-time employees for the Vigo County Parks Department will be compensated at a rate of \$18.00 per hour.

SECTION 9. Any employee who enters into lost time with the County (where they do not have any eligible paid time off and are not actively working) will not be eligible for any form of payment which they would be eligible for when working or in paid time off status. This provision does not prohibit additional discipline if an employee enters lost time status with the County without good reason.

SECTION 10. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 11. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, persons whose compensation is governed by statute, or persons whose compensation is established by a state agency or grant.

SECTION 12. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

2026 Longevity Schedule

Year

1	
2	\$ 125
3	\$ 250
4	\$ 375
5	\$ 500
6	\$ 781
7	\$ 938
8	\$ 1,094
9	\$ 1,250
10	\$ 1,406
11	\$ 1,875
12	\$ 2,063
13	\$ 2,250
14	\$ 2,438
15	\$ 2,625
16	\$ 3,281
17	\$ 3,500
18	\$ 3,719
19	\$ 3,938
20	\$ 4,156
21	\$ 5,000
22	\$ 5,250
23	\$ 5,500
24	\$ 5,750
25	\$ 6,000
26	\$ 6,250

**2026 Salary Ordinance
Parks Department**

Department	Fund	Proposed Title	FLSA Status	Grade	2026 Salary Base	2026 Hourly Base
Parks	1219	Office Manager	Non Exempt	7		\$24.28
Parks	1219	Maintenance Specialist	Non Exempt	8		\$25.86
Parks	1219	Maintenance Specialist	Non Exempt	8		\$25.86
Parks	1219	Maintenance Specialist	Non Exempt	8		\$25.86
Parks	1219	Maintenance Specialist	Non Exempt	8		\$25.86
Parks	1219	Maintenance Specialist	Non Exempt	8		\$25.86
Parks	1219	Maintenance Specialist	Non Exempt	8		\$25.86
Parks	1219	Maintenance Specialist	Non Exempt	8		\$25.86
Parks	1219	Maintenance Specialist/Park Ranger	Non Exempt	8		\$25.86
Parks	1219	Natural Resource Programmer	Non Exempt	9	\$50,114.65	
Parks	1219	Assistant Superintendent	Non Exempt	13	\$64,470.79	
Parks	1219	Superintendent	Exempt	15	\$73,127.22	
Parks	1179	Griffin Bike Park Manager	Non Exempt	11	\$56,841.58	

□

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND COMPENSATION POLICIES FOR
VIGO COUNTY PARKS DEPARTMENT EMPLOYEES**

Approved on this 12th Day of November, 2025.

Aye ☐	Absent ☐	Randy Gentry_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Nancy Allsup_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Brenda Wilson_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Steve Ellis_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Vicki Weger_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Brad Anderson_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	David Thompson _____
Nay ☐	Abstain ☐	

Attest:

Larry T. Hutchings, II
Vigo County Auditor

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND COMPENSATION POLICIES FOR
VIGO COUNTY HEALTH DEPARTMENT EMPLOYEES**

WHEREAS the County of Vigo Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Vigo County Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS Indiana Code 36-2-5-3 Section 3. (a) establishes that the county fiscal body shall fix the compensation of officers, deputies, and other employees whose compensation is payable from the County General fund, County Highway fund, County Health fund, County Park and Recreation fund or any other fund from which the county auditor issues warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation.

NOW THEREFORE it is ordained as follows:

SECTION 1. The attached FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. Commencing January 1, 2026, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for Vigo County Health Department employees as established on the following spreadsheets.

SECTION 4. All full-time Vigo County Health Department Employees shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$6,250.

SECTION 5. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

SECTION 6.

(A) VACATION PAY

Health Department employees covered by this ordinance shall receive paid vacation as established in the Vigo County Employee Handbook.

(B) PERSONAL DAYS

Health Department employees covered by this ordinance shall receive personal days as established in the Vigo County Employee Handbook.

(C) SICK DAYS

Health Department employees covered by this ordinance shall receive paid sick days as established in the Vigo County Employee Handbook.

(D) HOLIDAYS

Health Department employees covered by this ordinance shall receive paid holidays as established in the Vigo County Employee Handbook

SECTION 7. Any part-time employee of the Health Department will be limited to twenty- nine hours per week. Part-time employees for the Vigo County Health Department will be compensated at a rate of \$18.00 per hour.

SECTION 8. Any employee who enters into lost time with the County (where they do not have any eligible paid time off and are not actively working) will not be eligible for any form of payment which they would be eligible for when working or in paid time off status. This provision does not prohibit additional discipline if an employee enters lost time status with the County without good reason.

SECTION 9. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 10. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, persons whose compensation is governed by statute, or persons whose compensation is established by a state agency or grant.

SECTION 11. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

2026 Longevity Schedule

Year

1	
2	\$ 125
3	\$ 250
4	\$ 375
5	\$ 500
6	\$ 781
7	\$ 938
8	\$ 1,094
9	\$ 1,250
10	\$ 1,406
11	\$ 1,875
12	\$ 2,063
13	\$ 2,250
14	\$ 2,438
15	\$ 2,625
16	\$ 3,281
17	\$ 3,500
18	\$ 3,719
19	\$ 3,938
20	\$ 4,156
21	\$ 5,000
22	\$ 5,250
23	\$ 5,500
24	\$ 5,750
25	\$ 6,000
26	\$ 6,250

**2026 Salary Ordinance
Health Department**

Department	Fund	Position Title	FSLA Status	Grade	GF	2026 Salary Base	2026 Hourly Base
Health Department	1159	Clerical Assistant/Supply Clerk	Non Exempt	5			\$21.40
Health Department	1159	Office Manager/Bookkeeper	Non Exempt	7			\$24.28
Health Department	1159	Vector Control Clerk	Non Exempt	6			\$22.80
Health Department	1159	Medicial Clinic Office Manager	Non Exempt	10		\$53,372.54	
Health Department	1159	Secretary/Nursing Division	Non Exempt	4	*		\$23.60
Health Department	1159	Vital Statistics Clerk	Non Exempt	4	*		\$21.50
Health Department	1159	Vital Statistics Clerk	Non Exempt	4			\$20.10
Health Department	1159	Vital Statistics Clerk	Non Exempt	4	*		\$21.50
Health Department	1159	Vital Statistics Registrar/Spvr	Non Exempt	9			\$27.54
Health Department	1159	Vector Control Assistant Supervisor	Non Exempt	10		\$53,372.54	
Health Department	1159	Vector Control Specialist	Non Exempt	7		\$44,183.91	
Health Department	1159	Vector Control Specialist	Non Exempt	7		\$44,183.91	
Health Department	1159	Vector Control Specialist	Non Exempt	7		\$44,183.91	
Health Department	1159	Environmental Health Specialist	Non Exempt	10		\$53,372.54	
Health Department	1159	Environmental Health Specialist	Non Exempt	10		\$53,372.54	
Health Department	1159	Environmental Health Specialist	Non Exempt	10		\$53,372.54	
Health Department	1159	Environmental Health Specialist	Non Exempt	10	*	\$54,873.00	
Health Department	1159	Environmental Health Specialist	Non Exempt	10		\$53,372.54	
Health Department	1159	Environmental Supervisor	Non Exempt	14		\$68,661.86	
Health Department	1159	Public Health Nurse	Exempt	10		\$53,372.54	
Health Department	1159	Public Health Nurse	Exempt	10		\$53,372.54	
Health Department	1159	Public Health Nurse	Exempt	10		\$53,372.54	
Health Department	1159	Vector Control Supervisor	Non Exempt	13		\$64,470.79	
Health Department	1159	Administrator	Exempt	17		\$85,279.14	
Health Department	1159	Health Commissioner PT	Exempt			\$42,438.00	
Health Department	1161	Health Educator/Media Coordinator	Non Exempt	10		\$53,372.54	
Health Department	1161	Peer Recovery Coach	Non Exempt	4			\$20.10
Health Department	1161	Peer Recovery Coach	Non Exempt	4			\$20.10
Health Department	1161	Lead Case Manager	Non Exempt	7		\$44,183.91	
Health Department	1161	Environmental Health Specialist	Non-Exempt	10		\$53,372.54	
Health Department	1161	Social Services Division	Non Exempt	13		\$64,470.79	
Health Department	1161	Intake Counselor	Non Exempt	5		\$38,996.06	

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND COMPENSATION POLICIES FOR
VIGO COUNTY HEALTH DEPARTMENT EMPLOYEES**

Approved on this 12th Day of November, 2025.

Aye ☐	Absent ☐	Randy Gentry_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Nancy Allsup_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Brenda Wilson_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Steve Ellis_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Vicki Weger_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Brad Anderson_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	David Thompson _____
Nay ☐	Abstain ☐	

Attest:

Larry T. Hutchings, II
Vigo County Auditor

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND
COMPENSATION POLICIES
FOR VIGO COUNTY ELECTED OFFICIALS**

WHEREAS the County of Vigo, Indiana is an Equal Opportunity Employer, and

WHEREAS it is **the** intent of Vigo County, Indiana to comply with applicable federal and State of Indiana employment **laws** and regulations, and

WHEREAS Indiana Code 36-2-5-3, Section 3. (a) establishes that the county fiscal body shall **fix** the compensation of officers, deputies, and other employees whose compensation is payable from the County **General** fund, County Highway fund, County Health fund, County Park and Recreation fund, or any **other** fund from which the county auditor **issues** warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds. This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation, and.

NOW THEREFORE, **it** is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions: All elected officials are classified as exempt and are not eligible for overtime pay.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. Commencing January 1, 2026, the following salary schedule, not to exceed the amount listed, shall be in full force and effect. The number of officers, deputies, and other employees shall not exceed the number authorized in this salary ordinance.

SECTION 4. The annual salaries for 2026 will be the compensation tied to the exempt class of elected officials, the rates and stipends for elected, or appointed, positions:

County Commissioners (3) - \$ 85,276.79
County Council (7) - \$41,197.12
Vigo County Auditor (1) - \$77,878.30
Vigo County Treasurer (1) - \$77,878.30
Vigo County Recorder (1) - \$77,878.30
Vigo County Surveyor (1) - \$77,878.30
Vigo County Assessor - \$77,878.30
Harrison Township Assessor - \$73,124.85
Vigo County Clerk - \$77,878.30
Vigo County Coroner - \$77,878.30
Vigo County Judges (6, with authority to appoint 1 Juvenile Magistrate and 1 General Magistrate) - \$5,000
Vigo County Sheriff - \$183,513.00

SECTION 5. Full-time employees in PERF covered positions determined ineligible for PERF **per** state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be **paid** in each **pay** period.

SECTION 6. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of **the** Vigo County Sheriff's Department, persons whose compensation is **governed by** statute, or persons whose compensation is **established by a state agency** or grant.

SECTION 7. Per IC 36-2-5-3.5, if an Assessor, County or Harrison, has received Level II assessor certification from the Department of Local Government Finance, the Assessor shall in addition to the salary provided for above, receive \$1,000 compensation. If an Assessor County or Harrison, has received Level III assessor certification from the Department of Local Government, the Assessor shall receive an additional \$1,500 over the compensation of an Assessor with a Level II certification.

SECTION 8. Per IC 36-2-14-15, if the Coroner is licensed to practice as a physician in Indiana the compensation must be one and one-half (1 ½) times the fixed compensation of a Coroner. If the Coroner is a licensed pathologist and performing autopsies for the County without additional autopsy fees incurred by the County, the compensation will be one and one-half (1 ½) times of the fixed compensation of a Coroner with a license to practice as a physician in Indiana.

SECTION 9. The Sheriff's salary is based from the State of Indiana Full-Time Prosecutor.

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND
COMPENSATION POLICIES
FOR VIGO COUNTY ELECTED OFFICIALS**

Approved on this 12th Day of November, 2025.

Aye	☐	Absent	☐	Randy Gentry_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Nancy Allsup_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Brenda Wilson_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Steve Ellis_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Vicki Weger_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Brad Anderson_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	David Thompson _____
Nay	☐	Abstain	☐	

Attest:

Larry T. Hutchings, II
Vigo County Auditor

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND
COMPENSATION POLICIES
FOR VIGO COUNTY COURT STAFF**

WHEREAS the County of Vigo, Indiana is an Equal Opportunity Employer, and

WHEREAS it is **the** intent of Vigo County, Indiana to comply with applicable federal and State of Indiana employment **laws** and regulations, and

WHEREAS Indiana Code 36-2-5-3, Section 3. (a) establishes that the county fiscal body shall **fix** the compensation of officers, deputies, and other employees whose compensation is payable from the County **General** fund, County Highway fund, County Health fund, County Park and Recreation fund, or any **other** fund from which the county auditor **issues** warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds. This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation.

WHEREAS, the Indiana General Assembly has created a complex system in Indiana in which county governments finance the operation of the state trial courts sitting within their counties;

WHEREAS, this complex system of funding does not alter the separation of powers between the executive, legislative, and judicial branches of the state's constitutional structure;

WHEREAS, state trial courts are units of the state's judicial branch and, as such, are not units of county government;

NOW THEREFORE, **it** is ordained as follows:

SECTION 1. Vigo County Court Staff employed by the Vigo County Courts shall not receive compensation above the salary range authorized for their position in the salary ordinance; and the County Auditor shall not issue **pay** warrants for pay that exceeds the authorized amount as detailed on the chart attached.

SECTION 2. Nothing in this ordinance will impact the salaries established and paid for by the State of Indiana.

SECTION 3. All Eligible Judges shall be entitled to their \$5,000.00 supplement to their salary during each year of their term of service.

<u>Court Division</u>	<u>Position</u>	<u>2026 Salary w/ Longevity Included</u>
1	Court Reporter A	\$57,431.35
1	Court Reporter A	\$60,337.35
1	Court Reporter B	\$57,121.70
2	Court Reporter A	\$56,431.35
2	Court Reporter A	\$57,431.35
2	Court Reporter B	\$52,746.70
3	Court Reporter B	\$53,121.70
3	Court Reporter A	\$62,431.35
3	Court Reporter A	\$62,431.35
4	Court Reporter B	\$51,652.70
4	Court Reporter B	\$51,652.70
4	Court Reporter B	\$51,809.70
4	Court Reporter A	\$57,275.35
4	Court Reporter B	\$52,121.70
5	Court Reporter B	\$51,371.70
5	Court Reporter B	\$51,246.70
5	Court Reporter B	\$52,934.70
5	Court Reporter A	\$58,619.35
5	Court Reporter A	\$61,431.35
6	Court Reporter A	\$58,431.35
6	Court Reporter B	\$54,371.70
6	Court Reporter A	\$62,431.35
A	Court Reporter B	\$51,121.70
A	Licensed Social Worker/Therapist	\$82,775.00
A	Systems Administrator	\$61,629.50
A	Probate Registrar/Crt Admin	\$62,431.35
A	Jury Admin	\$57,121.70
IVD	Court Reporter B	\$55,027.70
Juv	Receptionist	\$45,252.75
Juv	Office Manager	\$62,431.35
Juv	Court Reporter B	\$51,371.70
Juv	Court Reporter B	\$51,809.70

**AN ORDINANCE ADOPTING THE 2026 SALARY SCHEDULE AND
COMPENSATION POLICIES
FOR VIGO COUNTY COURT STAFF**

Approved on this 12th Day of November, 2025.

Aye	☐	Absent	☐	Randy
Nay	☐	Abstain	☐	Gentry_____
Aye	☐	Absent	☐	Nancy
Nay	☐	Abstain	☐	Allsup_____
Aye	☐	Absent	☐	Brenda
Nay	☐	Abstain	☐	Wilson_____
Aye	☐	Absent	☐	Steve
Nay	☐	Abstain	☐	Ellis_____
Aye	☐	Absent	☐	Vicki
Nay	☐	Abstain	☐	Weger_____
Aye	☐	Absent	☐	Brad
Nay	☐	Abstain	☐	Anderson_____
Aye	☐	Absent	☐	David
Nay	☐	Abstain	☐	Thompson _____

Attest:

Larry T. Hutchings, II
Vigo County Auditor

RESOLUTION OF RE-ALLOCATION OF EXISTING APPROPRIATION 2025-08

It has been shown that certain existing appropriations now have unobligated balances which will not be needed for the purposes which appropriated are hereby re-allocated in the following amounts:

		REQUESTED	APPROVED
COUNTY GENERAL/1000			
Adult Probation/0274			
From:	1000.37200.00000.0274	Travel Expenses	\$ 1,300.00
	1000.37400.00000.0274	Mileage	\$ 1,100.00
	1000.37300.00000.0274	Registration Fees	\$ 1,800.00
	1000.39200.00000.0274	Service Agreements	\$ 1,000.00
To:	1000.44510.00000.0062	Equipment New	\$ 5,200.00

Approved on this 12th Day of November, 2025.

Aye	☐	Absent	☐	Randy
Nay	☐	Abstain	☐	Gentry_____
Aye	☐	Absent	☐	Nancy
Nay	☐	Abstain	☐	Allsup_____
Aye	☐	Absent	☐	Brenda
Nay	☐	Abstain	☐	Wilson_____
Aye	☐	Absent	☐	Steve
Nay	☐	Abstain	☐	Ellis_____
Aye	☐	Absent	☐	Vicki
Nay	☐	Abstain	☐	Weger_____
Aye	☐	Absent	☐	Brad
Nay	☐	Abstain	☐	Anderson_____
Aye	☐	Absent	☐	David
Nay	☐	Abstain	☐	Thompson _____

Attest:

Larry T. Hutchings, II
Vigo County Auditor

ADDITIONAL APPROPRIATION 2025-54

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Now therefore:

SECTION 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of the County General Fund, the LIT Correctional Rehab Facilities Fund, or the Juvenile Justice Center Non-Reverting Fund the additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

REQUESTED

APPROVED

COUNTY GENERAL/1000

Jail/0380

1000.33310.00000.0380 Contractual Services - Other \$ 190,000.00

Total County General **\$ 190,000.00**

LIT - Correctional Rehab Facilities/1233

1233.33310.00000.0000 Contractual Services - Other \$ 190,000.00

Total LIT - Correctional Rehab Facilities: **\$ 190,000.00**

Juvenile Justice Center Non-Reverting/4959

4959.33310.00000.0000 Contractual Services \$ 190,000.00

Total Juvenile Justice Center Non-Reverting: **\$ 190,000.00**

Approved on this 12th Day of November, 2025.

Aye ☐	Absent ☐	Randy
Nay ☐	Abstain ☐	Gentry _____
Aye ☐	Absent ☐	Nancy
Nay ☐	Abstain ☐	Allsup _____
Aye ☐	Absent ☐	Brenda
Nay ☐	Abstain ☐	Wilson _____
Aye ☐	Absent ☐	Steve
Nay ☐	Abstain ☐	Ellis _____
Aye ☐	Absent ☐	Vicki
Nay ☐	Abstain ☐	Weger _____
Aye ☐	Absent ☐	Brad
Nay ☐	Abstain ☐	Anderson _____
Aye ☐	Absent ☐	David
Nay ☐	Abstain ☐	Thompson _____

Attest:

Larry T. Hutchings, II
Auditor

ADDITIONAL APPROPRIATION 2025-55

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Now therefore:

SECTION 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of the Local Road and Street Fund the additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

		REQUESTED	APPROVED
<u>Local Road and Street/1169</u>			
1169.23150.00000.0000	Road Salt	\$ 140,000.00	
1169.35500.00000.0000	Repair Equipment	<u>\$ 50,000.00</u>	
Total Local Road and Street:		\$ 190,000.00	

Approved on this 12th Day of November, 2025.

Aye ☐	Absent ☐	Randy Gentry_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Nancy Allsup_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Brenda Wilson_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Steve Ellis_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Vicki Weger_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Brad Anderson_____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	David Thompson _____
Nay ☐	Abstain ☐	

Attest:

Larry T. Hutchings, II
Auditor

ADDITIONAL APPROPRIATION 2025-56

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Now therefore:

SECTION 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of the Riverboat Wagering Tax Revenue Fund the additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

	REQUESTED	APPROVED
<u>Riverboat Wagering Tax Revenue/1191</u>		
1191.37850.00000.0000 Professional Services	\$ 100,000.00	
Total Riverboat Wagering Tax Revenue:	\$ 100,000.00	

Approved on this 12th Day of November, 2025.

Aye ☐	Absent ☐	Randy
Nay ☐	Abstain ☐	Gentry_____
Aye ☐	Absent ☐	Nancy
Nay ☐	Abstain ☐	Allsup_____
Aye ☐	Absent ☐	Brenda
Nay ☐	Abstain ☐	Wilson_____
Aye ☐	Absent ☐	Steve
Nay ☐	Abstain ☐	Ellis_____
Aye ☐	Absent ☐	Vicki
Nay ☐	Abstain ☐	Weger_____
Aye ☐	Absent ☐	Brad
Nay ☐	Abstain ☐	Anderson_____
Aye ☐	Absent ☐	David
Nay ☐	Abstain ☐	Thompson _____

Attest:

Larry T. Hutchings, II
Auditor

VIGO COUNTY COUNCIL
Sunshine Meeting Minutes
Tuesday, October 7, 2025 at 5:00 P.M.
Council Chambers, Vigo County Government Center

Pledge of Allegiance

Brad Anderson called the meeting to order at 5:00 p.m.

Calling of the Roll

Nancy Allsup – present; Vicki Weger – present; Steve Ellis – present; Randy Gentry – present; Brenda Wilson – present; Brad Anderson – present; and David Thompson – absent.

Communications from elected officials, other officials, or agencies of the County

Councilman Steve Ellis took the floor and expressed disagreement with the proposed Vigo County School consolidation plan. He expressed his belief that the Council should not contribute funds to the Vigo County School Corporation's consolidation and modernization plan. Steve said he thought that decisions made about County funds being appropriated to assist with the proposed project should be voted on by the taxpayers. Steve Ellis then said he would be conducting the first reading of new Vigo County Ordinance to be voted on at the following Council meeting. Steve said he had the authority to do this citing Indiana Code (I.C.) 36-2-4, and Vigo County Council Rule #7.

Steve Ellis read:

“Unless specifically mandated by Indiana law, promulgated rule, and/or judicial mandate; The Vigo County Council WILL NOT appropriate any taxpayer monies, funds or other Vigo County financial resources for any of the following without a ballot referendum requesting said specific funding and a subsequent approval by the registered voters of Vigo County

1. The Vigo County Council WILL NOT appropriate any taxpayer monies, funds or other County financial resources for the direct or indirect acquisition of any new land parcels for the explicit use to construct school structures or buildings, this includes the purposes of both educational and non-educational functions.
2. The Vigo County Council WILL NOT appropriate any taxpayer monies, funds or other County financial resources for the direct or indirect construction of a new school building or direct or indirect acquisition of any new or preexisting building for the explicit use of the Vigo County School Corporation, this includes the purposes educational and non-educational functions.
3. The Vigo County Council WILL NOT appropriate any taxpayer monies, funds or other County financial resources for the Vigo County School Corporation or any other entity (government and/or private sector, both for profit or not-for-profit) towards a new school or any other building with a designated end use by the Vigo County School Corporation.
4. The Vigo County Council WILL NOT appropriate any taxpayer monies, funds or other County financial resources for the funding of any renovations of any school, school building, or school facility owned and or operated by the Vigo County School Corporation.

5. The Vigo County Council WILL NOT appropriate any taxpayer monies, funds or other County financial resources for, without preclusion of County Council Rule 5(A), the funding of a board, commission or other entity made up of elected and/or non-elected appointed individuals operating with an oversight and/or in an advisory capacity designated to oversee taxpayer and/or private monies directed for the use of the Vigo County School Corporation or any government/private entity OPERATING in the capacity to OVERSEE and/or ADVISE on the purchase, renovation, and/or development of new buildings or facilities for the Vigo County School Corporation.”

Vigo County Parks Department Superintendent Adam Grossman approached the Council and presented a no-cost license agreement with Hoosier Jack Land Co. granting permission to utilize land adjacent to Fowler Park for disc golf and trails. Randy Gentry asked for more details on the situation surrounding the agreement. Adam Grossman gave a brief overview of the ongoing disc golf course construction project at Fowler Park. He said this license to use the adjacent land would allow the disc golf course to be a competitive venue going forward for the sport and bring business to the County.

Seelyville Fire Department Deputy Chief John Hendrix and Abbigale Parker approached the Council two petitions to increase above the maximum levy. One petition for an extension of services and another for a three-year growth factor with an appeal amount of \$20,000. John Hendrix explained Lost Creek absorbed Nevins Township and now is the Lost Creek-Nevins Township. John said they are currently under contract with the Nevins trustee for funding and the funding runs out at the end of the current year. Randy Gentry asked if the DLGF had denied the district’s levy, and if so what reason was given. Abbigale said the Fire District was not denied and this was a petition to extend the levy beyond the 4% growth allowed. She said instead of having Nevins Township pay the contract they will be requesting additional levy money to provide the services to Nevins Township. Randy asked if residents would be taxed for this. Abbigale confirmed they would be. She said the residents are currently taxed by the township, so this change would keep tax rates relatively stable. Abbigale explained the second petition was due to the assessed value of the properties exceeding the state-wide average for the past three years, so based on a formula they are able to apply for the extra \$20,000.

Vigo County Sheriff Derek Fell approached the Council to answer any questions related to the quarterly presentation of the Sheriff’s Commissary Ledger to Council. Sheriff Fell gave a brief overview of the Commissary Ledger and explained its purpose. Randy Gentry noted counties across the state were having closer reviews of these ledgers due to corruption issues. Randy asked if there was a way to have a closer look at these expenditures. Sheriff Fell said he welcomed any Council member to meet with him in the future and look through expenditures from the Commissary Fund. He said he was confident the Vigo County Sheriff’s Department was operating within the confines of the law.

Seelyville Fire Department Deputy Chief John Hendrix approached the Council and expressed concerns over fire safety in relation to electric vehicles and voiced his concern with Vigo County School Corporation’s pursuit of electric school busses. Brenda Wilson and Steve Ellis encouraged John reach out to the school officials.

Reports from Committees

a. Annual Budget Committee Update

Brad Anderson gave a brief update on the progress of the Annual Budget Committee. He said the budget committee had held several meetings and had cut approximately \$1,000,000 out of requests from various departments in an effort to get county employees to the Baker Tilly midpoint. He said the 2026 salary ordinances were planned to be presented in November.

Resolutions and Ordinances Other than Appropriations – First Reading

a. Resolution 2025-4: Approving Amended Statements of Benefits for Tax Abatement on Application of Great Dane Limited Partnership

Brent Auberry, attorney with Great Dane approached the Council and explained this was a request for a resolution to amend the statement of benefits for a tax abatement granted to Great Dane by the Council. He said more time was needed to complete construction on the site in Vigo County. He said the plan and investment into Vigo County's Great Dane site had not changed, they just needed more time. Brent explained the target date on the current resolution was December 31st, 2025, but more time was needed to get the equipment ordered and in place. He said they only requested amendment to the resolution would be to change the target date from December 31st, 2025 to December 31st, 2027. He said everything else in the abatement request as originally approved was the same, they just needed to change the date. Randy Gentry asked if any of the targets listed in the original approved abatement had been met. Brent said they had not which had prompted this request to extend the target date. Randy requested a copy of the original abatement. Auditor Larry Hutchings confirmed a copy of the original abatement would be provided to Council before the next meeting. Steve Ellis asked Brent if there was a possibility of enacting deadlines and target dates for each phase of the Great Dane project. Brent said Great Dane would be open to working with Council, but cited recent "economic turmoil" creating difficulty for large scale projects. He said this was in part delaying the technology investment required for this project.

b. Resolution of Re-Allocation of Existing Appropriation 2025-7: Clerk's Office – Transfer of Funds

Vigo County Clerk Leanna Moore and Chief Deputy Clerk Elizabeth Stiverson approached the Council and explained this was a request to move \$2,000 from the Computer Supplies line item to the Equipment New line item in the Election Board Fund for the purposes of purchasing a laptop for the Absentee Voting Office in order to ensure access to the Statewide Voter Registration System on Election Day.

c. Amended Salary Ordinance 2025-20: Clerk's Office Salary Ordinance Correction

Vigo County Clerk Leanna Moore explained when the Council approved pay increases for the Clerk's Office earlier in the year, one employee was missed in the amendment to the Salary Ordinance. Leanna explained this employee was paid from the Clerk Perpetuation Fund instead of the County General Fund causing the oversight. This request to amend the Salary Ordinance would correct the mistake.

Ordinances Related to Appropriations – First Reading

a. Additional Appropriation 2025-50: Clerk's Office – Salary Ordinance Correction

This request for an additional appropriation of \$1,153.19 from the Clerk Perpetuation Fund would fund the request outlined above.

b. Additional Appropriation 2025-51: Group Homes – Emergency Repairs

Executive Director of Vigo County Homes for Children Norm Loudermilk approached the Council and noted this request was discussed at previous Council meetings and he was requested to come before Council and request these funds from the Group Homes Non-Reverting Fund. Norm gave a brief overview of ongoing repairs being done to the bathrooms, ductwork, and drainage work at the county's group homes. Randy Gentry asked if the appropriation request had increased from the previous version of this request. Norm confirmed the requested dollar amounts were the same. Randy asked how many children were being housed currently and how many were from Vigo County. Norm said seven children were at the homes currently, and two were from Vigo County.

c. Additional Appropriation 2025-52: Prosecutor's Office – Infraction Deferral Fund Request

Chief Deputy Prosecutor Rob Roberts approached the Council and explained this request was for \$15,000 to be appropriated to the Law Enforcement Grants line item from the Infraction Deferral Fund. He explained this request would cover last minute requests from law-enforcement agencies seeking assistance. Steve Ellis asked Rob if funds from this request would be used at his business Top Guns. Rob said purchases from that business were not anticipated in any way. There were no other questions.

d. Additional Appropriation 2025-53: Commissioners – LIT Correctional Rehab Facilities Fund Request or LIT Special Purpose Fund Request

Representatives from architecture and engineering firm RQAW and Garmong Construction gave the Council a presentation detailing a proposed Vigo county Residential Treatment Facility. Representatives said the proposed cost for the facility in the presentation would be \$41 million and construction would take 16 months.

Commissioner Chris Switzer approached the Council and explained this request was for \$896,355.64 to be appropriated to the Professional Services line item from either the LIT Correctional Rehab Facilities Fund or the LIT Special Purpose Fund to pay the invoices for RQAW and Garmong construction's design work to this point. Chris Switzer noted this was a moment the Council could make a decision on the county moving forward with the proposed residential treatment facility. Steve Ellis asked if the \$896,355.64 was the extent of the request or if the Commissioners had approval to continue using funds related to this proposed facility. Chris Switzer confirmed this request was to pay invoices received to this point in the project and the Commissioners would be required to get Council approval on any future expenses related to this project. Chris Switzer then gave a brief history on this project including decisions by previous Councils and the loss of financial assistance from state grants. He suggested there be future meetings between Commissioners and Council members to decide how the County would be moving forward with the proposed residential treatment facility, or if they were moving forward with it at all. Randy Gentry expressed his disappointment with the amount of money and the results of this request. Vicki Weger said she did not believe this request was useless and expressed her support for the project going forward. Chris Switzer noted to Council these LIT funds could only be spent on correctional facilities. Mark Clinkenbeard approached the Council and said the previous Council and Commissioners' decision to pursue this project and this facility was a result of the jail overcrowding over the past several years. He expressed the disappointment with the amount of money the County spends on criminals and said he believed the proposed solution would be a solution to help solve this problem. Randy clarified he was expressing his disappointment with the County missing the opportunity for a grant in the past that would possibly cover some of this expense.

Chris Switzer noted the work on the north plaza of the courthouse would be complete in the next couple of weeks and would be approximately \$1,000,000 under budget. Switzer credited the hiring of a construction manager for the money saved. He said the remaining money would be going into the LIT Fund #1144.

Chris noted he had distributed the LIT budgets for 2024 to the Council and the documents contained percentages of distributions to various units of the government.

Public Comment

Michael Ellis approached the Council and voiced his concern with the amount of people being held in the jail he believed did not belong there. He expressed his disappointment with Hamilton Center's services with treating mental health cases in the community and said he believed many are battling mental health and addiction and not getting treated effectively with County resources. He commended the Commissioners' efforts to bring a residential treatment facility to the community.

Adjournment

Steve Ellis made a motion to adjourn the meeting. Vicki Weger seconded the motion. Upon a voice vote of 6-0 the motion passed. The meeting adjourned at 6:17 p.m.

MINUTES OF THE VIGO COUNTY COUNCIL SUNSHINE MEETING

OCTOBER 7, 2025

Presented to the Vigo County Council, read in full and adopted as written this 12^h day of November, 2025.

Aye	☐	Absent	☐	Randy Gentry_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Nancy Allsup_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Brenda Wilson_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Steve Ellis_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Vicki Weger_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	Brad Anderson_____
Nay	☐	Abstain	☐	
Aye	☐	Absent	☐	David Thompson _____
Nay	☐	Abstain	☐	

Attest:

 Larry T. Hutchings, II
 Auditor

VIGO COUNTY COUNCIL
Meeting Minutes
Tuesday, October 14, 2025 at 5:00 P.M.
Council Chambers, Vigo County Government Center

Pledge of Allegiance

President David Thompson called the meeting to order at 5:00 p.m.

Calling of the Roll

Present: Randy Gentry, Nancy Allsup, Brenda Wilson, Steve Ellis, Vicki Weger, Brad Anderson, David Thompson

Correcting the Journal of the Preceding Meetings if Needed

September 2, 2025 Special Call Meeting

September 2, 2025 Sunshine Meeting

September 9, 2025 Executive Session

September 9, 2025 Council Meeting

September 18, 2025 Special Call Meeting

There were no corrections to the September 2, 2025 Special Call Meeting minutes, Brenda Wilson made a motion to approve the minutes of the September 2, 2025 Special Call Meeting minutes as presented. Nancy Allsup seconded the motion. The motion passed upon a vocal vote.

There were no corrections to the September 2, 2025 Sunshine Meeting minutes, Brenda Wilson made a motion to approve the minutes of the September 2, 2025 Sunshine Meeting minutes as presented. Nancy Allsup seconded the motion. The motion passed upon a vocal vote.

There were no corrections to the September 9, 2025 Executive Session Meeting minutes, Brenda Wilson made a motion to approve the minutes of the September 9, 2025 Executive Session Meeting minutes as presented. Nancy Allsup seconded the motion. The motion passed upon a vocal vote.

There were no corrections to the September 9, 2025 Council Meeting minutes, Nancy Allsup made a motion to approve the minutes of the September 9, 2025 Council Meeting minutes as presented. Brad Anderson seconded the motion. The motion passed upon a vocal vote.

There were no corrections to the September 18, 2025 Special Call Meeting minutes, Brad Anderson made a motion to approve the minutes of the September 18, 2025 Council Meeting minutes as presented. Brenda Wilson seconded the motion. The motion passed upon a vocal vote.

Communications from Elected Officials or Agencies of the County

Council member Steve Ellis took the floor and apologized for comments made by him to Auditor Larry Hutchings outside of Council meetings. Steve Ellis then noted he had done a reading of County Council Ordinance 2025-2 at the October 7, 2025 Sunshine meeting. He then read County Council Ordinance 2025-2 and said this would act as the second reading. **Steve Ellis then made a motion to adopt County Council**

Ordinance 2025-2 as presented. Vicki Weger seconded Steve Ellis' motion. Council President David Thompson said he would defer to Council Attorney Michael Wright about this being the proper procedure the Council uses to adopt ordinances. David then said he needed to clarify some information discussed outside of Council meetings. He said Steve Ellis had not been “taken off of the agenda” for this meeting. David cited Council Rule 11, and said Council rules dictate the agenda format and the section for “Communication from Elected Officials or Agencies of the County” always contains a platform for Steve Ellis. David Thompson then gave a brief overview of communications between Steve and himself and said he did not believe the language in the Ordinance was something that should be passed by the fiscal body of government, but the legislative body. He deferred to Council Attorney Michael Wright. Michael Wright said it was his opinion the Council rules dictate a roughly two week deadline ahead of Council meetings to allow for the presentation of associated documents to elected officials ahead of the meetings. He said with this framework, requests that do not meet the deadline with supporting documents are just pushed to the next meeting of the Council unless the request is urgent enough to require a special meeting of the Council. Michael said it was his opinion the Council had the right to know what was coming before them, and if the first presentation the Ordinance the Council received was the previous meeting, he did not believe this fit into the time period allowed by the rules for the Council to receive counsel from their constituents. Michael said he agreed with Council member Ellis that Steve had every right to present an ordinance and have it considered by the Council, but he said he did not believe it was in order to take action on the Ordinance at this meeting due to the truncated time period the Council had access to it. Michael said he didn't believe Steve Ellis' motion was in order as provided by Council rules. David Thompson said this meeting was not the right time to consider this matter. David asked if the motion needed rescinded. Michael said he didn't believe an out of order motion needed rescinded. David Thompson indicated his intent to proceed with the meeting. Randy Gentry noted Steve Ellis had the right to present an ordinance to be considered at this meeting citing Council Rule 7. Randy said the rules stated the Council could introduce an ordinance and pass the ordinance in the same meeting if two-thirds of the Council agree. Randy said it was in his opinion councilperson Ellis had followed the proper procedure for filing an ordinance as outlined in Council rules. Randy expressed his belief there was no legal basis to prevent this motion from coming to a vote. Randy said he was appealing the President's ruling and asked for a vote to overrule the President's ruling to not vote on the motion in question. Michael Wright reiterated he believed Steve Ellis had every right to file an ordinance, the Council rules provide for a longer time for considering any action. Randy Gentry reiterated he believed a two-thirds majority vote would be enough to pass an ordinance no matter the timeline. **David Thompson said he wanted to move consideration of County Council Ordinance 2025-2 to the November County Council meeting. Randy Gentry appealed the president's decision to move consideration of County Council Ordinance 2025-2 to the November County Council Meeting. Upon a roll call vote to the pending appeal, voting was as follows: Randy Gentry – vote to overrule; Nancy Allsup – vote to overrule; Brenda Wilson – nay; Steve Ellis – vote to overrule; Vicki Weger – vote to overrule; Brad Anderson – vote to overrule; David Thompson – nay. With a vote of 5-2, the president's decision was overruled.** In discussion for Steve Ellis' pending motion, councilperson Brenda Wilson expressed her concern about taking action in a short time-period on an ordinance presented without warning to the Council. Brenda Wilson said she believed taking action without being presented with more information was irresponsible. There was brief discussion about the language used in the ordinance and what the ordinance would allow the Council to do or not do in regards to funding options for local schools. Randy Gentry expressed his displeasure with the process so far of bringing this Ordinance to a vote. Vicki Weger briefly discussed other funding responsibilities the Council has and described problems with jail overcrowding. Brenda Wilson suggested adequately funding schools could be a solution to the County's jail overcrowding problem. Steve Ellis briefly discussed his support for nicer school facilities, and expressed his concern related to changes to County funding as a result to changing state laws. Brad Anderson said he believed it was too early to make a fair decision on this Ordinance. Brenda Wilson she believed the language in the Ordinance passing funding decisions to the taxpayers was

irresponsible at this stage due to the lack of information. She said the proposed oversight committee at a previous Council meeting could be a solution and there could be other possibilities for funding outside of county funds. Michael Wright noted typically when an ordinance is up for consideration the floor is open to public comment ahead of Council consideration of the proposed ordinance. Michael said it was his opinion that public comment be allowed. Randy Gentry cited Council rules dictating the format for Council meeting agendas putting public comment at the end of the meeting. Randy Gentry requested David Thompson give him the floor. David Thompson declined Randy's request. Commissioner Chris Switzer approached the Council. Randy Gentry said he believed it was inappropriate to get additional testimony from the floor citing Robert's Rules of Order. **David Thompson opened the floor to Commissioner Chris Switzer. Randy Gentry appealed the President's decision to open the floor.** In discussion, Michael Wright said he believed comments from officials were commonly allowed before consideration at other Council meetings. Randy claimed they were not. **Upon a roll call vote to the pending appeal, voting was as follows: Randy Gentry – vote to overrule; Nancy Allsup – vote to overrule; Brenda Wilson – nay; Steve Ellis – vote to overrule; Vicki Weger – vote to overrule; Brad Anderson – nay; David Thompson – nay. With a vote of 4-3, the president's decision was overruled.** In further discussion of the pending motion, David Thompson stressed his opinion of the importance of the Vigo County School Corporation's consolidation and modernization plan. He said he believed this matter deserved more thoughtful consideration. He expressed his displeasure at various threats he said were made to Council members and the Auditor for attempting to adhere to Council procedures. David said there was a Special Call Meeting scheduled for October 29th, 2025 for the Council to express concerns and shape the way the school consolidation and modernization would be carried out and that taking this action would be premature. **Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – nay; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – nay; David Thompson – nay. The motion passed 4-3.**

Reports from Committees

a. Annual Budget Committee Update

Brad Anderson provided the highlights from Annual Budget Committee sessions. He said the committee had cut approximately \$1 million from departmental requests. Brad noted this year's budget would still be higher than last year due to increasing costs of health insurance and bringing the rest of the County to the midpoint outlined in the Baker Tilly study. Brad said the committee made serious attempts to save as much money as possible.

Resolutions and Ordinances Other than Appropriations

a. Final Reading of the Vigo County 2026 Budget

Auditor Larry Hutchings presented the final reading of the 2026 annual budget for Vigo County as follows: Be it ordained/resolved by the Vigo County Council that for the expenses of Vigo County for the year ending December 31, 2026 the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes specified subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of Vigo County, the property tax levies and property tax rate herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance. This ordinance/resolution shall be in full force and effect from and after its passage and approval by the Vigo County Council. Casino/Riverboat Fund: \$135,000, Rainy Day Fund: \$0, General Fund: \$56,775,028, 2015 Reassessment: \$1,326,506, Highway Fund: \$6,215,105, Local Road & Street: \$1,260,000, Cumulative Bridge Fund: \$968,700, Health Fund: \$2,433,811, Emergency Telephone System Fund: \$782,040, Park & Recreation Fund: \$1,798,248, Park Nonreverting – Capital: \$30,000, Cumulative Capital Development \$360,000, Economic Development Income Tax Credit: \$9,733,650, Home-

Ruled Funds: \$17,381.656. Total: \$99,199,744. There were no questions. **Randy Gentry made a motion to approve the Vigo County 2026 Budget as presented. Steve Ellis seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

b. Final Reading of the Binding Units 2026 Annual Budgets

Auditor Larry Hutchings gave the final reading of the 2026 annual budget for the Binding Units as follows: Be it ordained/resolved by the Vigo County Council that for the expenses of Terre Haute International Airport, Vigo County Solid Waste Management District, Honey Creek Fire Protection District, New Goshen Fire Protection District, Riley Fire Protection District, Sugar Creek Township Fire District, and the Prairieton Fire Protection District for the year ending December 31, 2026 the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes specified subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of the Terre Haute International Airport, Vigo County Solid Waste Management District, Honey Creek Fire Protection District, New Goshen Fire Protection District, Riley Fire Protection District, Sugar Creek Township Fire District, and the Prairieton Fire Protection District, the property tax levies and property tax rate herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance. This ordinance/resolution shall be in full force and effect from and after its passage and approval by the Vigo County Council.

Terre Haute International Airport: \$3,393,580. There were no questions. **Vicki Weger made a motion to approve the Terre Haute International Airport 2026 Budget as presented. Randy Gentry seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

Vigo County Solid Waste Management: \$442,700. There were no questions. **Randy Gentry made a motion to approve the Vigo County Solid Waste Management 2026 Budget as presented. Brad Anderson seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

Honey Creek Fire Protection: \$3,781,156. There were no questions. **Brenda Wilson made a motion to approve the Honey Creek Fire Protection 2026 Budget as presented. Randy Gentry seconded the motion. This motion passed with a 7-0 vocal vote.**

New Goshen Fire Protection District: \$288,868. There were no questions. **Brenda Wilson made a motion to approve the New Goshen Fire Protection District 2026 Budget as presented. Randy Gentry seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

Lost Creek Fire Protection District: \$527,174. There were no questions. **Randy Gentry made a motion to approve the Lost Creek Fire Protection District 2026 Budget as presented. Vicki Weger seconded the**

motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.

Riley Fire Protection District: \$681,844. There were no questions. **Randy Gentry made a motion to approve the Riley Fire Protection District 2026 Budget as presented. Nancy Allsup seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

Sugar Creek Township Fire District: \$1,221,279. There were no questions. **Brenda Wilson made a motion to approve the Sugar Creek Township Fire District 2026 Budget as presented. Nancy Allsup seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

Prairieton Fire Protection District: \$366,685. There were no questions. **Brenda Wilson made a motion to approve the Prairieton Fire Protection District 2026 Budget as presented. Randy Gentry seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

c. Final Reading of the Capital Improvement Board 2026 Budget

The Capital Improvement Board 2026 Budget was then presented to the Council. Total receipts: \$4,771,000. Total disbursements: \$9,700,000. Randy Gentry had questions about how to interpret this budget since it was presented in a different format compared to the Vigo County and Binding Units' budgets. Terre Haute mayor and member of the Capital Improvement Board Brandon Sakbun approached the Council and gave a brief explanation of the receipts of the Board and Disbursements. Brandon explained the Council acted as a "back-up" to the CIB. He said the County is not necessarily overseeing the Board itself and instead the property tax backup to a bond they provide a one-page executive summary to the Council to approve. Randy asked about the differences in disbursements compared to receipts. Brandon explained in an effort to get the Indiana Theater operational and bringing in revenue, an effort will be made to have the Theater run by the private sector. He said if this effort fails, there is \$5,000,000 contingency plan reflected in the disbursement section as a "worst-case scenario." Randy asked if the County would be responsible for this \$5 million if discussions and efforts to court private management for the Indiana Theater do not occur. Brandon said the CIB would be responsible for the \$5,000,000 because the Board oversees funds brought in from the Food & Beverage Tax and revenue from that tax would have to be used by the CIB. **Brenda Wilson made a motion to approve the Capital Improvement Board 2026 Budget as presented. Nancy Allsup seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

d. Petition to Appeal for an Increase Above the Maximum Levy – Lost Creek Fire Growth Factor

This petition was discussed at the sunshine meeting. Seelyville Fire Deputy Chief John Hendricks briefly explained the purpose of the petition once again. John said he would like to move Lost Creek Fire to an

advanced life support non-transport agency. Vicki Weger asked what services an advanced life support non-transport agency provides. John explained Lost Creek Fire was currently a basic life support agency allowing them to provide limited medical support. He said the upgrade would allow for services like IV's in the field and treatments for low blood sugar and more. He said services like these can be important in locations in Nevins Township where ambulances are 25 minutes away. Randy Gentry said passing these petitions would help solve a few issues caused by the absorption of Nevins township fire district by Lost Creek Fire. **Brenda Wilson made a motion to approve the Petition to Appeal for an Increase Above the Maximum Levy. Randy Gentry seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

e. Petition to Appeal for an Increase Above the Maximum Levy – Lost Creek Fire Extension of Services

This petition was discussed at the sunshine meeting and during discussion for approval of the petition outlined above. There were no further questions. **Randy Gentry made a motion to approve the Petition to Appeal for an Increase Above the Maximum Levy. Brenda Wilson seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

f. Resolution 2025-4: Amended Statement of Benefits for Tax Abatement of Great Dane Limited Partnership

This request was discussed at the sunshine meeting. Attorney for Great Dane Brent Auberry and Director of Manufacturing at Great Dane Cory R Lookebill approached the Council to answer any further questions. Brent said he had sent the Auditor's Office target dates in 2026 for the Great Dane project in response for Council's request for a project timeline. Cory took the podium and provided a brief update on the status of the Great Dane project. Randy Gentry asked if the timeline adjustment in this request to amend Great Dane would interact new laws and procedures outlined in Indiana SB1. Brent said Great Dane would be above caps outlined in the new laws. Brad Anderson expressed his support for Great Dane's investment in the community. **Brad Anderson made a motion to approve Resolution 2025-4: Amended Statement of Benefits for Tax Abatement of Great Dane Limited Partnership. Vicki Weger seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

g. Resolution 2025-5: Parks and Recreation - Hoosier Jack Land Co. Agreement

This request was discussed at the sunshine meeting. There were no further questions. **Brad Anderson made a motion to approve Resolution 2025-5 of the Common Council of Vigo County. Vicki Weger seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

h. Resolution of Re-Allocation of Existing Appropriation 2025-07: Clerk's Office – Transfer of Funds

This request was discussed at the sunshine meeting. There were no further questions. **Randy Gentry made a motion to approve Resolution of Re-Allocation of Existing Appropriation 2025-07. Vicki Weger seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

i. Amended Salary Ordinance 2025-20: Clerk's Office – Salary Ordinance Correction

This request was discussed the sunshine meeting. Randy clarified this vote was to correct the salary ordinance, not to appropriate more funds. Vigo County Clerk LeAnna Moore confirmed this was true. **Randy Gentry made a motion to approve Amended Salary Ordinance 2025-20. Brenda Wilson seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

Ordinances Relating to Appropriations

a. Additional Appropriation 2025-50: Clerk's Office – Salary Ordinance Correction

This request was discussed at the sunshine meeting. **Brenda Wilson made a motion to approve Additional Appropriation 2025-50. Brad Anderson seconded the motion.** In discussion, Randy Gentry asked to confirm this was the money from a different fund being appropriated to pay the employee missed by the previous amendment to the salary ordinance. LeAnna confirmed this was true. **Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

b. Additional Appropriation 2025-51: Group Homes – Emergency Repairs

This request was discussed at the sunshine meeting. There were no further questions. **Randy Gentry made a motion to approve Additional Appropriation 2025-51. Brenda Wilson seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

c. Additional Appropriation 2025-52: Prosecutor's Office – Infraction Deferral Fund Request

This request was discussed at the sunshine meeting. There were no further questions. **Brenda Wilson made a motion to approve Additional Appropriation 2025-52. Nancy Allsup seconded the motion. Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – aye; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 7-0, the motion passed.**

d. Additional Appropriation 2025-53: Commissioners – LIT Correctional Rehab Facilities or LIT Special Purpose Fund request

This request was discussed at the sunshine meeting. There were no further questions. **Brad Anderson made a motion to approve Additional Appropriation 2025-53. Brenda Wilson seconded the motion. Chris Switzer**

asked the Council to clarify which Fund the approved additional appropriation would appropriate the Funds from. Chris Switzer recommended Fund 1233 LIT Correctional Rehab Facilities. **Upon a roll call vote for the pending motion, voting was as follows: Randy Gentry – nay; Nancy Allsup – aye; Brenda Wilson – aye; Steve Ellis – aye; Vicki Weger – aye; Brad Anderson – aye; David Thompson – aye. With a vote of 6-1, the motion passed.**

Honorary Resolutions

There were none.

Resolutions Relating to Fiscal Policies of the Council

There were none.

Appointments

There were none.

Public Comment

Terre Haute Mayor Brandon Sakbun approached the Council and said he would like to clarify a statement from Councilperson Weger regarding the city requesting \$1 million for “a trail.” He said this was a project applied for approximately 4 years ago and was split between the city and county. He said he received a request over the summer to explore a partnership between the city and county to help due to the financial losses attributed to Indiana SB1. Brandon briefly explained the process of calculating the funding of the project in question, and said he was told to come before the Budget Committee to explore a partnership and he was completely fine if the County did not want to work with the city further on this project.

Brandon then expressed his disappointment with the Council’s decision on Ordinance 2025-2 and his support for an independent oversight committee. He said this committee would have the ability to find funding methods outside of increased property taxes like grants. Randy Gentry said he had questioned the legislation allowing the Commissioners to establish an oversight committee and it was his view the action the Council took at this meeting returned the ability to fund a school consolidation and modernization plan to constituents. Randy said the city could fund the committee if they chose to. Brandon Sakbun clarified the county would have more seats on the committee and this was the reason the County was considered for contributing funding toward the committee. Brandon Sakbun then noted Randy Gentry’s statement from earlier in the meeting about a two-thirds majority vote to pass the Ordinance tonight and pointed out the Council did not receive the two-thirds majority Brandon said Randy had earlier said was required. The proposed formation of an oversight committee was briefly discussed. Brandon said he would discuss this further with Randy at a later time. Brandon then said encouraging a public referendum on this issue would lead to higher property taxes and the proposed committee would have an opportunity to fix schools without raising property taxes. Brenda Wilson said it was her understanding that tax revenue from the casino were going to fund or play a large role in funding the formation of the committee. Brandon confirmed with Commissioner Chris Switzer this was true and no property taxes would have been used. Steve Ellis asked if anyone on the committee would be on payroll. Brandon said the committee was all volunteer and there was nothing about compensation in the legislation. Steve Ellis said the Ordinance passed tonight just stopped the funding of this committee. He asked if there was a possibility of a private donor. Brandon said when it came to acquiring funds from grants, private donations, or a public taxing entity, a committee should be created for transparency. There was brief discussion about how the duties of the County Council would interact with the proposed committee. Brandon said there should be a discussion about

whether or not this Council was even interested in a conversation around schools that requires something outside of property taxes to happen.

Honey Creek Fire Protection District Trustee Joe Shackleford approached the Council and expressed his concern the vocal vote instead of a roll call vote would cause an issue when it came to submitting their budget to state agencies.

Matt Larimer from 363 West Cutsinger Drive, Terre Haute approached the Council. He expressed his disappointment with public comment not being allowed before the Council's decision on Ordinance 2025-2. He expressed his disappointment with the state government for putting Vigo County in a position he said caused public servants to argue with each other. He said he believed the state was not providing communities adequate funding for school facilities and teachers.

Leela Porter, Vigo County Resident, said she had graduated from Terre Haute North High School and agree the schools were in disrepair. Porter said she believed discussion should center on how to maintain public school facilities already in place. She expressed her displeasure with the Indiana BMV practices. She expressed her concern with the welfare and economic status of children in the community.

Terre Haute City Councilperson Curtis DeBaun approached the Council and expressed his sympathy with the Council duties. He expressed his displeasure with the Council vote on Ordinance 2025-2 without allowing public comment first. He said it was his opinion a Councilperson having the ability to create an ordinance on the spot, without the ordinance being advertised on the county website or newspaper was not the right action no matter the alleged legality of the proceedings. He noted he had never seen public comment denied on an agenda item. Randy Gentry said he would plan to propose a change in Council rules to place public comment at the top of meetings agendas going forward. Curtis said he believed this would be a step in the right direction for county government. Vicki Weger expressed her displeasure with the City Council's recent decision on allowing a development.

Marie Theisz from 5845 Camden Road, Vigo County, approached the Council. She noted the comments made by people at this meeting cited changes in state legislation creating funding issues and said she had attempted to fight this legislation. She said she believed Senator Goode's legislation allowing for this proposed committee would be a solution to school funding issues. She said historically partnerships have been formed between schools and other entities and the schools would like the conversation to continue and avenue open for support like the County has done for other entities. Marie questioned if Council had reached out to businesses, teachers, parents, and had visited schools both in the community and outside for comparison before making their decision on Ordinance 2025-2 at this meeting. She said she hoped the Council's decision was not the end of any potential partnership between County entities in regards to school improvement. Steve Ellis claimed his work creating videos and distributing them on social media kept him in touch with the thoughts of the community. Marie claimed these videos would only solicit comment from those who follow him on social media. There was brief discussion about the logistics of the proposed school consolidation and modernization plan. Marie expressed her displeasure with the Council's decision and disagreement with Steve Ellis' position. She said changes would need made with community schools with or without the County's partnership due to the state of the schools. She encouraged Council reach out to teachers and students.

Vigo County resident Ryan McGuire approached the Council. He expressed his displeasure with the Council decision on Ordinance 2025-2. Ryan said he believed the reason some students were being enrolled in schools in other community was not size, but the quality of the buildings in those communities. He said the County

could not fix changes made by the state legislature, but could collaborate more effectively in regards to school improvement and this ordinance had taken the ability of the Council to provide funding support. Ryan criticized the duration of the seven day timeline before considering this ordinance. He said this did not allow the Council time to visit schools. Vicki Weger said she had visited these schools. Ryan asked her opinion on their status. Vicki confirmed they needed improved. Ryan expressed his displeasure about the Council's decision taking away the possibility for the Council's collaboration between various entities. He said the proposed \$100,000 to fund the oversight community was small in relation to the fund appropriated to other expenditures and he disagreed with funding going to other projects and not public schools. He said it was his belief investment in schools would be a potential solution to the County's jail overcrowding problem. David Thompson expressed his support for Ryan's comments and briefly expressed his own issues with the state of the public schools. He also said high paying positions in Terre Haute would not be sending their kids to Terre Haute schools due to their issues, and may look for residence elsewhere. Randy Gentry said it should not be the County's decision to help fund this school project, but the voters and reiterated he believed this Ordinance did not stop the oversight committee being formed for the project or prevent partnership between the county or other entities. Ryan expressed his disappointment with the Council putting this responsibility onto the voters, saying the Council members were elected to make decisions in the best interest of the voters. Randy Gentry claimed previous Councils had not been asked to spend millions on school facilities. Ryan noted \$100,000 was the proposed future ask for the committee.

President of the Vigo County Teacher's Association Aaron Warner approached the Council and asked Steve Ellis to clarify statements he made about teachers possibly being threatened or coerced to contact Council about the proposed school consolidation and modernization plan. Steve Ellis said he had just heard teachers were possibly being asked to explain why they did not support the project. Aaron said teachers were free to support whatever stance they chose, but like previous referendums the Union had asked teachers for their support for this project as well. Aaron voiced his concern potential businesses looking to establish themselves in Vigo County would be discouraged by the state of the local schools. He voiced his displeasure with the optics of Steve Ellis' statements to local media and Council's vote at this meeting. Aaron expressed his disappointment with the Council's decision and how it interacted with state legislation allowing Vigo County to utilize an oversight committee to obtain information about the proposed school project and any potential partnerships between the School Corporation and the County. Aaron asked David Thompson about mechanisms that would reverse the decision. David Thompson deferred to Council Attorney Michael Wright. Michael said it was his opinion government decisions were never set in stone, and there could be ways to reverse the decision if feelings among the Council change. Steve Ellis said he had heard the School Corporation had approximately \$150 million, and asked why the School Corporation would spend this money on new facilities instead of repairing and maintaining the old facilities. Aaron said he had recently been part of bargaining and claimed Steve's numbers were incorrect. He said the rainy day fund had \$13 million, and the cash balance was approximately \$35 million.

Michael Ellis approached the Council and said it was his opinion the Council's decision at this meeting did not stop an oversight committee from being formed. He said it was his belief the school corporation should pay for the initial funding.

Vigo County Resident Steve Herald approached the Council and said it was his opinion the School Corporation should maintain the buildings they have instead of building new facilities.

Adjournment

Brad Anderson made a motion to adjourn the meeting. Brenda Wilson seconded the motion. With a vocal vote, the meeting was adjourned at 7:27 p.m.

[Signature Page to Follow]

MINUTES OF THE VIGO COUNTY COUNCIL MEETING

OCTOBER 14, 2025

Presented to the Vigo County Council, read in full and adopted as written this 12th day of November, 2025.

Aye	☐	Absent	☐	Randy
Nay	☐	Abstain	☐	Gentry_____
Aye	☐	Absent	☐	Nancy
Nay	☐	Abstain	☐	Allsup_____
Aye	☐	Absent	☐	Brenda
Nay	☐	Abstain	☐	Wilson_____
Aye	☐	Absent	☐	Steve
Nay	☐	Abstain	☐	Ellis_____
Aye	☐	Absent	☐	Vicki
Nay	☐	Abstain	☐	Weger_____
Aye	☐	Absent	☐	Brad
Nay	☐	Abstain	☐	Anderson_____
Aye	☐	Absent	☐	David
Nay	☐	Abstain	☐	Thompson _____

Attest:

 Larry T. Hutchings, II
 Auditor