

**VIGO COUNTY COUNCIL**  
**Sunshine Meeting Minutes**  
**Tuesday, October 4, 2022 at 5:00 P.M.**  
**Council Chambers, Vigo County Government Center**

**Pledge of Allegiance**

President Aaron Loudermilk called the meeting to order at 5:00.

**Calling of the roll**

R. Todd Thacker – absent, Vicki Weger - present, Marie Theisz - present, Travis Norris – present, Brenda Wilson - present, David Thompson – present, and Aaron Loudermilk - present. It was noted for the record that Mr. Thacker had a prior commitment that prevented him from being at the meeting.

**Public Comments**

There were none.

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

Mike Morris commented that he understood there was to be a 2.5% wage increase for employees and that there had been a substantial increase in insurance this year that is being paid by the County in order to help the employees. Brendan Kearns said that he had had a tailgate conversation on the way in to the meeting with many of the Highway Department employees. Their general concern is that with increasing utility costs, inflation, cost of living, and increases in just about everything are far exceeding the 2.5% pay increase that has been talked about but no one is sure if it has been approved yet or not. Surrounding counties have consistently been giving their employees a 4% pay increase. The City of Terre Haute is giving a 4% pay increase to their employees. He talked about the efforts, present and past, to keep insurance costs down and not pass on costs to the employees and, in some instances, their families. He said the Commissioners and the Council had worked hard to maximize the benefits for the employees. But insurance is a good benefit only if it has to be used. More important right now is an increase in pay. Commissioner Kearns asked the Council to consider increasing the pay to 4%, 5% if possible, but he understands being reasonable. Chris Switzer said he agreed with Commissioners Morris and Kearns and felt that a 4% raise would be good at this time to match child care and inflation. Vicki Weger commented that she has always fought for higher pay for employees and would like to see a 4% raise. David Thompson said that as a member of the Budget Committee, when it came to this issue, the number 1 hold-up was Baker Tilly and elaborated on how the Committee reached their decision. Brenda Wilson asked if there had been any word from Baker Tilly. Council Administrator Kylissa Miller said that nothing had been heard recently. Information had been sent out to the Departments for positions in their office. Some feedback had been received and it was forwarded on to Baker Tilly. Baker Tilly compiled a log sheet of requests and emails and sent it back here. Both Kylissa and Kara Wright had asked them to reach out to the departments to improve communication but Baker Tilly said that was

not within the scope of the project, so Kylissa and Kara took that project on. She received the last departmental communication back today and forwarded all on to Baker Tilley. She has not heard anything further. Brenda Wilson expressed frustration with the salary study. Marie Theisz asked if the prior salary increase increment information that had been provided during the Budget Committee meeting could be provided to all Council members. Kylissa said she would email it out. Aaron Loudermilk asked Council Attorney Robert Effner, for purposes of discussion, if a change was desired moving forward, what that would look like to amending salary ordinances, etc. Mr. Effner said that they could not exceed the total published budget but could exceed portions of it. That would require 5 votes of the Council in order to do that, more than a majority. Kylissa Miller stated that the Council adopted the budget in September with all the appropriations in there for the budget. You cannot amend the 2023 budget in 2022, so any appropriation amendments would have to happen in 2023. You could adopt the salary ordinance at a different rate than the appropriations but then you would have to then make all the adjustments in 2023. There was a lengthy discussion at the conclusion of which President Loudermilk said he would be willing to meet with anyone and discuss any concerns they have. Vicki Weger asked if an across the board raise would affect the salary study being conducted by Baker Tilly and there was a lengthy discussion ensued. County Assessor Kevin Gardner asked if any Council members had seen the preliminary study to be able to make any guesses as to what might happen. He also said he had talked with other counties at a conference that were doing the same type of study with Baker Tilly and because it was going to be such a drastic change, those counties were implementing increases in a step process, i.e. a percentage increase each year for a set number of years in order to make it easier on the budget. Kylissa Miller also gave an example of a similar situation in the past with the probation officers.

**First reading by summary reference of proposed ordinances and resolutions**

- i. ROC 2022-42, Additional Appropriation 2022-32 – Guardian Ad Litem – Payroll Salary
- ii. ROC 2022-42, Salary Ordinance 2022-18: Juvenile Court – delete full time administrative assistant
- iii. ROC 2022-42, Salary Ordinance 2022-19: Juvenile Court – add full time staff CASA
- iv. ROC 2022-43, Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies
- v. ROC 2022-44, Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Merit Officers
- vi. ROC 2022-45, Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Elected Officials

**Reports from committees**

There were none.

**Resolutions and Ordinances other than appropriations.**

- i. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies, ROC 2022-43

All three ordinances are similar to last year. The changes in each were discussed with most of the changes consisting of changing the dates to be the current year and updated amounts. The highlighting of the changes did not show up in the Council's packets, so Kylissa Miller reviewed what the changes were. For the general Ordinance, the first change is in C and it is the percentage and 2022 was changed from 2021 and the adoption date was changed; there are year changes in F and G; I changed with the following being added at the end "and effective January 1, 2023, the rate of compensation for those positions will reflect a 2.5% increase over the 2022 base rates."; L has a date change and the numbers were updated from 2022 to 2023 with a 2.5% increase; N includes increases of 2.5% for part time people, and in the various rates for A, B, C, D, and E. The following pages then listed all the positions at a 2.5% rate increase.

ii. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Merit Officers, ROC 2022-44

Again, in C, the 2.5% was changed from 2021 to 2022 for the increase; the adoption date was changed to be effective as of January 1, 2023; H updated the rates for the Sheriff/Road Deputy by the 2.5% and the longevity max was increased at the new rate (since it's a percentage); the number of lieutenants went from 4 to 5 to include the Jail Matron.

iii. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Elected Officials, ROC 2022-45

Same thing. This reflects a 2.5% increase over 2022 instead of 2021 rate and the adoption date and effective date were amended.

**Ordinances relating to appropriations.**

iv. **Additional Appropriation 2022-32; ROC 2022-42: Guardian Ad Litem, Payroll Salary**

Glenna Cheesman said that she had appeared before the Council in March of this year advising that her funding was going to be cut by VOCA and indicated that she would need the two positions that would be affected by these cuts. She received a favorable vote in support of the 2 full time positions so she could turn in her funding requests to VOCA and show that the County was going to assist in the sustainability of their program by retaining the two full time positions. As expected, their funds were cut massively, however, there was also a second round of cuts in which their funding was cut even more. She then appeared before Council in June during the budget meetings and informed Council that along with the VOCA cuts, their State funding had also been cut by \$40,000. She had advised that the two positions were crucial to their program in order to be able to maintain the program and all the successes they had accomplished. She learned in September that Council had turned down the two requested positions. She had earlier been told to appropriate funds in order to cover the positions through the end of the year until Council picked up the positions in 2023. Since those two positions were denied, she now needs to change the appropriation request in order to keep her part-time staff and she will have to immediately ask for additional appropriations in 2023 so that she does not lose six staff members. She currently has no operating budget for next year and going

into 2023 is now operating at a deficit of \$94,000 with an additional loss of five staff members. She is amending the original appropriation request to the \$6,000 in order to keep her part time people until the end of the year. She originally asking to also convert an administrative assistant position that had been vacated into a staff CASA position because the administrative assistant does not carry a caseload. She talked about the requirements of the program. She needs two things: the \$6,000 appropriation and delete the administrative assistant position and change it to a staff CASA position. That is what is needed to maintain the program for right now. There was lengthy discussion.

**v. Salary Ordinance 2022-18; ROC 2022-42: Juvenile Court,  
delete full time administrative assistant**

This Ordinance was discussed as a part of the prior paragraph.


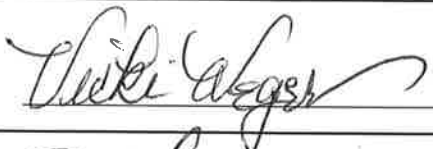
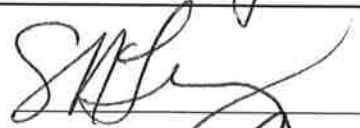
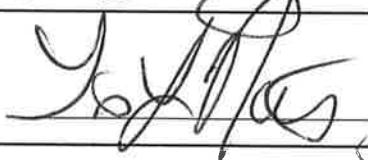


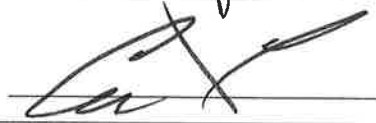
**vi. Salary Ordinance 2022-19: ROC 2022-42, Juvenile Court, add  
full time staff CASA**

This Ordinance was discussed as a part of the prior paragraph.

Vicki Weger made a motion to adjourn the meeting at 5:55 p.m. Brenda Wilson seconded the motion. Upon a voice vote of 6-0, the motion was unanimously approved.

**MINUTES OF THE VIGO COUNTY COUNCIL**  
**SUNSHINE MEETING**  
**OCTOBER 4, 2022**

*Presented to the Vigo County Council, read in full and adopted as written this 9<sup>th</sup> day of November, 2022.*

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		R. Todd Thacker	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>			
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		Vicki Weger	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>			
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		Marie Theisz	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>			
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		Travis Norris	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>			
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		Brenda Wilson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>			
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		David Thompson	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>			
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		Aaron Loudermilk, President	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>			

*Attest:*

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James W. Bramble  
Vigo Auditor