

VIGO COUNTY COUNCIL
Minutes
Tuesday, November 10, 2020 at 6:00 P.M.
Council Chambers, Vigo County Annex

Pledge of Allegiance

President Mike Morris called the meeting to order and led the Pledge of Allegiance.

Calling of the roll

Present: Lisa Spence-Bunnett, Chris Switzer, Vicki Weger, James R. Mann II, Aaron Loudermilk, David Thompson and Mike Morris.

Approval of Minutes

October 1, 2020

There were no corrections to the minutes. Aaron Loudermilk made a motion to approve the minutes. Vicki Weger seconded the motion. Upon a roll call vote, the motion passed with a vote of 7-0.

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

- a.* Presentation of Highway GIS Applications – Larry Robbins, County Engineer

Larry Robbins, County Engineer and Highway Director, was present to give an update on the status of combining the Engineering and Highway Departments and the creation of the GIS Department. It is still a work in progress but much has been accomplished. Mr. Robbins gave a presentation showing how all departments are meshing together to improve efficiency and save the county money. He demonstrated how the iPads that are now used work to input and make data available to enable the greatest efficiency in staying on top of what needs to be done, what has been done and what remains to be done. The availability of all this information will also assist the Auditor's Office, the Sheriff's Department, the Assessor's Office, and Area Plan in coordinating information. He advised that at the end of September, Vigo County became a member of 811 Utility Agreement. That allows them to keep track of any utility or outside contractors working on county roadways. This will keep the County from having to incur the cost of repairs in the event any damage occurs. It will also assist them in obtaining right-of-way fees that are required of outside contractors when working on County roads. He then demonstrated the highlights of the drainage collector app that has been established to keep track throughout the county of drainage issues/complaints. He also talked about matters to be accomplished in the future. Councilwoman Lisa Spence-Bunnett asked if the Council could expect to see reports like this in the future. Mr. Robbins said he would be happy to do that.

Public Comments

Commissioner Brendan Kearns introduced Rachel Leslie with RJL Solutions to talk to the Council about establishing broadband service for Vigo County that is the basis for the Request of Council being submitted by the Vigo County Commissioners. Also in

attendance to speak favorably about this request were Josh Zuerner with Joink, Senator Jon Ford, State Representative Tonya Pfaff, and Vigo County School Corporation Superintendent Rob Haworth. The Vigo County School Corporation recently received a grant for \$1.4 million funded through the Governor's Office to expand access and connectivity to the students of Vigo County by identifying 244 community access locations where Joink fiber would be installed on school corporation equipment. This project is one of the highest funded projects in the State of Indiana. In order to provide the Vigo County taxpayers the best outcome, this project will require additional construction costs/funds. Joink also recently received approximately \$2 million in state grant funds bringing the project costs down even more. This project would also allow the other four institutions in Vigo County to participate if they so desired. Implementation of this project will need the financial support of the Vigo County School Corporation (through their already received state grant), the City of Terre Haute (at a cost of \$544,000.00), and Vigo County (at a cost of approximately \$2.88 million). Commissioner Kearns spoke in support of this project, as did Superintendent Haworth, Senator Ford and State Representative Pfaff. Council members then asked several questions. Chris Switzer asked when this needed to be decided. Commissioner Kearns responded that time was of the essence and they would really like to accomplish it by the end of the year. There was extensive further discussion. Financing versus full payment was discussed. The difference between the financial commitment between the City and County was explained that Joink has already run lines throughout the City that can be used in this project while the County has some but will need substantially more lines run for access. Discussion continued. It was brought out that there was not a plan in place for after two years. The grant was only for two years. Councilwoman Spence-Bunnett asked who is being committed to pay the service fees after the two years. Mr. Zuerner said there was not a definite plan in place. They would either have to ask Joink to make those services available after two years or they will be seeking other grants to keep those services in place. He believes they have enough funding sources that it can be addressed but there is not a plan and the GEERs Grant was intentionally designed to be a 2-year service. Councilwoman Spence-Bunnett asked what the chances were the County would be asked to step up. Mr. Zuerner stated that would have to be answered collectively and he was not comfortable answering that question by himself. From Joink's perspective, they would do everything possible to continue the service. Discussion continued. Chief Deputy Auditor Cheryl Loudermilk gave an update on the amount of funds currently in EDIT. If everything that was appropriated were spent through the end of the year, along with what would be received in December, there is a little over \$6 million cash balance. That is if you spent the remaining appropriations that are left to spend. She also reminded that EDIT has some of the Highway projects in it and those are continuing to be encumbered. Discussion continued. It was ultimately decided to assign this matter to the Annual Budget Committee for further discussion to be discussed at a special call meeting in December. A discussion then ensued regarding a meeting date and deadlines that have to be met. A tentative date for the Annual Budget Committee meeting was set for November 18 at 9:00 a.m. subject to room availability. Council Administrator Miller will check on room availability for the Committee meeting.

Reports from standing committees

There were none.

Reports from select committees

There were none.

Ordinances relating to appropriations.

a. Annual Budget.

**i. Review of Sugar Creek Fire Protection District ROC 2020-21
for Additional Appropriation**

Carol Holbert was present on behalf of Sugar Creek Fire Protection District along with Joe Watts, the new Treasurer of the Fire Protection District. The additional appropriation is for \$55,000.00 to offset the costs of a complete renovation of the two fire stations in West Terre Haute. They were updated and modernized. The money is in reserve but they need Council approval to be able to spend it. This passed the Annual Budget Committee with a 3-0 favorable vote.

Vicki Weger made a motion to suspend the rules in order to act on this request of the Sugar Creek Fire Protection District and the request of the New Goshen Fire Protection District tonight. Aaron Loudermilk seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously approved.

Lisa Spence-Bunnett asked for clarification that the \$55,000.00 was more than what was anticipated being spent. Ms. Holbert responded that the whole project was about \$90,000.00 and this was in excess. They hadn't really planned to do a remodel but decided they had the money and during the project also completed some repairs with trucks. They will overspend their total budget. Most of it is attributed to the remodel. They do have the money in reserve but they have to come to the Council for approval since they overspent the budget. Jim Mann made a motion to accept the request of the Sugar Creek Fire Protection District in the amount of \$55,000.00 for Additional Appropriation 2020-21. Chris Switzer seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously approved.

**ii. Review of New Goshen Fire Protection District ROC 2020-22
for Additional Appropriation**

Carol Holbert was also present on behalf of the New Goshen Fire Protection District request for Additional Appropriation of \$17,000.00. This request is due to the installation of a ventilation system and a new generator. Both of these are very much needed pieces of equipment in a fire station. They do have the money in reserve but they have to come to the Council for approval since they exceeded the budget. Jim Mann made a motion to accept the request of the New Goshen Fire Protection District in the amount of \$17,000.00 for Additional Appropriation 2020-22. Chris Switzer seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously approved.

Jim Mann made a motion to remove the suspension and to reinstate the rules. David Thompson seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously approved.

iii. Final Reading of the 2021 Salary Ordinances

Councilman Jim Mann stated that he had put a lot of thought into it and he was going to make a motion to amend the Salary Ordinance for General Employees. He was looking at letters O. and P. on page 15. He then passed out some proposed language to amend O., delete P. and reletter the remaining paragraphs. This would also make the tables on page 17 unnecessary. He stated he was making this amendment to bring some consistency to longevity. Councilwoman Spence-Bunnett asked Mr. Mann to expand on the rationale behind this motion. Mr. Mann stated that previously to this, we did not have two different methodologies for longevity. His thought was that a single method should continue to be used for longevity. He explained how he came up with the formula. Ms. Spence-Bunnett then asked if he had calculated the difference in what was being proposed and the amounts reflected in his amendment. He stated that it is always going to be dependent on who is employed. As proposed, it is going to cost an additional \$700,000.00. Mr. Mann's amendment will require an additional one-time amount of \$900,000.00. It does move the \$700,000.00 request to \$1.6 million. Each subsequent year there will be an additional increase. His math reflects this being about \$250,000.00 in 2021 dollars. That is generally in the 1% range when talking about an increase in pay. The increase is not being factored in for next year. What is being factored in is the additional expense beyond the \$700,000.00. He does acknowledge that if this is passed, it will cost more to re-up it than what is currently being proposed. Ms. Spence-Bunnett asked if anyone had reviewed his figures and he responded no. There was additional discussion about how the amendment worked. Ms. Spence-Bunnett asked if this had to be decided tonight. Auditor Jim Bramble responded no, it had to be decided before the end of the year. Ms. Spence-Bunnett asked about tabling this request and discussing it at the Budget Committee meeting. President Morris advised that was possible. Options were discussed. Lacking a second to the motion, the motion died. Lisa Spence-Bunnett made a motion to table the Salary Ordinance for General Employees for discussion by the Budget Committee in their upcoming meeting and then review by the Council in the special meeting in December. Jim Mann seconded the motion. Upon a roll call vote, voting was as follows: Mr. Morris – nay; Mr. Thompson – nay; Mr. Loudermilk – nay; Ms. Weger – nay; Mr. Mann – aye; Mr. Switzer – nay; Ms. Spence-Bunnett – aye. With a vote of 5-2 against, the motion is defeated.

Council Administrator Kylissa Miller suggested that Salary Ordinance 2020-16 for LIT-PSAP and Salary Ordinance 2020-17 for County General be addressed next since they affect adoption of the other ordinances. The 2020-16 is for changes made for positions and the LIT-PSAP funds. 2020-17 is for changes made in the County General fund.

1. Salary Ordinance 2020-16 – LIT-PSAP

Kylissa Miller commented that in the 2021 budget there was included two dispatcher positions at Civilian Pole B. The positions are already in existence so it's not necessary to approve a job description on a title but it is important to establish you are approving two more positions. Also, there is an Assistant Director position that was included in the

budget. This is a new position and so it's necessary to approve the title, approve the job description and the classification at EXE A. There was a brief discussion. Aaron Loudermilk made a motion to approve Salary Ordinance 2020-16 as presented. Chris Switzer seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously approved.

2. Salary Ordinance 2020-17 – County General

There was a brief discussion about the changes to the County General budget that were approved for 2021 and what those entail. It was noted that a description needed to be added to the Legal Secretary position for the Public Defender in this Salary Ordinance. Vicki Weger made a motion to amend Salary Ordinance 2020-17 with an amendment to the Legal Secretary position for the Public Defender by adding: “(a) Add one (1) position, (b) COMOT C (\$20.65/hr)”. David Thompson seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously approved. Vicki Weger then made a motion to approve Amended Salary Ordinance 2020-17. David Thompson seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously approved.

3. General Employees

Aaron Loudermilk made a motion to accept the Salary Ordinance for General Employees as presented. Vicki Weger seconded the motion. Before the vote was taken, Lisa-Spence Bunnett asked if the proposal to cover the cost of the insurance billing clerk for the Health Department after their grant runs out is covered as part of this proposal in the original budget discussion. Kylissa Miller responded that it was not. Ms. Miller said that it was in the grant but there was nothing put in place for when the grant runs out. After some discussion, it was noted that if the grant is not renewed and the position runs out and the need arises, the Health Department could then come before the Council requesting that the position be funded at the local level. Upon a roll call vote of 7-0, the motion was unanimously approved.

4. Merit Officers

Aaron Loudermilk made a motion to accept the Salary Ordinance for Merit Officers as presented. David Thompson seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously approved.

5. Elected Officials

Vicki Weger made a motion to accept the Salary Ordinance for Elected Officials as presented. David Thompson seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously approved.

b. *Budget Adjustment Committee.*

i. *Resolution of Re-Allocation of Existing Appropriation 2020-09; ROC 20-037 Juvenile Justice Center.*

Norman Loudermilk, Executive Director of the Juvenile Center, was present to answer any questions regarding this out-of-series transfer. It was established that there was enough money in the Food budget to allow for payment of their bills for food through the end of the year and still be able to transfer \$30,000.00 to allow for the repair and resurfacing of the existing floor in the Detention Center and \$16,000.00 to be transferred to payroll to ensure there was enough to pay the staff through the end of the year. There was some discussion about a Canteen billing issue which was explained. The \$16,000.00 request for transfer to Salaries was going to be handled in a different manner without the

need for the transfer. This matter passed Committee with a unanimous favorable recommendation. Vicki Weger made a motion to approve this request. David Thompson seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously approved.

**iv. Additional Appropriation Ordinance 2020-19; ROC 20-038
LIT/PSAP**

Council Administrator Kylissa Miller explained that this was to correct a transposition of numbers entered for the 2020 budget. This passed Committee with a unanimous favorable recommendation. Aaron Loudermilk made a motion to approve this request. Chris Switzer seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously approved.

**iii. Additional Appropriation Ordinance 2020-20; ROC 20-039
Veterans Court**

Judge Roach was present to answer any questions regarding this request. This request is for approval of a lease for space to accommodate Veterans Court adjacent to the Drug Court. This matter passed Committee with a unanimous favorable recommendation. Chris Switzer made a motion to approve this request. Lisa Spence-Bunnett seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously approved.

**iv. Resolution of Re-Allocation of Existing Appropriation 2020-10;
ROC 20-040 Veterans Assistance Officer**

Tim Cunningham, Veteran Assistance Officer, was present to answer any questions with this request for re-allocation of existing appropriation. This matter passed Committee with a unanimous favorable recommendation. Aaron Loudermilk made a motion to approve this request. Vicki Weger seconded the motion. Upon a roll call vote of 7-0, the motion was unanimously approved.

Councilman Mann then asked if there was a status report of Salary Ordinance 2020-15 made by Judge Phil Adler for a pay rate adjustment for his court reporter that had been tabled back in August. It was determined that this matter had not been addressed during the annual budget process. However, Councilwoman Vicki Weger advised that she had spoken with Judge Adler and that with the upcoming 2021 hourly pay increase and increase in longevity for county employees, he and his court reporter were quite satisfied and would not pursue the pay rate adjustment so the matter will be considered resolved.

Honorary Resolutions

There were none.

First reading by summary reference of proposed ordinances and resolutions

There were none.

Appointments

There were none.

It will be necessary to schedule a special call for December in order to address the issues of the request for the additional appropriation for broadband for Vigo County and the CARES Act. A tentative date of December 8, 2020 was set for the Special Call meeting

but is subject to change due to room availability, scheduling of the Annual Budget Committee meeting and having all the information assembled for the CARES Act. There was a lengthy discussion. The Council Administrator will advise of firm dates and times as soon as they can be established.

Adjournment

Chris Switzer made a motion to adjourn the meeting at 8:25 p.m. Vicki Weger seconded the motion. By a voice vote, the motion was unanimously approved.


MINUTES OF THE VIGO COUNTY COUNCIL

November 10, 2020

Presented to the Vigo County Council, read in full and adopted as written this 8th day of December, 2020.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Lisa Spence-Bunnett	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Chris Switzer	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Vicki Weger	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	James R. Mann II	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Aaron Loudermilk	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	David Thompson	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Mike Morris, President	

Attest:


James W. Bramble
Vigo Auditor

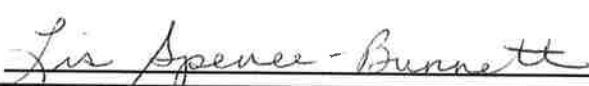

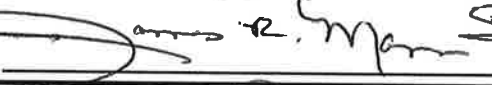


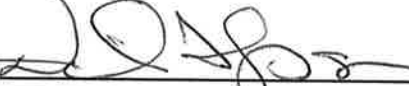

ADDITIONAL APPROPRIATION ORDINANCE 2020-21

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 Sugar Creek Fire Protection District, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>FIRE GENERAL</u>		
Other Services and Charges	\$ 55,000	\$ 55,000
Total Fire General	\$ 55,000	\$ 55,000

Approved on this 10th day of November, 2020.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Lisa Spence-Bunnett	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Chris Switzer	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	James R. Mann II	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Vicki Weger	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Aaron Loudermilk	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	David Thompson	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Mike Morris, President	

Attest:



James W. Bramble
Vigo County Auditor

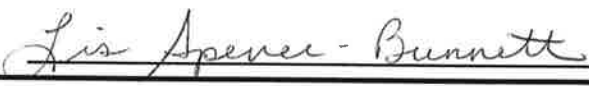


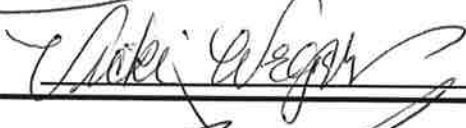


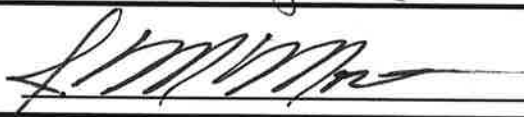
ADDITIONAL APPROPRIATION ORDINANCE 2020-22

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 New Goshen Fire Protection District, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>FIRE GENERAL</u>		
Other Services and Charges	\$ 17,000	\$ 17,000
Total Fire General	\$ 17,000	\$ 17,000

Approved on this 10th day of November, 2020.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Lisa Spence-Bunnett	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Chris Switzer	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	James R. Mann II	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Vicki Weger	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Aaron Loudermilk	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	David Thompson	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Mike Morris, President	

Attest:


James W. Bramble
Vigo County Auditor

SALARY ORDINANCE 2020-16

SECTION 1. Be it ordained by the County Council of Vigo County, Indiana, that for the salaries of Vigo County Indiana, that for the salaries of the County Government Office Holders and the employees for the year ending December 31, 2021, the following sums of money are hereby appropriated and ordered set apart for the purposes specified, subject to the laws governing the same. Such sums herein appropriated shall be otherwise expressly stipulated for by law provided, however, that disbursements from each appropriated are further limited to the amounts listed for the detailed accounts making up such appropriation unless said accounts are increased or decreased in another ordinance or resolution by the

SECTION 2. That for the said fiscal year, there is appropriated out of the Vigo County LIT - Dedicated to PSAP Fund the following:

APPROVED

LIT -PSAP

Dispatcher

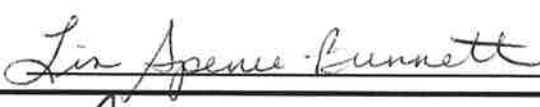

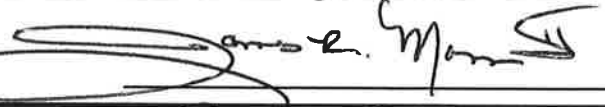
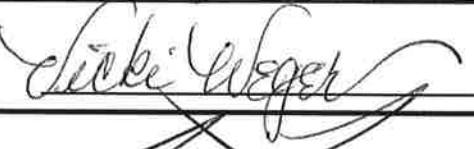



- a. Add Two (2) Positions, Civilian POLE B (\$18.17/hr)

Assistant Director

- a. Approve Title: Assistant Director
b. Approve Job Description
c. Approve Classification: EXE A (\$52,386)

SECTION 3. Effective January 1, 2021

Approved on this 10th day of November 2020.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Lisa Spence - Bunnett	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Chris Switzer	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	James R. Mann II	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Vicki Weger	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Aaron Loudermilk	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	David Thompson	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Mike Morris, President	

Attest:

A handwritten signature in dark ink, appearing to read "James W. Bramble", is written over a solid horizontal line.

James W. Bramble
Vigo County Auditor

AMENDED SALARY ORDINANCE 2020-17

SECTION 1. Be it ordained by the County Council of Vigo County, Indiana, that for the salaries of Vigo County Indiana, that for the salaries of the County Government Office Holders and the employees for the year ending December 31, 2021, the following sums of money are hereby appropriated and ordered set apart for the purposes specified, subject to the laws governing the same. Such sums herein appropriated shall be otherwise expressly stipulated for by law provided, however, that disbursements from each appropriated are further limited to the amounts listed for the detailed accounts making up such appropriation unless said accounts are increased or decreased in another ordinance or resolution by the County Council.

SECTION 2. That for the said fiscal year, there is appropriated out of the County General Fund the following:

APPROVED

JUVENILE CENTER

Detention Officers (Civ POLE-A), 4

- a. Amend Title to Corporal
- b. Amend Classification: Civ Pole-B (\$18.17/hr)

Shift Supervisors (Civ POLE-B), 4

- a. Amend Classification: Civ Pole-C (\$19.08/hr)

Senior Supervisor (Civ POLE-D)

- a. Amend Compensation: Add \$500 Stipend

JAIL

Correctional Officer (Civ POLE-A), 1

- a. Amend Title to Sergeant
- b. Amend Classification: Civ POLE-C (\$19.08/hr)

SHERIFF

Courthouse Security (Civ POLE-A), 1

- a. Amend Title to Courthouse Security Sergeant
- b. Amend Classification: Civ POLE-C (\$19.08/hr)

INFORMATION SERVICES

Network Technician (PAT-A), 1

- a. Amend Title to Network Administrator
- b. Amend Classification: PAT-B (\$44,090)

PUBLIC DEFENDER

Legal Secretary

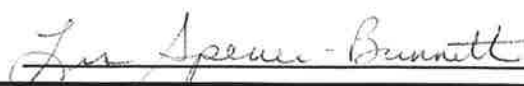

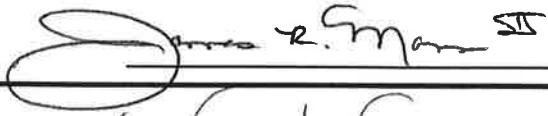
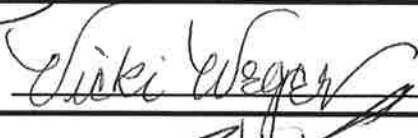



- a. add one (1) position
- b. approve classification to COMOT C (\$20.65 per hr)

Chief Public Defender

- a. Amend to Full-Time Position
- b. Approve Compensation per State Schedule (\$156,125)

SECTION 3. Effective January 1, 2021

Approved on this 10th day of November 2020.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Lisa Spence - Bunnett	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Chris Switzer	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	James R. Mann II	
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"/>	Aaron Loudermilk	
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"/>	Mike Morris, President	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:


James W. Bramble
Vigo County Auditor

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

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

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:

- A. 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.
- B. 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;
- C. The attached schedule of regular pay rates and overtime pay rates reflect a three percent increase over 2020 base pay rates. The pay rates shall be established and adopted on the 10th day of November 2020 and shall be in full-force and effect on January 1, 2021. 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. New

employees and existing employees transferring positions shall be compensated at the minimum salary established for the assigned classification level.

- D. The number of officers, deputies, and other employees shall not exceed the number authorized in this salary ordinance.
- E. The attached job classification and compensation maintenance system is hereby adopted. 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."
- F. Full-time employees in 2021 employed as attorneys in the office of the Public Defender will be compensated under the Vigo County Public Defender Plan. The Public Defender (Full-time) shall receive a compensation according to the classification system. The Public Defender (.800) shall be compensated at a rate of 80 percent of the Public Defender (Full-time).
 - a. Number of positions are set as follows:
 - i. Public Defender (.800) – twenty-six (26)
- G. That probation officers shall be paid pursuant to the 2021 Minimum Salary Probation Officers 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 – one (1)
 - ii. Juvenile Probation Officers
 - 1. County General – seven (7)
- H. Deputy Prosecutors shall be paid in addition to the base salary pursuant to the following criteria established by the Prosecutor's Office:
 - a. Establish base salary on the role of each Deputy Prosecutor:
 - i. Misdemeanor and Low Level Felony Court Deputy Prosecutor – Base Salary only
 - ii. Child Support Deputy Prosecutor – Base Salary + two percent (2%)
 - iii. High Level Felony Court Deputy Prosecutor – Base Salary + four percent (4%)
 - iv. Specialized Deputy Prosecutor – Base Salary + six percent (6%)
 - b. In addition, the following criteria will be reviewed for each Deputy Prosecutor to set compensation above the base salary:
 - i. Legal Experience
 - 1. Practicing at least three (3) years but less than six (6) years, plus one (1) percent
 - 2. Practicing at least six (6) years, plus two (2) percent

- ii. Criminal Law Experience
 - 1. Criminal prosecution for at least three (3) years, plus two (2) percent
 - 2. Criminal law (defense and prosecution) for at least three (3) years, plus one (1) percent, (These cannot be combined.)
- iii. Jury Trial Experience
 - 1. At least five (5) but less than ten (10) jury trials, plus one percent (1%)
 - 2. Ten (10) or more jury trials, plus two (2) percent
- iv. Additional Considerations
 - 1. Extensive knowledge of the local court system, plus one percent (1%)
 - 2. Other Relevant Factors including clerking for a judge, appellate arguments, published legal paper, etc., plus up to one percent (1%)


- I. The number of Part-time Prosecutors positions are set at eight (8).
- J. Employees of the Vigo County Highway Department are eligible for classification pay at a rate of \$0.71 per hour at the discretion of the Vigo County Commissioners. The number of employees receiving classification pay must not exceed 28 at any point in time.
- K. 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).
- L. The following positions in the judicial system are not rated under the compensation study and are established at the following annual rates of compensation for 2021:

a. Courts: Social Worker/Therapist	\$60,000
b. Courts: Screening Analyst/Case Manager, 2	\$35,553
c. Courts Services: Case Manager	\$38,876
d. Courts Services: Social Worker	\$42,000
- M. 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 \$12.36 per hour unless otherwise approved.
 - b. Temporary employees, part time employees, and extra help for the positions of Correctional Officers, Detention Officers, Courthouse Security, Dispatchers, and Process Servers shall be compensated at a rate of \$13.65 per hour.
 - c. Part time employees for the positions of Electrician and Plumber in the Building Maintenance department shall be compensated at a rate of \$26.99 per hour unless otherwise approved.

- d. Temporary employees for the Weights & Measures department will be established during the transition period from the current Inspector to the replacement Inspector at an hourly rate of \$25.00 per hour, not to exceed \$5,000.00. The position will be deleted upon the transition of employees.
 - e. Deputy Coroners (4) shall be compensated at an annual rate of \$5,784.00
 - f. Part time employees for the position of Relief Youth Care Workers in the Group Homes department shall be compensated at a rate of \$208.15 per day unless otherwise approved.
- N. 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.
- O. All full time employees of Vigo County with the exception of merit officers, dispatchers, and elected officials 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 \$5,000.
- P. A dispatcher 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 \$6,250.
- Q. 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 out in each pay period.
- R. 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 the 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 or 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.
- S. 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, persons whose compensation is established by a state agency or grant, and elected officials.

Presented to the Vigo County Council, read in full and adopted as written this 10th day of November 2020.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Lisa Spence-Bunnett	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Chris Switzer	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	James R. Mann II	
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"/>	Aaron Loudermilk	
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"/>	Mike Morris, President	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:



James W. Bramble
Vigo Auditor

APPENDIX A
Longevity Schedule - 2021
For General Employees and Dispatch

	General Employees	Dispatchers
Year	G	D
1	\$0	\$0
2	\$100	\$150
3	\$200	\$300
4	\$300	\$450
5	\$400	\$600
6	\$625	\$875
7	\$750	\$1,050
8	\$875	\$1,225
9	\$1,000	\$1,400
10	\$1,125	\$1,575
11	\$1,500	\$2,000
12	\$1,650	\$2,200
13	\$1,800	\$2,400
14	\$1,950	\$2,600
15	\$2,100	\$2,800
16	\$2,625	\$3,375
17	\$2,800	\$3,600
18	\$2,975	\$3,825
19	\$3,150	\$4,050
20	\$3,325	\$4,275
21	\$4,000	\$5,000
22	\$4,200	\$5,250
23	\$4,400	\$5,500
24	\$4,600	\$5,750
25	\$4,800	\$6,000
26	\$5,000	\$6,250

Job Category: Civilian POLE Target Base: External Midpoint

[illegible]

VIGO COUNTY
GENERAL EMPLOYEE SALARY ORDINANCE, CIVILIAN POLE
2021

2021	
Classification	Base Rate
Civ POLE A	\$ 17.27
Civ POLE B	\$ 18.17
Civ POLE C	\$ 19.08
Civ POLE D	\$ 20.87

Job Category: Civilian POLE Target Base: External Midpoint

Department	Title	Classification	Status	Work Hours	2021 Base (Hourly)	Stipend
Jail	Correctional Officer	Civilian POLE A	Non Exempt	2080	\$17.27	
Juvenile Center	Detention Officer	Civilian POLE A	Non Exempt	2080	\$17.27	
Juvenile Center	Detention Officer	Civilian POLE A	Non Exempt	2080	\$17.27	
Juvenile Center	Detention Officer	Civilian POLE A	Non Exempt	2080	\$17.27	
Juvenile Center	Detention Officer	Civilian POLE A	Non Exempt	2080	\$17.27	
Juvenile Center	Detention Officer	Civilian POLE A	Non Exempt	2080	\$17.27	
Juvenile Center	Detention Officer	Civilian POLE A	Non Exempt	2080	\$17.27	
Sheriff	* Courthouse Security	Civilian POLE A	Non Exempt	2080	\$18.30	
Sheriff	Courthouse Security	Civilian POLE A	Non Exempt	2080	\$17.27	
Sheriff	Courthouse Security	Civilian POLE A	Non Exempt	2080	\$17.27	
Sheriff	Courthouse Security	Civilian POLE A	Non Exempt	2080	\$17.27	
Sheriff	Courthouse Security	Civilian POLE A	Non Exempt	2080	\$17.27	
Sheriff	Ordinance Control/Animal Ctl Ofc	Civilian POLE A	Non Exempt	2080	\$17.27	
Dispatch/LIT-PSAP	* Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.45	
Dispatch/LIT-PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.17	
Dispatch/LIT-PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.17	
Dispatch/LIT-PSAP	* Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.45	
Dispatch/LIT-PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.17	
Dispatch/LIT-PSAP	* Dispatcher	Civilian POLE B	Non Exempt	1949	\$19.45	
Dispatch/LIT-PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.17	
Dispatch/LIT-PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.17	
Dispatch/LIT-PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.17	
Dispatch/LIT-PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.17	
Dispatch/LIT-PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.17	
Dispatch/LIT-PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.17	
Dispatch/LIT-PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.17	
Dispatch/LIT-PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.17	
Dispatch/LIT-PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.17	
Dispatch/LIT-PSAP	Dispatcher	Civilian POLE B	Non Exempt	1949	\$18.17	
Jail	Corporal	Civilian POLE B	Non Exempt	2080	\$18.17	
Jail	Corporal	Civilian POLE B	Non Exempt	2080	\$18.17	
Jail	Corporal	Civilian POLE B	Non Exempt	2080	\$18.17	
Juvenile Center	Corporal	Civilian POLE B	Non Exempt	2080	\$18.17	
Juvenile Center	Corporal	Civilian POLE B	Non Exempt	2080	\$18.17	
Juvenile Center	Corporal	Civilian POLE B	Non Exempt	2080	\$18.17	
Juvenile Center	Corporal	Civilian POLE B	Non Exempt	2080	\$18.17	
Dispatch/LIT-PSAP	* IDACS Coordinator	Civilian POLE C	Non Exempt	1949	\$20.41	
Dispatch/LIT-PSAP	* IDACS Coordinator	Civilian POLE C	Non Exempt	1949	\$20.41	
Dispatch/LIT-PSAP	* Shift Supervisor	Civilian POLE C	Non Exempt	1949	\$19.90	
Dispatch/LIT-PSAP	* Shift Supervisor	Civilian POLE C	Non Exempt	1949	\$19.90	
Dispatch/LIT-PSAP	Shift Supervisor	Civilian POLE C	Non Exempt	1949	\$19.08	
Dispatch/LIT-PSAP	* Shift Supervisor	Civilian POLE C	Non Exempt	1949	\$19.90	
Dispatch/LIT-PSAP	Training Coordinator/Dispatcher	Civilian POLE C	Non Exempt	1949	\$19.08	
Dispatch/LIT-PSAP	Training Coordinator/Dispatcher	Civilian POLE C	Non Exempt	1949	\$19.08	
Jail	Sergeant	Civilian POLE C	Non Exempt	2080	\$19.08	
Jail	Sergeant	Civilian POLE C	Non Exempt	2080	\$19.08	
Jail	Sergeant	Civilian POLE C	Non Exempt	2080	\$19.08	
Jail	Sergeant	Civilian POLE C	Non Exempt	2080	\$19.08	
Juvenile Center	Shift Supervisor	Civilian POLE C	Non Exempt	2080	\$19.08	
Juvenile Center	Shift Supervisor	Civilian POLE C	Non Exempt	2080	\$19.08	
Juvenile Center	Shift Supervisor	Civilian POLE C	Non Exempt	2080	\$19.08	
Juvenile Center	Shift Supervisor	Civilian POLE C	Non Exempt	2080	\$19.08	
Sheriff	Courthouse Security Sergeant	Civilian POLE C	Non Exempt	2080	\$19.08	
Sheriff	Sex & Violent Offender Registry Ofc	Civilian POLE C	Non Exempt	2080	\$19.08	
Sheriff	Sex Registry Officer/Instructor	Civilian POLE C	Non Exempt	2080	\$19.08	
Jail	Senior Sergeant	Civilian POLE D	Non Exempt	2080	\$20.87	
Juvenile Center	Senior Supervisor	Civilian POLE D	Non Exempt	2080	\$20.87	\$500
Prosecutor	* Investigator	Civilian POLE D	Non Exempt	1820	\$21.74	
Prosecutor	Investigator	Civilian POLE D	Non Exempt	1820	\$20.87	
Prosecutor/APS	Investigator	Civilian POLE D	Non Exempt	1820	\$20.87	
Prosecutor/APS	Investigator	Civilian POLE D	Non Exempt	1820	\$20.87	

VIGO COUNTY
GENERAL EMPLOYEE SALARY ORDINANCE, CIVILIAN POLE
2021

2021	
Classification	Base Rate
Civ POLE A	\$ 17.27
Civ POLE B	\$ 18.17
Civ POLE C	\$ 19.08
Civ POLE D	\$ 20.87

Job Category: Civilian POLE Target Base: External Midpoint

Department	Title	Classification	Status	Work Hours	2021 Base (Hourly)	Stipend
Public Defender	Investigator	Civilian POLE D	Non Exempt	1820	\$20.87	
Public Defender	Investigator	Civilian POLE D	Non Exempt	1820	\$20.87	
Public Defender	Investigator	Civilian POLE D	Non Exempt	1820	\$20.87	
Public Defender	Investigator	Civilian POLE D	Non Exempt	1820	\$20.87	

Note: Dispatchers have a separate longevity program.

*Incumbents are grandfathered in at the higher rate.

**VIGO COUNTY
GENERAL EMPLOYEE SALARY ORDINANCE, LTC
2021**

2021	
Classification	Base Rate
LTC A	\$ 16.78
LTC B	\$ 18.29
LTC C	\$ 19.34
LTC D	\$ 19.95
LTC E	\$ 21.30

Job Category: LTC

Target Base: External Midpoint

Department	Title	Classification	Status	Work Hours	2021 Base (Hourly)
Building Maintenance	Custodian-a	LTC A	Non Exempt	1820	16.78
Building Maintenance	Custodian-b	LTC A	Non Exempt	1820	16.78
Building Maintenance	Custodian-b	LTC A	Non Exempt	1820	16.78
Building Maintenance	Custodian-b	LTC A	Non Exempt	1820	16.78
Building Maintenance	* Nightwatch/Custodian	LTC A	Non Exempt	1820	17.89
Engineer Services	* Permit Inspector	LTC A	Non Exempt	1820	19.65
Highway III	Custodian	LTC A	Non Exempt	1820	16.78
Building Maintenance	* Maintenance	LTC B	Non Exempt	1820	21.19
Building Maintenance	* Maintenance	LTC B	Non Exempt	1820	20.25
Building Maintenance	Maintenance	LTC B	Non Exempt	1820	18.29
Building Maintenance	Maintenance	LTC B	Non Exempt	1820	18.29
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	18.29
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	18.29
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	18.29
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	18.29
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	18.29
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	18.29
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	18.29
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	18.29
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	18.29
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	18.29
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	18.29
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	18.29
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	18.29
Highway II	Maintenance Worker	LTC B	Non Exempt	2080	18.29
Highway II	Maintenance Worker/Signs	LTC B	Non Exempt	2080	18.29
Highway II	Safety Coord/Store Clerk	LTC B	Non Exempt	2080	18.29
Parks	Maintenance Specialist	LTC B	Non Exempt	1820	18.29
Parks	Maintenance Specialist	LTC B	Non Exempt	1820	18.29
Parks	* Maintenance Specialist	LTC B	Non Exempt	1820	18.42
Parks	Maintenance Specialist	LTC B	Non Exempt	1820	18.29
Parks	Maintenance Specialist	LTC B	Non Exempt	1820	18.29
Parks	Maintenance Specialist	LTC B	Non Exempt	1820	18.29
Parks	Maintenance Specialist	LTC B	Non Exempt	1820	18.29
Surveyor	Deputy	LTC B	Non Exempt	1820	18.29
Surveyor	Deputy	LTC B	Non Exempt	1820	18.29
Surveyor	Deputy	LTC B	Non Exempt	1820	18.29
Surveyor	* Deputy	LTC B	Non Exempt	1820	19.98
Group Homes	* Maintenance Supervisor	LTC C	Non Exempt	1820	19.64
Highway II	Operator	LTC C	Non Exempt	2080	19.34
Highway II	Operator	LTC C	Non Exempt	2080	19.34
Highway II	Operator	LTC C	Non Exempt	2080	19.34
Highway II	Operator	LTC C	Non Exempt	2080	19.34
Highway II	Operator	LTC C	Non Exempt	2080	19.34
Highway II	Operator	LTC C	Non Exempt	2080	19.34
Highway II	Operator	LTC C	Non Exempt	2080	19.34
Highway II	Operator	LTC C	Non Exempt	2080	19.34
Highway II	Operator	LTC C	Non Exempt	2080	19.34
Highway II/Engineering	Bridge/Pipe/Drainage Operator	LTC C	Non Exempt	2080	19.34

VIGO COUNTY
GENERAL EMPLOYEE SALARY ORDINANCE, LTC
2021

2021	
Classification	Base Rate
LTC A	\$ 16.78
LTC B	\$ 18.29
LTC C	\$ 19.34
LTC D	\$ 19.95
LTC E	\$ 21.30

Job Category: LTC **Target Base: External Midpoint**

Department	Title	Classification	Status	Work Hours	2021 Base (Hourly)
Highway II/Engineering	Bridge/Pipe/Drainage Operator	LTC C	Non Exempt	2080	19.34
Building Maintenance	Maintenance Assistant Supervisor	LTC D	Non Exempt	1820	19.95
Highway II	Shop Working Leader	LTC D	Non Exempt	2080	19.95
Highway II	Sign Technician	LTC D	Non Exempt	2080	19.95
Highway II	Working Leader	LTC D	Non Exempt	2080	19.95
Highway II	Working Leader	LTC D	Non Exempt	2080	19.95
Highway III	Mechanic	LTC D	Non Exempt	2080	19.95
Highway III	Mechanic	LTC D	Non Exempt	2080	19.95
Highway III	Mechanic	LTC D	Non Exempt	2080	19.95
Highway/LR & S	Working Leader	LTC D	Non Exempt	2080	19.95
Highway/LR & S	Working Leader	LTC D	Non Exempt	2080	19.95
Surveyor	* Crew Chief	LTC D	Non Exempt	1820	22.11
Engineering/Cum Bridge	Pipe Field Supervisor	LTC E	Non Exempt	2080	21.30
Highway I	Shop Supervisor	LTC E	Non Exempt	2080	21.30
Highway/LR & S	Area Supervisor	LTC E	Non Exempt	2080	21.30
Highway/LR & S	Area Supervisor	LTC E	Non Exempt	2080	21.30

*Incumbents are grandfathered in at the higher rate.

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, COMOT
2021

Classification	Base Rate
COMOT A	\$ 17.39
COMOT B	\$ 18.73
COMOT C	\$ 20.65
COMOT D	\$ 22.02

Job Category: COMOT

Target Base: External Minimum

Department	Title	Classification	Status	Work Hours	2021 Base (Hourly)
Area Planning	Administrative Assistant	COMOT A	Non Exempt	1820	\$17.39
Area Planning	Bookkeeper/Planning Assistant	COMOT A	Non Exempt	1820	\$17.39
Auditor	* Deputy Auditor	COMOT A	Non Exempt	1820	\$21.59
Auditor	Deputy Auditor	COMOT A	Non Exempt	1820	\$17.39
Auditor	Deputy Auditor/Claims	COMOT A	Non Exempt	1820	\$17.39
Auditor	Deputy Auditor/Claims	COMOT A	Non Exempt	1820	\$17.39
Auditor	Deputy Auditor/Commissioner Clerk	COMOT A	Non Exempt	1820	\$17.39
Auditor	Deputy Auditor/Plat Mapping	COMOT A	Non Exempt	1820	\$17.39
Auditor	Deputy Auditor/Plat Mapping	COMOT A	Non Exempt	1820	\$17.39
Auditor	Deputy Auditor/Tax Sales	COMOT A	Non Exempt	1820	\$17.39
Building Inspection	Secretary	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Clerk	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Clerk	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Clerk/Bonds	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Clerk/Child Support	COMOT A	Non Exempt	1820	\$17.39
Clerk	* Deputy Clerk/Elections/Records	COMOT A	Non Exempt	1820	\$20.25
Clerk	Deputy Clerk/Elections/Records	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Clerk/Records Supervisor	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Clerk/Judgments/Marriages	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Clerk/Main Office	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Clerk/Main Office	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Clerk/Main Office	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$17.39
Clerk	* Deputy Court Clerk	COMOT A	Non Exempt	1820	\$17.92
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$17.39
Clerk	Deputy Court Clerk	COMOT A	Non Exempt	1820	\$17.39
Clerk/New Clerk Incentive	* Deputy Court Clerk	COMOT A	Non Exempt	1820	\$19.64
Courts	Bailiff Division 1	COMOT A	Non Exempt	1820	\$17.39
Courts	Bailiff Division 2	COMOT A	Non Exempt	1820	\$17.39
Courts	Bailiff Division 3	COMOT A	Non Exempt	1820	\$17.39
Courts	Bailiff Division 4	COMOT A	Non Exempt	1820	\$17.39
Courts	* Receptionist-Adult Probation	COMOT A	Non Exempt	1820	\$18.48
Courts	Secretary Division 4	COMOT A	Non Exempt	1820	\$17.39
Courts	Secretary/Bailiff Division 5	COMOT A	Non Exempt	1820	\$17.39
Extension Office	* Secretary	COMOT A	Non Exempt	1820	\$19.39
Extension Office	Secretary	COMOT A	Non Exempt	1820	\$17.39
Extension Office	Secretary/Program Assistant	COMOT A	Non Exempt	1820	\$17.39
Health	Clerical Assistant/Supply Clerk	COMOT A	Non Exempt	1820	\$17.39
Health	* Office Manager/Bookkeeper	COMOT A	Non Exempt	1820	\$21.90
Health	Vector Control Clerk	COMOT A	Non Exempt	1820	\$17.39

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, COMOT
2021

Classification	Base Rate
COMOT A	\$ 17.39
COMOT B	\$ 18.73
COMOT C	\$ 20.65
COMOT D	\$ 22.02

Job Category: COMOT

Target Base: External Minimum

Department	Title	Classification	Status	Work Hours	2021 Base (Hourly)
Highway I	* Secretary	COMOT A	Non Exempt	1820	\$21.38
Juvenile Court	Administrative Assistant/Mediation Administration	COMOT A	Non Exempt	1820	\$17.39
Juvenile Court	Receptionist ^	COMOT A	Non Exempt	1820	\$17.39
Juvenile Court	Secretary/Bailiff ^	COMOT A	Non Exempt	1820	\$17.39
Prosecutor	* Receptionist	COMOT A	Non Exempt	1820	\$21.38
Prosecutor/IV-D	IV-D Receptionist	COMOT A	Non Exempt	1820	\$17.39
Reassessment County	Sales Disclosure Deputy	COMOT A	Non Exempt	1820	\$17.39
Reassessment County	Deputy Assessor/Field Agent	COMOT A	Non Exempt	1820	\$17.39
Recorder	* Deputy Recorder	COMOT A	Non Exempt	1820	\$21.19
Recorder	Deputy Recorder	COMOT A	Non Exempt	1820	\$17.39
Recorder	* Deputy Recorder	COMOT A	Non Exempt	1820	\$17.92
Recorder/Perpetuation	Deputy Recorder	COMOT A	Non Exempt	1820	\$17.39
Sheriff	Secretary-a	COMOT A	Non Exempt	1820	\$17.39
Sheriff	Secretary-b	COMOT A	Non Exempt	1820	\$17.39
Supp Adult Probation	* Office Manager-Adult Probation	COMOT A	Non Exempt	1820	\$18.77
Supp Adult Probation	* Secretary-Adult Probation	COMOT A	Non Exempt	1820	\$19.34
Treasurer	Deputy/Garnishments	COMOT A	Non Exempt	1820	\$17.39
Treasurer	Deputy/Judgments	COMOT A	Non Exempt	1820	\$17.39
Treasurer	* Tax Sale Deputy	COMOT A	Non Exempt	1820	\$17.65
Assessor	Deputy Assessor-a	COMOT B	Non Exempt	1820	\$18.73
Assessor	* Deputy Assessor-b	COMOT B	Non Exempt	1820	\$19.64
Assessor	* Deputy Assessor-c	COMOT B	Non Exempt	1820	\$18.74
Assessor	* Deputy Assessor-d	COMOT B	Non Exempt	1820	\$18.74
Clerk	* Deputy Clerk Assistant Supervisor	COMOT B	Non Exempt	1820	\$18.73
Clerk	Deputy Clerk Assistant Supervisor	COMOT B	Non Exempt	1820	\$18.73
Group Homes	Secretary/Bookkeeper	COMOT B	Non Exempt	1820	\$18.73
Group Homes	Secretary/Food Manager	COMOT B	Non Exempt	1820	\$18.73
Harrison Township Assessor	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$18.73
Harrison Township Assessor	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$18.73
Harrison Township Assessor	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$18.73
Harrison Township Assessor	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$18.73
Health	Clerical Assistant	COMOT B	Non Exempt	1820	\$18.73
Health	* Secretary/Nursing Division	COMOT B	Non Exempt	1820	\$20.56
Health	Vital Statistics Clerk	COMOT B	Non Exempt	1820	\$18.73
Health	Vital Statistics Clerk	COMOT B	Non Exempt	1820	\$18.73
Health	Vital Statistics Clerk	COMOT B	Non Exempt	1820	\$18.73
Reassessment County	Deputy Assessor	COMOT B	Non Exempt	1820	\$18.73
Reassessment/Harrison	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$18.73
Reassessment/Harrison	Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$18.73
Reassessment/Harrison	* Deputy Assessor/Field Agent	COMOT B	Non Exempt	1820	\$20.76
Soil and Water	Admin. Asst.	COMOT B	Non Exempt	1820	\$18.73
Treasurer	Bank Reconciliation Deputy	COMOT B	Non Exempt	1820	\$18.73
Treasurer	Finance Deputy	COMOT B	Non Exempt	1820	\$18.73
Treasurer	Staff Accountant	COMOT B	Non Exempt	1820	\$18.73
Clerk	Assistant	COMOT C	Non Exempt	1820	\$20.65
Clerk	* Court Clerk Supervisor	COMOT C	Non Exempt	1820	\$21.57
Clerk	Deputy Clerk Supervisor	COMOT C	Non Exempt	1820	\$20.65
Clerk	* Deputy Clerk Supervisor	COMOT C	Non Exempt	1820	\$23.46
Clerk	Deputy Clerk/Elections	COMOT C	Non Exempt	1820	\$20.65

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, COMOT
2021

Classification	Base Rate
COMOT A	\$ 17.39
COMOT B	\$ 18.73
COMOT C	\$ 20.65
COMOT D	\$ 22.02

Job Category: COMOT

Target Base: External Minimum

Department	Title	Classification	Status	Work Hours	2021 Base (Hourly)
Commissioners	Admin. Asst	COMOT C	Non Exempt	1820	\$20.65
Commissioners	Executive Secretary	COMOT C	Non Exempt	1820	\$20.65
Health	Vital Statistics Registrar/Spvr	COMOT C	Non Exempt	1820	\$20.65
Highway I	Office Manager	COMOT C	Non Exempt	1820	\$20.65
Juvenile Court	* Office Manager/Juvenile Courts	COMOT C	Non Exempt	1820	\$22.56
Parks	Administrative Assistant	COMOT C	Non Exempt	1820	\$20.65
Prosecutor	Bookkeeper/Legal Secretary	COMOT C	Non Exempt	1820	\$20.65
Prosecutor	Bookkeeper/Legal Secretary	COMOT C	Non Exempt	1820	\$20.65
Prosecutor	Legal Secretary	COMOT C	Non Exempt	1820	\$20.65
Prosecutor	Legal Secretary	COMOT C	Non Exempt	1820	\$20.65
Prosecutor	Legal Secretary	COMOT C	Non Exempt	1820	\$20.65
Prosecutor	Legal Secretary	COMOT C	Non Exempt	1820	\$20.65
Prosecutor	Legal Secretary	COMOT C	Non Exempt	1820	\$20.65
Prosecutor	* Program Coordinator	COMOT C	Non Exempt	1820	\$22.88
Prosecutor/APS	Legal Secretary	COMOT C	Non Exempt	1820	\$20.65
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$20.65
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$20.65
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$20.65
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$20.65
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$20.65
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$20.65
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$20.65
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$20.65
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$20.65
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$20.65
Prosecutor/IV-D	IV-D Caseworker	COMOT C	Non Exempt	1820	\$20.65
Public Defender	* Legal Secretary	COMOT C	Non Exempt	1820	\$20.75
Public Defender	Legal Secretary	COMOT C	Non Exempt	1820	\$20.65
Public Defender	Legal Secretary	COMOT C	Non Exempt	1820	\$20.65
Public Defender	Legal Secretary	COMOT C	Non Exempt	1820	\$20.65
Reassessment County	District Assessor	COMOT C	Non Exempt	1820	\$20.65
Sheriff	Office Manager	COMOT C	Non Exempt	1820	\$20.65
Auditor	Deputy Auditor/Payroll	COMOT D	Non Exempt	1820	\$22.02
Auditor	Deputy/Bookkeeper/Programmer	COMOT D	Non Exempt	1820	\$22.02
Auditor	Deputy Auditor/Staff Accountant	COMOT D	Non Exempt	1820	\$22.02
Courts	Bailiff/Court Reporter Division 6	COMOT D	Non Exempt	1820	\$22.02
Courts	* Court Admin/Probate Reg	COMOT D	Non Exempt	1820	\$22.67
Courts	Court Reporter Division 1 #	COMOT D	Non Exempt	1820	\$22.02
Courts	Court Reporter Division 2	COMOT D	Non Exempt	1820	\$22.02
Courts	* Court Reporter Division 2	COMOT D	Non Exempt	1820	\$22.67
Courts	* Court Reporter Division 3	COMOT D	Non Exempt	1820	\$23.45
Courts	Court Reporter Division 4	COMOT D	Non Exempt	1820	\$22.02
Courts	Court Reporter Division 4	COMOT D	Non Exempt	1820	\$22.02
Courts	Court Reporter Division 5	COMOT D	Non Exempt	1820	\$22.02
Courts	Court Reporter Division 6	COMOT D	Non Exempt	1820	\$22.02
Courts	Court Reporter Division 6	COMOT D	Non Exempt	1820	\$22.02
Courts	Court Reporter/Bailiff Division 1	COMOT D	Non Exempt	1820	\$22.02
Courts	Court Reporter/Bailiff Division 5	COMOT D	Non Exempt	1820	\$22.02
Courts	Court Reporter/Bailiff Division 5	COMOT D	Non Exempt	1820	\$22.02
Courts	Court Reporter/Office Admin Division 5	COMOT D	Non Exempt	1820	\$22.02
Courts	Court Reporter/Office Manager Division 4	COMOT D	Non Exempt	1820	\$22.02
Courts	Court Reporter/Secretary Division 1	COMOT D	Non Exempt	1820	\$22.02
Courts	* Court Reporter/Secretary Division 3	COMOT D	Non Exempt	1820	\$22.67
Courts	* Jury Administrator	COMOT D	Non Exempt	1820	\$22.67
Courts	Roving Court Reporter	COMOT D	Non Exempt	1820	\$22.02
Courts/IV-D	Court Reporter/IV-D	COMOT D	Non Exempt	1820	\$22.02
Human Resources	Human Resources Coordinator	COMOT D	Non Exempt	1820	\$22.02
Juvenile Center	Office Manager	COMOT D	Non Exempt	1820	\$22.02

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, COMOT
2021

Classification	Base Rate
COMOT A	\$ 17.39
COMOT B	\$ 18.73
COMOT C	\$ 20.65
COMOT D	\$ 22.02

Job Category: COMOT

Target Base: External Minimum

Department	Title	Classification	Status	Work Hours	2021 Base (Hourly)
Juvenile Court	Court Reporter ^	COMOT D	Non Exempt	1820	\$22.02
Juvenile Court	Court Reporter ^	COMOT D	Non Exempt	1820	\$22.02
Public Defender	Paralegal	COMOT D	Non Exempt	1820	\$22.02
Public Defender	Paralegal	COMOT D	Non Exempt	1820	\$22.02
Public Defender	Paralegal	COMOT D	Non Exempt	1820	\$22.02
Public Defender	* Paralegal	COMOT D	Non Exempt	1820	\$22.40

*Incumbents are grandfathered in at the higher rate.

VIGO COUNTY
GENERAL EMPLOYEE SALARY ORDINANCE, SO
2021

Job Category: SO (Special Occupations)

Department	Title	FLSA Status	2021 80% of Elected Official's Salary	2021 Base Rate
Assessor	Chief Deputy	Excluded	\$45,231	\$45,231
Auditor	* Chief Deputy	Excluded	\$45,231	\$48,924
Clerk	Chief Deputy	Excluded	\$45,231	\$45,231
Harrison Township Assessor	Chief Deputy	Excluded	\$40,926	\$40,926
Recorder	Chief Deputy	Excluded	\$45,231	\$45,231
Surveyor	Chief Deputy	Excluded	\$45,231	\$45,231
Treasurer	Chief Deputy	Excluded	\$45,231	\$45,231

Department	Title	FLSA Status		2021 Base Rate
Coroner	Deputy Coroner/Office Manager	Non Exempt		\$45,620
Commissioners	Attorney, Full-Time	Exempt		\$83,351
Voter Registration	Republican Election Administrator	Exempt		\$42,323
Voter Registration	Democrat Election Administrator	Exempt		\$42,323
Jail	First Sergeant	Non Exempt		\$46,234

**Incumbents are grandfathered in at the higher rate.*

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, PAT
2021

2021	
Classification	Base Rate
PAT A	\$ 37,884
PAT B	\$ 44,090

Job Category: PAT Target Base: External Minimum

Department	Title	Classification	FLSA Status	2021 Base Rate
Area Planning	* General Planner II	PAT A	Non Exempt	\$43,540
Building Inspection	* Building Inspector	PAT A	Non Exempt	\$40,174
Building Inspection	Ordinance Enforcement Officer	PAT A	Non Exempt	\$37,884
Courts	* System Administrator	PAT A	Non Exempt	\$43,532
EMA	* Deputy Director/Operations	PAT A	Non Exempt	\$40,476
EMA	Deputy Director/Planning/PIO	PAT A	Non Exempt	\$37,884
Group Homes	* Continued Care Worker/Indep. Living	PAT A	Exempt	\$41,633
Group Homes	Therapeutic Family Case Manager	PAT A	Exempt	\$37,884
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$37,884
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$37,884
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$37,884
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$37,884
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$37,884
Group Homes	Youth Care Specialist	PAT A	Non-Exempt	\$37,884
Health	* Vector Control Assistant Supervisor	PAT A	Non Exempt	\$40,235
Health	Vector Control Specialist	PAT A	Non Exempt	\$37,884
Health	Vector Control Specialist	PAT A	Non Exempt	\$37,884
Health	Vector Control Specialist	PAT A	Non Exempt	\$37,884
Health Maintenance	Health Educator/Media Coordinator	PAT A	Exempt	\$37,884
Juvenile Court	Volunteer Coordinator/Monitor CASA	PAT A	Non Exempt	\$37,884
Juvenile Court	Volunteer Coordinator/Monitor CASA	PAT A	Non Exempt	\$37,884
Juvenile Court	Volunteer Coordinator/Monitor CASA	PAT A	Non Exempt	\$37,884
Juvenile Court	Volunteer Coordinator/Special Projects	PAT A	Non Exempt	\$37,884
Parks	Natural Resource Programmer	PAT A	Non Exempt	\$37,884
Parks/NR Op	Griffin Bike Park Manager	PAT A	Non Exempt	\$37,884
Prosecutor/IV-D	Administrator IV-D	PAT A	Non Exempt	\$37,884
Soil and Water	Urban Conservationist/MS4 Review/Inspector*	PAT A	Non Exempt	\$37,884
Veterans Assistance	Service Officer	PAT A	Exempt	\$37,884
Victim Assistance	Assistant Director	PAT A	Non Exempt	\$37,884
Area Planning	Assistant Director	PAT B	Non Exempt	\$44,090
GIS	* GIS Technician	PAT B	Non Exempt	\$46,356
Council	* Council Administrator	PAT B	Exempt	\$55,161
Drug Court	Drug Court Coordinator	PAT B	Non Exempt	\$44,090
Group Homes	Program Director	PAT B	Exempt	\$44,090
Group Homes	Treatment Director	PAT B	Exempt	\$44,090
Health	Environmental Health Specialist	PAT B	Non Exempt	\$44,090
Health	Environmental Health Specialist	PAT B	Non Exempt	\$44,090
Health	Environmental Health Specialist	PAT B	Non Exempt	\$44,090
Health	* Environmental Health Specialist	PAT B	Non Exempt	\$47,829
Health	Environmental Supervisor	PAT B	Non Exempt	\$44,090
Health	Public Health Nurse	PAT B	Exempt	\$44,090
Health	Public Health Nurse	PAT B	Exempt	\$44,090
Health	Public Health Nurse	PAT B	Exempt	\$44,090
Health	Vector Control Supervisor	PAT B	Non Exempt	\$44,090
Health Maintenance	Environmental Health Specialist	PAT B	Non Exempt	\$44,090
Information Services	Network Administrator	PAT B	Non Exempt	\$44,090
Information Services	* Network Administrator	PAT B	Non Exempt	\$48,829
Parks	Assistant Superintendent	PAT B	Non Exempt	\$44,090
Prosecutor/APS	* Adult Protective Services Director ^	PAT B	Non Exempt	\$47,660
Soil and Water	District Director	PAT B	Exempt	\$44,090
Victim Assistance	Director	PAT B	Exempt	\$44,090

*Incumbents are grandfathered in at the higher rate.

VIGO COUNTY, INDIANA
GENERAL EMPLOYEES SALARY ORDINANCE, EXE
2021

Classification	Base Rate
EXE A	\$ 52,386
EXE B	\$ 62,122
EXE C	\$ 75,789

Job Category: EXE

Target Base: External Midpoint Rate

Department	Title	Classification	FLSA Status	2021 Base	Prosecutor Scale	2021 Adjusted Base
Area Planning	Executive Director	EXE A	Exempt	\$52,386		
Building Inspection	Building Commissioner	EXE A	Exempt	\$52,386		
Building Maintenance	Maintenance Supervisor	EXE A	Exempt	\$52,386		
EMA	Director	EXE A	Exempt	\$52,386		
E-911 Dispatch	Assistant Director	EXE A	Exempt	\$52,386		
Health	* Administrator	EXE A	Exempt	\$52,498		
Human Resources	Director	EXE A	Exempt	\$57,184		
Information Services	Director	EXE A	Exempt	\$52,386		
Juvenile Center	Assistant Director	EXE A	Exempt	\$52,386		
Juvenile Court	CASA Director	EXE A	Exempt	\$52,386		
Parks	Superintendent	EXE A	Exempt	\$52,386		
Weights and Measures	* Inspector	EXE A	Exempt	\$53,195		
GIS	Director	EXE B	Exempt	\$62,122		
E-911 Dispatch	Director	EXE B	Exempt	\$62,122		
Engineer Services	* Assistant Engineer	EXE B	Exempt	\$71,204		
Group Homes	* Executive Director	EXE B	Exempt	\$63,212		
Highway I	Superintendent	EXE B	Exempt	\$62,122		
Juvenile Center	Executive Director	EXE B	Exempt	\$62,122		
Prosecutor	Deputy Prosecutor-HL Felony	EXE B	Exempt	\$62,122	9%	\$67,713
Prosecutor	Deputy Prosecutor-HL Felony	EXE B	Exempt	\$62,122	7%	\$66,471
Prosecutor	Deputy Prosecutor-HL Felony	EXE B	Exempt	\$62,122	9%	\$67,713
Prosecutor	Deputy Prosecutor-HL Felony	EXE B	Exempt	\$62,122	8%	\$67,092
Prosecutor	Deputy Prosecutor-HL Felony	EXE B	Exempt	\$62,122	12%	\$69,577
Prosecutor	Deputy Prosecutor-HL Felony	EXE B	Exempt	\$62,122	4%	\$64,607
Prosecutor	Deputy Prosecutor-LL Felony	EXE B	Exempt	\$62,122	0%	\$62,122
Prosecutor	Deputy Prosecutor-Spec	EXE B	Exempt	\$62,122	14%	\$70,820
Prosecutor	Deputy Prosecutor-Spec	EXE B	Exempt	\$62,122	8%	\$67,092
Prosecutor	Deputy Prosecutor-Spec	EXE B	Exempt	\$62,122	8%	\$67,092
Prosecutor/IV-D	Deputy Prosecutor/IV-D	EXE B	Exempt	\$62,122	5%	\$65,229
Public Defender	* Public Defender	EXE B	Exempt	\$69,633		
Engineer Services	Engineer	EXE C	Exempt	\$93,342		

**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;

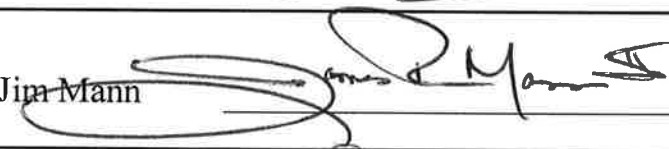
NOW THEREFORE, it is ordained as follows:

- A. 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.
- B. 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;
- C. The attached schedule of regular pay rates and overtime pay rates reflect a three percent increase over 2020 base pay rates. The pay rates shall be established and adopted on the 10th day of November 2020 and shall be in full-force and effect on January 1, 2021. 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. New employees and existing employees transferring positions shall be compensated at the minimum salary established for the assigned classification level.

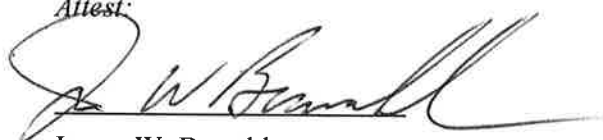
- D. The number of officers, deputies, and other employees shall not exceed the number authorized in this salary ordinance.
- E. Two (2) Merit Deputy positions will be authorized and compensated at the same rate as a current Merit Deputy. The positions are established under the Community Oriented Policing Services (COPS) grant through the U.S. Department of Justice for 2021 through 2024.
- F. The attached job classification and compensation maintenance system is hereby adopted. 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."
- G. Any Merit Deputy with the exception of the Chief 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 of Operations | \$10,000 |
| b. Jail Commander | \$6,500 |
| c. Lieutenant (5) | \$3,500 |
| d. First Sergeant (4) | \$2,500 |
| e. Sergeant (4) | \$1,500 |
| f. Detective (10) | \$1,500 |
| g. K-9 (1) | \$ 566 |
- H. A Merit Deputy Sheriff or 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 (2021 - \$49,274). For each subsequent year of service, they shall receive longevity pay up to the maximum of \$12,319.00.
- I. Merit Deputies and Matron receive \$1,650.00 per year clothing allowance.
- J. Non-Merit Deputies volunteering an average of sixteen (16) hours per month during the year, receive \$1,250.00 per year clothing allowance.
- K. Merit Deputies will receive one half (1/2) of the total accumulated, but unused, sick days upon retirement.
- L. 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.
- M. 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.

- N. 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.
- O. Compensatory time will be limited per the Vigo County Sheriff's Department Standard Operating Procedure, PER-017, effective 12/01/13. See Exhibit 1.

Presented to the Vigo County Council, read in full and adopted this 10th day of November 2020.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Lisa Spence-Bunnett	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Chris Switzer	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Jim Mann	
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"/>	Aaron Loudermilk	
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"/>	Mike Morris, President	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:



James W. Bramble
Vigo Auditor

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 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 for 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 1st 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 procedures.

VIGO COUNTY, INDIANA
MERIT OFFICERS SALARY ORDINANCE
2021

Job Category: Merit POLE

Department	Title	Classification	Status	2021 Compensation Base (\$49,274) + Rank
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$49,274
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$49,274
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$49,274
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$49,274
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$49,274
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$49,274
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$49,274
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$49,274
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$49,274
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$49,274
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$49,274
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$49,274
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$49,274
Sheriff	Sheriff Deputy	Merit POLE A	Non Exempt	\$49,274
Sheriff	Sheriff Deputy/School Res Ofcr	Merit POLE A	Non Exempt	\$49,274
Sheriff	Detective	Merit POLE B	Non Exempt	\$50,774
Sheriff	Detective	Merit POLE B	Non Exempt	\$50,774
Sheriff	Detective	Merit POLE B	Non Exempt	\$50,774
Sheriff	Detective	Merit POLE B	Non Exempt	\$50,774
Sheriff	Detective/Sergeant *	Merit POLE B	Non Exempt	\$52,274
Sheriff	Sergeant	Merit POLE B	Non Exempt	\$50,774
Sheriff	Sergeant	Merit POLE B	Non Exempt	\$50,774
Sheriff	Sergeant	Merit POLE B	Non Exempt	\$50,774
Sheriff	First Sergeant	Merit POLE C	Non Exempt	\$51,774
Sheriff	First Sergeant	Merit POLE C	Non Exempt	\$51,774
Sheriff	First Sergeant/Training Officer	Merit POLE C	Non Exempt	\$51,774
Sheriff	Detective/First Sergeant *	Merit POLE C	Non Exempt	\$53,274
Sheriff	Lieutenant	Merit POLE D	Non Exempt	\$52,774
Sheriff	Lieutenant	Merit POLE D	Non Exempt	\$52,774
Sheriff	Lieutenant	Merit POLE D	Non Exempt	\$52,774
Sheriff	Lieutenant	Merit POLE D	Non Exempt	\$52,774
Sheriff	Detective/Lieutenant *	Merit POLE D	Non Exempt	\$54,274
Sheriff	Captain/Jail Commander	Merit POLE E	Exempt	\$55,774
Sheriff	Chief of Operations	Merit POLE E	Non Exempt	\$59,274

Note: Merit Officers have a separate longevity program.

VIGO COUNTY, INDIANA
MERIT OFFICERS SALARY ORDINANCE, SPECIAL OCCUPATIONS
2021

Department	Title	Classification	Status	2021 Base
Sheriff	Chief Deputy	Special Occupation	Exempt	67,090
Sheriff	Jail Matron*	Special Occupation	Exempt	49,274

Note: Merit Officers have a separate longevity program.

**Position receives same base rate, clothing allowance, and longevity as Merit Officers*

**AN ORDINANCE ADOPTING COUNTY OF VIGO, INDIANA
SALARY SCHEDULE AND COMPENSATION POLICIES
OF 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. 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;


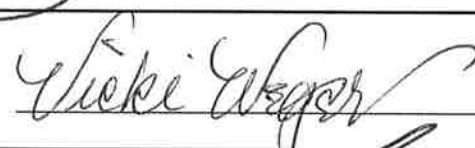

NOW THEREFORE, it is ordained as follows:

- A. 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 compensation.
- B. The attached schedule of regular pay rates reflect a three percent increase over 2020 base pay rates. The pay rates shall be established and adopted on the 10th day of November 2020 and shall be in full-force and effect on January 1, 2021. Elected Officials 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.
- C. 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.

- D. 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 of 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.
- E. Elected Officials determined to be ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate to be paid out in each pay period.
- F. The compensation amounts 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.

Presented to the Vigo County Council, read in full and adopted as written this 10th day of November 2020.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Lisa Spence-Bunnett	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Chris Switzer	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	James R. Mann II	
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"/>	Aaron Loudermilk	
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"/>	Mike Morris, President	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:



James W. Bramble
Vigo Auditor

JOB CATEGORY: Elected Officials

	Auditor	Assessor	Clerk	Treasurer	Recorder	Surveyor	Sheriff	Coroner	Commissioner	Council	Harrison Township Assessor
2016 Compensation	\$ 51,384	\$ 51,384	\$ 51,384	\$ 51,384	\$ 51,384	\$ 51,384	\$ 143,742	\$ 22,837	\$ 55,055	\$ 12,970	\$ 46,491
2017 Compensation	\$ 52,155	\$ 52,155	\$ 52,155	\$ 52,155	\$ 52,155	\$ 52,155	\$ 147,961	\$ 23,180	\$ 55,881	\$ 13,165	\$ 47,189
2018 Compensation	\$ 52,155	\$ 52,155	\$ 52,155	\$ 52,155	\$ 52,155	\$ 52,155	\$ 150,787	\$ 23,180	\$ 55,881	\$ 13,165	\$ 47,189
2019 Compensation	\$ 52,781	\$ 52,781	\$ 52,781	\$ 52,781	\$ 52,781	\$ 52,781	\$ 153,814	\$ 23,459	\$ 56,552	\$ 13,323	\$ 47,756
2020 Compensation	\$ 54,893	\$ 54,893	\$ 54,893	\$ 54,893	\$ 54,893	\$ 54,893	\$ 157,788	\$ 24,398	\$ 58,815	\$ 13,856	\$ 49,667
2021 Compensation	\$ 56,540	\$ 56,540	\$ 56,540	\$ 56,540	\$ 56,540	\$ 56,540	\$ 162,775	\$ 25,130	\$ 60,579	\$ 14,272	\$ 51,157

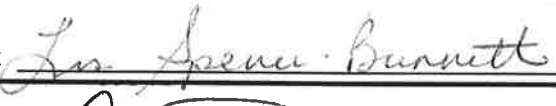

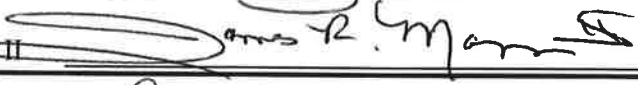
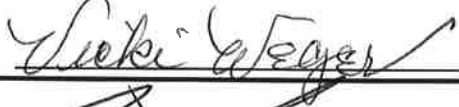


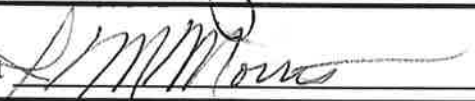
RESOLUTION OF RE-ALLOCATION OF EXISTING APPROPRIATION 2020-09

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:


JUVENILE JUSTICE CENTER/1000

		<u>REQUESTED</u>	<u>APPROVED</u>
From: 1000.25400.000.0384 Food	\$16,000		
To: 1000.10010.000.0384 Payroll		\$16,000	
 From: 1000.25400.000.0384 Food	\$30,000		
To: 1000.35450.000.0384 Repair of building		<u>\$30,000</u>	\$ 30,000
Total Juvenile Justice Center Food Fund		\$46,000	\$ 30,000

Approved on this 10th day of November, 2020.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Lisa Spence - Bunnett	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	Chris Switzer	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>	James R. Mann II	
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"/>	Aaron Loudermilk	
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"/>	Mike Morris, President	
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>		

Attest:


James W. Bramble
Vigo County Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2020-19

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

SEC. 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of the LIT/PSAP Fund, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>LIT/PSAP Fund/1235</u>		
1235.15210.000.0000 Social Security/FICA	\$54,000	\$ 54,000.00
Total LIT/PSAP Fund	\$54,000	\$ 54,000.00

Approved on this 10th day of November, 2020.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Lisa Spence - Bunnett	<i>Lisa Spence - Bunnett</i>
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Chris Switzer	<i>Chris Switzer</i>
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	James R. Mann II	<i>James R. Mann II</i>
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Vicki Weger	<i>Vicki Weger</i>
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Aaron Loudermilk	<i>Aaron Loudermilk</i>
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	David Thompson	<i>David Thompson</i>
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Mike Morris, President	<i>Mike Morris</i>

Attest:

James W. Bramble
James W. Bramble
Vigo County Auditor

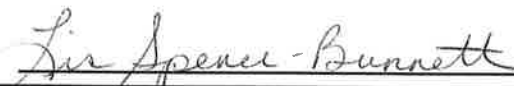

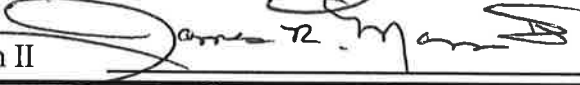




ADDITIONAL APPROPRIATION 2020-20

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 Veterans Court Fund, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>VETERANS COURT/9108</u>		
9108.33300.000.0000 Contractual Services	\$ 750	\$ 750
9108.33700.000.0000 Electricity	\$ 1,800	\$ 1,800
9108.36200.000.0000 Rent	\$ 7,800	\$ 7,800
Total Veterans Court	\$ 10,350	\$ 10,350

Approved on this 10th day of November, 2020.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Lisa Spence-Bunnett	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Chris Switzer	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	James R. Mann II	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Vicki Weger	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Aaron Loudermilk	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	David Thompson	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Mike Morris, President	

Attest:

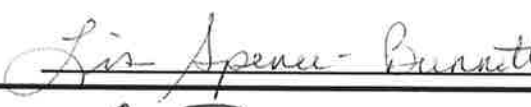


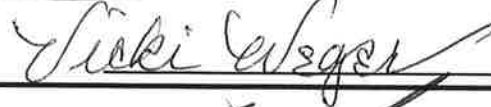




James W. Bramble
Vigo County Auditor

RESOLUTION OF RE-ALLOCATION OF EXISTING APPROPRIATION 2020-10

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:

	<u>REQUESTED</u>	<u>APPROVED</u>
<u>Veterans Assistance Officer/1000</u>		
From: 1000.3200.000.0012 Travel	\$800	
To: 1000.21000.000.0012 Office and Supplies	\$ 800	\$ 800
Total Veterans Assistance Officer Travel Fund	\$ 800	\$ 800

Approved on this 10th day of November, 2020.

Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Lisa Spence-Bunnett	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Chris Switzer	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	James R. Mann II	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Vicki Weger	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Aaron Loudermilk	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	David Thompson	
Aye <input checked="" type="checkbox"/>	Absent <input type="checkbox"/>		
Nay <input type="checkbox"/>	Abstain <input type="checkbox"/>	Mike Morris, President	

Attest:


James W. Bramble
Vigo County Auditor

**VIGO COUNTY COUNCIL
ANNUAL BUDGET COMMITTEE**

Minutes

**Thursday, November 18, 2020 at 10:00 A.M.
Council Chambers, Vigo County Government Center**

Pledge of Allegiance

Councilman Mike Morris called the meeting to order and led the Pledge of Allegiance.

Calling of the Roll

Present: Mike Morris, Chris Switzer, Vicki Weger.

Public comment

There were none.

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

There were none.

Request of Council

- a. ***ROC 20-043, Review of Broadband Project.*** The request before us is \$2,844,943 out of EDIT. The request is made by Commissioner Judith Anderson and Commissioner Brendan Kearns. Councilman Morris had a list with questions from Council members. First, Joink has received funds from the State. How much of those funds are being used in Vigo County and how exactly are they being used for the project? Rachel Leslie with RJL Solutions stated that she had a handout she wanted to give the members that should provide answers to a lot of questions. Councilman Switzer noted that the handout answered virtually all the questions that had been raised by the Council. Councilman Switzer then read the following statement: "Our projected EDIT balance for the year in 2020 is roughly \$6.1 million and \$6.6 million in 2021. What does the County typically receive in EDIT on a monthly basis? Monthly distribution is \$455,000 in 2020, should be \$466,000 in 2021, approximately \$5.6 million certified annually in 2021 but projecting a decrease in revenues for 2022 and beyond." The biggest question on here, to him, is what obligations does the County have over the next two years. We don't know. Current cash balance as of today is \$10.7 million. Remaining appropriations in 2020 budget is approximately \$5.1 million. 2021 budget is approximately \$5.1 million. So, on behalf of most of the Council, our biggest question is, we don't know what 2022 is going to look like and this is a big chunk from EDIT. Ms. Leslie noted that a couple of questions they had received was, is this one lump sum that gets handed over to the school corporation and then gets handed over to the provider (in this case Joink). The answer to that is no. It will get billed to the County after each individual project is complete and that investment will be made by the County at this time. This would happen over a period of time with no way to tell how much it would be each month. Josh Zuerner, with Joink, then gave a detailed description of the locations that would be utilized and how billing would work. As each site location was completed, tested and ready to be used, billing for that portion of

the project would take place. It is not a single lump draw-down. A discussion then ensued regarding the use and potential of this project as time goes on. Mr. Zuerner gave detailed information regarding other funding that had been applied for to help with funding on this project. Commissioner Kearns discussed EDIT funding, projected future revenues and other projects that are funded by EDIT. Chief Deputy Auditor Cheryl Loudermilk asked if the entire money requested would be used/paid out in 2021. Mr. Zuerner replied that he expected to complete the entire project and invoice it out in 2021 barring unforeseen circumstances. Further discussion continued. It was also pointed out that this system would be able to be used as a back-up for our fire stations, police department, E-911, Emergency Management, etc. in the event there would be a failure with the radio system. Discussion continued. The question was raised whether this project had been pitched to other organizations (i.e. Wabash Valley Community Foundation) to provide financial assistance so that the County would not have to provide the entire amount. The end response was that it was thought that perhaps at the end of the 2-year initial time frame of these grants that some of those other organizations could be approached to help carry on with the needed funding at that time to keep this project going and with continued improvements. Councilwoman Weger asked if the School Corporation had been asked if they could contribute any additional funds toward this project besides the grant money they had received. She was aware that they had been faced with some large expenses recently as had the County. Rachel Leslie and Josh Zuerner responded that actually the School Corporation had already spent an extensive amount of money early on in providing chrome books to all the students, licensing, etc. when this health crisis originally started. They have basically expended all available funds. Council Administrator Kylissa Miller asked if a schedule of this project and a location map could be provided for the Council members to look at. Mr. Zuerner replied affirmatively. Ms. Miller asked if there was a list that prioritized the locations for installation that could be provided. Mr. Zuerner replied that they really didn't have such a list but that if funding were reduced, then that would probably require such a list. There was further lengthy discussion. Chris Switzer made a motion to move ROC 20-043 for \$2,844,943 additional appropriation for broadband extension to the full Council with a favorable recommendation. Vicki Weger seconded the motion. Upon a voice vote of 3-0, the motion unanimously passed.

- b. County Auditor Jim Bramble advised that we need an appropriation for the \$3.1 million that will be received for the CARES Act. For all the Covid-related expenses made by the various departments that are overdrawing their appropriations, adjustments will be made and everything will be moved into that single appropriation. That should take care of continued expenses for tracers, plexiglass, etc. through the end of the year. We need you today to move this on to the full Council favorably for this appropriation. Mr. Bramble thought it would be appropriate to place it in the Commissioners' Budget, creating a line item for "Other Services and Charges Related to Covid Pandemic Expenses." At the end of the year, the balance of that appropriation is going to die. But Covid isn't going to go away on December 31. So, January 1, we will have to appropriate the remainder of it to carry us however far it will get us through 2022. President Morris asked if it was \$3.1 and not \$3.4. Mr. Bramble responded that the initial distribution was \$3.4 million. We have claimed approximately \$300,000.00. We

have already received money for tracers through July 31 and we put in a claim for the two body scanners for the Juvenile Center and Community Corrections. The remaining balance after those two claims was \$3.1 million which they have directed us to put into the General Fund and make it subject to the normal appropriation process.

Commissioner Kearns advised that he was okay with putting that money in the Commissioner Budget. He then discussed the expenses that had been and were being incurred as Covid expenses. A lengthy discussion took place. Chris Switzer made a motion to...discussion was then had clarifying how this was to be worded. Cheryl Loudermilk advised that an account line item will be set up in the 3 series so that will be sent to them in the General Fund for Covid 19 Expenses. The State said we can put it in a location that we choose. It would be in the amount of \$3.1 million. Any expenses made would be adjusted to that. Mr. Bramble advised that the exact appropriation would be \$3,101,767. Mr. Switzer made a motion to move this to full Council with a favorable recommendation for an appropriation from County General of \$3,101,767 to a to-be-determined line for Covid Expenses in the Commissioners' Budget. Mr. Bramble advised that by moving this is one line item, it will make it easier to track what has been spent and what is left. Vicki Weger seconded the motion. Cheryl Loudermilk advised that for informational purposes, she projects that the total expenses are probably going to be \$1.5 to \$1.7 million. That will not include payroll but it does include overtime by the Health Department. She believes that the CARES Act expenses will probably come in at, and this is a high estimate, \$1.7 million. Commissioner Kearns ask if there was any possibility of the contact tracers' salaries being paid by another fund. Cheryl Loudermilk advised that there had been no other grants come up or the State offered to pay. It was also noted that the rules on filing requirements for the CARES Act have changed multiple times and are still subject to change. Upon a voice vote of 3-0, the motion was favorably passed.

Cheryl Loudermilk then asked the Council about a salary adjustment ordinance that had been presented at a meeting earlier in the year for Judge Adler's court reporter. Council Administrator Kylissa Miller noted that it had been discussed at the November meeting. Ms. Loudermilk asked if it had been given or if it had been voted down. It was noted that it was discussed at the November 10 meeting. Ms. Loudermilk noted that the individual in question places it on her payroll sheet every time, however, we do not pay it. She stated if there is going to be any vote on that, we will owe them money if it is retroactive. Ms. Miller stated that the meeting was closed and there was nothing they could do about it now. Ms. Loudermilk noted that she was just bringing it to their attention if they needed to have another meeting because you can't just leave people hanging.

Adjournment

Vicki Weger moved that the meeting be adjourned. President Morris accepted the motion to adjourn at 11:10 a.m.