

**VIGO COUNTY COUNCIL**  
**Sunshine Meeting Minutes**  
**Tuesday, October 5, 2021 at 5:00 P.M.**  
**Council Chambers, Vigo County Annex**

**Pledge of Allegiance**

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

**Calling of the roll**

R. Todd Thacker –arrived at approximately 5:10, Travis Norris - present, Marie Theisz - present, Vicki Weger - present, Brenda Wilson – present, David Thompson - present, and Aaron Loudermilk - present.

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

- i. ROC 2021-043, Additional Appropriation 2021-25, Vigo County Prosecutor
- ii. ROC 2021-044, Resolution of Reallocation of Existing Appropriation 2021-16, Out-of-Series Transfer: Vigo County Auditor – reallocation of appropriation from COVID 19 Expenses/Coronavirus Relief to Coronavirus Relief/Payroll, SS.FICA, and PERF
- iii. ROC 2021-045, Salary Ordinance 2021-15, Vigo County Sheriff
- iv. ROC 2021-046, Resolution of Reallocation of Existing Appropriation 2021-17, Out-of-Series Transfer: Vigo County Council– reallocation of appropriation from Payroll Adjustments to Professional Services

**Public Comments**

There were none.

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

Aaron Loudermilk advised that there was a meeting last Friday morning with elected officials and department heads to discuss the employee classification system. There was discussion about shortfalls of the current system we have in place and what the department heads and elected officials would like to see and a system they could feel confident in. There were approximately 30 individuals made up of department heads, elected officials and three Council members. He felt it was a fairly productive meeting. After the meeting, Mr. Loudermilk, Kara Wright, and Mike Morris met. Kara Wright had previously emailed elected officials and department heads to gauge interest in being on a to-be-formed committee to discuss what they would like to see out of a program for employee classification and develop a list of the things they viewed as shortfalls from the current system and what they would like to see moving forward. Kara has a list of names and feedback and Mr. Loudermilk thinks that a committee will be formed in the near future to discuss the items and move forward with the ultimate goal being to determine what the best product would be for the employees moving forward. He noted only three Council members were present because that is what is allowed under the Open

Door Law but he is willing to discuss any concerns or thoughts that anyone might have. He also invited anyone in attendance at tonight's meeting that had attended the Friday meeting to speak as well. Marie Theisz asked who the members of the Council were that attended the meeting. Mr. Loudermilk advised that it was he, Councilman Thompson and Councilwoman Wilson.

### **Reports from committees**

Vicki Weger, Chairwoman of the Annual Budget Committee, advised that they had come up with a proposed budget for 2022 that will be presented for a vote at next Tuesday's meeting. Copies had been distributed to all members. It includes a 5% increase across the board for all employees. Elected officials have been placed on a sliding scale. This is done in the majority of Indiana counties. The scale was devised by comparing us with other counties our size and smaller according to the 2021 Association of Indiana Counties Fact Book. Those counties were also used by Waggoner Irwin & Scheele during the compensation study. 4 positions were added to the General Fund...one Building Security in the Sheriff's budget; one assistant chief deputy/financial supervisor in the Auditor's budget; one deputy prosecutor and one legal secretary in the Prosecutor's budget. The Sheriff's budget includes an increase in clothing allowance for 41 merit deputies from \$1,650 to \$2,150 for an increased total cost of \$20,500. It also includes an increase in clothing allowance for 30 reserve deputies and 9 Court House security individuals and an Ordinance Control Officer from \$1,250 to \$1,500 for a total increase of \$10,000. The Jail budget includes an increase for 68 correctional officers from \$1,250 to \$1,500 for a total increase of \$17,000. There is also a \$1,500 incentive stipend for each correctional officer at a cost of \$102,000. This stipend was an effort to attract and retain jailers. The Jail budget also includes the purchase of a 15-passenger vehicle and a 12-passenger mini-van at \$55,682 to transport prisoners to and from court. Emergency Management budget includes purchase of a vehicle at \$44,638. Juvenile Court budget includes \$23,000 in salaries for Juvenile Drug Court. \$400,000 was moved from EDIT to reimburse County General for Area Plan. The LIT/PSAP fund includes a stipend in the amount of \$1,500 for each dispatcher (26 dispatchers) at a cost of \$39,000. The Health budget includes one truck and one SUV at \$75,000. The Park budget includes increasing the Maintenance Specialist's number of hours from 1820 to 1950. Highway budget includes four seasonal part-time positions. \$200,000 for demolition of houses was moved from EDIT to General Fund. LIT/Public Safety includes \$552,449 for body cams. Vicki Weger then asked if they wanted her to continue to read through the numbers. It was decided not to. A very lengthy discussion then ensued. Mr. Loudermilk asked if there were computations what salary increases looked like at 3%, 4% and 5%. The answer was yes but all the paperwork had not been brought to tonight's meeting. Travis Norris asked what the total difference was compared to last year's budget. Chief Deputy Cheryl Loudermilk advised that the total difference of all funds with everything added in, showed an increase of \$485,086. Marie Theisz commented that it had been quite a process, as a new Council member along with Councilman Thacker. A lot of time had been put into this and she had learned a lot along the way. She asked the Council to please ask if there was something specific that needed to be addressed and they would be happy to take a look at it. This has been a learning process and she wants everyone to work together and learn and do what needs to be done within the Council and as a

County. Discussion continued. The history and use of the Payroll Adjustments line item in the Council Budget was discussed along with the proposal to move it back into the General Fund so it would be available to be used for other purposes. Todd Thacker commented that as a new Council member this year, he was also proud of the fact that the total budget increase over last year's budget was only \$480-some thousand dollars and, noted that with the body cams being included in that budget total and the fact that there was a good chance that a grant would be received to pay for those body cams. If that happened, that amount would then be removed from the budget and the total budget after that removal would be almost identical to the 2021 budget. Discussion continued. Mr. Loudermilk raised a question about the levy funds and the fact that expenses exceed the total revenue. The Auditor explained that generally, everything appropriated is not spent. That is evidenced by the increase in the cash balance every year. There was a cash balance at the end of last year of \$23 or \$24 million dollars and was projected in the budget forms that it would be in the range of \$15 or \$16 million. It has been increasing each year. Discussion continued. Marie Theisz raised the question of whether or not the money from the CARES Act could be used to fill some of the voids in the budget. Mr. Bramble noted that there were specific items it could be spent on and there was a fairly complex way of figuring what your revenue loss is due to Covid. When the funds become available to be used, the first step is to put together a plan as to how they will be used and then the Council would appropriate it for specific purposes in that plan. If there are expenses in the budget that gets adopted that can be covered by the ARP Act, it could be moved out of the County budget to the ARP Fund. There was a lengthy discussion regarding the CARES Act and the ARP Fund. Discussion then turned to the sliding scale for elected officials and specifically how the Coroner's salary was arrived at. Todd Thacker noted that the sliding scale amounts were arrived at by comparing Vigo County to other comparable counties. Those same counties had been used by Waggoner Irwin & Scheele during their prior compensation study. Brenda Wilson asked if the salary for the chief deputies for the elected officials was set by statute or how it was set. It was determined it was a local county ordinance. Council Administrator Kylissa Miller further explained that it is in our Salary Ordinances and had been adopted by the County Council about six years ago. Vicki Weger noted that one of the reasons for the sliding scale and raises for the elected officials was that it would hopefully attract some new and younger candidates to run for elected office. The current salary is detrimental in causing this to happen. In discussing the 5% increase for employees, it was noted that the part-time positions were also included in the 5% increase. Stipends for all employees were discussed at great length along with lesser percentage pay increases. Use of the CARES Act money as a stipend was also discussed.

Ordinances relating to appropriations.

**i. Additional Appropriation 2021-25; ROC 2021-43: Vigo County Prosecutor**

Rob Roberts, Chief Deputy Prosecutor, explained that this request was necessary in order to meet their monetary needs for Trials and Investigations for the balance of this year. They anticipate having a couple more major trials before the end of the year. They will

include having a forensic pathologist that is going to need to be paid, deposition fees, court reporter fees, and transportation of witnesses. These funds will be used to cover those expenses. As always, if the appropriation is granted, he will not use the funds for any other expenses and, if the funds do not get used, then the appropriation will die at the end of the year.

**ii. Resolution of Reallocation of Existing Appropriation 2021-16;  
ROC 2021-044: Vigo County Auditor**

Chief Deputy Auditor Cheryl Loudermilk explained that the Coronavirus funds initially received had been placed in the COVID 19 Expenses line item because we did not know how much overtime would have to be used by the Health Department. Overtime continued this year and we were instructed to pay it out of this line item. This reallocation is just to clear that up. Hopefully this will take care of the rest of the year but that cannot be guaranteed. She did note that there was \$2,108,599.08 left in the COVID 19 Fund.

**iii. Salary Ordinance 2021-15; ROC 2021-045: Vigo County  
Sheriff**

Derek Fell, Chief of Operations with the Sheriff's Department, explained that this is to restructure their current supervisor rank structure. Basically, they are doing away with the First Sergeant position. If this is granted, there will still be two First Sergeant positions but those will eventually come off through attrition. There is no way to estimate how long attrition will take. The number of Lieutenants will decrease by one and the number of sergeants will increase by five. However, in so doing, the total stipend amount will decrease by \$1,000. No additional funding will be needed, just approval of the restructuring which will require a change to the salary ordinance. There was a brief discussion.



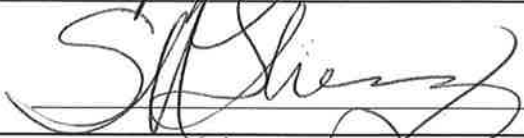
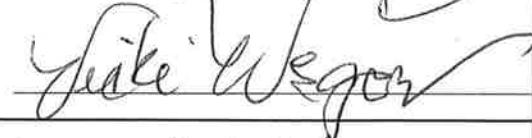

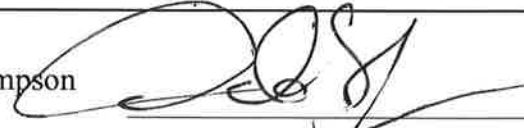

**iv. Resolution of Reallocation of Existing Appropriation 2021-17;  
ROC 2021-46: Vigo County Council**

Aaron Loudermilk explained that this was a request to transfer funds from the Payroll Adjustments to Professional Services to cover the cost of whatever firm is chosen to perform the employee compensation plan/re-evaluation. Marie Theisz asked if the full Council would be voting on which organization is chosen. Mr. Loudermilk replied in the affirmative and stated that this transfer was just so the funds would be there no matter who was chosen. Todd Thacker asked why the amount was larger than the amount quoted by either organization. Mr. Loudermilk said that they wanted to be sure there was enough money available in the event someone different is chosen.

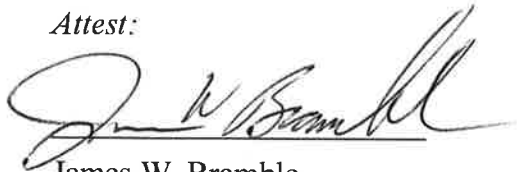
Brenda Wilson made a motion to adjourn the meeting at 7:03 p.m. Todd Thacker seconded the motion. Upon a voice vote of 7-0, the motion was unanimously approved.

**MINUTES OF THE VIGO COUNTY COUNCIL**  
**SUNSHINE MEETING**  
**October 5, 2021**

*Presented to the Vigo County Council, read in full and adopted as written this 9<sup>th</sup> day of November, 2021.*

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

*Attest:*



James W. Bramble  
Vigo Auditor