

REGULAR MEETING

**RUSH COUNTY COUNCIL
RUSH COUNTY COMMISSIONERS**

APRIL 11, 2018

The Rush County Council and the Rush County Commissioners met in regular session on Wednesday, April 11, 2018 at 9:00 a.m. with County Council Members Gerald Mohr, Charles Smith, Scott Barnes, Marvin Hedrick, Janet Kile, Warren Norris, and Steve McCorkle, County Commissioners Paul Wilkinson and Mark Bacon, Jodi Harr, Auditor and County Attorney Leigh Morning. Commissioner Bruce Levi arrived at 9:45 a.m.

Council Chairman Gerald Mohr and Commissioner Chairman Paul Wilkinson called the meeting to order.

Minutes of the regular council meeting of March 14, 2018 were approved on a motion by Charles Smith and seconded by Scott Barnes. Motion carried.

ABATEMENT REQUEST

ECDC Director John McCane and Brad Gross, Plant Manager for JM Manufacturing, INC. were present to request the council authorize a Declaratory Resolution of the County of Rush designating property generally known as JM Manufacturing, INC., dba JM CNC, Inc. as an economic revitalization area. This will start the process of considering the allowance of a property tax abatement for property located at 167 East 200 North, Rushville, IN 46173. The project will result in an estimated \$300,000 in real estate improvements, retaining the current forty employees and creating an additional six new jobs. They filed a Statement of Benefits/Real Estate Improvements Form with the Rush County Auditor on April 10, 2018. The project is planned to start late summer, early fall of 2018. It is estimated they will need to hire five new skilled workers and one new unskilled worker. The new area will be used as a warehouse. The current space used as a warehouse will be used to add machinery. The project scores 22 on County Ordinance 2013-2 Tax Abatement Guidelines. With approval by the council, this would make the project eligible for a ten year abatement. Charles Smith asked how long the project has been planned. Gross commented about two months ago they started the planning. They have asked for project bids in order to get an estimate of the cost of the project. Council Chairman Gerald Mohr was notified last month of the possible abatement request. Clarification was received that the assessed value used for the abatement would only be on the new addition. Marvin Hedrick stated he feels like this abatement request is being rushed. He would like time to gather additional information and get input from the public. County Attorney Leigh Morning noted the process is to approve the Declaratory Resolution designating the area as an economic revitalization area, advertise and hold the Public Hearing on the designation, and lastly adopt a Confirmatory Resolution designating the area as an economic revitalization area and approving the abatement. The abatement is not approved until the Confirmatory Resolution is approved. Charles Smith feels like JM Manufacturing has been a good employer to Rush County. He made a motion to approve County Council Resolution 2018-2 A Declaratory Resolution of the County of Rush Designating Property Generally

Known as JM Manufacturing, INC., dba JM CNC, Inc. as an Economic Revitalization Area and to hold a Public Hearing on May 9, 2018 at 9:00 a.m. Janet Kile seconded. Scott Barnes abstained from the vote because he has privately bid on the project. All others in favor. Motion carried.

SOLID WASTE DISTRICT

Solid Waste District Director Carole Yeend mentioned that April 28, 2018 is National Drug Take Back Day. From 10 a.m. until 2 p.m. on that day in the Rush Memorial Hospital parking lot residents will be able to drop off unused drugs. She reminded everyone that there are drop off locations at the Rush County Sheriff Department and Rushville City Police Department that are available twenty four hours a day, seven days a week.

TRANSFERS

Auditor Jodi Harr requested two transfers on behalf of the Probation Department. \$265.77 was requested to be transferred from Social Security to Supplies in Fund 2000 Adult Probation Fund. Warren Norris made the motion to approve. Steve McCorkle seconded. Motion carried. \$276.35 was requested to be transferred from Social Security to Misc Service in fund 2000 Adult Probation Fund. Steve McCorkle made the motion to approve. Scott Barnes seconded. Motion carried.

RUSH COUNTY REDEVELOPMENT COMMISSION

Auditor Jodi Harr presented the 2017 Annual Financial Report of the Rush County Redevelopment Commission. The balance of the fund on December 31, 2017 was \$4,994.73. There is an outstanding loan due to the Rush County EDIT Fund in the amount of \$6,152.20 for legal fees incurred when the redevelopment commission was established in 2015. The only income into this fund is property tax collections.

COURTHOUSE RENOVATION STUDY

County Attorney Leigh Morning updated the council on the Courthouse Renovation Study. Beth Henkel from the Collaborative Group has requested the county pay H. J. Umbaugh to do a financial study of the county to see if we can support an additional income tax rate for a project that may cost \$2 million, \$4 million, or \$8.4 million to do. The commissioners tabled their decision in order to get input from the council. Henkel first requested to be able to use the extra income tax for the jail project. Morning explained that is not an option because that is needed for operation of the new jail. The next request was to have new legislation written to adopt a new income tax. Morning explained that we tried that last year and it failed. Henkel commented that Legislative Services could write the bill at no charge to the county and we could find a legislator to carry the bill so we would not need a lobbyist. Morning noted that there would be additional cost such as bond issuance fees and displacement fees for staff during the renovation. On a project estimated at \$8.4 million, the actual cost would be more like \$12 million. Umbaugh has estimated the cost of the study to be five to seven thousand dollars. Scott Barnes commented that with farm assessed values already going down and with farm income estimated to decrease, our county revenue is already going to be down. He does not

know how we can increase any tax. Charles Smith commented the county has agreed to get the roof done. If that takes two to three years to complete, this financial study will be outdated. Marvin Hedrick noted he is not in favor of the study. The council is working with the commissioners to get the roof paid for. He would like to see the courthouse roof and the jail project completed before anything else is started. Hedrick asked if Collaborative is involved in the roof repairs. Commissioner Wilkinson commented they have made their recommendation. The Collaborative Group wants to stay with the style of roof we currently have. \$1.6 million is the estimated cost to replace the full roof. He noted that there have been advances in roofing materials and there are less expensive options available to us. The commissioners are having trouble finding someone to do the repairs and/or replacement. Morning commented that the commissioners and Scott Barnes are working on the roof issue. There are historical and city requirements that have to be met regarding the structure of the roof. The aerial view of the courthouse has been done. It will be made available to contractors once we ask for bids. Barnes commented we have to decide what products we want to ask for bids on. Hedrick asked what does the council need to do to move this along rather than to continue talking about it. Wilkinson commented the commissioners know where they need to go with this. They wanted to make sure the council did not want to do this study. Barnes commented they have already agreed to move along with the roof. There is a possibility that short term bonds could be used to pay for the roof if needed. Steve McCorkle asked Morning if the Judge is still considering a mandate. She has not received any official notification that things have changed.

It was agreed that the council's recommendation to the commissioners is that they are not in support of hiring Umbaugh to do the income tax financial study.

9:45 a.m. Commissioner Levi joined the meeting.

EMS STUDY

Commissioner Bacon has been in contact with the firm doing the EMS study. He is hoping to have more information from them today.

SHERIFF

Sheriff Jim Cowan gave a sheriff/jail statistical update. He also provided an update on various training being held throughout the department. There are currently fifty seven inmates being held at the jail. He requested permission to hire a replacement part time security officer for the courthouse. Marvin Hedrick made the motion to allow. Charles Smith seconded. Motion carried.

9:58 a.m. Chairman Gerald Mohr recessed the meeting until 10:10 a.m.

10:10 a.m. Chairman Mohr reconvened the meeting.

JOB CLASSIFICATION STUDY

Kent Irwin and Lori Seelen from Waggoner, Irwin, Scheele and Associates were present to provide the Salary Analysis for Protective Occupations, Law Enforcement (POLE). The

study was completed using the Factor Evaluation System which was developed by the U.S. Department of Labor and implemented by state and local governments. Irwin commented that Rush County Elected Officials and Department Heads have been very cooperative in creating/updating job descriptions and providing the needed information. He informed the commissioners and council members that job descriptions are used for situations other than salary. For example, training, hiring and FMLA/FLSA issues. Following are the recommendations for the merit POLE positions:

- Reconfigure the specialty pays allotted for Merit Deputies. Some of the specialty pays are now requirements of the job so they should not be paid extra.
- Look at how the ranks are given. Do you need a lieutenant, captain and chief deputy?
- Consider a larger pay difference between ranks.
- Implement some kind of longevity pay. It is common for other sheriff/police departments to have longevity pay. Example \$100 per year of service. It should be a separate item and not part of the regular pay.
- Change the salary ordinance to include a description of the pay. For example, how much is base pay, how much is rank pay and how much is specialty pay.
- Rush County is above the midpoint on the salary when comparing to like size law enforcement agencies. This is an excellent recruiting situation. We can get employees who are already trained.

He made the following recommendations for civilian POLE positions:

- Equalize the rank pay. There is no consistency in the rank pay.
- Rush County is just below the midpoint on the salary when comparing to like size civilian law enforcement agencies.
- Recommends making all job descriptions a part of the salary ordinance.

Steve McCorkle asked Irwin's opinion on the degree of success of the county having a dedicated Human Resource person. McCorkle is concerned about having a fair and consistent use of job descriptions. Irwin commented that counties who do have a dedicated Human Resource employee have defined responsibilities for that employee. You cannot dump everything on them. Human Resource issues are difficult in county government. The most successful County Human Resource Director is someone who comes from county government and understands county government. He reassured the commissioners and council members that Waggoner, Irwin and Scheele will provide the county with procedures to make sure the goals and objectives of job descriptions and salary study are carried out correctly.

2019 BUDGET

Sheriff Jim Cowan stated he appreciates the council's steps in the 2018 budget to correct the salary discrepancies. He is pleased to see that the salaries for his department are in the midrange compared to other law enforcement agencies. Because of this he has been able to hire experienced employees. He does agree that the county needs to look at a longevity plan. He had the following request for guidance and comments regarding the 2019 sheriff/jail budgets:

- A couple of years ago it was discussed to add a line in the commissioner budget to pay vacation time to employees who are leaving. The current system of paying the leaving

