

HENDRICKS COUNTY COUNCIL REGULAR MEETING SEPTEMBER 16, 2025

The regular meeting of the Hendricks County Council was called to order by President Larry Scott on Tuesday September 16th, 2025, with the following in attendance: David Cox, Nancy Marsh, David Wyeth, Larry Scott, Eric Wathen, Charles Parsons, Larry Hesson, Auditor Ann Stark, Financial Administrator Paula Alkire and Legal Counsel Rhonda Cook. Larry Scott led the assembly in the Pledge of Allegiance.

IN THE MATTER OF THE JUNE 10TH, 2025 JOINT COUNCIL & COMMISSIONERS MINUTES

David Wyeth moved to approve of the minutes as presented. It was seconded by Nancy Marsh. Motion passed 7-0.

IN THE MATTER OF THE AUGUST 5-7TH, 2025 BUDGET WORKSHOP MINUTES

Larry Hesson moved to approve the minutes from the budget workshop. It was seconded by Charles Parsons. Motion passed 7-0.

IN THE MATTER OF THE AUGUST 19TH, 2025 COUNCIL MINUTES

Eric Wathen moved to approve of the minutes as presented. It was seconded by David Cox. Motion passed 7-0.

IN THE MATTER OF THE REPORT FROM THE SUBCOMMITTEE ON PAYROLL MATTERS

Counsel Rhonda Cook read a summary of what was discussed at the subcommittee meeting. **Key points recommended:** clarifying terminology, a suggestion that guidance needs to be published and circulated about what local and state laws are regarding payroll, a recommendation that changes in policies and procedures should be added to the employee manual, requiring that the Council by statute approve all changes of compensation by a majority vote, that the wage schedule should be adjusted each year to reflect COLA, and that new hire compensation can be anywhere on that wage schedule for that grade. **Other suggestions were:** bonus pay should be tied to the employee's evaluation done in May every year, using the bonus pay worksheet to determine points; allowing new hires a 6 month evaluation period as a way to grant bonus pay, banning mid-year changes to compensation unless it was to correct an error, suggesting all supervisors complete employee evaluations by October 1st and that new hires hired between January-April, 2025 be evaluated by October 1st.

Eric Wathen expressed his concerns moving from performance pay (incorporating their performance pay into their base salary) to bonus pay (paid out at one time as a bonus for what they did over the evaluation period). Rhonda pointed out that if the County continued to compound the performance pay every year, it would potentially be unsustainable. David Cox made comment that using the bonus pay worksheet will help managers stay honest with their evaluations and the awarding of bonus pay. Larry Hesson confirmed he was in favor of using the bonus pay worksheet. David Wyeth commented that although he sees the benefits of performance pay, he agrees that the compounding is a concern. Nancy Marsh expressed her desire to separate the base salary from the bonus pay so that we can track their salary on the wage scale aka wage schedule.

David Wyeth motioned to approve the subcommittee meeting minutes. It was seconded by Charles Parsons. Motion passed 3-0.

Auditor Ann Stark provided a list of payroll changes that have been made in 2025 that needed Council approval. The 17 accounts in green were those that had the money appropriated, but the manager started them at a lower pay during a probationary period of 3-6 months and then brought them up to where they should be. **David Cox motioned, and David Wyeth seconded to approve and ratify the payroll changes in green on the payroll change worksheet provided by Ann Stark.** Motion passed 7-0.

The accounts for the employees who were approved and ratified are: 1001.10905.000.0109, 1224.18901.000.0109, 1001.11101.000.0109, 1001.10203.000.0102, 1001.10204.000.0102, 1001.10209.000.0102, 1001.10219.000.0102, 1224.18904.000.0109, 1224.18906.000.0109, 1001.14705.000.0147, 1001.14704.000.0147, 1001.14706.000.0147, 1001.14801.000.0148, 1001.10112.000.0101, 1001.10214.000.0102, 1001.10218.000.0102, 1001.10569.000.0105.

There were three employees whose change in pay was not appropriated in the 2025 budget. They are listed on the worksheet in red. One employee was not given performance pay in January, so it was given in June. Two others were rewarded for taking on more work. There was discussion about how performance pay used to be pooled and the department could draw from the pool to pay an employee but in 2025 there was no longer a pool and instead the money was appropriated to each individual account line. **David Cox motioned for all three in red to proceed with additional appropriation requests at the October meeting.** Eric Wathen seconded the motion. Motion passed 5-2. Nancy Marsh and Larry Scott opposed.

Rhonda introduced Ordinance 2025-30 which would be an amendment to Salary Ordinance 2025-02. This would include policies and procedures for payroll matters, new guidelines for bonus pay and the annual evaluation process, and listing the actual employee pay amounts. **It was motioned by David Cox to introduce Ordinance 2025-30 and seconded by David Wyeth.** Motion passed 6-1. Eric Wathen opposed.

David Cox motioned to direct all supervisors of employees in a graded position who have not completed their employee evaluations to do so immediately but no later than October 1st and for supervisors of new employees in a graded position that were hired in January, February, March or April of 2025 to complete an employee evaluation no later than October 1st. Charles Parsons seconded the motion. Motion passed 7-0.

David Cox motioned to adopt the use of the bonus pay worksheet requesting that the Auditor and Human Resources Administrator compute the calculation on the bonus pay worksheet for each employee. Larry Hesson seconded the motion. Motion passed 6-1. Eric Wathen opposed.

David Cox motioned that the Auditor prepares a revised Exhibit A to the salary ordinance that shows the actual salaries for each position for 2025 incorporating the ratified and approved salaries that were made today. It was seconded by Charles Parsons. Motion passed 7-0.

Larry Hesson publicly acknowledged all the work Counsel Rhonda Cook has done to help the subcommittee and council work through these changes. Larry Scott seconded that. Elected Recorder Laura Herzog wanted to publicly acknowledge and thank the Council for creating the subcommittee and looks forward to established guidelines and procedures.

IN THE MATTER OF CONFIRMATORY RESOLUTION 2025-29

Joe Jasin, Project Manager for the Hendricks County Economic Development Partnership, presented the Confirmatory Resolution 2025-29 for 5-year abatements on 8863 and 8901 Union Mill Rd. The resolution modifies Resolution 2025-20 by creating two ERA's instead of one. Charles Parsons moved to approve Resolution 2025-29. It was seconded by Larry Hesson. Motion passed 7-0.

IN THE MATTER OF AMENDMENT TO HC POLICE RETIREMENT PLAN

By statute the Sheriff Merit Board and the Council must agree when making an amendment or plan change. Sheriff Jack Sadler presented the amendment to the Hendricks County Retirement Plan which would take either the highest 5 consecutive years of income OR the highest 60 consecutive months of income when establishing payout. Nancy Marsh moved to approve the amendment. Charles Parsons seconded the motion. Motion passed 7-0.

IN THE MATTER OF HENDRICKS COUNTY FAIRGROUND MATCH

David Wyeth reminded the Council of the intended project to expand the fairgrounds presented earlier in the year. The operations committee is asking for a 50/50 match of the \$100,000 required to start concept designs for the project. David Wyeth motioned to do the 50/50 match for \$50,000 and David Cox seconded. Motion passed 7-0.

IN THE MATTER OF OPIOID SETTLEMENT FUND DISCUSSION

Auditor Ann Stark informed the Council that we had received Opioid settlement funds that had not been designated for distribution. She expressed her desire to give it to the Prosecutor's office. She asked County Prosecutor Loren Delp to speak on the subject. There was discussion on how the task force was formed and what recommendations were made, as well as how the settlement distributions were made. The discussion led to a council consensus to make this a commissioner's decision. Ann Stark agreed to bring it to the Commissioners.

IN THE MATTER OF PUBLIC HEARING REGARDING HC RECYCLING DISTRICT 2026 BUDGET

Larry Scott opened the public hearing for the Hendricks County Recycling District 2026 budget. Lenn Detwiler Executive Director of the Hendricks County Recycling District presented the budget for the public hearing. Hearing no other comment, Larry Scott closed the public hearing.

IN THE MATTER OF PUBLIC HEARING REGARDING HENDRICKS COUNTY 2026 BUDGET

Larry Scott opened the public hearing for the Hendricks County 2026 budget. Hearing no comment, the public hearing was closed.

IN THE MATTER OF PUBLIC HEARING FOR EMERGENCY APPROPRIATION

Eric Wathen moved to approve items, one (1) as well as three - nine (3-9) on the additional appropriation list. David Wyeth seconded. Motion passed 7-0. Nancy Marsh advised not to approve item #2. It was established in meeting minutes of August 2024 that adding longevity to everyone's base pay would cause a disparity between Chief Deputies if we were to continue calculating their pay

at 85% of the elected official's pay. The Council made the decision at that meeting to make a 4.5% increase for all Chief Deputies to avoid that. Auditor Ann Stark asked that since there was only one person not reaching that 85% amount, the Council override that decision and bring her up with an additional appropriation for 2025. There was discussion both in favor of the additional and opposed to the additional request.

Nancy Marsh moved to deny item two (2) on the list of additional appropriations. Larry Hesson seconded the motion. Motion failed 2-5. Opposed were David Cox, David Wyeth, Eric Wathen, Larry Scott, and Charles Parsons. David Cox motioned to approve item two (2) and David Wyeth seconded. Eric Wathen was absent during the vote. Motion passed 4-2. Nancy Marsh and Larry Hesson opposed. Eric Wathen did not vote.

EMERGENCY APPROPRIATION RESOLUTION

Whereas, certain extraordinary emergencies have developed since the adoption of the existing budget, so that it is necessary to appropriate more money than was appropriated in the annual budget; therefore, to meet such extraordinary emergencies;

Be it resolved by the County Council of Hendricks County, Indiana, that for the expense of said County the following additional sums of money are hereby appropriated and ordered set apart out of the several funds as herein and for the purpose herein specified, subject to the laws governing the same.

	DEPARTMENT	ACCOUNT	DESCRIPTION	AMOUNT	APPROVED
1.	Coroner	1001.33800.000.0107	Autopsy & Supplies	\$30,000	\$30,000
2.	Surveyor	1001.10601.000.0106	Professional Services	\$925	\$925
3.	Highway	1169.36602.000.0201	Vehicle Repairs & Maintenance	\$80,000	\$80,000
4.	Highway	1169.34102.002.0201	Traffic Signal Maintenance	\$10,000	\$10,000
5.	Highway	1169.31900.000.0201	Contract Services	\$35,000	\$35,000
6.	Auditor	1170.32706.000.0102	Township Fire/EMS Grant	\$752,013.50	\$752,013.50
7.	Court Admin Drug Court	4021.39403.000.0162	Drug Court Opioid Settlement	\$10,000	\$10,000
8.	Highway	9124.36610.000.0201	Community Crossings Grant	\$1,428,500	\$1,428,500
9.	EMA	9134.42711.000.0142	EMA Preparedness	\$5,000	\$5,000

Approved this 16th day of September 2025.

AYE

/s/ Nancy Marsh (1,3-9)

/s/ David Cox

/s/ David Wyeth

/s/ Larry R. Scott

/s/ Eric Wathen

/s/ Larry Hesson (1,3-9)

/s/ Charles Parsons

NAY

/s/ Nancy Marsh (2)

/s/ Larry Hesson (2)

ATTEST: /s/ Ann Stark, Auditor

IN THE MATTER OF REALLOCATION OF FUNDS

Eric Wathen motioned to approve item one (1) for reallocation. It was seconded by David Cox. Motion passed 7-0.

REALLOCATION OF FUNDS RESOLUTION

Be it resolved by the County Council of Hendricks County, Indiana, that for the expenses of the unit of Government of Hendricks County, the following sums of money previously appropriated for expenditures from a detailed account within a major classification, are hereby reallocated to another detailed account within a different classification as originally appropriated, all as herein specified.

	DEPARTMENT	FROM	TO	AMOUNT	Y/N
1.	Surveyor	1202.39900.000.0106	1202.10699.000.0106	\$3,000	

Approved this 16th day of September 2025

AYE

NAY

/s/ Nancy Marsh
/s/ David Wyeth
/s/ David Cox
/s/ Larry R. Scott
/s/ Eric Wathen
/s/ Larry Hesson
/s/ Charles Parsons

ATTEST: /s/ Ann Stark, Auditor

OTHER BUSINESS

The Status of Funds were presented and acknowledged. Larry Scott reminded everyone that the 2024 Audit Exit Interview was being held on September 23rd at 10:30am in room 2. Larry Scott reminded the Council that the joint Commissioner and Council benefits meeting was right after the September 16th Council meeting.

PUBLIC COMMENTS

Jim Murphy, Brown Township board member asked for expectations regarding LIT changes due to SEA 1. The Council informed him that changes wouldn't be made until pay 2028 and legislation could change before then, so changes are unpredictable.

ELECTED OFFICIAL COMMENTS

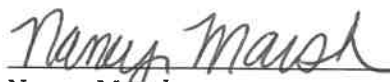
Elected Assessor Nicole Lawson wanted clarification on what she needed to bring to next month's meeting. Auditor Ann Stark asked that she be ready to defend why her employee deserved additional appropriation.

COUNCIL COMMENTS

David Cox reminded everyone that the AIC conference is the last week of September, and our County would be receiving an award. David Wyeth made comment that Thursday, September 18th at 3:45 the President of Purdue University would be at the Fairgrounds.

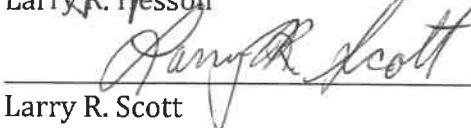
There being no further business to come before the Council, the meeting was adjourned by President Larry Scott at 11:11 a.m.

HENDRICKS COUNTY COUNCIL


Nancy Marsh

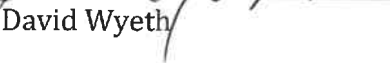

David Cox


Larry R. Hesson


Larry R. Scott


Eric Wathen


Charles Parsons


David Wyeth

ATTEST:


Ann Stark, Hendricks County Auditor