



HENDRICKS COUNTY BOARD OF COMMISSIONERS

MINUTES OF THE DECEMBER 9, 2025 MEETING

**FULL AUDIO RECORDING AVAILABLE AT
[HTTP://WWW.YOUTUBE.COM/@HENDRICKSCOGOV](http://www.youtube.com/@hendrickscogov)**

The Hendricks County Board of Commissioners met in regular session at 9:00 AM on Tuesday, December 9, 2025 in the Commissioners' Meeting Room located on the first floor of the Hendricks County Government Center at 355 S. Washington Street, Danville, IN 46122, with the following Hendricks County personnel in attendance:

Dennis W. Dawes	Commissioner, President
Bob Gentry	Commissioner, Vice President
Brad Whicker	Commissioner
R. Todd McCormack	Executive Director
Mila M. Shaffer	Administration and Public Affairs
Greg Steuerwald	County Attorney
Ann Stark	Auditor
Nicole Lawson	Assessor
Jack Sadler	Sheriff
Scott Larsen	Merit Chief Deputy
Tiffany Dalton	Chief Deputy Surveyor
Doug Morris	I.T. Director
Paul Weddle	Facilities Manager
Debbi Fletcher	EMA Director
Krista Click	Health Department Administrator
Erin Hughes	Human Resources Administrator
Bart Harvey	Highway & Bridge Project Manager
Mark Chmielewski	Courthouse Security
Ryan Lemley	Parks & Recreation Superintendent

PLEDGE TO THE FLAG, PRAYER, AND DETERMINATION OF A QUORUM

Commissioner Dawes opened the Meeting at 9:00 AM with a quorum of all three (3) Commissioners present, led the Pledge of Allegiance in unison, and gave a brief prayer for those who wished to participate.

Commissioner Dawes advised he was amending the agenda slightly to allow members of the public in attendance for the Animal Shelter to speak following the presentation by the Hendricks County Friends of the Shelter.

APPROVAL OF MINUTES OF THE NOVEMBER 25, 2025 COMMISSIONERS' MEETING

Commissioner Whicker moved to approve the Minutes of the November 25, 2025 Commissioners' Meeting as presented. Commissioner Gentry seconded the motion and the motion was approved unanimously 3-0-0.

APPROVAL OF CLAIMS

Commissioner Gentry moved to approve Direct Deposit Numbers 270893-271447 and Budgetary Claims presented from the Auditor's Office for the period beginning November 27, 2025 and ending December 10, 2025. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0.

IN THE MATTER OF HENDRICKS COUNTY FRIENDS OF THE SHELTER PRESENTATION

Commissioner Dawes made the following statement:

The Commissioners of Hendricks County (Dawes, Gentry, and Whicker) are in the process of improving the services and the operation of the Hendricks County Animal Control Shelter initially using the original Ordinance passed in 2000 by Commissioners John Daum, Hursel Disney, and John Clampitt. Beginning in January 2026 the Hendricks County Animal Control function will be under the operation and control of the Hendricks County Sheriff's Department. The Sheriff's Department will not be operating the Shelter, only the functions of Animal Control will be under their jurisdiction. The Hendricks County Animal Shelter will continue its function under the Commissioners and we are currently doing four things:

1. *A contractor (Dan Zuerner, Garmong) has been retained to evaluate the Shelter for all of its physical needs and improvements. The contractor will present a proposal to the Commissioners and we will take action on their proposal with preliminary information hopefully available in approximately two weeks. Dan Zuerner will be reporting directly to the Commissioners' Executive Director, Todd McCormack.*
2. *There is a job posting for the Animal Shelter Supervisor and an interim supervisor has been named.*
3. *The Commissioners, through our Executive Director, held meetings with Hendricks County Animal Agencies (Hendricks County Humane Society, Hendricks County Friends of the Shelter, and via email with Misty Eyes) and listened to their comments about the operation of the Shelter.*
4. *The Commissioners would entertain opportunities for not-for-profit organizations who would be interested in operating the Shelter to get in touch with us by contacting our Executive Director. The Commissioners will reestablish the Animal Control Advisory Group immediately that was formed in 2014 and dissolved in 2017 and appoint Todd McCormack as the Commissioners' representative to this Advisory Group.*

Additionally, there's been lots of chatter going on and to address it:

1. *The Sheriff's Department will not be operating the Animal Shelter. The Sheriff's Department will only be responsible for Hendricks County Animal Control.*
2. *The heat is on at the Animal Shelter, it is not off, it is on and is working and will remain on going forward.*
3. *The facility issues or physical problems with the Animal Shelter have not been given to the current Commissioners and past Commissioners so the Commissioners could not take action; they didn't know. The current Commissioners are taking action with the Animal Shelter facility.*
4. *It is not correct that the Animal Shelter Supervisor was terminated for failing to carry out a mass euthanasia order from the Commissioners.*
5. *It is not correct that the Animal Shelter budget has not been increased in ten years.*
6. *It is not correct that the Commissioners are "skimming money" off the Animal Shelter.*
7. *It is not correct that the Commissioners changed the Commissioners' Meeting time on Tuesday from the evening to the morning to make it more difficult for people to attend our meeting. Commissioners' Meetings have always been in the mornings, as far as he is aware.*

With these comments said our Agenda item of Hendricks County Friends of the Shelter Presentation will be made by Raven Gerbick. Thank you for being with us today.

Raven Gerbick, Hendricks County Friends of the Shelter (HCFS), made a presentation to the Commissioners outlining the history and current status of the Hendricks County Animal Control Shelter (Exhibit A).

Commissioner Gentry stated the reestablishment of the Advisory Group will be a key component to working through these issues. Commissioner Dawes advised that the Commissioners are looking to Raven Gerbick and the HCFS to help re-establish the Advisory Group and requested she work with Todd McCormack to get that going again as soon as possible.

Commissioner Dawes opened up the floor for comments. There was discussion amongst the Commissioners, Todd McCormack, Ann Stark, and several individuals from the audience regarding the matter and the County

Council Budget process. Refer to <https://www.youtube.com/@HendricksCoGov> for full audio/visual of the discussion.

Commissioner Dawes advised the Commissioners are taking action and this matter will be on the next Commissioners' Meeting Agenda with a report from Dan Zuerner. Commissioner Dawes thanked everyone for their time and comments.

IN THE MATTER OF PUBLIC HEARING FOR ORDINANCE VACATING PUBLIC RIGHT-OF-WAY IN FAIR MEADOWS

Aaron Alling, 9070 N. County Road 275 E. in Pittsboro, presented a proposed Ordinance Vacating Public Right-of-Way Street Easement in Middle Township to vacate the right-of-way between Lot 13 and Lot 14 of Fair Meadows where his driveway currently sits and requested approval. If approved, the right-of-way will be split equally between the two lots.

There was discussion amongst the Commissioners, John Ayers, and Aaron Alling regarding the matter.

Commissioner Dawes opened the Public Hearing at 10:08 AM. There were no remonstrators present and Commissioner Dawes closed the Public Hearing at 10:09 AM.

Commissioner Gentry moved to approve the Ordinance as presented. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0. Ordinance No. 2025-42 was assigned.

IN THE MATTER OF PUBLIC HEARING FOR ORDINANCE FOR NO TRUCK TRAFFIC ON A PORTION OF THE RONALD REAGAN PARKWAY

Commissioner Dawes opened the Public Hearing at 10:10 AM for a proposed Ordinance for No Truck Traffic on Certain County Roads to prohibit truck traffic on Ronald Reagan Parkway from County Road 600 N. to County Road 750 N., which will be temporary until the Parkway is extended.

There was discussion amongst the Commissioners and John Ayers regarding the matter.

There were no remonstrators present and Commissioner Dawes closed the Public Hearing at 10:11 AM.

Commissioner Gentry moved to approve the Ordinance as recommended. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0. Ordinance No. 2025-44 was assigned.

IN THE MATTER OF BID OPENING FOR BRIDGE NO. 28

Commissioner Dawes closed the bids for Bridge No. 28 at 10:12 AM (bids were due by 9:00 AM) and John Ayers opened and read the following bids: Duncan Robertson \$2,159,925.97, E&B \$2,359,500.00, Force \$2,184,854.16, H.I.S. \$1,894,280.00, Pontem \$2,160,067.00, Superior \$2,267,017.17, and William Charles \$2,250,000.00.

John Ayers stated the bids would be taken under advisement and a recommendation presented at a future meeting.

IN THE MATTER OF AMATEUR RADIO OPERATIONS AND CAPABILITIES UPDATE

Gordon Cotton, HAM Radio, gave an overview to the Commissioners regarding their operations and capabilities.

There was discussion amongst the Commissioners, Debbi Fletcher, and Gordon Cotton regarding the matter and how HAM Radio is such a valuable service.

IN THE MATTER OF LINK SECTION 5307 AND SECTION 5311 3RD QUARTER 2025 CLAIM VOUCHERS

Stacie Ware, LINK representative, presented the Section 5307 3rd Quarter Claim Voucher for \$231,188.11 and the 5311 3rd Quarter Claim Voucher for \$218,093.00 and requested approval.

Commissioner Gentry moved to approve the Vouchers as presented. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0.

IN THE MATTER OF INSURANCE DISCUSSION

John Parmley, EPIC Insurance Midwest, presented coverage options for the upcoming 2026-2027 insurance renewal and suggested the County increase most deductibles to \$100,000.00 and switch to a self-insured plan that would save approximately \$578,649.00 (Exhibit B). John Parmley advised he is still working to firm up the numbers and would bring back final numbers prior to the renewal.

There was discussion amongst the Commissioners and John Parmley regarding the matter.

IN THE MATTER OF BID AWARDING FOR 2026 HIGHWAY DEPARTMENT PRODUCTS & SUPPLIES

John Ayers recommended awarding the 2026 Highway Department Products and Supplies to the vendors listed below:

VENDORS	ASPHALT	FUEL	GUARDRAIL ITEMS	PAVEMENT MARKING	PIPE	STONE
Accurate Striping				✓		
Asphalt Materials	✓					
CivilCon					✓	
Core & Main					✓	
Evergreen Roadworks	✓					
Jackson Oil & Solvents		✓				
Keystone Cooperative		✓				
Lincoln Park Stone						✓
Martin Marietta						✓
Metal Culverts, Inc.					✓	
Milestone	✓					
Putnam County Aggregates						✓
S&G Excavating						✓
Specialties Company, LLC.			✓			
St. Regis Culvert					✓	

Commissioner Gentry moved to award the 2026 Highway Department Products and Supplies as recommended. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0. Full award details are available in the Engineering Department.

IN THE MATTER OF INCREASING CREDIT LIMIT ON HIGHWAY DEPARTMENT CREDIT CARDS

John Ayers requested the limit on two credit cards in the Highway Department be increased from \$1,500.00 each to \$5,000.00 each.

Commissioner Gentry moved to approve increasing the two credit card limits to \$5,000.00 each as requested. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0.

IN THE MATTER OF RONALD REAGAN PARKWAY PHASE 1B NEW ROADWAY CONSTRUCTION CONTRACT

John Ayers presented the Ronald Reagan Parkway Phase 1B Contract with Crider & Crider for the new roadway construction for signing. The Project was awarded at the November 25, 2025 Commissioners' Meeting. John Ayers advised the Contract would not be released until the bonds fund.

IN THE MATTER OF IRA SCANNING SERVICES PROPOSAL

Ann Stark presented the IRA Scanning Services Proposal for \$43,779.21 to digitize the cards and Plat Books and requested approval.

Commissioner Gentry moved to approve the Proposal as presented. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0.

IN THE MATTER OF 2026 APPOINTMENTS

Commissioner Whicker moved to keep the Commissioners serving on boards/committees the same as the 2025 appointments. Commissioner Gentry seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Gentry moved to appoint Margaret Gladden to serve on the Area Plan Commission. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Gentry moved to appoint Stephanie Singh, Scott Lacotta, Chad Boruff, and Charles Jones to serve on the Community Corrections Advisory Board. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Whicker moved to appoint Dr. David Stopperich to serve on the Cypress Manor Facility Resident Committee. Commissioner Gentry seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Gentry moved to appoint Ben Comer to serve on the Danville Economic Development Commission. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Gentry moved to appoint Brad Whicker to serve on the Downtown Danville Partnership. Commissioner Dawes seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Whicker moved to appoint Brian Cobb, Debra Campbell, and Kent Elliott to serve on the Health Board. Commissioner Gentry seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Gentry moved to appoint David Wyeth to serve on the Hoosier Heartland Resource & Development Council. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Gentry moved to appoint Eric Wathen and Tim Dombrosky (proxy) to serve on the Indianapolis Metropolitan Planning Organization Policy Committee. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Whicker moved to appoint John Ayers and Kim Galloway (proxy) to serve on the Indianapolis Metropolitan Planning Organization Technical Committee. Commissioner Gentry seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Gentry moved to appoint Anita Morrison to serve on the Brownsburg Public Library Board, Shelly Starbuck to serve on the Coatesville-Clay Township Public Library Board, and April Brenneman to serve on the Clayton-Liberty Township Public Library Board. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Whicker moved to appoint Mike Hayden to serve on the Park Board. Commissioner Gentry seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Gentry moved to appoint Shannon Griffith and Pat Wynne to serve on the Purdue Extension Advisory Council. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Whicker moved to appoint John Ayers, Erin Hughes, Nancy Marsh, and Todd McCormack to serve on the Recognition Committee. Commissioner Dawes seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Gentry moved to appoint Mike Edmondson, Matt Isbell, and John Leitzman to serve on the Redevelopment Commission. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Whicker moved to appoint Erin Hughes, Todd McCormack, John Parmley, Mila Shaffer, Eric Wathen, and David Wyeth to serve on the Self-Insured Committee. Commissioner Gentry seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Whicker moved to appoint Julie Callis and Erin Curry to serve on the Tourism Commission. Commissioner Gentry seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Whicker moved to appoint Todd McCormack, John Parmley, and Jim Yetter to serve on the Vehicle Accident Review Board. Commissioner Gentry seconded the motion and the motion was approved unanimously 3-0-0.

Commissioner Gentry moved to appoint John Ayers, Debbi Fletcher, and Sheriff Jack Sadler to serve on the Weather Closing for County Buildings Committee. Commissioner Whicker seconded the motion and the motion was approved unanimously 3-0-0.

Todd McCormack reported the Commissioners will need to make the appointments to the Animal Control Advisory Group as well. The Commissioners stated they would do these appointments in January and Commissioner Gentry volunteered to serve on it.

IN THE MATTER OF CITIZENS ENERGY GROUP

Commissioner Dawes reported the Commissioners will be sending a letter to Citizens Energy Group and legislators to encourage them to rethink allowing others to tap into the large water line they are constructing through Brown Township that's dedicated for Lebanon and the LEAP District in Boone County.

Commissioner Gentry reported that in his opinion, the property owners having to sell right-of-way for it need to be awarded a higher level of money for damages if they're not allowed to tap into the line.

IN THE MATTER OF COMMENTS FROM THE FLOOR

Jay Thompson, 7722 Quail Creek Trace in Pittsboro, reported he noticed the cell booster power supply cord had gone bad and he had another one to fix it and thanked the Commissioners for letting him and others tour the cell tower room at the Highway Department.

Jim Murphy, 10726 N. SR 267 in Brownsburg, mentioned the detour route for closures for the construction on CR 1000 N. again to try and keep roads open as much as possible and inquired about the public meeting for it to help clarify some of the confusion.

John Ayers advised he's working on detour route for the closure and a public hearing is scheduled for December 18, 2025 at 6:00 PM at Brownsburg Town Hall. John Ayers stated it should help with some of the confusion regarding the closing of CR 1000 N. for construction.

David Weyant, 20 Raccoon Court in Brownsburg, commended the Commissioners for their conduct and dialogue during the Animal Control Shelter comments earlier in the meeting and wishes others were here to listen to your actions on the Citizens Energy Group as they try and address matters as best as they can. David Weyant thanked the Commissioners and their staff for how they conduct themselves.

IN THE MATTER OF ELECTED OFFICIALS

No matters presented.

IN THE MATTER OF COUNTY ATTORNEY

Greg Steuerwald reported he has contacted Citizens Energy Group but has not received a response.

IN THE MATTER OF COMMISSIONERS

Commissioner Dawes congratulated the Cascade High School Football Team for winning the State 3A championship, the Brownsburg High School Football Team for winning the State 6A championship, the Avon High School Marching Band for winning the Bands of America Nationals three years in a row, and announced the Brownsburg High School Band will be participating in the Rose Parade on New Year's Day.

IN THE MATTER OF ACKNOWLEDGMENT OF CORRESPONDENCE

STAFF REPORTS RECEIVED

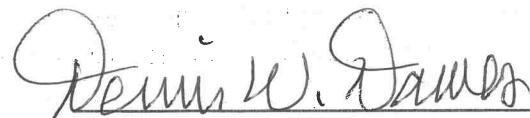
1. Engineering Department Report of December 9, 2025 from John Ayers
2. Executive Director Report of December 9, 2025 from Todd McCormack
3. I.T. Department Report of December 9, 2025 from Doug Morris
4. Facilities Department Report of December 9, 2025 from Paul Weddle
5. HR Report November 22-December 5, 2025 from Erin Hughes
6. Treasurer's Monthly Report for the month ending November 30, 2025 from Dawn Mayhood
7. Parks & Recreation Report of December 5, 2025 from Ryan Lemley

CORRESPONDENCE RECEIVED

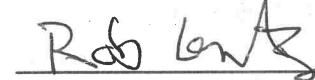
1. Certified APRA Request from Jodi Trotter
2. Notice of Public Hearing by the Town of Pittsboro for 8180 Northside Drive from Rundell Ernstberger Associates
3. Appearance, Summons and Notice of Appropriation of Real Estate, and Complaint for Appropriation of Real Estate from Office of Indiana Attorney General

IN THE MATTER OF ADJOURNMENT

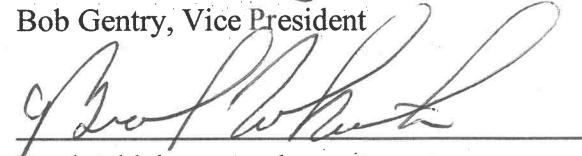
Commissioner Dawes adjourned the Hendricks County Commissioners' Meeting at 11:03 AM on December 9, 2025.



Dennis W. Dawes, President



Bob Gentry, Vice President



Brad Whicker, Member

Prepared by: 

Mila M. Shaffer

EXHIBIT A

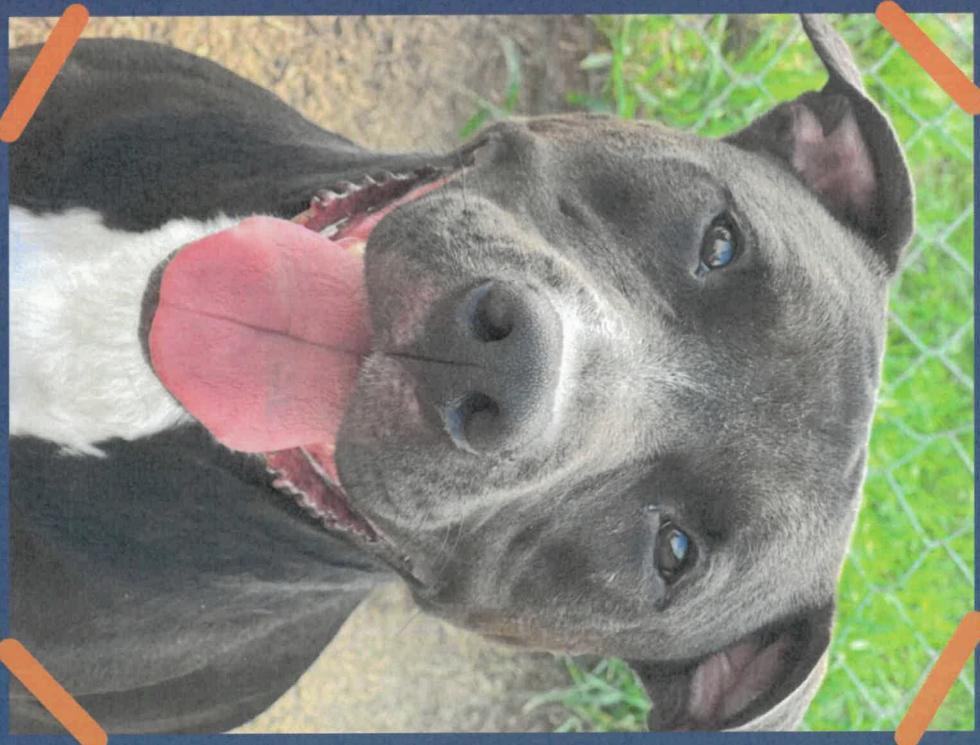
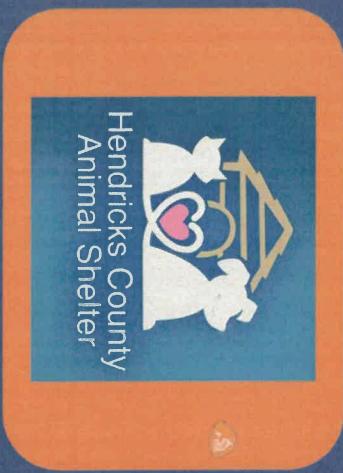
HCAS: Urgent Action Required

Hendricks County Friends of the Shelter (HCFs) seeking action for the animals of Hendricks County Animal Shelter (HCAS)

Presented By: Raven Gerbick
Board Member of HCFs

Goal: Secure immediate action on facility safety and formally establish collaborative oversight to achieve live-release goals.

December 9th, 2025



Agenda

- 01 Immediate Crisis
- 02 Data Reality
- 03 Policy & Oversight Failures
- 04 Community
- 05 Call to Action

The Immediate Crisis

Critical Need for Intervention

From the Architect's Site

*The design meets a mandate from the county commissioners to design an animal shelter facility that is cost effective, **pragmatic**, and compatible with the county fairground master plan.*

From the 2000 Ordinance

"Sec. 2.1.9 HENDRICKS COUNTY ANIMAL CONTROL/SHELTER: Shall mean any entity designated by action of the County Commissioners for the purpose of **impounding** and caring for all animals found **running at large**, in violation of this ordinance, Indiana State Law and/or the taking in of unwanted animals."

"(A) It is the objective of the Hendricks County Animal Control/Shelter to provide for the safety and health of the citizens of Hendricks County by **removal of the unwanted animal population** from the public properties and neighborhoods, to **control the problem of domestic animals running at large** and to prevent the spread of rabies."

"Said animal shall be confined in a humane manner, for a period of **not less than three days**. If not claimed by the owners thereafter shall become the property of the Hendricks County Animal Control/Shelter."



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ARCHITECTS

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Hendricks County Animal Shelter

New Municipal Animal Control Shelter

200 East Cypress Boulevard
Danville, Indiana

The Hendricks County Animal Shelter is designed to meet the animal control shelter needs of the immediate town of Danville, Indiana, and its surrounding area. The design meets a mandate from the county commissioners to design an animal shelter facility that is cost effective, pragmatic and compatible with the county fairground master plan. Advocates from local animal rights organizations also requested that the design of the shelter be sensitive to the humane treatment and disposition of the animal population it serves.

Using these parameters, a 7,000 square foot plan was developed. The floor plan expands on a central plan theme. However, a narrow building envelope imposes some limitations on a purely centralized plan. The main dog kennel area was designed to include thirty runs. An efficient channel flush design feature was incorporated into the floor slab system that provides a more sanitary cleaning process while reducing the effort required.

The site is located within the context of the original Hendricks County Fairgrounds. The shelter is located adjacent to the new work release detention center that has recently completed construction. The exterior finishes for the shelter have been selected for their compatibility with the work release center and any future buildings on the fairground campus.

The Immediate Crisis

Critical Need for Intervention

Facility Capacity & Design Failure

A Facility Built for Triage, Used for Long-Term Care

- The facility is 6,800 sq ft and was designed and built as a **short-term Animal Control Holding Facility**, consistent with the **2000 ordinance**, with a surge capacity of **51** animals (34 dog kennels, 17 cat kennels).
- Operations routinely exceed capacity, with peaks **over 120** animals (240% capacity).
- The average length of stay is incompatible with a triage model. Over the last 5 years, the average length of stay has been 46 days for cats and 19 days for dogs.

Systemic Consequences & Liability

Operational Stress Leading to Unsafe Conditions

- Over-capacity and poor original design has led to the **systemic degradation** of environmental systems and a heightened disease risk. The shelter is forcing a triage facility to function as long-term care, and the **infrastructure is fundamentally collapsing** under the strain.
- Example: HVAC/Safety Alert: The weekend of 11/29/2025, kennel temperatures dropped to 48 degrees, following stalled work orders, confirming the DLI's conclusion that the environment is compromised.

Call to Action

Intervention is Required: We must urgently reduce the population back to or below **Rated Capacity (51 animals)** and immediately stabilize the structural environmental controls (HVAC/Safety) to fulfill the County's commitment to employee and animal welfare.

Designed

Cats	Dogs
17	34



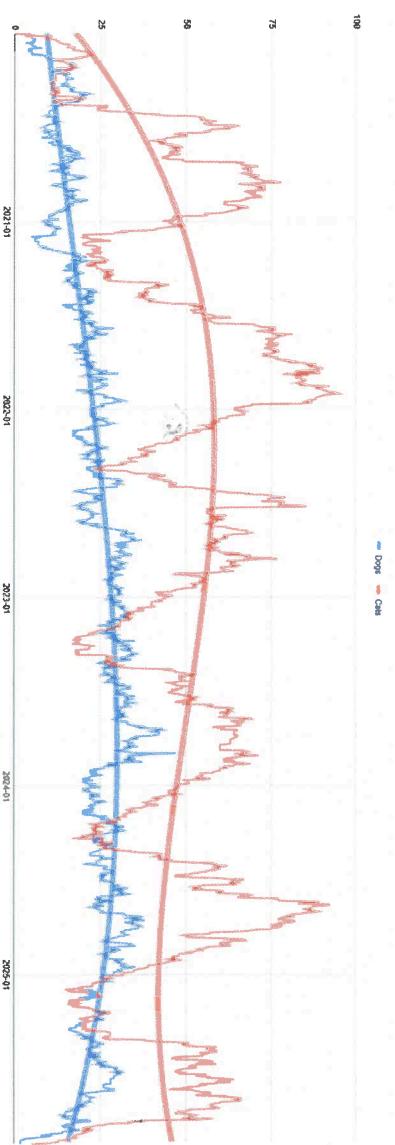
2020-2025 Avg

Cats	Dogs
57	31

The Data Reality Unsustainable Overcapacity

The Root Cause of Failure: Routinely Exceeding Capacity

- Rated Capacity: 51 Animals (34 dogs/17 cats)
- Average Population (2020-2025): 88 Animals (31 dogs/57 cats)
- Renovation Request (Short-Term): 40 additional cat spaces
- Long-Term Request: Minimum of 111 spaces (39 dogs/72 cats). Note this does not include calculations for population increases, nor quarantine spaces.
- Sustained Overload: Since 2020, the shelter has averaged **86 animals daily**, operating at a sustained **168% of capacity**
- Peak: Max population was 121 animals (47 dogs/95 cats)
- Peak Seasons: Oct-Dec 2021, Sep-Oct 2023, Aug-Oct 2024



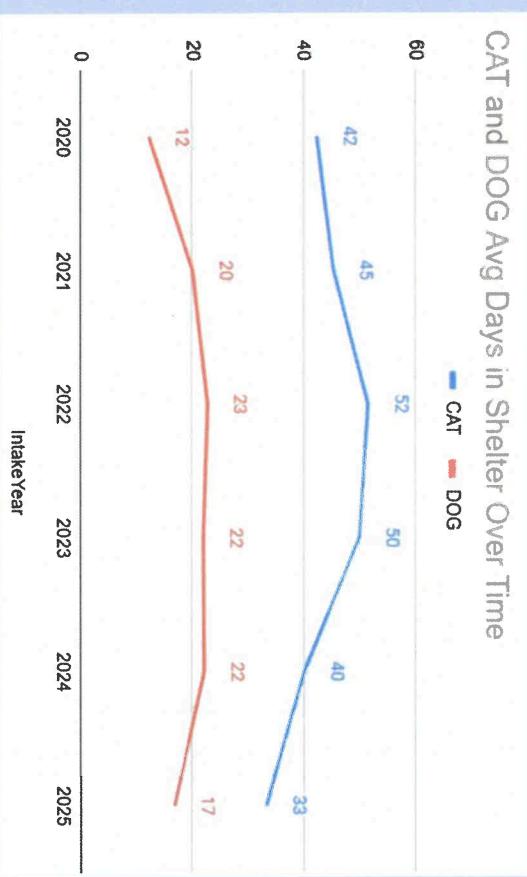
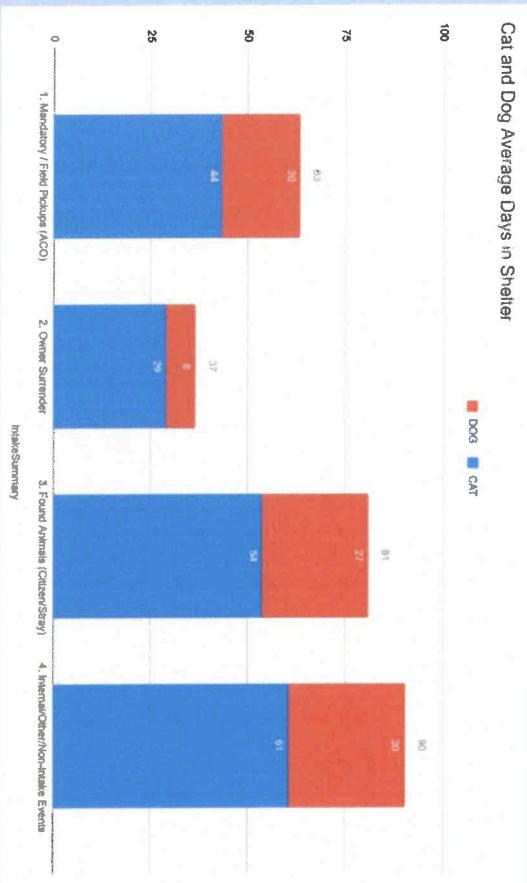
The sheer volume of high-need animals (high-intake crisis) was amplified by a deficient and structurally unsustainable facility. The combination of high animal count and flawed building design created a fundamentally broken operating environment that directly led to the critical 48°F safety crisis.

The Data Reality

Average Length of Stay

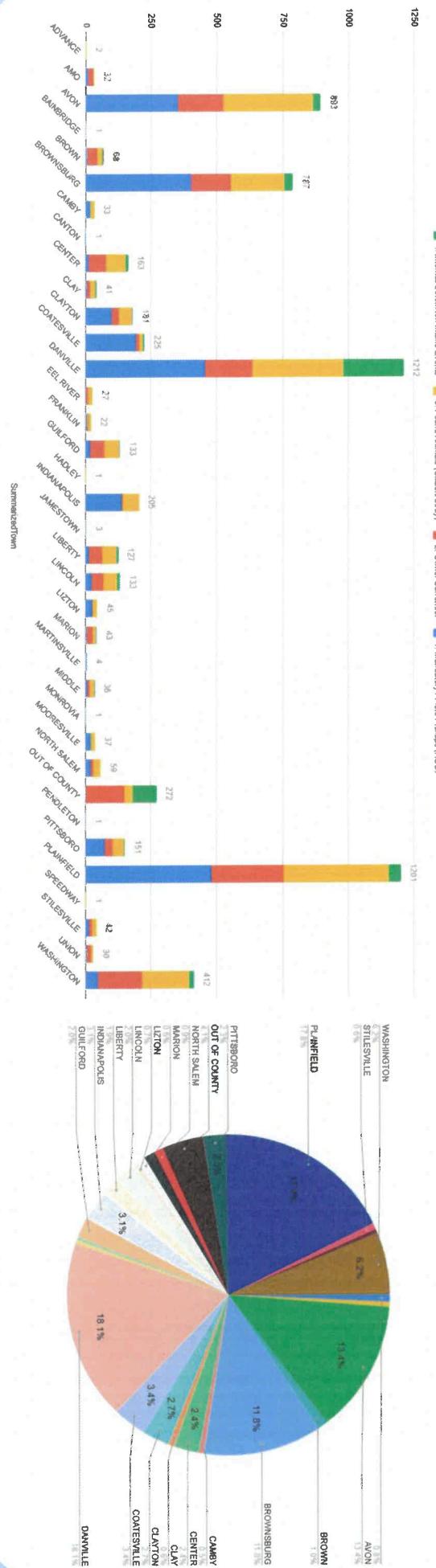
The Design Failure: Forcing a 3-Day Triage Facility to Function as a 46-Day Shelter

- The facility was built as a short-term Animal Control Holding Facility for a 3-day minimum stay. It is now (and has been for years) operating as a mandatory long-term shelter. This prolonged stay time is the root cause of systemic infrastructure failure
- Goal: Achieve National Average Length of Stay by Implementing Short-Term Fixes
- HCAS Average Length of Stay (ALS): 46 Days for Cats and 19 Days for Dogs (5-year average). The facility cannot sustain the stress of housing cats for nearly seven weeks
- National ALS: 25-55 days for Cats and 19-30 Days for Dogs (range because of animal and health variables)



The Data Reality Who is Driving Intake

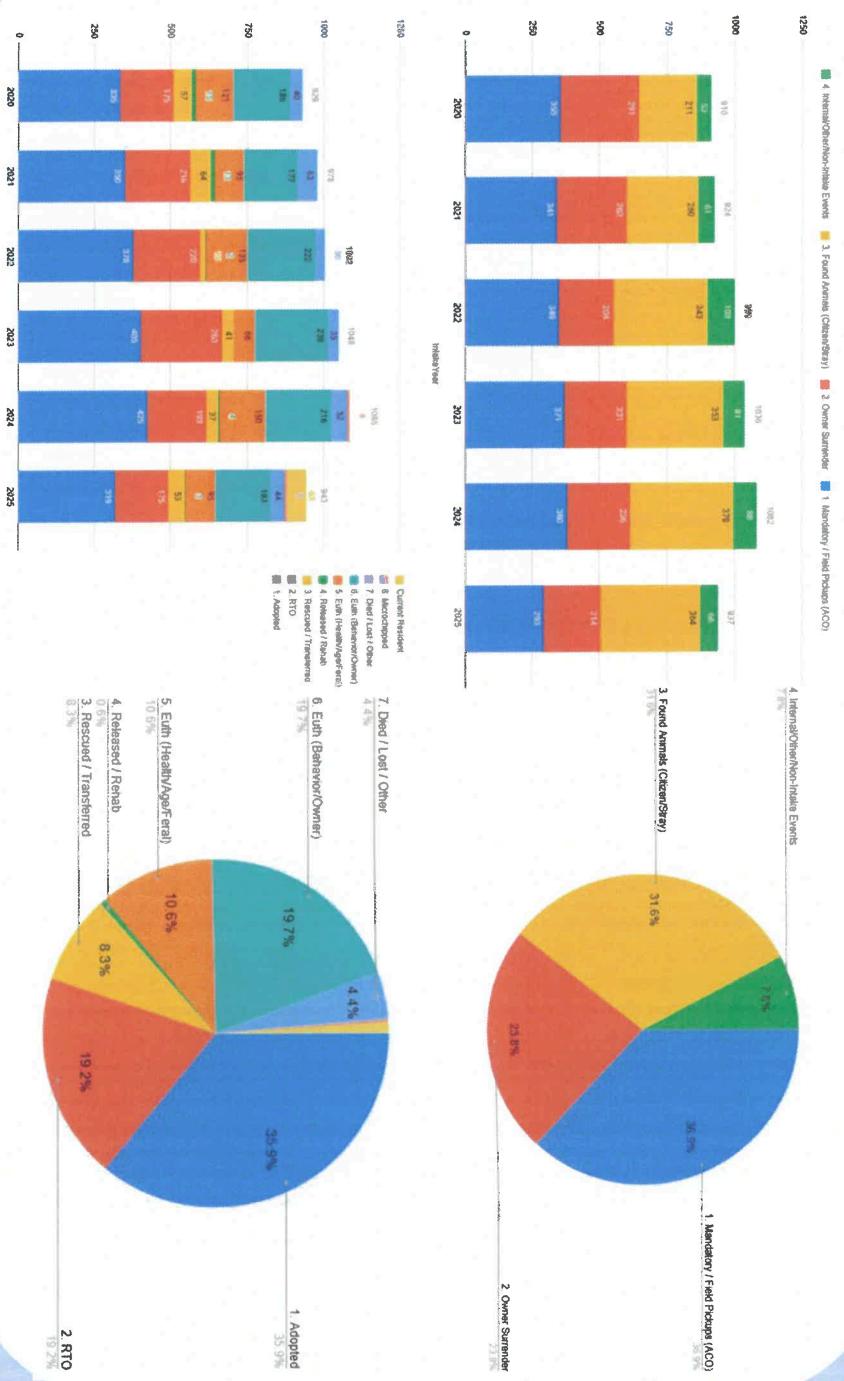
This is a regional public safety crisis affecting all areas of Hendricks County. Owner surrenders are a small portion of intake; the primary burden is addressing stray and public safety animals. The County is currently footing the bill for this regional public safety need.



The Data Reality

Shelter's Mission cannot be narrowly reduced to just ACO runs

Our mission cannot be narrowly defined by Animal Control Officer (ACO) runs alone; a sustainable model requires a Capacity-Based Tiered approach that guarantees intake of public strays and injured animals, while conditionally accepting owner surrenders to prevent dumping and uphold community service.



Policy & Oversight Failure

The Void of Accountability

The structural crisis was accelerated by a lack of modern policy and failed governance.

Outdated Policy Foundation

The "Rules" are from the Year 2000

- The core Animal Control Ordinance was adopted in 2000 (minor amendment in 2018), creating a policy foundation unfit for modern shelter goals.
- Standard Operating Procedures (SOPs) have not been updated since 2011.
- *The information below is accurate to the best of our knowledge, the exact funding methods is still yet to be determined, but will be a great understanding and action item for the future*

Jurisdiction/County	Ordinance Year/Update	Responsibility for Strays (ACO pickup & public-found strays)	Owner Surrenders Accepted/Policy
Indianapolis Animal Care Service (IACS)/Marion	2024	<input checked="" type="checkbox"/> ACO pickup & public-found stray intake	<input checked="" type="checkbox"/>
South Bend Animal Resource Center (ARC)/St. Joseph	2020	<input checked="" type="checkbox"/> ACO pickup & public-found stray intake	<input checked="" type="checkbox"/>
Johnson County Animal Shelter (JCAS)	2025	<input checked="" type="checkbox"/> ACO pickup & public-found stray intake	<input checked="" type="checkbox"/>
Porter County Animal Control & Animal Shelter	2017	<input checked="" type="checkbox"/> ACO pickup & public-found stray intake	<input checked="" type="checkbox"/>
Muncie Animal Care & Services (MACS)/Delaware	2017 (2015 original)	<input checked="" type="checkbox"/> Accepts stray & abandoned animals	<input checked="" type="checkbox"/>
Hancock County	2017	<input checked="" type="checkbox"/> ACO pickup & public-found stray intake	<input checked="" type="checkbox"/>
Hendricks County	2018 (2000 original)	<input checked="" type="checkbox"/> ACO pickup & public-found stray as courtesy	<input checked="" type="checkbox"/> Accepted as courtesy not requirement

Policy & Oversight Failure

The Void of Accountability

The structural crisis was accelerated by a lack of modern policy and failed governance.

The Oversight Void & Direct Accountability

The structural crisis was accelerated by a lack of modern policy and failed governance.

- The Animal Control Advisory Group (ACAG), created in 2014 for external ethical oversight, was **dissolved** in 2017 when appointments ceased.
- This created an eight-year oversight vacuum, forcing the board to rely on internal management. The ACAG's dissolution prevented a critical opportunity to address **big-picture structural issues** (like the outdated 2000 ordinance and deficient facility design), a problem noted by the **failure of the ACAG to address these existing documents during its original tenure**
- The failure to follow up on the missing oversight enabled the facility to degrade to its current, unsafe state.
- The recent 48F safety failure confirms a systemic breakdown: vital internal staff warnings (work orders) were stalled, confirming a failure to respond to safety concerns and compounding staff demoralization.

Modernized ACAG

- A modern board tracks **holistic Key Performance Indicators (KPIs)** focused on **live release AND fiscal efficiency**. This ensures the board measures systemic success, tying the humane mission to responsible management.
- A modern board provides **expert, external review** of the facility's fundamental condition and needs. It acts as a safety valve, ensuring internal staff warnings (like stalled work orders) are escalated and preventing the degradation that led to the 48F crisis.
- A modern board is **formally committed to driving the urgent review and modernization** of the outdated policy documents. This protects the county from the legal liabilities associated with operating under a 25-year-old ordinance that does not address modern sheltering standards or the community's current needs.

Community Support

Our Giving and Caring Community Delivers (typically in hours!)



CURRENT NEED

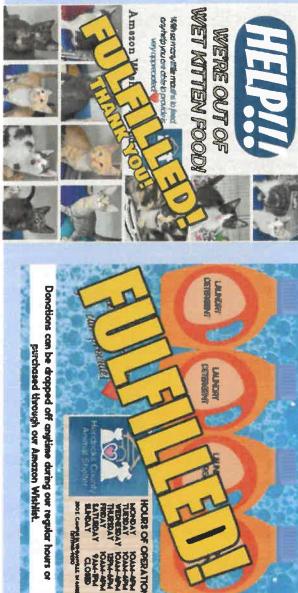
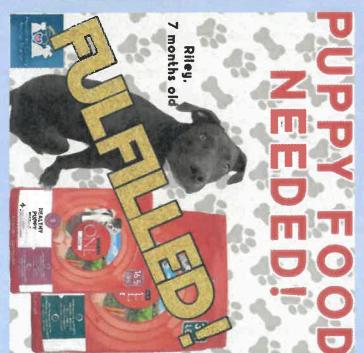


54
Volunteers

2,118
Hours

\$70,277.06 Saved!
Thank you Volunteers!

The community is delivering a tremendous non-budgeted asset that helps staff: dog walking, dish washing, laundry, admin tasks, etc. The County must act now to stabilize the facility and safeguard this \$70,000 annual community investment.



Call to Action

Fixing the Void Immediate Steps to Ensure Accountability and Modernization

★ Current Building

Allocate Emergency Funds Immediately for structural HVAC/environment repair to address 48F temperature crisis and allocate additional for cat spaces (and dogs if possible).

★ Vote Quickly

Formally re-establish the Animal Control Advisory Group (ACAG) under Resolution No. 2014-33.

★ Make Appointments

Appoint all vacant, mandated positions (Veterinarian, HCFS, Rescue Groups, etc.) before the next meeting.

Formally Commit

Formally commit to an urgent review and modernization of the outdated 2000 Animal Control Ordinance and 2011 SOPs.

Define Triage Tiers

Define community-found strays as required public safety function. Restrict owner surrenders to periods when the shelter operates at below 80% capacity.

HCFS Offer

We offer our analysis and resources to the Commissioners' office to expedite the necessary reform.

KPIs

Mandate the ACAG track performance using clear, modern Key Performance Indicators (KPIs) focused on live release and fiscal efficiency.

Town Partnership

Initiate binding outreach to contributing Towns/Townships to secure regional capital funding for the long-term facility.

Capital

Approve a nonprofit organization to act as a private fundraising and capital campaign partner for County's future new facility to accommodate booming population.



THANK YOU



Appendix

The Data Reality

The Animal Welfare Safety Net: Why Open Intake is Non-Negotiable

What Happens When We Close the Door?

Open-admission shelters are the critical public utility preventing widespread animal suffering. When shelters turn away animals, the crisis is merely shifted back to the streets and homes.

Category	Key Statistics & Consequences of Limited or Non-Intake
Exponential Breeding	Unaltered animals reproduce at staggering rates, overwhelming communities. One unaltered cat and her offspring can produce up to 370,000 kittens in just 7 years. One unaltered dog and her offspring can produce up to 67,000 puppies in 6 years. 90% of animals entering shelters are unsterilized, underscoring the vital role of open intake and spay/neuter.
Public Health & Disease	Unmonitored stray populations are vectors for diseases. Strays are a primary source of Rabies exposure for humans and owned pets. They spread diseases like Parvo and Distemper to owned pets, leading to high vet costs and mortality. Stray feces contaminate public spaces and water sources with parasites (e.g., <i>Toxoplasma gondii</i> from cats).
Environmental Destruction	Cats and dogs severely impact wildlife and ecosystems. Feral and stray cats are estimated to kill billions of birds and small mammals annually, driving decline in native wildlife populations. Waste from large stray populations increases environmental pollution in parks and public areas.
Safety & Social Cost	Strays increase community risk. Primary cause of road traffic accidents. Increased risk of defensive dog bites and attacks on vulnerable people and pets.
Unprofessional Animal Disposal	When the shelter refuses intake, citizens are forced to dispose of nuisance animals themselves, creating severe risks. Lethal Hazard: Backyard shooting of animals creates a risk of stray or ricocheting bullets impacting neighboring property, workers, or passing vehicles. Inhumane Outcome: Unprofessional, dispatching often leads to extreme suffering, which can violate local humane laws and provoke negative attention. The shelter offers a safe, centralized, and humane solution - eliminating chaotic, dangerous, and high-liability scenarios in the community.

Turning away one animal today guarantees 10 crises for the community tomorrow.

The Data Reality

How Open-Admission Shelters Achieve Success

Preventing Surrender: Shifting from Rescue to Retention

Open-admission shelters are transforming into **Community Resource Centers** to proactively keep pets with their families, thus lowering intake and saving resources.

Program Strategy

Evidence of Life-Saving Impact

Program Strategy	Evidence of Life-Saving Impact
Financial/Medical Assistance	94% of owners who considered surrendering their pet chose to keep the animal after receiving supportive resources.
Pet Food Pantries, Subsidized	
Vet Care	
Intake Diversion	87% of pets were successfully diverted from entering the shelter system using assisted re-homing programs.
Self-Rehoming Support	
Proactive Spay/Neuter	Successful state programs (like in NJ) have shown community-wide efforts can reduce animal intake by 25% and euthanasia by 41% within a few years.
Targeted Vouchers/Clinics	

True success is measured not by how many animals we house, but by how many families we help stay whole.

The Moral Imperative

More Than Data: The Foundation of a Humane Community

The Ethical Return on Investment

The decision to operate an Open-Admission Safety Net is a reflection of our community's core values. Investing in animal welfare is investing in human welfare.

Value	Impact on the Community
Empathy & Kindness	Breeding Compassion in Future Generations: Studies show that children exposed to humane treatment of animals often exhibit higher levels of empathy, responsibility, and reduced aggression towards peers.
Community Cohesion	Shared Responsibility: When a community ensures the welfare of its most vulnerable (pets), it builds a stronger social fabric, promoting shared accountability and mutual aid among citizens.
The Moral Standard	Defining a Humane Society: A society's greatness is judged by how it treats its animals. An open door ensures we uphold a standard where no sentient being is abandoned to suffer alone.
Mental Wellness	The Human-Animal Bond: Protecting the human-animal bond—often a lifeline for isolated, elderly, or mentally ill individuals - is a core public service. Preventing surrender protects both the pet and the owner's well-being.

Caring for animals is not a burden, but a measure of our humanity. Our open door reflects an open heart for the entire community.

Resources

Shelter and Homelessness Statistics

- **ASPCA (U.S. Animal Shelter Statistics)**
 - Link: <https://www.aspca.org/helping-shelters-people-pets/us-animal-shelter-statistics>
- **Shelter Animals Count (National Database and Reports)**
 - Link: <https://www.shelteranimalcount.org/>

Risks of Unmanaged Pet Populations

- **Cornell University / International Animal Health Journal (Pet Overpopulation)**
 - Link: <https://international-animal-health.com/wp-content/uploads/2014/11/Pet-Overpopulation.pdf>
- **Nature Communications (Impact of Free-Ranging Domestic Cats)**
 - Link: <https://www.nature.com/articles/incomms2380>
- **Centers for Disease Control and Prevention - CDC (Rabies Information)**
 - Link: <https://www.cdc.gov/rabies/index.html>

Program Effectiveness and Surrender Drivers

- **Hill's Pet Nutrition / dvm360 (Pet Retention and Support Programs)**
 - Link: <https://www.dvm360.com/view/new-report-reveals-shelter-pet-adoption-data>
- **National Institutes of Health - NIH (Predictors of Successful Diversion)**
 - Link: <https://pmc.ncbi.nlm.nih.gov/articles/PMC10936303/>
- **ASPCA (Top Reasons for Surrender Research)**
 - Link: <https://www.aspca.org/about-us/press-releases/more-1-million-households-forced-give-their-beloved-pet-each-year-aspca>

Resources

Project Specific / Local Case Study

- **Grinsfelder Architects (Hendricks County Animal Shelter Project)**
 - Link: <http://grinsfelderarchitects.com/projects/animal-shelters/hendricks-county-animal-shelter/>
- **Hendricks County Document Center Items**
 - Link 1: <https://www.co.hendricks.in.us/egov/apps/document/center.egov?view=item&id=12073>
 - Link 2: <https://www.co.hendricks.in.us/egov/apps/document/center.egov?view=item&id=12074>
 - Link 3: <https://www.co.hendricks.in.us/egov/apps/document/center.egov?view=item&id=12075>

Local and Regional Regulations (Indiana Focus)

- **Indianapolis - Marion County Code of Ordinances (Animal Control)**
 - Link: https://library.municode.com/in/Indianapolis_-_marion_county/codes/code_of_ordinances?nodeId=TITLERAD_CH288ANCASEAG
- **South Bend Code of Ordinances (Regulating Animals)**
 - Link: https://library.municode.com/in/south_bend/codes/code_of_ordinances?nodeId=SUJHTA_CH5REANPEOWCACORE
- **Johnson County Official Document (Animal Control)**
 - Link: https://johnsoncounty.in.gov/egov/documents/1760642646_46968.pdf
- **Porter County Animal Shelter (Animal Care Information)**
 - Link: <https://www.portercountyanimalshelter.org/200/Animal-Care>
- **Muncie Official Document (Document 1)**
 - Link: https://www.muncie.in.gov/egov/documents/1644606948_02925.pdf
- **Muncie Official Document (Document 2)**
 - Link: https://www.muncie.in.gov/legacy/documents/1611605122_06626.pdf
- **Hancock County Code (Animal Regulations)**
 - Link: https://code.library.amlegal.com/codes/hancockcounty/1/atest/hancockco_in/0-0-0-1224

EXHIBIT B
Hendricks County Commissioners
1/19/2026 to 1/19/2027

All Named Insureds:	Board of Commissioners of Hendricks County and Hendricks County Regional Sewer District, A Public Entity					
	2025-2026	2026-2027	%	2026-2027	2026-2027	2026-2027
COVERAGES	Travelers and IPEP Expiring Annualized	Travelers and IPEP Renewal	Change	Travelers Loss Sensitive Option with IPEP	Chubb Property Option With Travelers LS and IPEP	Acrisure
Workers Compensation	\$ 265,533	\$ 362,455	37%	\$ 362,455	\$ 362,455	\$ 362,455
Deluxe Property	\$ 202,069	\$ 202,280	0%	\$ 202,280	\$ 165,845	\$ 165,845
Inland Marine	\$ 12,672	\$ 13,677	8%	\$ 13,677	\$ 13,514	\$ 13,514
General Liability	\$ 167,572	\$ 175,693	5%	\$ 130,056	\$ 130,056	
Employee Benefits Liability	\$ 381	\$ 475	25%	\$ 476	\$ 476	
Employment Related Practices Liability	\$ 53,834	\$ 61,930	15%	\$ 39,753	\$ 39,753	
Law Enforcement Liability	\$ 173,707	\$ 193,943	12%	\$ 144,998	\$ 144,998	
Public Entity Management Liability	\$ 37,425	\$ 45,198	21%	\$ 30,256	\$ 30,256	
Auto Liability	\$ 283,637	\$ 324,403	14%	\$ 174,905	\$ 174,905	
Auto Physical Damage	\$ 190,201	\$ 190,146	0%	\$ 190,146	\$ 190,146	
Umbrella (\$5m)	\$ 115,335	\$ 126,138	9%	\$ 124,321	\$ 124,321	
Crime \$1m			-100%			
Cyber \$3m						
Surplus Lines Tax	n/a	n/a		n/a	n/a	\$ 12,875
TPA	n/a	n/a		n/a	n/a	\$ 48,000
Total	\$ 1,502,366	\$ 1,696,338	13%	\$ 1,413,323	\$ 1,376,725	\$ 1,117,689
<i>Total Auto</i>	\$ 473,838	\$ 514,549	9%	\$ 365,051		
<i>Total PKG (Prop, IM, GL, EBL, EPL, Law, PE, Auto and UMB)</i>	\$ 1,236,833	\$ 1,333,883	8%	\$ 1,050,868	\$ 1,014,270	#REF!
Premium \$ Change from Expiring		\$ 193,972		\$ (89,043)	\$ (125,641)	\$ (384,677)
Percentage Change		13%		-6%		
Difference from Trav Renewal				\$ (283,015)		\$ (578,649)
Loss Fund Needed				\$ 10,000		
Other Coverage Options						
Limits						
Workers Compensation	\$1m/ \$1m/\$1m	\$1m/ \$1m/\$1m		\$1m/ \$1m/\$1m		
Property Building , BPP and BI limit	\$ 183,873,641	\$ 191,083,549		\$ 191,083,549	\$ 194,485,598	
Property Earthquake	\$ 10,000,000	\$ 10,000,000		\$ 10,000,000		
Property Flood	\$5m, \$2.5m	\$5m, \$2.5m		\$5m, \$2.5m		
Inland Marine Contractors Equipment (Scheduled and blanket max payout)	\$ 3,845,399	\$ 3,845,399		\$ 3,845,399		
General Liability (GL)						
GL General Aggregate Limit	\$ 2,000,000	\$ 2,000,000		\$ 2,000,000		
GL Products-Completed Operations Agg Limit	\$ 2,000,000	\$ 2,000,000		\$ 2,000,000		
GL Personal & Advertising Injury Limit	\$ 1,000,000	\$ 1,000,000		\$ 1,000,000		
GL Each Occurrence Limit	\$ 1,000,000	\$ 1,000,000		\$ 1,000,000		
GL Damage to Premises Rented to You	\$ 300,000	\$ 300,000		\$ 300,000		
GL Medical Expense	excluded	excluded		excluded		
Abuse or Molestation Liability Coverage (Aggregate / Each offense limit)	\$2,000,000 / \$1,000,000	\$2,000,000 / \$1,000,000		\$2,000,000 / \$1,000,000	\$ 5,000,000	
Employee Benefits Liability (Agg Limit / Each Employee Limit)	\$3,000,000 / \$1,000,000	\$3,000,000 / \$1,000,000		\$3,000,000 / \$1,000,000	\$ 5,000,000	
Employment Related Practices Liability (Agg Limit / Each Wrongful Employment Practice Offense Limit)	\$3,000,000 / \$1,000,000	\$3,000,000 / \$1,000,000		\$3,000,000 / \$1,000,000	\$ 5,000,000	
Law Enforcement Liability (Agg Limit / Each Wrongful Act Limit)	\$3,000,000 / \$1,000,000	\$3,000,000 / \$1,000,000		\$3,000,000 / \$1,000,000	\$ 5,000,000	

Hendricks County Commissioners
1/19/2026 to 1/19/2027

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	2025-2026	2026-2027	%	2026-2027	2026-2027	2026-2027
COVERAGES	Travelers and IPEP Expiring Annualized	Travelers and IPEP Renewal	Change	Travelers Loss Sensitive Option with IPEP	Chubb Property Option With Travelers LS and IPEP	Acrisure
Public Entity Management Liability (Agg Limit / Each Wrongful Act Limit)	\$3,000,000 / \$1,000,000	\$3,000,000 / \$1,000,000		\$3,000,000 / \$1,000,000	\$ 5,000,000	
Auto Liability	\$1,000,000	\$1,000,000		\$1,000,000	\$ 5,000,000	
Auto PD	scheduled	scheduled		scheduled		
Umbrella	\$ 5,000,000	\$ 5,000,000		\$ 5,000,000	\$ 5,000,000	
Crime	\$ 1,000,000					
Cyber	\$ 3,000,000					
Deductibles						
Workers Compensation	\$ -	\$ -		\$ -	\$ -	
Property All Other Covered Loss in any one occurrence:	\$ 50,000	\$ 50,000		\$ 50,000	\$ 25,000	
Property Earthquake	\$25,000 and \$50,000 for loc 67 (1475 E Main St, Danville) and 72 (270 E Campus Blvd, Danville)	\$25,000 and \$50,000 for loc 67 (1475 E Main St, Danville) and 72 (270 E Campus Blvd, Danville)		\$25,000 and \$50,000 for loc 67 (1475 E Main St, Danville) and 72 (270 E Campus Blvd, Danville)		
Property Flood	\$ 50,000	\$ 50,000		\$ 50,000		
Inland Marine Contractors Equipment	\$ 1,000	\$ 1,000		\$ 1,000	\$ 1,000	
General Liability	\$25,000 Each Occurrence	\$25,000 Each Occurrence		\$ 100,000		\$ 250,000
Sewer Back up (BI/PD)	\$ -	\$25,000 Each Occurrence				
Employee Benefits Liability	\$1,000 Each Employee	\$1,000 Each Employee		\$ 100,000		\$ 250,000
Employment Related Practices Liability	\$50,000 Each Wrongful Employment Practice Offense	\$50,000 Each Wrongful Employment Practice Offense		\$ 100,000		\$ 250,000
Law Enforcement Liability	\$50,000 Each Wrongful Act Deductible	\$50,000 Each Wrongful Act Deductible		\$ 100,000		\$ 250,000
Public Entity Management Liability	\$50,000 Each Wrongful Act Deductible	\$50,000 Each Wrongful Act Deductible		\$ 100,000		
Auto Liability	\$ -	\$ -		\$ 100,000		\$ 250,000
Auto PD	Comp and Coll: \$2,500 \$5,000	Comp and Coll: \$2,500 \$5,000		Comp and Coll: \$2,500 \$5,000		\$ 50,000
Umbrella	\$ -	\$ -		\$ -		\$ -
Loss Stop fund						\$ 1,150,000
Crime	\$ 10,000					
Cyber	\$ 25,000					
Retro Dates						
General Liability - Employee Benefits Liability	1/19/2020					1/19/2020
Abuse Molestation						1/19/2026
Exposures						
Financial Report Year	2023 Receipts	2024 Receipts				
Annual Financials (Receipts)	\$ 733,113,243		-100%			
Budget Year	2025 Budget	2026 Budget				
General Budget	\$ 58,568,428		-100%			

Hendricks County Commissioners
1/19/2026 to 1/19/2027

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COVERAGES	Travelers and IPEP Expiring Annualized	Travelers and IPEP Renewal	Change	Travelers Loss Sensitive Option with IPEP	Chubb Property Option With Travelers LS and IPEP	Acrisure
Total Budget	\$ 138,817,224		-100%			
Property:						
Total Rating Basis (Bldg, BPP, BI)	\$ 183,873,641	\$ 191,083,549	4%		\$ 194,485,598	
Blanket Building and BPP	\$ 160,591,451	\$ 175,838,926	9%			
Building					\$ 164,586,190	
Personal Property					\$ 21,899,408	
Business Income	\$ 8,000,000	\$ 8,000,000	0%		\$ 8,000,000	
Specific Limits (See SOV for locations)	\$ 7,102,572	\$ 7,244,623	2%			
Additional Covered Prop (Locations: 11.35 bridges, roadways, walks, patios, other paved surfaces; 18.43 Bridges, Road walks, walks, patios, other paved surfaces; and 29.63 Dock)	\$ 1,397,155	\$ 1,645,989	18%			
Valuation	90% / ACV	90% / ACV	0%			
*Functional Building Valuation Applies to Bldg 2 and 37	*Functional Building Valuation Applies to Bldg 2	*Functional Building Valuation Applies to Bldg 2	0%			
Property Deductible *not flood or earthquake ded	\$ 50,000	\$ 50,000	0%		\$ 25,000	
Waiting Period:	72 hrs	72 hrs	0%		24 hours	
Flood Limit / Ded	\$5m & \$2.5m / \$50k Ded	\$5m & \$2.5m / \$50k Ded	0%		\$5m & \$1m / \$50k Ded and \$100k Ded (See locations)	
Earthquake Limit / Ded	\$10m / \$25k Ded	\$10m / \$25k Ded	0%			
Wind Hail Deductible		Bldgs 1, 29, 36, 65 \$100,000			\$ 100,000	
Water - Discharge of Water Deductible					\$ 50,000	
Water - Leakage Fire Protection Deductible					\$ 50,000	
Property Rate - Building Rate	\$ 0.101	\$ 0.101	0%			
Property Rate - BPP Rate	\$ 0.110	\$ 0.103	-6%			
Property Rate - BI/Time Element Rate	\$ 0.061	\$ 0.056	-8%			
Inland Marine						
Scheduled Items	\$ 2,387,862	\$ 2,387,862	0%			
Blanket Items (Total limit of insurance for all unlisted items) (\$50k limit for any 1 unlisted item)	\$ 1,457,537	\$ 1,457,537	0%			
Scheduled and Blanket items (Max payout)	\$ 3,845,399	\$ 3,845,399	0%			
Scheduled Equipment	\$ 3,218,711	\$ 3,218,711	0%			
Unscheduled Owned Equip (\$35k limit for any 1 unscheduled owned equip)	\$ 100,000	\$ 100,000	0%			
Unscheduled Equipment Owned by Others	\$ 500,000	\$ 500,000	0%			
Total Limit of Insurance for all items of Equipment in any one Occurrence	\$ 3,618,711	\$ 3,618,711	0%			
Auto						
Total Units	204	208	2%			
Trailers for Liability	13	13	0%			
Auto PD Values	\$ 10,809,135		-100%			
Average Rate Per unit	\$ 2,323	\$ 2,474	7%			
Liability Rate	\$ 1,428	\$ 1,560	9%			
Comp Rate	\$ 0.798	\$ 0.729	-9%			
Coll Rate	\$ 0.936	\$ 0.855	-9%			

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1/19/2026 to 1/19/2027

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	Travelers and IPEP Expiring Annualized	Travelers and IPEP Renewal	Change	Travelers Loss Sensitive Option with IPEP	Chubb Property Option With Travelers LS and IPEP	Acrisure
General Liability						
GL Deductible	\$ 25,000			-100%		
Coroner (GL) full time / part time	18			-100%		
Nurses (GL)	6			-100%		
Work Release	4			-100%		
Miles of Paved Road/Streets	757	757	0%			
Number of Dams	1	1	0%			
Sewer Payroll	\$ 65,000			-100%		
Sewer Users	6,975			-100%		
Sewer Miles	80 miles			#VALUE!		
GL EPL:						
Full time (Professional - EPL)	487	517	6%			
Part time, seasonal, Elected or Appointed Officials etc (All other employees)	46	44	-4%			
Total Employees	533	561	5%			
GL LAW:						
Full time armed officers, detectives, etc (LAW)	66	64	-3%			
Police Dogs (LAW)	4	4	0%			
Armed Part time/reserve/auxiliary officers with arrest authority (LAW)	4	4	0%			
Full or Part time Armed Jailers - (LAW)	54	57	6%			
Law other unarmed personnel including clerical, cooks, other		12				
Court Security Officers - Armed (LAW)	15		-100%			
Workers Compensation payroll:						
WC MOD	0.74	0.95	28%			
WC Scheduled Credit/Debit	0.75	0.68	-9%			
Streets 5506	\$ 2,216,092	\$ 2,635,005	19%			
Police 7720	\$ 11,733,701	\$ 14,652,350	25%			
Police Reserves 7732	\$ 20	\$ 20	0%			
Clerical 8810	\$ 8,709,027	\$ 9,442,534	8%			
Attorney 8820	\$ 3,044,176	\$ 3,617,553	19%			
Nursing Home 8829			#DIV/0!			
Hospital Vet 8831	\$ 567,738	\$ 618,437	9%			
Physicians 8832	\$ 1,087,526	\$ 1,366,309	26%			
Home Health Nurses 8835	\$ 330,714	\$ 301,760	-9%			
Buildings NOC 9015	\$ 486,015	\$ 321,862	-34%			
Parks NOC 9102	\$ 595,219	\$ 683,149	15%			
Sewer Cleaning 9402	\$ 11,650	\$ 18,449	58%			
Municipal Employees 9410	\$ 2,466,214	\$ 2,354,783	-5%			
Rostered Volunteers 7698	\$ 20	\$ 20	0%			
Total WC Payroll	\$ 31,248,112	\$ 36,012,231	15%			

EPIC™ Insurance Midwest | This summary of coverages, terms, and pricing is for the purpose of illustration only. It is not a policy contract. It is important that you review your policy(s) for specific contract provisions. The policy forms will define your actual coverage, terms and pricing.