

**HENDRICKS COUNTY COUNCIL  
SEPTEMBER 7, 2021**

The regular meeting of the Hendricks County Council was called to order by President David Wyeth on Tuesday, August 3, 2021 with the following in attendance: David Cox, Kendall Hendricks, Larry Hesson, Larry Scott, Eric Wathen, Brad Whicker, David Wyeth, Financial Administrator Tami Mitchell, and Auditor Nancy Marsh. Councilman David Cox led the Pledge of Allegiance.

**IN THE MATTER OF THE COVID-19 PANDEMIC UPDATE**

Hendricks County Health Officer, Dr. David Stopperich gave an update on the COVID-19 Pandemic and the Delta Variant. Dr. Stopperich reported the Hendricks County statistics of 20,586 Hendricks County cases, with 102 cases per day which is up from 25 per day and 9 deaths per month; up from 3 per month. Dr. Stopperich stated the Hendricks County is at 12.6% up from 8.9% last month. Dr. Stopperich stated we have gone from 26 to 80 inpatients and 13 to 25 patients in ICU from a month ago. Dr. Stopperich stated that currently 97% of the hospitalizations are unvaccinated. Right now, Dr. Stopperich is recommending we follow the CDC guidelines with masks not required with outside activities and recommended masks for indoor activities. Dr. Stopperich stated we are following the federal mandate for public transportation which requires being masked. Dr. Stopperich recommended following the State Health Department recommendation that everyone wear a mask as the vaccinated can be carriers. Dr. Stopperich stated Hendricks Regional Health is currently on diversion due to staffing issues.

Dr. Stopperich stated Hendricks is currently an orange county and he is working closely with the schools. Dr. Stopperich stated they are considering a recommendation to limit indoor activities to 50% capacity.

**IN THE MATTER OF THE AUGUST 3, 2021 MINUTES  
AND AUGUST 3, 4, & 5, 2021 BUDGET WORKSHOP MINUTES**

It was moved by Larry Hesson and seconded by David Cox that minutes of the August 3, 2021 meeting be approved as amended. Motion carried 7-0.

It was moved by Larry Scott and seconded by Larry Hesson to approve the minutes of the August 3, 4, & 5, 2021 Budget Workshops as amended. Motion carried 7-0.

**APEX BENEFITS**

Amber Chittenden, Vice President of Client Engagement representing Apex Benefits, was virtually present to request the Council forward two recommendations to the Commissioners as recommended by the Benefits Committee on August 24, 2021:

- Change plan administrator from Unified Group Service (UGS) to United Healthcare (UMR)
- Change the current four (4) plans to the recommended 2 plans with an incremental premium increase

It was moved by Eric Wathen and seconded by Brad Whicker to forward a recommendation from the Council to the Board of Commissioners to change plan administrator from Unified Group Services (UGS) to United Healthcare (UMR). Motion carried 7-0.

It was moved by Eric Wathen and seconded by Brad Whicker to forward a recommendation from the Council to the Board of Commissioners to adopt Option 2 to combine the current 4 plans down to 2 plans and the suggested incremental premium increases for each plan. Motion carried 7-0

**Option #2**

PLAN	PPO INCREASE PER PAY	PPO PREMIUM PER PAY	HSA INCREASE PER PAY	HSA PREMIUM PER PAY
Employee	\$10.00	\$28.33	\$10.00	\$11.01
Employee/Spouse	\$20.00	\$115.71	\$20.00	\$48.79
Employee/Child(ren)	\$10.00	\$32.47	\$10.00	\$14.05
Family	\$25.00	\$155.50	\$25.00	\$62.37

It was moved by Eric Wathen and seconded by Brad Whicker to maintain the Health Savings Account contributions at \$1,000 per employee and \$2,000 per family. Motion carried 7-0.

**IN THE MATTER OF FINANCIAL SUPPORT TO BOONE COUNTY**

It was moved by Larry Hesson and seconded by Larry Scott to table the resolution for financial support of the Boone County dark box theory until the October 5, 2021 regular meeting. Motion carried 7-0.

**IN THE MATTER OF THE VACANCY ON THE ALCOHOLIC BEVERAGE BOARD**

Auditor Nancy Marsh stated she received two applicants for appointment to the Hendricks County Alcoholic Beverage Board.

Councilman David Cox stated that one of the applicants currently owns a facility with a license. It was moved by David Cox and seconded by Larry Hesson to appoint Nicholas Schmutte as the Council's appointment to the Hendricks County Alcohol Beverage Board. Motion carried 7-0.

**IN THE MATTER OF THE 2022 WAGES**

Councilman David Cox, Sub-Committee member, made a short presentation on the Sub-Committee's recommendations for the wages to be implemented in 2022. Councilman Cox stated the Sub-Committee had worked diligently and could justify every number. It was moved by David Cox and seconded by Larry Scott to adopt the Sub-Committee's grades and wages increasing from 37.5% to 43.75% and to remove elected officials from their recommendation.

Councilman Brad Whicker stated that once he had studied the Sub-Committee's recommendation, the number of changes seemed significant and would prefer the Council adopt the original First Person report or the First Person report with the Council approved changes from the April 6, 2021 meeting where First Person was present to hear the requests of the department heads and elected officials.

Councilman Larry Hesson stated that once the Sub-Committee compared the First Person grades with the organizational charts of each office, the Sub-Committee agreed the grades should be changed to reflect the organizational chart. Councilman Cox stated the Sub-Committee is satisfied with their results.

Councilman Eric Wathen stated he is not comfortable adopting the Sub-Committee Grades. Councilman Kendall Hendricks stated he is not comfortable with the over 150 position downgrades.



Megan Nail, Vice President of First Person Advisors was virtually present to answer questions about how First Person gathered and reviewed benchmark data and conducted their interviews. Ms. Nail stated First Person had talked at length and heard the concerns of each department head and elected official. Megan Nail stated the First Person grades could be justified based on the core job responsibilities. Ms. Nail stated she and Nick Jenior were present at the April meeting where the Council went through the departments' requested changes and the addition of the odd number grades. Ms. Nail stated that even though they did not use Organizational Charts in their methodology, First Person met and discussed, via in person, by email, and/or phone, each office dynamics.

Auditor Nancy Marsh, as Fiscal Officer, stated for the record, that she opposed the adoption of the Sub-Committee's grades.

Motion lost 3(LS/DC/LH) to 4 (KH/EW/BW/DW).

It was moved by Eric Wathen and seconded by Brad Whicker to adopt and apply the Council modified grades at the 43.75% midpoint with the minimum established at 12.5 less than the midpoint and the maximum established at 12.5% more than the midpoint; with the added odd grades to allow more flexibility for the County's structure, with consideration of the department requests heard by Council and First Person, at the April 6, 2021 Council meeting followed by the Department Wage Request Workshop. Motion carried 7-0.

It was moved by Eric Wathen and seconded by Brad Whicker to affirm that the longevity approved for the 2021 budget has been applied to the base and is permanently part of the base going forward providing a remedy for the compression of wages, resulting in no additional longevity being applied to the 2022 budget. Motion carried 7-0.

It was moved by Eric Wathen and seconded by David Cox that the elected officials receive a 3% increase on their base which includes longevity. Motion carried 7-0.

Councilman Brad Whicker stated the Council should keep First Person engaged. Councilman Larry Hesson stated the market study should be reviewed every 4 or 5 years. It was moved by Larry Hesson and seconded by Larry Scott to revisit the salary grades and positions every three years. Motion carried 7-0.

Councilman Larry Hesson asked for affirmation that all hourly rates for each grade was the same whether working 35 or 40 hours. Auditor Nancy Marsh stated the hourly rates are the same for each grade.

### **IN THE MATTER OF THE CLERK**

Clerk Marjorie Pike requested her part-time clerk be changed to a full time deputy. Ms. Pike stated her Chief Deputy, Laura Herzog is leaving, the part-time clerk is leaving, and one of her Deputies is on sick leave and does not know if or when she will return. Councilman Eric Wathen asked about the feasibility of sharing employees between the Clerk and Election Offices. Ms. Pike stated that the Clerk employees are not trained on the election systems and are limited in what they can do. New Voter's Chief Deputy, Debbie Hoskins, stated they have enough work in the hopper, along with the website and redistricting, that a full time position is needed at this time. It was moved by David Cox and seconded by Larry Hesson to approve the requested change from part time to full time. Motion carried 7-0. Ms. Pike stated she



will not need an additional appropriation because she has funds remaining in the employee's line who is on sick leave.

### **IN THE MATTER OF EMERGENCY MANAGEMENT**

Dawn M. Mason, Emergency Management Director requested a new appropriation for an intern. Ms. Mason stated that Erin Hughes, Human Resources Administrator stated that if the job requires other than miscellaneous duties, the FSLA rules that work on actual projects requires an intern to be paid. It was the consensus of the Council that interns should be paid and instructed Ms. Mason to request a miscellaneous line in the amount of \$2,000 at the October Council meeting.

### **IN THE MATTER OF THE EMERGENCY ADDITIONAL APPROPRIATIONS**

It was moved by Eric Wathen and seconded by Larry Hesson to approve emergency additional appropriation number 1 through 21, excluding number 12. Motion carried 7-0.

*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	Sheriff/Jail	1001.33106.000.0137	Juvenile Detention	\$10,000.00	\$10,000.00
2	Coroner	1001.10702.000.0107	Personal Services	\$30,000.00	\$30,000.00
3	Prosecutor	1001.18409.000.0108	Supervisor Differential	\$4,231.00	\$4,231.00
4	Veterans Services Officer	1001.13400.000.0134	Veterans Service Officer	\$16,645.00	\$16,645.00
5	Asst. Veterans Service Officer	1001.13401.000.0134	Asst. Veterans Service Officer	\$12,650.00	\$12,650.00
6	Emergency Management	1001.14299.000.0142	Overtime	\$5,000.00	\$5,000.00
7	Probation	1001.15114.000.0151	Supervisor	\$5,000.00	\$5,000.00
8	Probation	1001.15116.000.0151	New Hire Experience Scale	\$10,480.00	\$10,480.00
9	Probation	1001.15119.000.0151	New Hire Experience Scale	\$4,452.00	\$4,452.00
10	Probation	1001.15123.000.0151	Increase in Experience Scale	\$7,969.00	\$7,969.00
11	Probation User Fees	2005.15117.000.0151	New Hire Experience Scale	\$2,969.00	\$2,969.00
12	Council	1157.xxxx.000.0149	Dark Box Grant to Boone Co	\$25,000.00	Table
13	Assessor/Reassessment	1224.18912.000.0109	Personal Services	\$11,350.00	\$11,350.00
14	70/39 TIF	4406.30201.000.0102	Other Services & Charges	\$3,215.00	\$3,215.00
15	70/39 TIF	4406.34802.000.0102	Other Services & Charges	\$23,593.66	\$23,593.66
16	Healthy Families TANF Grant	8149.1xxx.000.0214	Personal Services	\$250,295.00	\$250,295.00
17	Healthy Families LOCAL Grant	9121.2xxx.000.0214	Supplies	\$1,550.00	\$1,550.00
18	Healthy Families LOCAL Grant	9121.3xxx.000.0214	Other Services & Charges	\$114,615.00	\$114,615.00
19	ARP Facilities	8950.30005.000.0136	Other Services & Charges	\$28,000.00	\$28,000.00
20	ARP Facilities	8950.40005.000.0136	Capital Outlays	\$60,000.00	\$60,000.00
21	CARES Act/Coroner	8902.20005.000.0107	Field Supplies	\$1,653.57	\$1,653.57

Dated this 7<sup>th</sup> day of September 2021.

AYE

NAY

/s/ David Cox

/s/ Kendall Hendricks

/s/ Larry R. Hesson  
/s/ Larry R. Scott  
/s/ Eric Wathen  
/s/ Brad Whicker  
/s/ David Wyeth

ATTEST: /s/ Nancy L. Marsh

### **IN THE MATTER OF REALLOCATION OF FUNDS**

It was moved by Eric Wathen and seconded by Brad Whicker to approve the reallocation numbers 1 and 2 as requested. Motion carried 7-0.

*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.	CCD Facilities	1138.30201.000.0136	1138.41017.000.0136	\$300,000.00	Y
2.	LRS Highway	1169.20401.002.0201	1169.44010.003.0201	\$57,411.00	Y

Adopted this 7<sup>th</sup> day of September 2021.

### **AYE**

### **NAY**

/s/ David Cox  
/s/ Kendall Hendricks  
/s/ Larry R. Hesson  
/s/ Larry R. Scott  
/s/ Eric Wathen  
/s/ Brad Whicker  
/s/ David Wyeth

Attest: /s/ Nancy L. Marsh

### **OTHER COUNCIL BUSINESS**

Financial consultant Greg Guerrettaz discussed the desire to keep the County tax rate level. Councilman Brad Whicker stated it is unfortunate that the public cannot see any discernable decrease when the unit of government makes the effort to lower tax rates. It was moved by Eric Wathen and seconded by Kendall Hendricks that \$1,700,000 be used in the calculation for a new rate in the new debt fund. Motion carried 7-0.

The Council acknowledged receipt and review of the monthly Status of Funds provided by the Auditor.


Facilities Director Kevin Cavanaugh gave an update on the new jail construction and thanked those that attended the Topping Out Ceremony.

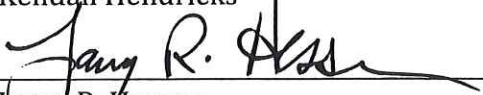
Commissioner Phyllis Palmer asked why the decision was made to cap the longevity at 15 years. Council President David Wyeth stated that the reason was the uncertainty of the County's financial condition in 2022 with the pandemic.

There being no further business to come before the Council, President David Wyeth adjourned the meeting at 10:46 a.m. on Tuesday, September 7, 2021. Motion carried 7-0.

HENDRICKS COUNTY COUNCIL


  
\_\_\_\_\_  
David Cox

  
\_\_\_\_\_  
Kendall Hendricks

  
\_\_\_\_\_  
Larry R. Hesson

absent  
\_\_\_\_\_  
Larry R. Scott

  
\_\_\_\_\_  
Eric Wathen

  
\_\_\_\_\_  
Brad Whicker

  
\_\_\_\_\_  
David Wyeth

ATTEST:

  
\_\_\_\_\_  
Nancy L. Marsh, Auditor