

MINUTES OF A
SPECIAL PUBLIC HEARING MEETING
OF THE
ST. JOSEPH COUNTY COUNCIL
MAY 12, 2020

The special public hearing meeting of the St. Joseph County Council was called to order at 6:02 p.m., on May 12, 2020 by the President, Rafael Morton, via WebEx.

Members in attendance were:

Mr. Robert L. Kruszynski
Mr. Corey Noland
Mr. Richard Pfeil
Ms. Diana Hess
Mr. Rafael Morton
Mr. Mark P. Telloyan
Mr. Mark A. Catanzarite
Mr. Joseph F. Canarecci
Mr. Mark Root

Present from the Auditor's office was Michael J. Hamann, Auditor and John Murphy, Chief Deputy Auditor. Council staff present was Mr. Michael Trippel, Attorney and Ms. Jennifer Prawat, Executive Secretary.

Ms. Hess made a motion to approve the minutes of the March 10 2020 meeting and was seconded by Mr. Catanzarite, the motion was passed by a voice vote; 9-0.

First Readings:

BILL NO. 44-20: AN ORDINANCE AMENDING AND SUPPLEMENTING TITLE XV, LAND USAGE, CHAPTER 154, PLANNING AND ZONING, OF THE ST. JOSEPH COUNTY CODE, AS AMENDED, FOR PROPERTY LOCATED AT 50935 SR 933, 50941 SR 933 AND 50945 SR 933 FROM I: INDUSTRIAL DISTRICT TO C: COMMERCIAL DISTRICT PETITIONER: BHOLA SINGH
Assigned to the Land Use Planning Committee

BILL NO. 45-20: AN ORDINANCE AMENDING AND SUPPLEMENTING TITLE XV, LAND USAGE, CHAPTER 154, PLANNING AND ZONING, OF THE ST. JOSEPH COUNTY CODE, AS AMENDED, FOR PROPERTY LOCATED AT 54280 BITTERSWEET ROAD FROM A: AGRICULTURAL DISTRICT TO R: SINGLE FAMILY DISTRICT PETITIONER: KLINE CUSTOM HOMES
Assigned to the Land Use Planning Committee

BILL NO. 46-20: AN ORDINANCE ADOPTING AN AMENDMENT TO SECTION 3.16 OF THE ST. JOSEPH COUNTY, INDIANA 2013 HUMAN RESOURCES POLICIES AND BENEFITS MANUAL BY INCLUDING LANGUAGE ALLOWING CONTINUATION OF PAY FOR EMPLOYEES WILLING BUT UNABLE TO WORK DURING THE RE-OPENING PERIOD FOR COUNTY WORK FACILITIES PREVIOUSLY CLOSED DUE TO EMERGENCY
PETITIONER: COMMISSIONERS

Salary Amendment(s):

BILL NO. 39-20: AN ORDINANCE AMENDING ORDINANCE 80-19, THE SAME BEING AN ORDINANCE ESTABLISHING SALARIES AND FIXING THE NUMBERS OF EMPLOYEES OF ST. JOSEPH COUNTY FOR THE YEAR 2020 PETITIONER: COMMISSIONERS *(Combined with Bill No. 37-20 Item B)*

Ms. Hess reported that Bill No. 39-20 comes with a favorable recommendation.

Mr. Hamann: this is a proposed salary increase.

Mr. Murphy: Kim was not able to use certain comp time because of her duties at the county.

Commissioner Kostielney: She was unable to use, given in light of all the Covid-19 related activities she's been doing, that is was not prudent and she did not feel comfortable taking time away so this is being able to compensate her for her unused vacation time, her paid time off.

Mr. Murphy: It's not an additional appropriation, she found the money within her budget. There is no additional costs.

Kelly Havens: I am going to make the same general comment for most of the salary bills. I think we all need a little help getting through the COVID thing, the shutdown. I think we have to be really careful not using our taxpayer funds right now especially for people that are not working because the taxpayers aren't working either and we are going to have trouble coming up with these funds. Look twice at each of these items and even if the money is still in the budget, that might be because it didn't get stuck on what it was originally intended for. That's my general comment.

Mr. O'Brien: Everyone is having tight financial times now and if there's unspent money in budgets, I would suggest that the money not be spent. I would also speak against this particular bill.

Motion to pass Bill No. 39-20 was made by Ms. Hess and seconded by Mr. Noland. Bill No. 39-20 was passed to-wit; 8-1 Against: Mr. Telloyan

BILL NO. 40-20: AN ORDINANCE AMENDING ORDINANCE 80-19, THE SAME BEING AN ORDINANCE ESTABLISHING SALARIES AND FIXING THE NUMBERS OF EMPLOYEES OF ST. JOSEPH COUNTY FOR THE YEAR 2020 PETITIONER: AUDITOR (Combined with Bill No. 37-20 Item C)

Ms. Hess reported that Bill No. 40-20 comes without a recommendation.

Kim Karkiewicz, Human Resource Director of St. Joseph County, this is a position that was budgeted for 2020 for the county to have a centralized safety program and a safety risk manager to implement that. The budget was approved. I have been interviewing since the beginning of the year diligently. I have found a candidate that fit and would be actually able to exceed what we are needing to do especially at this time. There is no money needed for this year for this position.

Mr. Catanzarite: What is the background for this candidate?

Ms. Karkiewicz: Their background is actually in municipalities and has over ten years, this person is taking quite a bit of a cut in salary from where they are going to start off as a new venture.

Mr. Catanzarite: So, they don't have necessarily have any experience with safety programs or implementation of safety strategies?

Ms. Karkiewicz: They have implemented a whole safety program for another municipality that has the same needs as we have, our highway and other avenues that we have here that we need to have done.

Mr. Noland: Can you expand on the training that this person will be able to provide?

Ms. Karkiewicz: The OSHA requirements for training, this person is a certified trainer for OSHA which we would need to get our county employees trained in either the ten hour or the thirty-hour session. That is just one of the major trainings that need to be completed.

Mr. Noland: Kind of what I was asking, other than OSHA 10 and or OSHA 30 is there other training classes that this person is currently capable of providing, I am just trying to get my head wrapped around what.....

Ms. Karkiewicz: Active shooter, for multiple locations, which is something we need to do here at the county also.

Motion to pass Bill No. 40-20 was made by Mr. Noland and seconded by Mr. Catanzarite. Bill No. 40-20 was passed to-wit; 8-1 Against: Mr. Telloyan

BILL NO. 42-20: AN ORDINANCE AMENDING ORDINANCE 80-19, THE SAME BEING AN ORDINANCE ESTABLISHING SALARIES AND FIXING THE NUMBERS OF EMPLOYEES OF ST. JOSEPH COUNTY FOR THE YEAR 2020 PETITIONER: PROBATE COURT/JJC *(Combined with Bill No. 37-20 Item H)*

Mr. Kruszynski reported that Bill No. 42-20 comes with a favorable recommendation.

Cheryl Rush, Controller, St. Joseph Probate Court, we are asking for a salary amendment for a probation officer IV and then we are asking for two probation officers to go from seventy-three, nine eighty-nine to seventy-nine, eight eighty-six. There is no change to the budget, they are both state mandated.

Motion to pass Bill No. 42-20 was made by Mr. Kruszynski and seconded by Ms. Hess. Bill No. 42-20 was passed to-wit; 9-0

BILL NO. 29-20: AN ORDINANCE AMENDING ORDINANCE 80-19, THE SAME BEING AN ORDINANCE ESTABLISHING SALARIES AND FIXING THE NUMBERS OF EMPLOYEES OF ST. JOSEPH COUNTY FOR THE YEAR 2020 PETITIONER: ADULT PROBATION *(Combined with Bill No. 37-20 Item I)*

Mr. Kruszynski reported that Bill No. 29-20 comes with a favorable recommendation.

Jesse Carlton, Chief Probation Officer, St. Joseph County Adult Probation Department, we are changing our executive staff structure, as a result of that, additional responsibilities and duties have been placed on our assistant chief, Judge Broden has approved the request to increase her salary by twenty five hundred dollars as a result of these additional duties retroactive to January 1st. No new additional funds are required to accommodate this request.

Mr. Pfeil: What is the cost of this appropriation.

Mr. Carlton: Twenty-five hundred dollars. Since our salaries are mandated by the state we hired someone in a different account that has less years of experience so that way there is a surplus and as a result of shifting those additional duties because we have taken one executive position and made it a line officer, those funds are going over to her salary as a result of those additional duties.

Motion to pass Bill No. 29-20 was made by Mr. Catanzarite and seconded by Ms. Hess. Bill No. 29-20 was passed to-wit; 8-1 Against: Telloyan

BILL NO. 28-20: AN ORDINANCE AMENDING ORDINANCE 80-19, THE SAME BEING AN ORDINANCE ESTABLISHING SALARIES AND FIXING THE NUMBERS OF EMPLOYEES OF ST. JOSEPH COUNTY FOR THE YEAR 2020 PETITIONER: AUDITOR & COMMISSIONERS *(Combined with Bill No. 37-20 Item K)*

Ms. Hess reported that Bill No. 28-20 comes with a favorable recommendation.

Commissioner Kostielney: if you recall, this is part of the ERP, Bree Roberts and John Butler have been part of the implementation piece and the expectation, initially with the ERP we were going to hire a program manager, an implementation manager who would take on those tasks and those functions, as a result we decided to go in a different direction as a result, Bree and other employees have taken on the kind of outside their normal job responsibilities so we are looking to compensate them for additional time because they are working over and above the number of hours they have to work.

Motion to pass Bill No. 28-20 with the stipulation the start date is April 1st was made by Mr. Noland and seconded by Mr. Kruszynski. Bill No. 28-20 was passed to-wit; 8-1 Against: Mr. Telloyan

BILL NO. 38-20: AN ORDINANCE AMENDING ORDINANCE 80-19, THE SAME BEING AN ORDINANCE ESTABLISHING SALARIES AND FIXING THE NUMBERS OF EMPLOYEES OF ST. JOSEPH COUNTY FOR THE YEAR 2020 PETITIONER: PROBATE COURT/JJC (Combined with Bill No. 37-20 Item U)

Mr. Kruszynski reported that Bill No. 28-20 comes with a favorable recommendation.

Cheryl Rush, Controller, St. Joseph Probate Court, we are requesting a salary amendment for the court administrator. It's completely grant funded and will only be the duration of the grant which is December 31st.

Motion to pass Bill No. 38-20 was made by Mr. Catanzarite and seconded by Mr. Kruszynski. Bill No. 38-20 was passed to-wit; 9-0

BILL NO. 41-20: AN ORDINANCE AMENDING ORDINANCE 80-19, THE SAME BEING AN ORDINANCE ESTABLISHING SALARIES AND FIXING THE NUMBERS OF EMPLOYEES OF ST. JOSEPH COUNTY FOR THE YEAR 2020 PETITIONER: PROSECUTOR (Combined with Bill No. 37-20 Item V)

Mr. Kruszynski reported that Bill No. 41-20 comes with a favorable recommendation.

Bob Risenhoover, this is a request to appropriate the APS grant for next year

Motion to pass Bill No. 41-20 was made by Ms. Hess and seconded by Mr. Catanzarite. Bill No. 41-20 was passed to-wit; 9-0

BILL NO. 43-20: AN ORDINANCE OF THE ST. JOSEPH COUNTY COUNCIL AMENDING ORDINANCE 80-19 (2020 SALARY ORDINANCE FOR APPOINTED OFFICERS AND EMPLOYEES FOR ALL DEPARTMENTS OF THE COUNTY) PROVIDING A COVID-19 HAZARD PAY INCREASE TO THE COUNTY POLICE DEPARTMENT'S ESSENTIAL EMPLOYEES WHO HAVE CONTINUED TO PROVIDE LAW ENFORCEMENT SERVICES TO OUR RESIDENTS WHILE INCREASING THEIR RISK OF CONTRACTING THE VIRUS PETITIONER: SHERIFF

Mr. Kruszynski reported that Bill No. 43-20 comes without a recommendation.

Sheriff Redman, I am requesting that each of our merit officers, corrections officer and medical staff be given a 15% hazard pay increase for their dedication and commitment on keeping our community safe while subjecting themselves and their families to an increased risk during COVID-19 while serving our community. Our staff must go hands on with people daily from conducting safety pat downs of individuals to transporting people in our vehicles, performing medical examinations at the jail as well as entering homes and businesses not knowing what's behind those exterior walls. Since the beginning of this pandemic we have had sixty-two employees quarantined, that is up from thirty-five that I reported two weeks ago. Our nursing staff has treated sixty five inmates, that is up from forty one from two weeks ago with COVID-19 symptoms and according to the National FOP, there have been a hundred and one police officers deaths attributed to COVID-19 and that is up from seventy seven as I reported to you all two weeks ago. With the weather getting nicer, stay at home orders being lifted, we are seeing and increase in jail bookings which will anticipate will continue which will then cause more isolation of inmates in our facility, putting our officers and our correction staff at risk. We had our first positive COVID-19 inmate last week who was transported due to court order from Westville Correctional Facility to our facility. We anticipate more court orders which will continue, we will have to transport other individuals from other facilities here to our facility.

Kelly Havens, I have a great appreciation for Sheriff Redman and for all of officers and staff. I appreciate the officers up here in Granger. This is an issue a fairness, we are all beyond the extra hazard of COVID-19. These officers face greater hazards than I ever faced knowing that they walk into potentially a loaded gun behind the door. (Inaudible)

Mr. Pfeil: This has nothing to do with the safety of the police officers. If we were buying bullet proof vests or if we were to spend this kind of money on COVID crisis or some other things in the Health Department, this would improve the safety of the police officers. It is a new way to make more money and it may or may not have merit but is has nothing to do with the safety of officers. If we go down this path, we cannot just add a hundred and fifty seven people and (inaudible) six hundred thousand dollars, we have to add everybody at the nursing home, we have

to add everybody in the health department, we've got to add everybody else who can make the same pay and that I think if we are willing to have our accounting people give us the number but I think (inaudible) if we apply the same principal to other people who (inaudible). I remind everybody in county government, they are extremely fortunate while other people (inaudible) and in desperation to the point they don't know how to pay for the bills for their family, we have full pay, full benefits for all people (inaudible).

Mr. Hamann: Mr. Pfeil referenced something around six hundred thousand dollars, if John Murphy's calculations are correct then Sheriff Redman's calculations are correct, you are talking three hundred and twenty three employees, a hundred and twenty one merit officers, twenty folks at the court house, other staff one seventy, when you figure all the benefits in which is what you asked us to do, what you are voting on for the police department, the total would be seven hundred and one thousand, five hundred and sixty four thousand dollars.

Mr. Pfeil: In other words, we are asking the public to come up with seven hundred and one thousand, new money?

Mr. Hamann: Yes, that is correct, new money.

Mr. Pfeil: Does that include the people at the nursing home who everybody who (inaudible)....

Mr. Hamann: Well, no, I mean, we are charging nursing homes but to that end, the John Murphy, Steve Dalton and I tried to consider (inaudible) might think of themselves as in the line of fire, if you will. The list isn't exclusive but there are other people that will come back, you mention the health department, we talked about other that might be coming back and say we deserve hazard pay too. John Murphy and the best of his ability said that could be another one point seven million dollars (inaudible).

Mr. Pfeil: One point seven million?

Mr. Hamann: If you say yes to everybody, yes to the JJC, yes to health department and yes to PSAP, I mean yes, conceivably, that's worst case scenario.

Ms. Hess: I am generally in favor of some kind of hazard compensation for county employees at most risk however, I think that we need a lot more in depth discussion and research into the matter so I would like to make a motion to send it back to committee.

Mr. Catanzarite: I applaud Sheriff Redman for going up to bat for his employees and I don't dispute that they are not as more increased risk with this COVID-19 virus but I do agree with Councilmember Hess and also others who have mentioned that there are probably other county employees that are at risk at varying levels, maybe not as much as a police officer but a different level but I think, I applaud the Sheriff to bringing this to our attention, there are other municipalities in the state and in the country that are considering things such as hazard pay like this. I think if we give it more thought and take it back to committee, we probably need to think about all the other county employees that are at risk or at an increased risk and at what degree of risk they are at and make it an all inclusive bill if we are going to do it. I concur with Councilmember Kruszynski and Councilmember Hess on returning this back to committee for further study, but we want the Sheriff and his employees that this request has not fallen on deaf ears and we are giving it more thought and consideration.

Motion to send Bill No. 43-20 back to committee was made by Ms. Hess and seconded by Mr. Kruszynski. The motion to send Bill No. 43-20 back to committee was passed to-wit; 9-0

Public Hearing/Public Comments: Fiscal Matters

BILL NO. 37-20: AN ORDINANCE APPROPRIATING AND TRANSFERRING MONEYS FOR THE PURPOSE HEREIN SPECIFIED FOR THE SEVERAL DEPARTMENTS HEREIN LISTED OF ST. JOSEPH COUNTY GOVERNMENT

TRANSFERS:

A. Adult Probation

General Fund

FROM: 1000-39201-000-0040	Mental Health	\$544,800.00
TO: 1000-38013-000-0040	Principal on Debt	\$525,000.00
1000-38012-000-0040	Interest on Debt	19,800.00
	TOTAL:	<u>\$544,800.00</u>

B. Commissioners

General Fund

FROM: 1000-11934-000-0034	Human Resources Assistant	\$1,334.85
TO: 1000-11699-000-0034	Human Resources Director	\$1,334.85
	TOTAL:	<u>\$1,334.85</u>

C. Auditor

WrKr Comp.

FROM: 4702-11993-000-0002	Risk Manager	\$0.00
TO: 4702-11993-000-0002	Risk Manager	\$0.00
	TOTAL:	<u>\$0.000.00</u>

D. Infrastructure, Planning & Growth

County Highway

FROM: 1176-11425-000-0062	Group 1	\$95,000.00
1176-11428-000-0062	Part Time	\$115,000.00
TO: 1176-23210-000-0062	Calcium Chloride	\$210,000.00
	TOTAL:	<u>\$210,000.00</u>

E. Infrastructure, Planning & Growth

LIT

FROM: 1112-44011-000-0064	Highway Equipment	\$230,000.00
TO: 1112-37100-000-0064	Auto Lease	\$230,000.00
	TOTAL:	<u>\$230,000.00</u>

F. PSAP

Dispatch Operating

FROM: 4930-11411-000-0013	Telecommunicator III	\$525,359.00
4930-11411-000-0013	Telecommunicator III	\$362,560.00
TO: 4930-11413-000-0013	Telecommunicator I	\$525,359.40
4930-11412-000-0013	Telecommunicator II	\$362,560.00
	TOTAL:	<u>\$887,919.40</u>

G. DuComb Center

Project Income

FROM: 9127-44600-020-0795	Special Equipment	\$149,000.00
TO: 9127-38012-020-0795	Interest	\$5,000.00
9127-38013-020-0795	Principal	\$144,000.00
	TOTAL:	<u>\$149,000.00</u>

H. St. Joseph County Probate Court/JJC

General Fund

FROM: 1000-11388-000-0039	Probation Officer IV	\$5,897.00
TO: 1000-11078-000-0039	Chief Probation Officer	\$5,897.00
	TOTAL:	<u>\$5,897.00</u>

I. Adult Probation
 General Fund
 FROM: 1000-11613-000-0024 Probation Officer VI \$2,500.00
 TO: 1000-11612-000-0024 Asst. Chief Adult Probation \$2,500.00
TOTAL: \$2,500.00

APPROPRIATE:

J. Auditor's Office
 General Fund
 1000-31079-000-0040 Coronavirus Expenditures \$750,000.00
TOTAL: \$750,000.00

K. Auditor/Commissioners
 General Fund
 1000-11974-000-0034 Director of Procurement \$6,307.00
 1000-11975-000-0034 Procurement Clerk \$3,912.00
 1000-14800-000-0040 FICA Taxes (7.65%) \$781.75
 1000-14810-000-0040 PERF (11.2%) 1,144.53
TOTAL GENERAL FUND: \$12,145.28

1112-45523-000-0002 ERP Software (12,145.28)
TOTAL LIT ECONOMIC DEVELOPMENT FUND (12,145.28)
TOTAL: \$0.00

L. Infrastructure, Planning & Growth
 County Highway
 1176-37100-000-0064 Auto Lease \$230,000.00
 1112-144011-000-0064 Highway Equipment \$120,000.00
TOTAL: \$350,000.00

M. Infrastructure, Planning & Growth
 LOIT
 1229-91901-000-0023 Reconstruction/Resurface – 2019 \$1,000,000.00
TOTAL: \$1,000,000.00

N. Circuit Court
 County Drug Fund
 1148-39205-000-0019 Community Grants \$50,000.00
TOTAL: \$50,000.00

O. Sheriff
 Cyber Crimes
 8133-44602-000-0005 Maintenance Equipment \$7,625.00
TOTAL: \$7,625.00

P. Sheriff
 Cyber Crimes
 8133-44600-000-0005 Special Equipment \$11,133.00
TOTAL: \$11,133.00

Q. Sheriff
 Special Vehicles Inspection
 1208-45010-000-0005 Vehicles \$1,030.00
TOTAL: \$1,030.00

R. Probate Court/JJC
 Real Services Grant
 9124-36015-000-0025 Contractual Svc. \$75,000.00
TOTAL: \$75,000.00

S. Probate Court
 1000-39401-000-0025 Court Ordered Expenses \$100,000.00
TOTAL: \$100,000.00

T. Sheriff
LIT
1112-39150-000-0040 Other Expenses \$175,000.00
TOTAL: \$175,000.00

U. Probate Court/JJC
2018 Family Court Project
9147-11079-000-0025 Court Administrator \$4,200.00
9147-14800-000-0025 FICA Taxes \$329.00
9147-11480-000-0025 PERF \$471.00
TOTAL: \$5,000.00

V. Prosecutor
Adult Protective Services Grant
9108-11318-000-0018 Investigator APS \$312,524.00
9108-11319-000-0018 Director APS \$68,279.00
9108-32020-000-0018 Travel \$7,497.00
9108-32200-000-0018 Telephone \$6,700.00
9108-39150-000-0018 Other Expenses \$7,095.00
TOTAL: \$402,095.00

Motion to pass Bill No. 37-20 was made by Mr. Catanzarite and seconded by Ms. Hess. Bill No. 37-20 was passed to-wit; 9-0 Item T&E Against: Mr. Telloyan

Mr. Kostielney: During the committee meeting, we had discussed the possibility of having first reading and taking action on Bill No. 46-20, modifying the emergency pay (inaudible) as we begin to reopen county offices (inaudible) the though was by multiple attorneys that we take action so we can move forward.

Mr. Catanzarite: I presume he is referring to, we got emailed the draft ordinance by Pete Agostino on Friday, is that the one that's being referred to and the question he is asking us if we can tack on that item, suspend our rules and have a unanimous agreement that we would be willing to do that, moving it forward, is that right?

Mr. Morton: Yes, I know what he is asking. Mr. Trippel, so we would need to have a unanimous vote to suspend the rules?

Mr. Trippel: That's correct.

Mr. Catanzarite: Did Mr. Trippel get a chance to review that ordinance?

Mr. Trippel: I did, it works in concert with the previous two ordinance we passed for purposes of stay at home pay, emergency pay, etcetera. Since we have some employees working in the building, some at home, some remote, it's just part of the phase back of the employees, it is consistent with what we are trying to do.

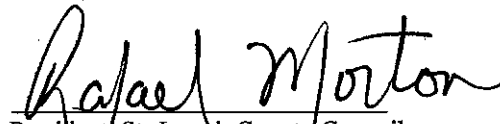
Mr. Catanzarite, I would be willing to suspend the rules to consider moving on Bill No. 46-20.

Mr. Catanzarite made the motion to suspend the rules for Bill No. 46-20, the motion was seconded by Ms. Hess. The motion failed 8-1. Against: Mr. Telloyan.

6. Miscellaneous
7. Unfinished Business
8. New Business
9. Adjournment

Adjournment: Mr. Morton stated that the meeting was adjourned 6:13 p.m.


Auditor, St. Joseph County


President, St. Joseph County Council