

POSEY COUNTY COUNCIL, TUESDAY, JUNE 13, 2023

The Posey County Council met in regular session at the Hovey House on Tuesday, June 13, 2023, at 9 am. The following members were present at the said meeting: Heather Allyn, Aaron Wilson, Dave Dausman, Zach George, Brandon Deig, Tom Schneider, Jerry Chastain, County Attorney Josh Clayborn, and Auditor Maegen Greenwell.

H. Allyn called the Posey County Council meeting to order at 9 am with the Pledge of Allegiance.

Posey County Sheriff Tom Latham led the Council in prayer.

MINUTES

A. Wilson made a motion to approve the minutes from May 9, 2023; J. Chastain seconded. The motion carried with a vote of 6-0.

TREASURER'S REPORT

B. Deig made a motion to approve the May Treasurer's report; A. Wilson seconded. The motion carried with a vote of 6-0.

CLERK'S REPORT

Z. George made a motion to approve the April Clerk's report; A. Wilson seconded. The motion carried with a vote of 6-0.

ORDINANCE FEE UPDATES

Posey County Auditor, Maegen Greenwell, stated that the Auditor's office received a request from a department to amend a listed fee on the current County Fee Ordinance. Mrs. Greenwell stated that the Auditor's office reached out to all County departments to make sure any changes that needed to be made were included. Mrs. Greenwell stated that the Council attorney has looked over the changes. H. Allyn stated that Ordinance 2023-06-13-01 is an amendment to the ordinance establishing reasonable and just fees for Posey County. H. Allyn stated that the ordinance involves fees for items including permits, copies, birth certificates, etc. A. Wilson made a motion to approve Ordinance 2023-06-13-01; B. Deig seconded. The motion carried with a vote of 7-0.

ABATEMENT REVIEWS

Green Plains:

Director of Tax, Mike Beckers, stated that the project associated with their abatement was completed in the first quarter of this year. Mr. Beckers stated that at the time of the abatement application, the project was estimated to cost \$68,800,000,000, and the total cost of the project came in at \$70,100,000,000. Mr. Beckers stated that at the time of the abatement application, there were 52 full-time employees, and they had estimated adding 14 full-time employees. Mr. Beckers stated they currently have 67 employees, meaning they added fifteen. Mr. Beckers stated that the average wage was roughly \$28.00 per hour. Mr. Beckers stated that 54 of the 67 employees reside in Posey County. It was noted that Green Plains did not submit the required CF-1 to the Auditor's office for this abatement. A. Wilson made a motion to table the Green Plains abatement until the July meeting; J. Chastain seconded. The motion carried with a vote of 7-0.

H. Allyn stated that the council would like to know about Green Plain's involvement in the community. Mr. Beckers listed several events that Green Plains was involved with within Posey County, including an annual donation to the Marrs Township Fire Department. Z. George questioned if anyone had contacted Green Plains regarding the Children's Learning Center looking for funding. Mr. Beckers stated that no one had contacted Green Plains as far as he is aware and that he would be the contact.

AstraZeneca:

AstraZeneca representative, Bill Hayes, addressed Council regarding their ongoing abatements. Z. George questioned AstraZeneca's community involvement. AstraZeneca representative, Chris Nolan, gave examples of the type of involvement within the community and the possible growth of the Posey County AstraZeneca plant. Z. George requested that Mr. Nolan provide Council with the number of employees residing in Posey County. H. Allyn questioned if AstraZeneca had been approached by the Children's Learning Center regarding financial support. Mr. Nolan stated he is unsure and will follow up with the AstraZeneca HR department and communication department. D. Dausman stated that the involvement that AstraZeneca has in the community is a disappointment. Mr. Nolan stated he would provide a more comprehensive list of AstraZeneca's community involvement. H. Allyn stated that Posey County

Council's goal is to grow the residence and try to get employers to help keep their employees in Posey County. J. Chastain made a motion to continue the abatement; A. Wilson seconded. The motion carried with a vote of 7-0

BWXT:

BWXT Director of Facilities, Guy Jackson, addressed Council regarding their ongoing abatements. Mr. Jackson stated that at the start of the abatement, BWXT had 210 full-time employees and currently has 408 full-time employees. Mr. Jackson stated that at the end of 2022, the average hourly wage was \$39.22/hr. Mr. Jackson stated that as of June 1, 2023, there are 426 full-time employees, with 39 of those employees residing in Posey County. Mr. Jackson stated that most of the employees are new to the area and could not find housing close to work, so they reside in Vanderburgh County. Mr. Jackson outlined the community involvement that BWXT participates in. Mr. Jackson stated he is unsure if the Children's Learning Center has reached out. Mr. Jackson stated that BWXT is struggling to find good welders in this area or people that want to work in general. T. Schneider made a motion to continue with the abatement; A. Wilson seconded. The motion carried with a vote of 7-0.

CGB:

Gary Banner, CGB Representative, stated that around 89 full-time employees are currently employed. Mr. Banner stated that 47% of the employees reside in Posey County, with the number increasing. Mr. Banner outlined the community involvement that CGB participates in. A. Wilson questioned if CGB was in year seven of the abatement; Mr. Banner stated that was correct. Z. George questioned the number of full-time employees. Mr. Banner stated that there are currently eighty-eight full-time employees, with the number fluctuating between eighty-seven and eighty-nine employees. Mr. Banner stated that CGB is also having a hard time finding suitable candidates for the positions that they have open. T. Schneider made a motion to continue with the CGB abatement; A. Wilson seconded. The motion carried with a vote of 7-0.

NIX Companies:

NIX Companies CFO, Jared Baehl, stated that their abatement is scheduled to start a year from now, so he will just be giving an update on the project. Mr. Baehl stated that the project is finishing this year with the equipment purchased. Mr. Baehl stated that they employ 150 employees, with 89 employees working in Posey County. Mr. Baehl stated that of the 89 employees working in Posey County, 43 employees reside in Posey County. Mr. Baehl stated that a survey was sent to the employees that work in Posey County inquiring about where they live and what could bring the employees to reside in Posey County. Mr. Baehl outlined NIX's community involvement.

Sabic:

Steve Nichols, with Sabic, addressed the four ongoing abatements. Mr. Nichols stated that three of the four are in years seven and eight. Mr. Nichols stated that the other abatement is in year two. Mr. Nichols outlined Sabic's community involvement. Mr. Nichols stated that roughly 35% of Sabic employees reside in Posey County. Mr. Nichols stated that Sabic gave a cost-of-living bonus of \$3,500 to every full-time employee recently. Mr. Nichols stated that Sabic struggles to hire suitable candidates for their open jobs. T. Schneider made a motion to continue Sabic's tax abatement; B. Deig seconded. The motion carried with a vote of 7-0.

Posey County Auditor, Maegen Greenwell, stated that Castlen is in the same position as NIX, meaning nothing is due to the Council today; therefore, no one from Castlen is present. Jenna Richardt, with EREP, stated that the site in front of ADM had been acquired for this project. Mrs. Richardt stated that there are still some issues that need to be cleared with the Army Corp of Engineers. Mrs. Richardt stated that Castlen is waiting on a potential groundbreaking date.

COMMUNITY PARAMEDIC SALARY

Posey County EMS Director, Paul Micheletti, stated that the initial amount from the State for the Community Paramedic grant was \$370,000 for two years. Mr. Micheletti stated that the grant was increased to \$495,589 to cover the salary increases. Mr. Micheletti stated that the program Posey County is enrolled in is a proactive response and assessment for community thriving. Mr. Micheletti stated that Posey County EMS is planning to partner with local hospitals to achieve the goals outlined in the grant and gave examples of several of those programs. Mr. Micheletti is asking for the position to be filled by a paramedic already employed by Posey County. Mr. Micheletti is asking that the paramedic be paid at the same current rate that is being paid currently. D. Dausman questioned the table of anticipated expenditures stating that it appeared to be around a twenty-five percent increase with the new additional funding from the State. D. Dausman questioned if each budget item would increase by twenty-five

percent. Mr. Micheletti stated that the additional funding is to extend the grant from two years to three years.

B. Deig questioned what the time period is if a patient gets discharged and returns to the hospital, that the hospital receives a fine. Mr. Micheletti stated that if a patient is discharged and returns to the hospital within thirty days, the hospital will be fined. B. Deig questioned the hours and schedule of the employee. Mr. Micheletti stated that he envisions the Community Paramedic to be a thirty-five-hour-per-week employee that works Monday through Friday, but if something were to happen, they could be called in. Mr. Micheletti stated that if an ambulance is short-staffed, the community paramedic may be used to cover. Posey County Auditor, Maegen Greenwell, questioned if the employee would get overtime. Mr. Micheletti stated that it is a possibility. Mrs. Greenwell questioned if the overtime hours would be paid out of the grant or County General. Mr. Micheletti stated that he would like the money to come from the grant if possible. H. Allyn stated that the duties of the community paramedic are similar to that of the Community Health Nurse that works a thirty-five hour work week. H. Allyn stated that she believes the rate of pay that is being asked is out of line. Mr. Micheletti stated that he took into consideration sleep time, scheduled overtime, and annual salary when giving the salary request. H. Allyn stated that the Community Paramedic would not work overtime or have any need for a sleep stipend due to it being a Monday through Friday position. Mr. Micheletti stated that a current employee would not take a cut in pay to move from one position to another specialty position. Mr. Micheletti stated that the paramedic is going to need to get a certification in order to become the Community Paramedic. Mr. Micheletti stated that this is a promotion within the department and requires a higher skill level than a normal paramedic. J. Chastain questioned if the salary being requested was for the Community Paramedic to work thirty-five hours a week and make \$40.00 an hour. Mr. Micheletti stated that the cost would be \$36.92 an hour. Z. George asked what the requested salary total was. Mr. Micheletti stated that the requested salary total is \$67,186. Z. George stated that Posey County would come up short with the current salary request based on the table that was given. Z. George questioned if the County would keep the equipment purchased with this grant and if it was possible to fund this position at a current paramedic rate and use the additional funds to allow for two Community Paramedic positions. Mr. Micheletti stated that Posey County would get to keep anything that was purchased using the grant funds, and it was a possibility to hire two people, but he did not ask for that when applying for the grant. Z. George questioned where the employee would be housed. Mr. Micheletti stated that the Health Department has a room that they have offered to let the Community Paramedic be stationed at, and Black Township has also reached out regarding an open space for the Community Paramedic. Z. George questioned whether the Scott Township Community Paramedic covered all of Vanderburgh County or just a portion. Ryan Bosnecker, Scott Township Community Paramedic, stated that as the Community Paramedic, he covers Scott Township and Armstrong Township. Mr. Bosnecker stated that the grant is structured for the Scott Township Community Paramedic to cover the entire Vanderburgh County area that is outside of Evansville city limits. Mr. Bosnecker stated that he is the only Community Paramedic in Vanderburgh County. Mr. Bosnecker stated that the Community Paramedic does schedule visits and tags along to some 911 events if the event is common in the household. J. Chastain made a motion to accept the grant and table the salary discussion for the position; A. Wilson seconded. Mr. Micheletti stated that the grant goes into effect on July 1, 2023. Mr. Micheletti stated that if we do not have an employee to do this, we cannot perform the grant. Mrs. Greenwell questioned whether the grant had to start on July 1 or if we would receive the grant money on July 1, but the work would not have to start July 1. Z. George stated that he read the grant, and it states that you have to accept the grant and have the entity in place to accept it. Z. George stated that he agrees with J. Chastain and H. Allyn. Z. George stated that it would be hard for the Community Paramedic to get to the outer portions of the County from Mount Vernon when working a thirty-five-hour work week. J. Chastain stated that it is hard to reach out and follow the hiring process without having a set salary. H. Allyn stated that a job cannot be offered without knowing a salary. H. Allyn stated that an employee should not receive more money due to being paid from a grant. H. Allyn stated that an employee's pay is based on the job that the employee is doing. Z. George stated that the employee would receive a take-home vehicle and work fewer hours. Z. George stated that he believes the grant will be great for the community; however, he believes that the Council needs more time to discuss the salary for the position. Mr. Micheletti stated that the grant has already been accepted, but the salary needs to be set. T. Schneider stated that the Council needs to look at what would happen if the County decided to back out of the grant two or three years down the road. T. Schneider questioned if the employee would fall back to the ranks where they currently are after the grant expires. A. Wilson stated that there was a motion previously made by J. Chastain to accept the grant and to table the salary; A. Wilson seconded the motion. The motion carried with a vote of 6-0. H. Allyn was out of the room.

FIRE WARDEN

Steve Williams, Wadesville Fire Department Chief, stated that Poseyville Fire Department Chief Crawford and himself are working with schools on the North end of the county to start an early education fire warden program. Chief Williams stated that North Elementary, North Posey Jr./Sr. High school,

South Terrace and St. Wendel schools are going to be taking part in starting the fire warden program beginning in August of 2023. Chief Williams stated that as small volunteer fire departments, they are struggling with funding. Chief Williams stated that between the Wadesville Fire Department and Poseyville Fire Department, there is around \$100,000 received from tax funding in total. Chief Williams is asking the Council to provide \$5,000 to help get the program started. Chief Williams stated that after the program starts, the fire departments will be able to keep the program going. Z. George questioned what the program entails. Chief Williams stated that the program will teach fire prevention to children. Chief Crawford stated that the Poseyville Fire Department makes an average of 250 runs per year. Chief Crawford stated that they have gained one new volunteer in the last five years, and by visiting the schools, they are recruiting students and getting the students interested in volunteering for the fire department. J. Chastain suggested tabling the decision for a month and emailing the local businesses. D. Dausman stated that the Fire Warden Program is the type of community involvement that the Council is looking for in local businesses. Z. George questioned the total cost for the program. Chief Williams stated that it will cost roughly one thousand dollars a year to keep the program going after getting it started. J. Chastain questioned if the fire departments go through the schools and ensure that the school is updated on fire codes. Chief Williams stated that the fire departments teach the fire wardens what the inspections are that need to be performed. Chief Williams stated that the schools would benefit from the program. Z. George made a motion to advertise an additional \$5,000 and to reach out to corporate partners about donations; B. Deig seconded. The motion carried with a vote of 7-0.

BUDGET SCHEDULE OVERVIEW

H. Allyn stated that a salary ordinance update would be brought to the Council at the July meeting.

H. Allyn stated that Department Head reviews will be done in July and August. H. Allyn stated that Budget Hearings and the first budget reading is in September. H. Allyn stated that the second reading of the budget will be done at the October Council meeting. H. Allyn stated that the 2024 salary ordinance will be discussed in November.

B. Deig questioned if the salary study had come back. H. Allyn stated that the council should have the salary study by the end of June.

DISPATCH PART-TIME

Posey County Dispatch Director, Jamie Bradford, stated that part-time dispatchers currently make fourteen dollars an hour. Mrs. Bradford stated that the State of Indiana has developed a bill this year that requires part-time dispatchers to have the same amount of training as full-time dispatchers. Mrs. Bradford requests that the part-time dispatcher rate be raised to the same as the full-time rate. Mrs. Bradford stated that the current full-time rate is \$19.375 per hour. Mrs. Bradford stated that the part-time dispatchers do the same job as the full-time dispatchers. Mrs. Bradford stated that after talking with her advisory board, it was decided that the part-time employees would be required to work a minimum of twelve hours per month. Mrs. Bradford stated that would involve covering shifts and doing their required training. Mrs. Bradford stated that if the new part-time rate began in July, dispatch would need \$5,580 for the next six months. Mrs. Bradford stated that she has that amount in her budget and would not need an additional appropriation. Mrs. Bradford stated that she currently has four part-time dispatchers. H. Allyn questioned if the part-time employees worked frequently. Mrs. Bradford stated that the part-time employees did not work frequently. J. Chastain questioned if the wage being requested would get those employees to work. Mrs. Bradford stated that she believed that it would get those employees to work. H. Allyn stated that the raise would go into effect beginning the June 28, 2023, payday. J. Chastain made a motion to change the part-time dispatch rate from \$14 per hour to \$19.375 per hour with a mandatory twelve hours worked per month and required training completed; Z. George seconded. The motion carried with a vote of 7-0.

RADIO UPDATE

Posey County Dispatch Director, Jamie Bradford, stated that there had been many issues arising in the past month regarding the radio system. Mrs. Bradford stated that on Thursday, May 25, 2023, there was a power surge that took out the system. Mrs. Bradford stated that the IT resource company came to the dispatch center and was able to get the system running again. Mrs. Bradford stated that the surge took some of the port switches out, and the IT Company brought temporary port switches to replace them. Mrs. Bradford stated that a backup battery was at the dispatch center, but the battery did not work and needed to be replaced. Mrs. Bradford stated that everything needing to be replaced would be covered by insurance. Mrs. Bradford stated that there are no notifications of when calls stop being recorded. Mrs. Bradford stated that she is looking for better recording systems. Mrs. Bradford stated that she has received all the serial numbers that she needs for the radios and is currently working on getting the contract signed and in place. Mrs. Bradford stated that some of the antennas are side by side on the towers and are causing issues. Mrs. Bradford stated that she is working with the FCC on getting the licensing updated. H.

Allyn questioned if the tower that covers the southwest portion of Posey County needed to be raised. Mrs. Bradford stated that is correct and that the tower could almost be doubled in height and help the southwest area of Posey County. H. Allyn questioned if there was a time frame for that to be completed. Mrs. Bradford stated that there is not currently a timeline. H. Allyn asked if the Commissioners would have the contract for next week's meeting. Mrs. Bradford stated that she planned on having it for the next Commissioner's meeting. J. Chastain asked if the contract could be forwarded to the council members to review. Mrs. Bradford stated that she would forward the contract once it was received. Z. George questioned if there was still a dead spot by South Terrace School. Mrs. Bradford stated that there is a known dead spot by South Terrace Elementary School and along Highway 66 in the Wadesville area. Mrs. Bradford stated that she has communicated with the new vendor, and they have completed a path study. Mrs. Bradford stated that the vendor is looking at adding another tower to cover the area or rerouting the microwaves till we get the coverage in that area. Z. Georges stated that should be the number one priority, especially if there is a school that we are unable to get in contact with. Mrs. Bradford stated that the problem is in the works to be fixed. J. Chastain questioned if the vendor is using words like they know it will be fixed, or they think it will be fixed. Mrs. Bradford stated that with the tower raised or a new tower added in, the coverage would be noticeably better.

ADDITIONAL APPROPRIATION REQUESTS

Posey County Prosecutor, Thomas Clowers, is requesting an additional appropriation in the amount of \$25,929.00 into the equipment line of the Infraction Deferral fund. Mr. Clowers stated that these funds would be used to purchase a new vehicle for the drug task force. A. Wilson made a motion to approve this request; B. Deig seconded. The motion carried with a vote of 6-0. J. Chastain was out of the room.

Sheriff Office/Jail Officer Salary:

Z. George questioned if the advertised amount for the Matron was correct. Posey County Auditor, Maegen Greenwell, stated that the additional that was advertised for the Matron included longevity. H. Allyn stated that the amount on the salary ordinance for the Matron should just be the base amount and not include any longevity. A. Wilson made a motion to approve the additional appropriations discussed at the previous council meeting and advertised for the Sheriff's Office and Jail; B. Deig seconded. The motion carried with a vote of 6-0. T. Schneider had left the meeting.

Posey County Sheriff, Tom Latham, is requesting an additional appropriation in the amount of \$13,362.00 into the vehicle line of the LIT Public Safety County Share Fund. Sheriff Latham stated that these were funds from an EMC Insurance check for a damaged vehicle. A. Wilson made a motion to approve this request; J. Chastain seconded. The motion carried with a vote of 6-0. T. Schneider had left the meeting.

Sheriff Latham stated that, per Indiana Code, the Sheriff is entitled to sixty percent of the Judge and Prosecutor's salary starting on July 1. Sheriff Latham stated that there was a 7.3% increase in the Prosecutor and Judge's salaries. Sheriff Latham stated that the Sheriff's salary would increase from \$99,000 to \$106,900.80. H. Allyn stated that the adjustment would be made to the July salary ordinance.

Posey County EMS Director, Paul Micheletti, is requesting the following additional appropriation: \$5,914.40 into the EMS Maintenance Fund. Mr. Micheletti stated that these funds would be used to purchase a mounting plate. \$500 into the uniform line in County General. Mr. Micheletti stated that these funds are from a donation from a Marrs Township resident. \$4,451.80 into the maintenance line in the County General Fund. Mr. Micheletti stated that these funds will be used to purchase a one-year on-site preventative maintenance agreement for five Lifepak15 monitors.

Z. George made a motion to approve the requested additional appropriations; B. Deig seconded. The motion carried with a vote of 6-0. T. Schneider had left the meeting.

Health Department representative, Donnie Martin, stated that the Health Department is requesting an additional appropriation in the amount of \$35,475.25. Mr. Martin stated these are funds from the Tobacco Settlement Fund and were approved by the State for the purchase of a new vehicle for the Health Department. A. Wilson made a motion to approve the above additional appropriation; J. Chastain seconded. The motion carried with a vote of 6-0. T. Schneider had left the meeting.

Posey County Auditor, Maegen Greenwell, is requesting an additional appropriation of \$20,000 into the County General contractual services line. Mrs. Greenwell stated that these funds will be used to pay for the Salary Study. Z. George made a motion to approve the above additional appropriation; J. Chastain seconded. The motion carried with a vote of 6-0. T. Schneider had left the meeting.

DEPARTMENT UPDATES

Posey County Sheriff, Tom Latham, gave the following inmate housing update:

37 Vanderburgh County

12 DOC

117 Posey County

166 total

\$37,500 was taken in from Vanderburgh in May.

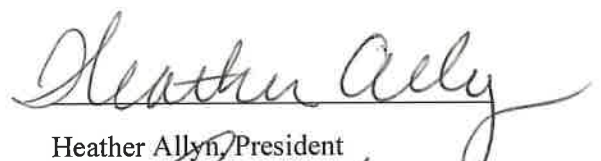
Sheriff Latham stated that he increased the maximum number of inmates on the interlocal agreement with Vanderburgh County from 50 inmates to 75 inmates. Sheriff Latham stated that the Jail is currently fully staffed, with most of them having less than a year of experience.

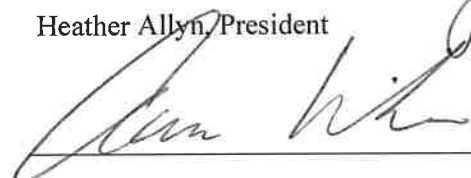
Sheriff Latham addressed the salary study with the Council regarding the Chief Deputy position. Sheriff Latham stated that the midpoint as Chief Deputy is \$77,912. Sheriff Latham stated that if he were a detective, with his longevity, his midway point would be \$76,334, with the possibility of making overtime. Sheriff Latham stated that he believes it is important to reward employees for their dedicated time to the agency. Sheriff Latham stated that seventy percent of the liability within the Sheriff's Office comes from the jail.

Posey County EMS Director, Paul Micheletti, stated that EMS is currently down one paramedic. Mr. Micheletti stated that the vehicle that was rear-ended has been fixed and is back on the road again. Mr. Micheletti stated that the receivables in May totaled \$134,336.23. Mr. Micheletti stated that there were 236 requests and 150 transports in May. J. Chastain questioned if the pay increase has helped; Mr. Micheletti stated that he believes that it has.

Health Department representative, Donnie Martin, stated that the Health Department agenda is very similar to that of the Community Paramedic. Mr. Martin stated that the Community Paramedic will work closely with the Health Department. Mr. Martin stated that there are no plans to hire additional people within the Health Department due to the money from grants not being guaranteed in the future. Mr. Martin stated that the Community Paramedic job description is similar to that of the Health Department. H. Allyn questioned the school liaison grant. Mr. Martin stated that the Health Department is hiring for the school liaison program and that the school liaison grant pays for this position. Mr. Martin stated that multiple items are being purchased for the school liaison program.

No further business was discussed, and the meeting was adjourned.


Heather Allyn, President


Aaron Wilson, Vice President


Brandon Deig

Dave Dausman

Jerry Chastain

Thomas Schneider

ATTEST: