

**POSEY COUNTY COUNCIL, TUESDAY, MARCH 12, 2024**

The Posey County Council met in regular session at the Hovey House on Tuesday, March 12, 2024, at 9:00 a.m. The following members were present at the said meeting: Heather Allyn, Aaron Wilson, Brandon Deig, Dave Dausman, Jerry Chastain, Tom Schneider, Zach George, County Attorney Josh Clayborn, and Auditor Maegen Greenwell.

H. Allyn called the Posey County Council meeting to order at 10 a.m. with the Pledge of Allegiance. Deacon Mark McDonald led the Council in prayer.

**MINUTES**

D. Dausman made a motion to approve the following minutes:

February 6, 2024, regular Council meeting  
February 6, 2024, joint meeting  
February 6, 2024, executive session meeting

T. Schneider seconded. The motion carried with a vote of 7-0.

**CLERK'S REPORT**

Z. George made a motion to approve the January Clerk's Report; B. Deig seconded. The motion carried with a vote of 7-0.

**TREASURER'S REPORT**

A. Wilson made a motion to approve the January and February Treasurer's report; J. Chastain seconded. The motion carried with a vote of 7-0. Vicki Peerman, Posey County Treasurer, informed the Council that 5/3 Bank issues its interest on the 12th of the month versus the end of the month, as the County is used to. Mrs. Peerman stated she is working with the State Board of Accounts to ensure this is reported correctly.

**TREASURER END-OF-YEAR REPORT**

Posey County Treasurer Vicki Peerman addressed the Council regarding the end-of-year report for the Treasurer. Mrs. Peerman explained that per State statute, she is required to hold a Board of Finance meeting with the Commissioners at the beginning of the year, which was done. Mrs. Peerman provided the Council with the same report that was given at the board of finance meeting for 2024.

**CENTERPOINT RATE INCREASE LETTER OF OPPOSITION**

H. Allyn stated that the Council reached out to and provided a letter of opposition to the IURC regarding the proposed rate increase from CenterPoint. Council Attorney Josh Clayborn stated that all of the Commissioners in the CenterPoint service area had provided letters, but as far as he is aware, Posey County Council is the only County Council to send a letter of opposition.

**ARPA/JOINT MEETING**

H. Allyn stated that the Council and Commissioners would need to have a joint meeting regarding the ARPA funds. Mrs. Allyn suggested that sometime in May would be ideal.

**EMS COMMUNITY PARAMEDIC GRANT**

Posey County EMS Director Paul Micheletti informed the Council that the ongoing discussion regarding the Community Paramedic Grant has concluded with the State. Mr. Micheletti stated that Posey County was awarded an additional \$40,000.00 and that the Community Paramedic Grant would be extended through June 2025. Mr. Micheletti stated he is seeking other grants for this program extension beyond 2025.

### JAIL STAFF ANALYSIS

The following section of minutes were dictated verbatim due to the nature of the discussion:

Sheriff Latham: Good morning, Sheriff Tom Latham. I know that through the joint meeting, there were questions regarding the jail staff analysis and staffing in itself. Accompanying me today is Bill Wilson, who is the author of the jail staff analysis, and way above my head, hence the reason that I asked him to do the analysis. If you have a question, by all means, he is the person to ask.

Bill Willson: Good morning, a little about me because everyone wants to know if I am credentialed to do this. I have been in the jail business for over thirty-five years, and my current capacity is that I serve as the jail service coordinator with the Indiana Sheriff's Association, assisting Sheriff's across the State with their jails, serving as expert witnesses in several federal cases and litigation consultant for defense attorney. I have probably prepared well over one hundred jail staff analyses in six states, with the bulk of that work in Indiana. I have done staff analysis for official court documents, typically when they result in jail crowding cases. The Posey County Jail is not unlike a lot of the jails that I see across the State of Indiana. I can probably count on both hands the number of jails that would be close to being properly staffed. I think it is important for you to know that this is not a problem that this body created. Most staffing deficiencies in jails go back for years. Unlike fifteen years ago, this is something that you need to begin to take seriously now. What we are seeing in Indiana and in several other states that is really unprecedented right now are the number of Counties that have been notified that their insurance company that provides their law enforcement liability policy they are either non-renewing or canceling those policies because a lot of these companies no longer write that particular line of business. I think in Indiana, there are probably now, maybe five companies that are currently writing that type of business in Indiana. A lot of that is driven by claims coming from the jails, and especially as I know if you see the news, you understand that some of the verdicts coming out are a little high. I am not sure if they are just scared, but several of those have pulled out now, and Counties have been faced with trying to find coverage, and when they do find it, the deductibles are exponentially increasing, even to get the coverage that they need. A lot of that goes back to staffing. The Sheriff constitutionally runs the jail, and it is a service organization, so everything he provides those inmates is a service and requires people to do it. When we don't have people to provide the services, and a lot of those services are required, you start to get deficiencies. Once you start to have deficiencies, it is not a matter of if something happens; it is a matter of when. I think that is where you are now as Posey County officials. You are to the point now that it's not if it's going to happen; it's just a matter of when. The best way to provide a little reassurance to protect some of that from happening is you have to have people in the jail at these posts that you do not have now. I think this is just a simple matter of math. I will be happy if you have any questions; I will answer if I can and if it's something I don't have, I will certainly get that information back to you. I think you have all looked at the report, fourteen additional staff is what is needed.

Josh Clayborn: What are the most pressing. Or glaring deficiencies that you see right now.

Bill. Wilson: Across the State? Or here?

Josh Clayborn: Here

Bill Wilson: I think the thing that concerns me the most right now is the intake or booking area; you have obviously inmates that are arrested that are routine, and you know what to expect, but inmates that are, we are now seeing withdrawal complications from alcohol and from opioids. Often, you have inmates in that intake area, but you don't have a soul around to be able to take a look at those inmates. For example, if an inmate is actively suicidal, the recommendation is that you have eyes on that person the entire time they are in that state, and you don't have that. Even inmates who are suicidal and who are on a normal protocol need to be observed by a real person, not relying on audio or video every fifteen minutes; you currently don't have that. I think that intake area, simply because you just don't have anyone to put there, you just don't have the staff to man that post and that is a pretty significant post that you should have manned that you don't. We see a lot of bad things that happen as a result of that. Not being able to supervise those inmates, who are probably the most vulnerable when they are first coming into the jail.

Josh Clayborn: How is the intake being handled now, then?

Bill Wilson: When someone books in, if they have a rover that is not currently doing something, he will come down and get that inmate booked in, but then he has other responsibilities somewhere else, so you have one person you are trying to divide between separate posts with activities going on at each post.

Josh Clayborn: So that is the worst concern; what would be the second and third biggest deficiency?

Bill Wilson: I think your second deficiency is you just don't really have the proper amount of staff to currently keep those inmates in what we would determine to be preventing (inaudible) to protect issues. Let me give you an example. Several years ago, Congress enacted what they call the Prisoner Rape Elimination Act, and they basically said we are not creating new constitutional standards, but we are making recommendations that jails should have in place to make sure that inmates aren't subjected to sexual assault in jails. Some of those requirements are there are processes that have to be taken at intake including training processes and supervising processes. Since the jail doesn't have the personnel to even think about what is necessary with PREA you have gaps in all of those standards that were issued by Congress.

B. Deig: So, is it common across the state that when someone opens a new jail or facility, they just get the ok before everything is done?

Bill Wilson: That is a really good question, and I will answer that with an it depends. What I see now is when Counties don't address the problem, and they end up being sued as a result of jail crowding. Typically, the American Civil Liberties Union of Indiana, they initiate a lot of those cases across the State. They probably have four or five of those cases going now. One of the requirements they have before they open that new jail is that the jail has to be fully staffed.

B. Deig: Where do you find that number?

Bill Wilson: For a new jail?

B. Deig: yes

Bill Wilson: For a new jail, you go in and do an assessment of the jail. Where do we think about where we have to put personnel posts? In other words, what areas are in the jail that we have to have supervision there? How many hours a day do we have to have supervision there, because unfortunately a jail is a 24/7 operation. You look at that number, and there is a multiplier that comes into effect based on how much time someone is not there. So, for example, a 24-hour post takes more than three people because people call in sick, people get vacation, and under jail standards, you have to have people out for training. So, there are going to be absentees, so that has to be factored in. We look at that and come up with that number.

Josh Clayborn: So, there are a lot of intake deficiencies. There are deficiencies in the general floor area to make sure there is no rape and other types of assaults. Are there any other administrative deficiencies?

Bill Wilson: Yes, in other words, you are not able to consistently audit your inmate classification system, which is a tool designed to make sure we get inmates housed in accordance with their threat to others. You don't have personnel to audit that system from time to time to make sure it is working. Inmates who misbehave are entitled to a conduct hearing; they are doing those hearings when staff is available, but there are timelines that come into play where those things have to be conducted in a certain timeline or benchmark. If you don't have staff there to conduct those hearings, it is hard to hold people accountable, and when you hold inmates accountable, it results in more bad behavior in the jail. The problems just magnify.

Josh Clayborn: So, when there are deficiencies, who handles assignments and schedules and is rearranging those kinds of deficiencies right now? Maybe that is a better question for the Sheriff. So, whether that is intakes or problems on the floor, how do you manage how to assign people and keep them properly covered?

Sheriff Latham: The Jail Commander does that. Frankly, we wing it. That's the honest answer. It is kind of a deal with it as it comes up, and hope for the best.

Josh Clayborn: Does that ever cause discipline problems or anything on the staff because you are shorthanded?

Sheriff Latham: Yes, I am getting ready to fire someone today.

Josh Clayborn: So, who handles those types of discipline counseling issues? Is that you?

Sheriff Latham: It depends on how severe it is, but most of the time, the Jail Commander will handle that through my guidance.

A. Wilson: Have you presented this to the Commissioners?

Sheriff Latham: Yes, the same documentation that I provided to you was provided to the Commissioners.

A. Wilson: In a Commissioners meeting, you have talked to them?

Sheriff Latham: Yes.

A. Wilson: Bill, I am not trying to put you on spot, but what is your thought on this. What do the Commissioners think about this?

Bill Collins (Commissioner): We have not had a concise conversation on this other than what was presented. My personal fear is that we will get into trouble if we don't do something. I don't know what the number is, though.

A. Wilson: My only concern is I am glad you brought this to us. Obviously, we are one of the bodies of government in Posey County, but technically, any new hiring is done by the Commissioners, and that would be a Commissioner vote.

H. Allyn: that is not correct. We create the positions.

A. Wilson: I was thinking it was the other way around, I apologize. We would be the ones who create the position.

H. Allyn: Correct. Your main focus is the intake, so you are saying it would take like three people to cover that?

Bill Wilson: To cover that 24/7, you would need five on average.

H. Allyn: Explain to me how you come up with five. They work 12-hour shifts, yes?

Bill Wilson: yes

T. Schneider: On average, how many inmates do we intake in 24 hours?

Sheriff Latham: On average, I can't even give you an average. It would depend on if we are bringing in Vanderburgh, excluding Vanderburgh, let's say, maybe three. That might be high, that may be a little low.

Z. George: I have a question for Mr. Wilson. You referred to protocol and regulations. What is the standard inmate-to-employee ratio? What is required by the State of the Department of Corrections? Is there one?

Bill Wilson: Another really good question. There is not one, and the reason for that is because every correctional facility, whether it be at the federal level, state level or County level, they are going to operate differently. Some jails have a high emphasis on rehabilitation programs and those efforts, so if we do that, it takes staff to do it. Other jails don't have that emphasis, so they don't have that inmate movement, which lessens the need for staff. The design of the building makes a big difference. Old linear-style jails are much more staff-intensive to operate than the newer-designed jails. Benefits packages that are provided by the Commissioners and Council will make an impact as well because the more benefit time a staff person has when they are not available for that post, the more we have to substitute someone into work that post, which again, puts a lot of stress on the need for staff.

Z. George: So, in essence, they hand down these requirements or statutes but there is no guidance on staff that is given. Where I am getting at, to touch on his point, is that Warrick County is building a new jail, and I am assuming someone from the state will come and inspect that, and they can't just open that with four people. Or can they?

Bill Wilson: I think the State would probably when they inspect a jail, they are not inspecting it for staffing. They are inspecting it for, under the existing statute, to make sure from a security standpoint that it meets the security needs, like there is no gap that is greater than six inches, that you have at least one toilet for every twelve inmates, that your HVAC handles the proper air, the proper amount of candle power from your lights, those are types of things they are interested in before opening a new jail. I think kind of I agree with the Commissioner, as far as staffing, that is the risk that you assume unless you end up in some type of litigation that the requirements of that litigation, is that you properly staff the jail based upon a recommended number based upon an official report. That is what I said earlier; that is what I see when Counties end up getting sued because of jail conditions/jail crowding; they build a new jail, and the plaintiff will make the argument that we don't want to repeat this what we just did, so when the new jail opens we have to make sure we have enough staff to make sure that we are meeting all of those constitutional requirements. I think that is important to consider because a lot of what we do to jail, we look at this report and make those determinations on staffing; it's not an option; you have to feed your inmates that's not an option. You have to make sure you are dealing with serious medical issues; that is not an option. You have to make sure you are searching those inmates properly and that you are not creating (inaudible) issues for inmates; that is not an option. There are just certain things that the Sheriff has to do, and the problem that we see is when we don't have enough staff to do those things, either to do them at all or to do them properly, that creates risks and the way you minimize that risk is you have the required number of staff to make sure the jail can be run in a manner that meets all of those requirements.

Josh Clayborn: Just so I understand, trying to nail down the additional staff that would be needed. I think the current staff, if I am not mistaken, is on page 15. Is that right? So I match.

Bill Wilson: I think currently you are at 15 staff.

Josh Clayborn: I'm sorry, but on page 15 of this report, I'm trying to make sure that's what's current or what you are recommending.

Bill Wilson: If you go to page 18, it is recommendations. There is a jail manning table that I think is on 14.

Josh Clayborn: OK, I see.

Bill Wilson: So that basically will identify that position or that post. Then it will show the total and the relief factor. The 2.34, those are those non-administrative staff who, in other words, that position has to be covered.

Josh Clayborn: OK, so on page 15, it has the description; I apologize for being somewhat new here. I am getting to the end of my rope for using that excuse, but so we have the positions of jail administrator and assistant jail administrator. What are their names?

Sheriff Latham: The jail commander is Mark Pharr, and the assistant jail commander is Ashely Crossen.

Josh Clayborn: OK, so Mark and Ashley handle those responsibilities. Then floor security, custody/security and booking; who are those individuals.

Bill Wilson: That is not a single person that runs that. It is whoever is available in your jail, that is who would be taking care of that. Those may or may not be getting completed in the proper amount.

Josh Clayborn: Who is it that typically does floor security in booking?

Sheriff Latham: The two jail officers, only because one is in the control room that is manned 24/7.

H. Allyn: Typically, there are three, if I remember correctly, right? So one is in the control room, and the other two, one can get pulled over into booking, and the other one is on the floor by themselves, right? I know we asked you last time to tell us where you feel your deficiencies are. If I remember correctly when I went out there, you said issues are sometimes when a lawyer comes in, and they need to meet with someone, or there is some kind of medical issue, so do you find the bulk of your issues are daytime issues?

Sheriff Latham: As far as attorney visits, food, medical, probation visits, and mental health, yes, most of that is in the bulk of the day shift. The problem that arises in the evening time is obviously when someone comes in that has been arrested, and they are suicidal, or going through some type of mental health crisis, or drug overdose, or whatever the case is. I checked with the jail commander, and it is 3.23 average intakes per day.

T. Schneider: Is that excluding Vanderburgh?

Sheriff Latham: No, that would be including Vanderburgh.

J. Chastain: Is there any renovations that you see that could help manipulate, or encompass that number down a little bit. Is there anything, because 14 people is a lot of people. If there is a renovation cost, looking at it from a different angle, is there a renovation cost that we can do to help funnel things in a scenario where we could do a little bit of both? Is that off the table?

Bill Wilson: I think the addition that you did is obviously a little more staff-friendly than the old liner-type stuff. I think that has certainly lessened the load, so to speak. I can give you an example: I am currently working for Allen County, their current jail, which is a hodgepodge of everything. It is an old building that they built onto several times; some of it can be what we call indirect supervision and newer designs, and some of it is the old liner rows and lines of stuff. At 750 inmates, their staffing needs 153

people, which is a really high staff load. They are looking to build 1100 beds and that staffing load to go from 750 to 1100 because of the design, it is only going to result in a staff increase of about 35 people.

J. Chastain: I am hoping, with having a newly built jail, that we have brought in a lot of these things when it was built and designed. That we have a pretty fluent design. Am I correct in that? That we are kind of top-notch.

Bill Wilson: Yes, your addition allows you to go indirect, which is not nearly as staff-intensive as some of the older liner stuff; yes, you are correct. The design that you chose is a little more friendly as far as staffing is concerned.

J. Chastain: Tom, since the jail has been built, what has been the jail staff since the inception of the new addition? Has it always been 15?

Sheriff Latham: There may have been one addition somewhere between when I came in 97 and the present time. I can't say that factually.

J. Chastain: I hear you say you are winging it, and from sitting here, I don't like hearing that. That is when mistakes can be made. I am wondering if there is something you can offer from the standpoint of looking at it more than just adding people. Is there a combination that we can do to make that number come down on people, or do you think that is where it is at?

A. Wilson: Last month, I just counted between DOC and Vanderburgh County; we had 71 inmates. Right? In the old jail, before the addition was put on, it was 61 beds.

Sheriff Latham: 62

A. Wilson: 62. So I mean you are talking we are taking more people from out of this County that we used to have in our old jail. I get that it was designed specifically to do that, but I do think just numbers wise, you have to look at that and say we are taking more people than we used to take, total, from outside of the County.

H. Allyn: It is designed differently, specifically to not have as many people. Whether you have three inmates or 200 inmates, this is what the staffing is. You are not relating that to the number of inmates.

Bill Wilson: A good example is your control room. If you have 200 people in jail or only one person in there, that control room has to be posted. It has to be. 24/7.

A. Wilson: I am making that point because granted, I get that it was designed the way it was designed, but I remember sitting here when Heather and I first came on Council and them saying, oh, we fine with what we have, as long as we get to keep the Community Corrections jailers. As long as we get to keep, I think, six of them.

H. Allyn: I remember creating the assistant jail commander position, but I don't remember if we took a jailer and switched to that position or we created a new position and left all jailers that did exist. This is the only one that I recall in my tenure that was created, as far as personnel. Community Corrections had six people who worked within the jail; this is not happening any longer. Is the return of perhaps that many? I mean, your main focus seems to be the intake, and I know that is a concern. So, I guess I am just trying to understand. I know you are saying 14; I like Jerry's thought about whether there is a way we can restructure things. Because this is an ongoing expense, right? Construction is a one-time expense; employees are ongoing expenses that just continue to become more and more money.

J. Clayborn: When was the assistant jail commander position created?

Sheriff Latham: I would say probably four years ago.

Josh Clayborn: So, they help the jail commander when they are not there? Right?

Sheriff Latham: I am sorry?

Josh Clayborn: They will be backup for the jail commander, doing things they would do when they are not there.

Sheriff Latham: yes

Josh Clayborn: So I am looking at your report, so they will do, like, shift activities, training, staff duties, that kind of thing, and more if the jail commander is gone. They oversee and handle all of that?

Sheriff Latham: yes

D. Dausman: So Tom, when the new addition was done, what year was it you were actually using the new addition.

Sheriff Latham: I think we moved in October of 17.

A. Wilson: 17, yes.

D. Dausman: In 2017/2018, how many staff did you have for the jail?

Sheriff Latham: We would have had, I think when I first became sheriff, we had lost two from Community Corrections because the State wouldn't allow it because the work release process wasn't active. Then, I shut it down because of security reasons.

D. Dausman: So after that shutdown, what was the staff number?

Sheriff Latham: Two, they kept us with two, and then, of course, after COVID, I think was at the end of last year, we lost the last two.

A. Wilson: 2023

Sheriff Latham: end of 2022, beginning of 2023.

A. Wilson: you lost two.

Sheriff Latham: So that took us down to zero from Community corrections.

D. Dausman: How many employees do you have today that are responsible for inmates?

Sheriff Latham: 15

D. Dausman: 15. How many staff did you have in 2018 that were responsible for inmates?

Sheriff Latham: 19

D. Dausman: The jail hasn't changed in terms of layout; what you are asking for is a 100% increase. How many inmates do we have today, increased percentage-wise versus 2018?

Sheriff Latham: I would say significant. Without going back, I would say back then, we probably had maybe 90 inmates.

D. Dausman: And today we have?

Sheriff Latham: Today, we have

A. Wilson: it is almost double.



Sheriff Latham: It is 149 today.

D. Dausman: You see where I am headed, not being there, looking at it from a purely headcount, percentage-wise.

Bill Wilson: I think you have to keep in mind that when that building was opened, it wasn't probably properly staffed the day it opened. So, you are comparing a shortage number the day it opened with where you are now. I would advise you to keep that in mind. A lot of counties have relied on architects to provide a staffing number, and I have never met an architect who actually worked in a jail.

D. Dausman: I have been here for the same amount of time as Josh, but if I had been here when the jail was opened, I wouldn't have let an architect staff my jail. I can't fathom that happened back then.

H. Allyn: I would think the Sheriff had input. It wasn't an architect saying this is what you need; it was the Sheriff agreeing that this is what I need.

A. Wilson: I can vividly remember Sheriff Oeth saying that as long as we keep our six Community Correction people, we should be good. I remember those words coming out of his mouth. I can remember questioning if there was going to be enough staffing whenever that was all being done. We have kept the jail at 120 or 130 for a while and just recently added another 20 to 30 inmates.

Sheriff Latham: Part of the problem comes from the Department of Corrections, and they dictate when we can bring our inmates up there. Like today, we have 43 DOC inmates, and we are at their mercy.

Z. George: Where did those come from?

Sheriff Latham: They are sentenced by the Court to the Department of Corrections. So they are sentenced, instead of being handed out to serve locally, they are sentenced to the Department of Corrections. So, then they are financially responsible, which we gain funds from that, but Bill correct me if I am wrong. We went from getting paid \$37.50 per day to being paid a lump sum based on the average. Is that still the thing?

Bill Wilson: Well, yes, there are a couple of different payment systems for the DOC. One, years ago, Counties used to get a check called the misdemeanants grant fund, and since the DOC basically started to pay the Counties so they wouldn't send misdemeanants to the DOC, they paid that. They changed that formula several years ago, and apparently, it is a top-secret formula because no one knows how they calculate it. I have even asked for it and can't get a copy of it. Then there is another pool of money that is available for housing, for example, inmates that are in the jail only on a parolee warrant only. The DOC will pay for that. There is some money available for inmates that are held in County jails post five days after the day of sentencing, you can collect. But I do not know how much money is available for those two particular funds. The Sheriff is right about that misdemeanor fund money; they changed that formula when they enacted changes in the criminal code that you couldn't send level 6 to the DOC anymore. They recalculated that formula in that period of time.

Josh Clayborn: How can we be sure we are maximizing our funding through that? Who oversees that in the County? Is that your office?

Sheriff Latham: The matron does that, and we bill them to ensure we are going to get paid. Many times, they will send us information back saying no, this person doesn't count. Or you can't charge for this, because of this. It is an ongoing issue, that I don't think we are the only office that suffers from this. Again, Bill, you may be able to speak to this; having 43 DOC inmates is kind of, from what I have spoken to other Sheriffs, not all of them, but that is a very high number to be held in the jail. Maybe you know differently.

Bill Wilson: What the DOC has done recently for the problems the Sheriff's run into, and obviously it impacts you, the DOC did a software upgrade, and apparently it takes the Department of Corrections longer to do a software upgrade than anyone in the United States. They kept using that as an excuse as to why they couldn't take any inmates. Now they have come up with a formula, and that formula is they will call and say how many DOC do you have on a weekly basis, but also how many beds do you have. If your jail is not crowded, you are not on the top of the list to get inmates; those jails that are crowded get priority for taking DOC inmates, despite the fact that the 43 inmates you are holding are a crisis for you. Because it impacts just the number of beds that you have, those inmates require services that, once again, come from personnel.

J. Chastain: Just to go back to what I said earlier, is there a capital improvement plan that you could present that could off-set the number of 14 people.

Bill Wilson: You know, I am really not for sure, like I said, your addition is kind of an indirect supervision concept that is probably one of the most staff efficient designs that you have. You still have to have people out there, obviously. The intake area you have to have posted. You don't have a lot of posts, some jails have a release staging area, so that has to be posted, some jails have special areas just for inmates that need heightened medical care, so that would require a post, you don't have that. So you really just have a minimum number of posts, your intake, your security, and your control. I mean, it's just really those three posts, primarily in the jail. Then, your administrative responsibilities are to make sure everything is running properly. I think you probably need to think about, you have ongoing maintenance problems in the jail, if you don't do something about that, it is going to come back to get you. That is something that we have mentioned in the report a little bit. You need personnel to take care of that, even though you can see our building is only X number of years old; because of the manner in which jails operate, even an architect will tell you that the building will age anywhere between three and seven years for every single year of a regular commercial building. So, if you have a seven-year jail, that building is actually somewhere between 21 and 49 years old, just from the wear and tear. You have plumbing going constantly, electric going constantly HVAC systems going constantly, so there is much more wear and tear and from a maintenance standpoint, security electronics are kind of delicate, they are really great, but delicate and that requires a lot of maintenance and cost associated with those things. When those things start to shut down, and your plumbing no longer works, then you can possibly be looking at other issues directly related to the fact that our plumbing doesn't work now. I think you have a combination of all of those factors.

B. Deig: How did we get to the number 14? It's a terrible stat, but if there are only a handful of jails in the State of Indiana that are fully staffed, that sounds absolutely terrible. If we have 14 and we are fully staffed.

Bill Wilson: You are not fully staffed.

Z. George: Adding 14 will not fully staff us?

Bill Wilson: Yes, adding 14 will fully staff you. Sorry, no, at 15 now, you are not fully staffed.

B. Deig: I am just wondering how we got to that number, if there is not a formula or any kind of guidance.

Bill Wilson: There is a formula. We look at the posts, then apply relief factors to them; for example, once again, you go to that manning table and look at that report, and it breaks all of that down.

B. Deig: We have here posts that we individuals at.

Bill Wilson: Right, for example, your intake post, your 12-hour shifts, so it takes two people, each working a 12-hour shift, and then you load that by 2.34, which is a relief factor because those people take

a vacation; they take days off, they have sick days. So, it takes 4.68 people to staff that post 24 hours a day. You are looking at your control room the same thing; you are looking at 4.68 people. Then, your floor security, right now you are running two, which isn't enough during the day; the Sheriff just talked about that; you have everyone coming in that needs to see clients, there can be other transport issues, you have to get inmates staged for those transports when they come back, you should be doing routine cell searches, to search for contraband, you are not able to do that. We could go through a laundry list; we could go through that. Three through the day, two in the evenings, load that 2.34, and that is 11.74 people.

T. Schneider: I have a question. When we think about housing inmates from other facilities or jurisdictions, whether that be DOC or Vanderburgh County, for instance, because we have a fair amount of what I will call paying customers, if they figure into that 3.24 number, wouldn't it be fair to say that those inmates would come through booking during the day shift only. Would that be a fair statement?

Sheriff Latham: For Vanderburgh County, yes, in most circumstances, they come throughout the day.

A. Wilson: And DOC?

Sheriff Latham: Well, DOC are inmates that are already in our jail; they have just been sentenced to DOC. So they have been arrested for a crime that has been committed in Posey County, and versus them spending their sentence in the County Jail per say, they are spending their sentence in the Department of Corrections.

T. Schneider: OK, so that booking would be a daytime booking as well.

Sheriff Latham: Well, it would depend on when they were booked into the jail. So, if they came in at midnight, and two years down the road they get sentenced to the DOC, that booking actually took place at night. So, you are just changing your status in the computer.

T. Schneider: So that part is really irrelevant. So it would be the Vanderburgh County inmates that would be significantly adding to that 3.24 number, right? In my mind, that skews the numbers on the people that are needed. I am not trying to shoot holes in your theory, Mr. Wilson.

Bill Wilson: I think you are thinking that we only need someone there to book them in and they can leave. That is not the case because you have people housed in that area that are extremely volatile, and they are at risk for you. They are suicidal, they are withdrawing, they are violent, or they have mental health issues. If you just abandon those people in those cells without someone there to keep an eye on them, I think you are asking for trouble.

J. Chastain: With all due respect, in business, when you hire an expert, I can hire three different experts and get three different answers. I say we take this under advisement and talk about it.

A. Wilson: I don't think there is a move to be made today, personally. I think that we definitely need to take this under advisement, and we should consider adding staff. That is my opinion.

H. Allyn: When we had Community Corrections people, what role did they fill? Were they on the floor, were they in intake, or were they in an area just dealing with Community Corrections?

Sheriff Latham: They acted as a jail officer.

H. Allyn: So, you had more people on the floor when you had them?

Sheriff Latham: Yes.

H. Allyn: OK, then we were down to just two who were left at the end of 23 and they were just a regular serving as jailer, and those positions were funded through grant dollars?

Sheriff Latham: Yes.

H. Allyn: Why did we lose the last two then?

Sheriff Latham: Because we don't have a work release program, and that was the deal between Community Corrections and Sheriff Oeth was, we would have a work release program, basically live rent free, is you have to provide us with jail staff. Again, I want to preface that the reason I removed the work release was for security purposes. I believe if I were to have maintained work release within the jail, I would probably be the only Sheriff that is comingling regular inmates with work release inmates.

T. Schneider: We wouldn't have a separate place for those people? We don't have the capacity for that.

Sheriff Latham: No, they would be in with the trustees.

A. Wilson: So, regular population

Sheriff Latham: No, not regular population. So, the trustees are separated from regular inmates, but the trustees have access to laundry and multiple other regions of the jail. So, when you bring work release in, you are bringing someone in from the outside into a secure facility, ongoing throughout the day. You only increase your chance of contraband or whatever the case is.

Josh Clayborn: Let's say you waive a magical wand, you get your wish, and you have 14 more people. What is the process of deciding where to allocate them, and is that hiring process you and the jail commander overseeing the hiring process for that?

Sheriff Latham: Correct

Josh Clayborn: And that would be the case for vacancies you have now, too?

Sheriff Latham: Yes. I am going to have a vacancy today, but it's going to be filled.

Z. George: Let's just say, for instance, we did have a work release program as he is referring to. This would change this analysis, correct?

Bill Wilson: Correct.

H. Allyn: You are saying there is no where to have work release where it would be separate, that is what you are saying? With the way the jail is currently built. At one point you had a thought that you were going to be able to bring work release back, but it required construction, but that would not commingle them so you would not be able to share officers. Is that correct?

Sheriff Latham: That is correct. Again, it is a matter of safety and security in the jail. That is what it boils down to and hence the reason we stand here today, because believe me, even as a taxpayer, I don't want to even come to you guys to ask, but I see it as a significant liability, and I just want to provide you with as much information as possibly can, for you to make an educated decision.

H. Allyn: I am hearing intake is a problem and so is maintenance is maybe the next concern.

A. Wilson: Is there any way we can hire a or pay a company to have someone specifically to come do maintenance at the jail? Is there any way we could do that? We have consistent issues; we could guarantee this much money and whatever it costs the problems.

Sheriff Latham: We do; we have a contract with DeBra-Kuempel, and the cost is \$18,000.00 to \$20,000.00 a year paid from the Jail Maintenance fund, Even with that, Aaron, the next Commissioners meeting, they are going to see a bill for over \$70,000.00 for last month because we had to replace two boilers and additional issues we have had come up. I will say, too, those funds that are being used to pay for that are coming from the money we acquire from Vanderburgh County and DOC.

D. Dausman: Does the agreement you have with De-Bra, is it keeping up with your maintenance needs.

Sheriff Latham: Yes, as far as I know. There are some questions that I have compiled for the last three years' bills and things that I am going to give to the Commissioners and ask them to look over it, Just as checks and balances. When it comes to the maintenance; I am a cop, I don't know. If they come in and they say this needs to be fixed, I can't argue that because I don't have the education to argue it.

D. Dausman: What has happened with the plumbing? There was once a conversation about a grinder pit, and you have some type of system now that is designed to catch clothing or whatever else goes through that drain. Where are we at with this? Are we in the same place?

Sheriff Latham: I have no idea.

D. Dausman: You are still having to take staff and pull out these covers.

H. Allyn: That is an interesting question. I thought when we talked about that last time, we were moving forward with that, doing the grinders. So that has never happened?

Sheriff Latham: That would be a Bill question.

B. Collins (Commissioners): It hasn't happened. We talked to a company about doing it, and it was brought up that someone had already designed that, and that company they are in limbo. They don't want to use old drawings that are not their drawings.

H. Allyn: And to Dave's point, you have a maintenance company, and are they covering the maintenance that you need; you said yes, but then Mr. Wilson said you need a maintenance person. Can you talk about that?

Sheriff Latham: Yes, so as far as the maintenance stuff, we are talking about HVAC systems, the major maintenance. As far as the general day-to-day maintenance, no, we don't have anyone.

J. Chastain: So, you are wanting someone who can work on boilers and HVAC?

H. Allyn: No, they have that; they are talking about the daily maintenance of whatever pops up.

Sheriff Latham: I mean like switching out lights, fixing dings in the walls, there is plenty to do. As far as maintenance pertaining to cleaning, we have trustees that clean the major areas and thoroughfares that we normally use outside of the administrative office, and each individual pod is assigned mop bucks and cleaning supplies, each pod is responsible for their own cleanliness, and Mark is a stickler when it comes to that.

A. Wilson: Thank you for the information.

H. Allyn: Council, I encourage each of you to go out to the jail before we come back to the April meeting to see how things operate, and we can figure out how to move forward. Any other questions for them?

#### **ADDITIONAL APPROPRIATION REQUEST**

Posey County Dispatch Director Jamie Bradford is requesting the following additional appropriations:  
\$150.00 into the repairs and maintenance line of E911/County General  
\$52,351.45 into the machinery and equipment line of fund 1222  
\$19,250.00 into the tower rental line of fund 1222

Z. George made a motion to approve these requests; J. Chastain seconded. The motion carried with a vote of 7-0.

Posey County EMA Director Carrie Thompson is requesting an additional appropriation in the amount of \$6,350.00 into the building maintenance line of EMA/County General. B. Deig made a motion to approve this request; J. Chastain seconded. The motion carried with a vote of 7-0.

Posey County EMS Director Paul Micheletti is requesting an additional appropriation in the amount of \$50.00 into the donation line of EMS/County General. T. Schneider made a motion to approve this request; J. Chastain seconded. The motion carried with a vote of 7-0.

Posey County Sheriff Tom Latham is requesting an additional appropriation in the amount of \$15,000.00 into the vehicle line of LIT/Public Safety. T. Schneider made a motion to approve this request; A. Wilson seconded. The motion carried with a vote of 7-0.

Posey County Auditor Maegen Greenwell is requesting the following additional appropriations:  
\$16,000.00 into the building and maintenance repair line of County General  
\$24,492.00 into the contractual service line of the ARPA fund  
D. Dausman made a motion to approve these requests; A. Wilson seconded. The motion carried with a vote of 3-0.

#### **REIMBURSEMENT REQUEST**

Posey County EMS Director Paul Micheletti is requesting reimbursement in the amount of \$335.95 into the clinical medical line of County General for a double payment. A. Wilson made a motion to approve this request; B. Deig seconded. The motion carried with a vote of 7-0.

#### **DEPARTMENT UPDATES**

Posey County Sheriff Tom Latham gave the following housing updates:

32 Vanderburgh County Inmates

43 DOC

74 Posey County Inmates

149 total

\$38,625.00 was taken in from Vanderburgh for February.

H. Allyn stated that the new comprehensive plan was approved last week at a special Area Plan meeting. A. Wilson stated that the plan looks better, will include more residential zoning, is very pro-growth, and will help spur development.

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

Heather Allyn

Heather Allyn, President

Aaron Wilson

Aaron Wilson, Vice President

Brandon Deig

Brandon Deig

Dave Dausman

Dave Dausman

Jerry Chastain

Jerry Chastain

Zach George

Thomas R. Schneider

Thomas Schneider

ATTEST: Margen S. Greenwell