

WHEREAS, in the opinion of the County Auditor, the public interests required that the Lake County Council, should be called to meet in special session at this time, for the purpose of considering the budgets for the Year 2015, a written notice was sent to each member of the Council, and proper advertisement made, and all other acts performed in accordance with the laws governing such matters.

And now in obedience to such call, come Ted Bilski, President, David Hamm, Jerome Prince, Daniel Dernulc, Christine Cid, and Eldon Strong, County Councilpersons, together with Ray Szarmach, County Council Attorney. Councilwoman Elsie Franklin was absent.

OPEN: County Council Recommendations, Discussions and Actions

**Cid made a motion, seconded by Hamm to approve a Line 2 reduction, in the amount of \$300,000 dollars, in general fund 001, Department 2100, Elections, line item 44490. The majority voted "Yes". Franklin and Dernulc were "absent". Motion carried 5-yes, 2-absent.**

Cid mentioned that in regards to CASA, the State decreased their Fund 706, and they are asking the Council to pick up that deficit.

**Cid made a motion, seconded by Prince to increase position in general fund 001, Position # 16670-001 Secretary at \$6,459.00, and an additional , we will be picking up benefits of \$6,286.00. Position # 12013-015 Coordinator, general fund 001, an additional \$20,858, and additional benefits of \$19,282, which would be an additional of \$51,985. The majority voted "Yes". Franklin and Dernulc were "absent". Motion carried 5-yes, 2-absent.**

Bilski mentioned an e-mail request that was received from Civil Division, department 3900, requesting that the salary schedule be adopted "as presented", they were also requesting 4 floating secretary positions. They were requesting 1 per Court, there are 4 Courts. The position is at \$26,772, this is due to the budget cuts that happened since 2006, of 10 employees that were reduced out of the Civil Courts, and this is also in conjunction with the Mandate request by Civil Division. Bilski said, the Jury bills were \$10,520.00.

Judge said she believes that the meeting that they had with Attorney Szarmach was very fruitful. She said they were able to breakdown this request, and we are applying Web Maintenance money towards that, to make up the difference in the salary schedule.

Bilski said he likes the idea of a salary schedule.

Cid said, I think I've always said that I was under the impression that, we negotiated for 2014, and that if they received what they agreed to, in the negotiations, that we were done, there wouldn't be anymore negotiating, or mandating for 2015, and if they received what they requested, maybe I misunderstood. Cid said, that's why she wanted something in writing, and signed by both parties.

Cid said she thinks that if we are going to do a salary schedule, it should be for all employees of the County. Cid said, that's the way she feels, and she doesn't know where they would get those dollars, every year. She asked, and would it be in lieu of no pay raises then, we would just use the salary schedule.

Bilski said, absolutely, he doesn't think that's a bad way to go. He also said that we are not in the position, we would need to have the full support of the Commissioners, to establish this. A salary schedule is a Mandate fully administered by a HR Department. Bilski said the Commissioners are working on establishing a full-time HR department here, to administrate this. Bilski said in his opinion, this type of schedule should be implemented, countywide, for every department.

Judge Schneider said she agrees that this is a good way to go for everyone, but right now, she is before the Council, as a separate independent branch of the Government, and we would like to have this implemented, call it what you will, it's what we want to have for our employees.

Bilski said he wouldn't be prepared today, to move forward, he would need to have discussions, and an executive session, but Bilski said at this point, between now, and 2015, he will be working with the Commissioners to implement the salary schedule, and restructure the way we are doing business here for 2016.

He said he would agree to that 3% for 2015, he would agree to the 4 floating secretary positions. He said he would have to speak with Mr. Blanchard to help him find someplace to reduce by about \$210,000 somewhere, hopefully they will be able to have discussions, regarding the 4 floating secretary position, and the funding for the Jury bills in the next meetings, and have a more definitive answer for you.

Hamm agreed that the salary schedule is something that they could look at for 2016. He said hopefully we can satisfy your needs with the 4 floating personnel, and the 3%, and the jury money.

Prince said the only comment that I would make today is that hopefully Judge can see that they are attempting to make efforts for a resolve, especially since you have accommodated us throughout the years. He said there is nothing more that he would like to do is to solve some problems, before he leaves this Council, and that's not being presumptuous about next year, because either way it goes, I won't be on the Council.

He said that he certainly not prepared today to address the salary schedule, but based on the relationship that we've established, Prince said that he hopes that the Judge would take his word, that we are definitely working towards that end, and it's absolutely the sentiment of this Body that we want to do it in a judicious, and prudent manner

Judge Schneider said that she would ask that when the Council meets in Executive Session, that they would consider, and be more flexible, that's why rather than ask for a total amount, we want to take some of our 256, and remaining 283, and use that, rather than have everything come out of the general fund.

Cid said I believe I'm correct in saying that the bonuses that your employees received this year from the Web Maintenance fund, they are also going to receive, again in 2015. So not only did they get the 3%, we approved the supplemental, and they will receive that as well.

Judge Schneider said that we polled the employees, and that's what they want.

Dante said the supplemental pays are going on line, effective January 1<sup>st</sup>, so they are going in, as you requested.

Bilski explained that the Courts are saying is that they know that the Council put in for the 3% pay raise, in 2014. They are aware that the user based fees funds, and supplemental have been put in for the year 2015. What they would like to do is remove those user base pay funds, apply it to this salary schedule that was provided.

Dante said they are going in, per their request.

Bilski said however, if there was a consensus on this Body to say, "let's take action, reduce the supplemental pays, apply this salary for the year 2015, I don't believe the votes are here to get that passed, but he would like to discuss this on Tuesday. He said he thinks that what's been done right now, through the supplement, through the 3%, with the creation of the 4 new positions, as well as the restatement of the \$10,000 plus, he doesn't think her employees have been unfairly treated.

Bilski said, in my opinion, we are at a point now, where we have to take the year 2015 and work on that.

Judge Pera said he wants to make sure that the Council is clear with what they are saying, adopt the grid, forego the 3%, and apply the 256 money, and the balance of the 283 money towards the grid.

Judge Schneider said, don't say forego the 3%, they need to give us the 3%, and the non-tax funds to make up the grid. She said the Judge meant to say, don't just give us the 3% across the board.

Bilski said you are not going to receive the 3% on the grid.

Judge Schneider asked if we want to withdraw the supplemental from the budget, you can always re-visit that after January?

Dante answered, absolutely, the money stays in the "bucket". Your account stays whole, when you open up your systems in January, there is no supplemental pay, so your employees know it's not there, but the money stays there.

Bilski said after this meeting, the Committee will re-convene and try to address this issue.

**Cid made a motion, seconded by Prince to approve Line 1 in general fund, Department 2100, line item 44490 in the amount of \$300,000. The majority voted "Yes". Franklin was "absent". Motion carried 6-yes, 1-absent.**

Jody from Emergency Management was present to request an additional position. She said her office is staffed by a Deputy Director, herself, and a part-time secretary. She said they are requesting that new position for a full-time administrative assistant, at the salary of \$24,960. She said they have been requesting this position for about 4 years.

Dante said they are also requesting a reduction in the 300 series, of \$80,000. He said they normally don't see things like that.

Jody said it's in maintenance & service contracts. That request came, per the request of the Commissioners. It was for their Lake County Hazemat.

Dante said it's in now, but they are asking for it to be moved out to the bottom line. Blanchard said we need to meet on this, and find out what the intention is.

Strong said he doesn't support an additional hire in this department. He said he thinks the EMA needs to do is to better schedule themselves. He believes there are some scheduling issues in that department. He doesn't believe that another hire, with insurance and benefits needs to be placed on the County. He said that he will not support this.

Bilski said that his concern is this \$80,000 dollars that's showing as a reduction. He said that would be a very tough pill to swallow, come next year.

Dernulc said he thinks Jody needs to speak with Larry.

Bilski said the actions have already taken place, they've already reduced their budget by \$80,000. We need to find out if we need to undo actions.

Dante said the \$80,000 is still in, we have not removed it yet. When we rolled back, we rolled back before the decrease.

Dernulc said his recommendation is that they contact Strong, for a discussion.

Bilski said that conversation needs to take place regarding the \$80,000 dollars.

Cid said she would like to hear from the Commissioners on this matter.

Hamm said he isn't prepared to vote on a new position, until he finds out about the \$80,000 dollars.

Bilski said there will be no action on the new position today. He said get with the Commissioners to find out where that \$80,000 needs to be, then a decision will be made by this Body on whether to create the new position, whether there is a reduction, or not. Take that action on Tuesday, or Wednesday of next week.

Marvin Smith, and David Schneider from the Public Defender were present.

Cid said she is not prepared to make a recommendation today.

David said that they haven't met with Councilwoman Cid to discuss this with her, so if you want to defer this till next meeting, so we will have the chance to meet with her, would be fine.

Cid said she would have a recommendation next week.

Marvin explained that their office came into existence in 2000, and they were given a 2-year period by the Indiana Public Defender Commission to meet certain guidelines relative to the reimbursement. They've met those guidelines within 18 months, with the help of this Body, and the Commissioners, in order to get them up to what's called their minimum staffing requirements. After that, the County experienced budget crisis in 2009, in all departments. This department had to roll back some of our employees. We lost 10 employees, out of 52. They hit a 20% reduction in their staff. He said the Indiana Public Defender Commission has done everything in their power to maintain that 40% reimbursement, although they are below the minimum staffing at this time. They are willing to continue with the reimbursement, and they understood that. Marvin said they have come to a crisis, in their office, where they feel these positions really need to be filled.

Bilski said we would have to reduce the budget, and find an equal reduction in the budget of \$107,000 dollars.

Bilski said there is no room right now, there is only room out, but not room in.

Marvin added that these jobs were included in their proposed 2015 budget.

Dante said we are still holding onto the conversion from the Bridges and Drains, over to the CEDIT, etc, until we know if we are going to remove anything from the Cedit to the Drains or Bridges. That may take place on the 2<sup>nd</sup> Reading, to swap some big numbers around.

Dante said we wanted to originally go and, as we put Bridges and Drains in the general fund. Really not a good fit, we thought we would just swap out some operating expenses at the very end, there are things in CEDIT that should be in the general fund, but are in CEDIT, and put Drains and Bridges in CEDIT. There might be a swap of several line items at the Second Reading, and the only reason that's holding us up, is

in case you wanted to use some of the Drainage and Bridges, which are currently in the general fund to support some of these additional, that's why we are keeping it in the general fund.

Cid asked if there is extra in CEDIT, or is it all committed?

Dante said it's all committed, you are just trying to swap out something. You have PERF, and Insurance in there, and you really want to get that out of there. Put them in the general fund. You want to take Drains and Bridges, and get it over there, dollar for dollar.

There being no further business to come before the Council, it was moved and seconded that the Council does now adjourn to meet again, as required by law.

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President, Lake County Council

ATTEST:

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Peggy Holinga Katona,  
Lake County Auditor

