

VIGO COUNTY COUNCIL MEETING

October 17, 2023

5:00 P.M.

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VIGO COUNTY COUNCIL MEETING

Agenda

Tuesday, October 17, 2023 at 5:00 P.M.

Council Chambers - Vigo County Government Center

1. Pledge of Allegiance
2. Calling of the roll
3. Corrections to the journal of the preceding meetings, if needed
 - a. *September 5, 2023 Sunshine Meeting*
 - b. *September 12, 2023 Meeting*
4. Communications from elected officials, other officials, or agencies of the County
5. Reports from committees
6. Resolutions and Ordinances other than appropriations
 - i. Final Reading Binding Units 2024 Annual Budgets
 - ii. Final Reading Capital Improvement Board 2024 Annual Budget
 - iii. Final Reading of Vigo County 2024 Budget
 - iv. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies
 - v. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Merit Officers
 - vi. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Prosecutors and Public Defenders
 - vii. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Highway Department
 - viii. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Dispatch/E911
 - ix. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Correctional/Detention/Building Security Officers
 - x. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Parks Department
 - xi. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Health Department
 - xii. Ordinance Adopting County of Vigo, Indiana Salary Schedule and Compensation Policies of Elected Officials
7. Ordinances relating to appropriations
 - i. Additional Appropriation 2023-67: Riley Fire Protection District – Capital Outlay
 - ii. Additional Appropriation 2023-60: Courts – Physician Fees, Printing, Supplement to Community Corrections, Drug Testing and Service Agreement
 - iii. Additional Appropriation 2023-61: Coroner – Transportation of Corpse
 - iv. Additional Appropriation 2023-2: Commissioners – Service Agreements, Electricity, Burial of Soldiers and Telephone

VIGO COUNTY COUNCIL MEETING

Agenda

Tuesday, October 17, 2023 at 5:00 P.M.

Council Chambers - Vigo County Government Center

- v. Additional Appropriation 2023-63: ARPA Grant Fund – Children’s Museum
 - vi. Additional Appropriation 2023-64: ARPA Grant Fund – Swope Art Museum
 - vii. Additional Appropriation 2023-65: ARPA Grant Fund – United Way – Support to United Way Programming
 - viii. Additional Appropriation 2023-66: ARPA Grant Fund – Historical Society – Exterior Wall Rehabilitation
- 8. Honorary resolutions
 - 9. Resolutions relating to fiscal policies of the Council
 - 10. Appointments
 - 11. Public comment – limited to items NOT on tonight’s agenda
 - 12. Adjournment

NOTICE TO TAXPAYERS OF PROPOSED ADDITIONAL APPROPRIATIONS

Notice is hereby given the Taxpayers of Vigo County, Indiana, that the Vigo County Council will meet at the City Court, City Hall, 17 Harding Avenue, Terre Haute, Indiana at 5:00 p.m. on Tuesday, October 10, 2023 to consider the following appropriations in excess of the budget of the current year. The Vigo County Council will also meet on Tuesday, October 3, 2023, at the same location for a Sunshine Meeting.

	<u>REQUESTED</u>
<u>COUNTY GENERAL/1000</u>	
<u>Courts/0232</u>	
1000.37700.000.0232 Physician Fees	\$ 15,000
1000.36100.000.0232 Printing	\$ 12,000
1000.30042.000.0232 Supplement to Community Corrections	\$ 14,000
1000.31000.00.0232 Drug Testing	\$ 27,500
1000.39200.000.0232 Service Agreements	\$ 2,000
Total Courts	\$ 70,500
<u>Coroner/0007</u>	
1000.32850.000.0007 /Transportation of Corpse	\$ 25,000
Total Coroner	\$ 25,000
<u>Commissioners/0068</u>	
1000.39200.000.0068/Service Agreements	\$ 11,000
1000.33700.000.0068/Electricity	\$ 20,000
1000.32200.000.0068/Burial of Soldiers	\$ 2,000
1000.30100.000.0068/Telephone	\$ 60,000
Total Commissioners	\$ 93,000
TOTAL COUNTY GENERAL	\$ 188,500
<u>ARPA GRANT FUND/8950</u>	
8950.31418.000.0000/Childrens' Museum	\$ 75,000
8950.31419.000.0000/Swope Art Museum	\$ 225,000
8950.31428.000.0000/United Way	\$ 1,000,000
8950.31429.000.0000/Historical Society	\$ 50,000
TOTAL ARPA GRANT FUND	\$ 1,350,000

The meeting will be made available for observance by electronic means at the following web address:

https://www.vigocounty.in.gov/departments/division.php?structureid_71.

Unless otherwise directed or required for public health reasons,

the meetings will be open to the public. Members of the public may submit
comments prior to the meeting to county.council@vigocounty.in.gov.

JAMES W. BRAMBLE

VIGO COUNTY AUDITOR

TO BE PUBLISHED: Friday, September 22, 2023

NOTICE TO TAXPAYERS OF PROPOSED ADDITIONAL APPROPRIATIONS

Notice is hereby given the Taxpayers of Riley Fire Protection District, Vigo County, Indiana, that the Vigo County Council will meet at the City Court Room, City Hall, 17 Harding Avenue, Terre Haute, Indiana at 5:00 p.m. on Tuesday, October 10, 2023 to consider the following appropriations in excess of the budget of the current year for the Riley Fire Protection District.

This will be introduced and discussed at the Sunshine Meeting of the Vigo County Council on October 3, 2023 at 5:00 p.m., held at the City Court Room, City Hall, 17 Harding Avenue, Terre Haute, Indiana.

REQUESTED

RILEY FIRE PROTECTION DISTRICT

Cumulative Fund Capital Outlay

\$ 21,000

TOTAL CUMULATIVE FUND

\$ 21,000

Pursuant to State of Indiana Executive Order 20-09 (the "Order"), the meeting will be made available by electronic means. Any votes conducted will be by roll call vote. In accordance with the Indiana Open Door Law and the Order, media and members of the public are encouraged to observe the meeting at <https://www.vigocounty.in.gov/department/division.php?structureid=71>. Members of the public may submit comments prior to the meeting to county.council@vigocounty.in.gov

JAMES W. BRAMBLE

VIGO COUNTY AUDITOR

TO BE PUBLISHED: Friday, September 22, 2023.

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
Generated 10/12/2023 11:53:34 AM

Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **Vigo County Solid Waste Management District** for the year ending December 31, **2024** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **Vigo County Solid Waste Management District**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Vigo County Council**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Vigo County Council	County Council	10/17/2023

Funds

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
8210	SPECIAL SOLID WASTE MANAGEMENT	\$418,397	\$0	0.0000
		\$418,397	\$0	0.0000

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Name		Signature
David Thompson	Aye ☐ Nay ☐ Abstain ☐	
Travis Norris	Aye ☐ Nay ☐ Abstain ☐	
Marie Theisz	Aye ☐ Nay ☐ Abstain ☐	
R. Todd Thacker, President	Aye ☐ Nay ☐ Abstain ☐	
Vicki Weger	Aye ☐ Nay ☐ Abstain ☐	
Nancy Allsup	Aye ☐ Nay ☐ Abstain ☐	
Aaron Loudermilk	Aye ☐ Nay ☐ Abstain ☐	

ATTEST

Name	Title	Signature
James W. Bramble	Auditor	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **TERRE HAUTE INTERNATIONAL AIRPORT** for the year ending December 31, **2024** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **TERRE HAUTE INTERNATIONAL AIRPORT**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Vigo County Council**.

Name of Adopting Entity / Fiscal Body

Type of Adopting Entity / Fiscal Body

Date of Adoption

Vigo County Council

County Council

10/17/2023

Funds

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0061	RAINY DAY	\$150,000	\$0	0.0000
8101	SPECIAL AIRPORT GENERAL	\$2,898,689	\$1,915,034	0.0524
8190	SPECIAL AIRPORT CUMULATIVE BLDG	\$40,000	\$90,000	0.0020
		\$3,088,689	\$2,005,034	0.0544

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

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Name		Signature
David Thompson	Aye ☐ Nay ☐ Abstain ☐	
Travis Norris	Aye ☐ Nay ☐ Abstain ☐	
Marie Theisz	Aye ☐ Nay ☐ Abstain ☐	
R. Todd Thacker, President	Aye ☐ Nay ☐ Abstain ☐	
Vicki Weger	Aye ☐ Nay ☐ Abstain ☐	
Nancy Allsup	Aye ☐ Nay ☐ Abstain ☐	
Aaron Loudermilk	Aye ☐ Nay ☐ Abstain ☐	

ATTEST

Name	Title	Signature
James W. Bramble	Auditor	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **HONEY CREEK FIRE PROTECTION** for the year ending December 31, **2024** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **HONEY CREEK FIRE PROTECTION**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Vigo County Council**.

Name of Adopting Entity / Fiscal Body

Type of Adopting Entity / Fiscal Body

Date of Adoption

Vigo County Council

County Council

10/17/2023

Funds

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0180	DEBT SERVICE	\$174,607	\$150,844	0.0198
8603	SPECIAL FIRE GENERAL	\$2,906,700	\$2,520,244	0.3309
8691	SPECIAL CUM FIRE	\$400,000	\$298,349	0.0333
		\$3,481,307	\$2,969,437	0.3840

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

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Name	Aye ☐	Nay ☐	Abstain ☐	Signature
David Thompson	☐	☐	☐	
Travis Norris	☐	☐	☐	
Marie Theisz	☐	☐	☐	
R. Todd Thacker, President	☐	☐	☐	
Vicki Weger	☐	☐	☐	
Nancy Allsup	☐	☐	☐	
Aaron Loudermilk	☐	☐	☐	

ATTEST

Name	Title	Signature
James W. Bramble	Auditor	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
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Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **NEW GOSHEN FIRE PROTECTION DISTRICT** for the year ending December 31, **2024** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **NEW GOSHEN FIRE PROTECTION DISTRICT**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Vigo County Council**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Vigo County Council	County Council	10/17/2023

Funds

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
8603	SPECIAL FIRE GENERAL	\$210,000	\$148,167	0.1080
8684	SPECIAL FIRE DEBT	\$62,105	\$29,148	0.0212
8691	SPECIAL CUM FIRE	\$50,000	\$53,760	0.0333
		\$322,105	\$231,075	0.1625

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
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Name		Signature
David Thompson	Aye ☐ Nay ☐ Abstain ☐	
Travis Norris	Aye ☐ Nay ☐ Abstain ☐	
Marie Theisz	Aye ☐ Nay ☐ Abstain ☐	
R. Todd Thacker, President	Aye ☐ Nay ☐ Abstain ☐	
Vicki Weger	Aye ☐ Nay ☐ Abstain ☐	
Nancy Allsup	Aye ☐ Nay ☐ Abstain ☐	
Aaron Loudermilk	Aye ☐ Nay ☐ Abstain ☐	

ATTEST

Name	Title	Signature
James W. Bramble	Auditor	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **LOST CREEK FIRE PROTECTION DISTRICT** for the year ending December 31, **2024** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **LOST CREEK FIRE PROTECTION DISTRICT**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Vigo County Council**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Vigo County Council	County Council	10/17/2023

Funds

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0061	RAINY DAY	\$27,364	\$0	0.0000
8603	SPECIAL FIRE GENERAL	\$300,000	\$153,001	0.0727
8691	SPECIAL CUM FIRE	\$65,000	\$82,476	0.0333
		\$392,364	\$235,477	0.1060

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Name	Aye ☐	Nay ☐	Abstain ☐	Signature
David Thompson	☐	☐	☐	
Travis Norris	☐	☐	☐	
Marie Theisz	☐	☐	☐	
R. Todd Thacker, President	☐	☐	☐	
Vicki Weger	☐	☐	☐	
Nancy Allsup	☐	☐	☐	
Aaron Loudermilk	☐	☐	☐	

ATTEST

Name	Title	Signature
James W. Bramble	Auditor	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **PRAIRIETON FIRE PROTECTION DISTRICT** for the year ending December 31, **2024** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **PRAIRIETON FIRE PROTECTION DISTRICT**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Vigo County Council**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Vigo County Council	County Council	10/17/2023

Funds

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
8603	SPECIAL FIRE GENERAL	\$347,298	\$313,467	0.3631
8691	SPECIAL CUM FIRE	\$28,900	\$32,193	0.0317
		\$376,198	\$345,660	0.3948

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Name		Signature
David Thompson	Aye ☐ Nay ☐ Abstain ☐	
Travis Norris	Aye ☐ Nay ☐ Abstain ☐	
Marie Theisz	Aye ☐ Nay ☐ Abstain ☐	
R. Todd Thacker, President	Aye ☐ Nay ☐ Abstain ☐	
Vicki Weger	Aye ☐ Nay ☐ Abstain ☐	
Nancy Aillsup	Aye ☐ Nay ☐ Abstain ☐	
Aaron Loudermilk	Aye ☐ Nay ☐ Abstain ☐	

ATTEST

Name	Title	Signature
James W. Bramble	Auditor	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **RILEY FIRE PROTECTION DISTRICT** for the year ending December 31, **2024** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **RILEY FIRE PROTECTION DISTRICT**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Vigo County Council**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Vigo County Council	County Council	10/17/2023

Funds

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
8603	SPECIAL FIRE GENERAL	\$490,700	\$492,134	0.3221
8684	SPECIAL FIRE DEBT	\$74,456	\$67,956	0.0445
8691	SPECIAL CUM FIRE	\$50,100	\$55,720	0.0310
		\$615,256	\$615,810	0.3976

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Name		Signature
David Thompson	Aye ☐ Nay ☐ Abstain ☐	
Travis Norris	Aye ☐ Nay ☐ Abstain ☐	
Marie Theisz	Aye ☐ Nay ☐ Abstain ☐	
R. Todd Thacker, President	Aye ☐ Nay ☐ Abstain ☐	
Vicki Weger	Aye ☐ Nay ☐ Abstain ☐	
Nancy Allsup	Aye ☐ Nay ☐ Abstain ☐	
Aaron Loudermilk	Aye ☐ Nay ☐ Abstain ☐	

ATTEST

Name	Title	Signature
James W. Bramble	Auditor	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
 Generated 10/12/2023 10:42:08 AM

Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **SUGAR CREEK TOWNSHIP FIRE DISTRICT** for the year ending December 31, **2024** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **SUGAR CREEK TOWNSHIP FIRE DISTRICT**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Vigo County Council**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Vigo County Council	County Council	10/17/2023

Funds

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
8603	SPECIAL FIRE GENERAL	\$650,000	\$668,488	0.3051
8684	SPECIAL FIRE DEBT	\$155,162	\$91,083	0.0416
8691	SPECIAL CUM FIRE	\$75,000	\$85,839	0.0333
		\$880,162	\$845,410	0.3800

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
 Prescribed by the Department of Local Government Finance

Budget Form No. 4
 Generated 10/12/2023 10:42:08 AM

Name		Signature
David Thompson	Aye ☐ Nay ☐ Abstain ☐	
Travis Norris	Aye ☐ Nay ☐ Abstain ☐	
Marie Theisz	Aye ☐ Nay ☐ Abstain ☐	
R. Todd Thacker, President	Aye ☐ Nay ☐ Abstain ☐	
Vicki Weger	Aye ☐ Nay ☐ Abstain ☐	
Nancy Allsup	Aye ☐ Nay ☐ Abstain ☐	
Aaron Loudermilk	Aye ☐ Nay ☐ Abstain ☐	

ATTEST

Name	Title	Signature

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☐

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☐



2nd YEAR FISCAL YEAR 2024 (January 1, 2024 - December 31, 2024)

BUDGET DRAFT
Income Statement w/ History

2024 BUDGET PROPOSAL JAN-DEC	
# OF EVENTS	192
ATTENDANCE	26,560
DIRECT EVENT REVENUE	
RENTAL REVENUE	143,280
SERVICE REVENUE	59,057
TOTAL DIRECT EVENT REVENUE	202,337
ANCILLARY REVENUE	
FOOD AND BEVERAGE REVENUE	875,112
AUDIO-VISUAL REVENUE	87,810
PARKING REVENUE	34,520
DECORATOR SERVICES REVENUE	26,950
TOTAL ANCILLARY REVENUE	1,024,393
TOTAL GROSS EVENT REVENUE	1,226,729
OTHER REVENUE	3,100
TOTAL GROSS REVENUE	1,229,829
EVENT EXPENSE	
SERVICE EXPENSE	(72,710)
FOOD & BEVERAGE EXPENSE	(348,841)
AUDIO-VISUAL EXPENSE	(17,003)
PARKING EXPENSE	(12,496)
DECORATOR SERVICES EXPENSE	(2,695)
TOTAL EVENT EXPENSE	(453,745)
TOTAL EVENT INCOME	772,984
TOTAL INCOME WITH OTHER REVENUE	776,084
INDIRECT EXPENSES	
EXECUTIVE	260,928
FINANCE	188,250
MARKETING & SALES	277,476
EVENTS	161,659
OPERATIONS	228,347
OVERHEAD	187,686
FOOD & BEVERAGE	299,947
PARKING GARAGE	35,422
FIXED MANAGEMENT FEE	136,253
TOTAL INDIRECT EXPENSES	1,774,267
OPERATING INCOME / (SUBSIDY)	(998,183)
NET SUBSIDY	(998,183)
LARRY BIRD MUSEUM EXPENSES	201,871
NET SUBSIDY WITH MUSEUM	(1,200,054)

2nd YEAR FISCAL YEAR 2024 January 1, 2024 - December 31, 2024

BUDGET DRAFT
Income Statement w/ History

	2022 ACTUALS APR-DEC	2023 BUDGET JAN-DEC	2023 ACTUALS JAN-APR	2023 TOTAL FORECAST JAN-DEC	2024 BUDGET PROPOSAL JAN-DEC	FY 2023 BUDGET TO FY 2024 BUDGET VAR FAV/(UNFAV)
# OF EVENTS	120	198	50	144	197	(6)
ATTENDANCE	11,999	33,875	3,021	18,918	26,560	(7,642)
DIRECT EVENT REVENUE						
RENTAL REVENUE	57,047	269,290	40,820	108,750	143,280	(34,530)
SERVICE REVENUE	53,071	57,725	8,737	42,502	59,057	(16,275)
TOTAL DIRECT EVENT REVENUE	110,118	327,015	49,557	151,252	202,337	(51,085)
ANCILLARY REVENUE						
FOOD AND BEVERAGE REVENUE	488,725	864,248	130,402	844,943	875,112	(30,169)
AUDIO-VISUAL REVENUE	62,188	89,180	20,717	76,772	87,810	(10,618)
PARKING REVENUE	10,334	57,757	13,378	43,378	34,520	(8,858)
DECORATOR SERVICES REVENUE	(1,248)	28,450	(236)	2,514	26,950	(1,500)
TOTAL ANCILLARY REVENUE	539,279	1,039,805	174,261	967,607	1,024,392	(56,785)
TOTAL GROSS EVENT REVENUE	649,397	1,366,820	223,818	1,118,859	1,226,729	(107,870)
OTHER REVENUE	7,880	12,400	1,328	1,578	3,100	(1,522)
TOTAL GROSS REVENUE	657,277	1,379,220	225,146	1,120,437	1,229,829	(109,392)
EVENT EXPENSE						
SERVICE EXPENSE	(23,408)	(102,882)	(8,676)	(50,753)	(72,710)	(22,302)
FOOD & BEVERAGE EXPENSE	(174,373)	(338,580)	(58,074)	(283,804)	(348,841)	(64,937)
AUDIO-VISUAL EXPENSE	(150)	(45,374)	0	0	(17,002)	(16,852)
PARKING EXPENSE	0	(20,833)	0	0	(12,498)	(12,498)
DECORATOR SERVICES EXPENSE	(598)	(2,645)	(236)	0	(2,695)	(500)
TOTAL EVENT EXPENSE	(204,829)	(610,314)	(66,986)	(334,557)	(453,746)	(119,189)
TOTAL EVENT INCOME	452,448	768,906	158,160	785,880	776,083	(9,797)
TOTAL INCOME WITH OTHER REVENUE	665,125	1,391,126	236,476	1,126,417	1,232,932	(6,515)
INDIRECT EXPENSES						
EXECUTIVE	176,241	217,209	76,175	238,185	260,928	(22,743)
FINANCE	75,841	114,582	54,210	175,170	186,250	(11,080)
MARKETING & SALES	190,410	237,384	68,423	252,684	277,476	(24,792)
EVENTS	65,135	115,370	38,174	118,977	181,958	(62,981)
OPERATIONS	157,875	241,840	63,128	223,054	228,347	(5,293)
OVERHEAD	130,694	150,903	58,019	145,162	187,636	(42,474)
FOOD & BEVERAGE	230,678	283,245	104,609	348,978	299,947	(49,031)
PARKING GARAGE	18,668	40,040	13,879	32,167	35,422	(3,255)
FIXED MANAGEMENT FEE	92,932	170,000	41,039	114,372	138,253	(23,881)
TOTAL INDIRECT EXPENSES	1,098,156	1,627,058	540,758	1,649,748	1,774,267	(124,519)
OPERATING INCOME / (SUBSIDY)	(432,931)	(235,932)	(304,282)	(523,311)	(541,335)	(17,024)
NET SUBSIDY	(432,931)	(235,932)	(304,282)	(523,311)	(541,335)	(17,024)
LARRY BIRD MUSEUM EXPENSES	0	122,784	0	54,484	201,871	(147,387)
NET SUBSIDY WITH MUSEUM	(432,931)	(113,148)	(304,282)	(468,827)	(339,464)	(129,363)

Presented to the Vigo County Council, read in full and adopted this 17th day of October, 2023.

Aye ☐	Absent ☐	David Thompson
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Travis Norris
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Marie Theisz
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	R. Todd Thacker, President
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Vicki Weger
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Nancy Allsup
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Aaron Loudermilk
Nay ☐	Abstain ☐	

Attest:

James W. Bramble
Vigo Auditor

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
Generated 10/12/2023 3:14:15 PM

Ordinance / Resolution Number:

Be it ordained/resolved by the **Vigo County Council** that for the expenses of **VIGO COUNTY** for the year ending December 31, **2024** the sums herein specified are hereby appropriated and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same. Such sums herein appropriated shall be held to include all expenditures authorized to be made during the year, unless otherwise expressly stipulated and provided for by law. In addition, for the purposes of raising revenue to meet the necessary expenses of **VIGO COUNTY**, the property tax levies and property tax rates as herein specified are included herein. Budget Form 4-B for all funds must be completed and submitted in the manner prescribed by the Department of Local Government Finance.

This ordinance/resolution shall be in full force and effect from and after its passage and approval by the **Vigo County Council**.

Name of Adopting Entity / Fiscal Body	Type of Adopting Entity / Fiscal Body	Date of Adoption
Vigo County Council	County Council	10/17/2023

Funds

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0005	CASINO/RIVERBOAT	\$435,000	\$0	0.0000
0061	RAINY DAY	\$0	\$0	0.0000
0101	GENERAL	\$49,345,440	\$32,600,000	0.8847
0124	2015 REASSESSMENT	\$1,270,440	\$1,100,000	0.0299
0702	HIGHWAY	\$6,022,350	\$0	0.0000
0706	LOCAL ROAD & STREET	\$1,135,000	\$0	0.0000
0790	CUMULATIVE BRIDGE	\$858,730	\$1,130,592	0.0252
0801	HEALTH	\$2,153,425	\$2,218,007	0.0602
1156	EMERGENCY TELEPHONE SYSTEM	\$575,500	\$0	0.0000
1301	PARK & RECREATION	\$1,596,300	\$2,041,900	0.0554
1310	PARK NONREVERTING - CAPITAL	\$30,000	\$0	0.0000
2391	CUMULATIVE CAPITAL DEVELOPMENT	\$489,530	\$663,998	0.0148
2411	ECONOMIC DEV INCOME TAX CEDIT	\$4,879,904	\$0	0.0000
		\$68,791,619	\$39,754,497	1.0702

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
Approved by the State Board of Accounts, 2015
Prescribed by the Department of Local Government Finance

Budget Form No. 4
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Home-Ruled Funds (Not Reviewed by DLGF)

Fund Code	Fund Name	Adopted Budget
9502	Drug Court User Fee	\$126,206
9504	Plat Book	\$21,400
9505	Clerk's Records Perpetuation	\$104,420
9506	Clerk Title IV-D	\$10,200
9507	Local Health Maintenance	\$0
9508	Infraction Deferral	\$43,000
9510	Seized Assets/Drug Task Force	\$128,400
9511	Sales Disclosure - County Share	\$19,700
9512	Supplemental Public Defender	\$43,500
9513	Supplemental Juvenile Probation Svcs	\$3,000
9514	Surveyor's Corner Perpetuation	\$85,500
9515	Sheriff Sale Administration	\$20,000
9516	Supplemental Adult Probation Svcs	\$118,200
9519	Identification Security Protection	\$22,500
9520	Recorder's Records Perpetuation	\$615,800
9521	Park Non-Reverting Operating	\$220,400
9522	Engineering	\$364,220
9523	Emergency Planning Right to Know	\$29,400
9525	County Elected Officials Training	\$25,000
9527	Co Auditor Ineligible Deducts	\$0
9528	CASA	\$1,000
9532	Health Donation	\$0
9533	LHD Trust 9101	\$0
9535	Health Immunization Grant	\$0
9541	Adult Probation. DOC Grant	\$64,575
9543	Local Road Matching Grant / Community Crossings	\$0
9550	LIT - Dedicated to PSAP	\$2,092,300
9551	LIT - Special Purpose	\$4,114,500
9552	LIT - Public Safety	\$2,626,847
9553	LIT - Correction Facilities	\$2,195,900
9554	Juv Justice Center Non-Revert	\$279,500
9560	Local Public Health Services	\$1,234,029
		\$14,609,497

ORDINANCE OR RESOLUTION FOR APPROPRIATIONS AND TAX RATES

State Form 55865 (7-15)
 Approved by the State Board of Accounts, 2015
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Budget Form No. 4
 Generated 10/12/2023 3:14:15 PM

Name		Signature
David Thompson	Aye ☐ Nay ☐ Abstain ☐	
Travis Norris	Aye ☐ Nay ☐ Abstain ☐	
Marie Theisz	Aye ☐ Nay ☐ Abstain ☐	
R. Todd Thacker, President	Aye ☐ Nay ☐ Abstain ☐	
Vicki Weger	Aye ☐ Nay ☐ Abstain ☐	
Nancy Allsup	Aye ☐ Nay ☐ Abstain ☐	
Aaron Loudermilk	Aye ☐ Nay ☐ Abstain ☐	

ATTEST

Name	Title	Signature
James W. Bramble	Auditor	

In accordance with IC 6-1.1-17-16(k), we state our intent to issue debt after December 1 and before January 1

Yes ☐ No ☒

In accordance with IC 6-1.1-17-16(k), we state our intent to file a shortfall appeal after December 1 and before December 31

Yes ☐ No ☒

AN ORDINANCE ADOPTING THE 2024 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR GENERAL EMPLOYEES OF VIGO COUNTY,
INDIANA

WHEREAS the County of Vigo Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Vigo County Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS Indiana Code 36-2-5-3 Section 3. (a) establishes that the county fiscal body shall fix the compensation of officers, deputies, and other employees whose compensation is payable from the County General fund, County Highway fund, County Health fund, County Park and Recreation fund or any other fund from which the county auditor issues warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation, and.

NOW THEREFORE it is ordained as follows:

SECTION 1. The attached FLSA exempt, non exempt, and excluded classifications are hereby adopted for the purposes of calculating overtime for employees holding non exempt positions; employees holding exempt or excluded positions are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. Employees shall not receive compensation above the salary range authorized for their position in the salary ordinance; and the County Auditor shall not issue ~~pay~~ warrants for pay that exceeds the authorized amount specified in the salary ordinance.

SECTION 4. The number of officers, deputies and other employees shall not exceed the number authorized in this salary ordinance.

SECTION 5. That probation officers shall be paid pursuant to the 2024 Minimum Salary Probation Officers Schedule or shall receive a 15% increase in their yearly salary, whichever is less.

- a. Number of positions are set as follows:
 - i. Adult Probation Officers
 - 1. County General – twelve (12)
 - 2. Adult Probation DOC Grant – (1)
 - ii. Juvenile Probation Officers
 - 1. County General – (7)

SECTION 6. The following positions in the judicial system will be compensated at the following rate:

- a. Courts: Screening Analyst/Case manager, 2 \$38,454

SECTION 7. Employees providing services for the Juvenile Drug Court will receive the following stipends in addition to their base compensation:

- a. Coordinator (1) \$5,000 annually
- b. Case Manager (1) \$5,000 annually

SECTION 8. Deputy County assessors and deputy township assessors that have achieved Level II certification shall receive \$500 annually in addition to the base salary. Deputy county assessors and deputy township assessors that have achieved Level III certification shall receive \$500 annually in addition to the base salary plus compensation for Level II certification (a total of \$1,000 in addition to the base salary for Level III certification).

SECTION 9. Hours worked by temporary and/or part-time employees shall not exceed 29 hours per defined work week. Rates are established as follows:

- a. Temporary employees, part-time employees, and extra help shall be compensated at a rate of \$13.76 per hour unless otherwise approved.
- b. Temporary employees, part-time employees, and extra help for the positions of Process Servers shall be compensated at a rate of \$15.21 per hour.
- c. Deputy Coroners (4) shall be compensated at an annual rate of \$6,444. The Chief-Deputy Coroner shall be compensated at the annual rate of \$22,396.00.

d. Part-time employees for the position of Relief Youth Care Workers in the Group Homes department shall be compensated at a rate of \$231.89 per day unless otherwise approved.

e. Part-time employee for the position of Electrician in the Building Maintenance department shall be compensated at a rate of \$30.07 per hour unless otherwise approved.

SECTION 10. The Property Tax Appeals Board Members are to be compensated based on a daily rate. Meetings lasting four (4) hours or less are to be compensated at one half (1/2) of the daily rate. Meetings lasting more than four (4) hours are to be compensated at the daily rate.

SECTION 11. One employee of the Assessor's Office will receive a \$5,000 stipend to be the Secretary to the PTABOA Board. Paid from the Reassessment Fund.

SECTION 12. The Vigo County Election Board will receive the following stipends:

a. Clerk – Member	\$8,000
b. Chief- Deputy Clerk	\$6,400
c. Democrat/Republican Primary Member	\$4,000
d. Democrat/Republican Alternate Member	\$2,000

SECTION 13. Any new employee or transferring employee will come in at the current rate for the grade of that position.

SECTION 14. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

SECTION 15. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, Compensation established by other Vigo County Salary Ordinances, persons whose compensation is governed by statute, persons whose compensation is established by a state agency or grant, and elected officials.

SECTION 16. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

Presented to the Vigo County Council, read in full and adopted this 1st day of October, 2023.

Aye ☐	Absent ☐	David Thompson
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Travis Norris
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Marie Theisz
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	R. Todd Thacker, President
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Vicki Weger
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Nancy Allsup
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Aaron Loudermilk
Nay ☐	Abstain ☐	

Attest:

James W. Bramble
Vigo Auditor

APPENDIX A
 For General Employees and Dispatch
 Employed prior to 12/31/23

	General Employees	Dispatchers
Year	G	D
1	\$0	\$0
2	\$100	\$150
3	\$200	\$300
4	\$300	\$450
5	\$400	\$600
6	\$625	\$875
7	\$750	\$1,050
8	\$875	\$1,225
9	\$1,000	\$1,400
10	\$1,125	\$1,575
11	\$1,500	\$2,000
12	\$1,650	\$2,200
13	\$1,800	\$2,400
14	\$1,950	\$2,600
15	\$2,100	\$2,800
16	\$2,625	\$3,375
17	\$2,800	\$3,600
18	\$2,975	\$3,825
19	\$3,150	\$4,050
20	\$3,325	\$4,275
21	\$4,000	\$5,000
22	\$4,200	\$5,250
23	\$4,400	\$5,500
24	\$4,600	\$5,750
25	\$4,800	\$6,000
26	\$5,000	\$6,250

AN ORDINANCE ADOPTING COUNTY OF VIGO,
INDIANA SALARY SCHEDULE AND COMPENSATION
POLICIES
OF MERIT OFFICERS

WHEREAS the County of Vigo, Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Vigo County, Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS Indiana Code 36-2-5-3, Section 3. (a) establishes that the county fiscal body shall fix the compensation of officers, deputies, and other employees whose compensation is payable from the County General fund, County Highway fund, County Health fund, County Park and Recreation fund, or any other fund from which the county auditor issues warrants for compensation. This includes the power to:

- (1) fix the number of officers, deputies, and other employees;
- (2) describe and classify positions and services;
- (3) adopt schedules of compensation; and
- (4) hire or contract with persons to assist in the development of compensation, and

NOW THEREFORE, it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions: Chief Deputy, Chief of Operations, Jail Commander, and Jail Matron, are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. Commencing January 1, 2024, the base pay rate for a Merit Deputy and Jail Matron is \$57,000 for 2024. Employees shall not receive compensation above the salary range authorized for their position in the salary ordinance; and the County Auditor shall not issue pay warrants for pay that exceeds the authorized amount specified in the salary ordinance.

SECTION 4. The number of Merit Deputies is set at forty-one (41), Plus a Chief Deputy and Jail Matron.

SECTION 5. Any Merit Deputy assigned the following classifications will receive the corresponding annual amount in addition to their base pay. Merit Deputies receiving classification pay are limited to the number indicated in parenthesis:

- | | | |
|----|--------------|----------|
| a. | Chief Deputy | \$18,000 |
|----|--------------|----------|

b.	Chief of Operations	\$15,000
c.	Jail Commander	\$10,000
d.	Lieutenant (5)	\$7,000
e.	First Sergeant (2)	\$4,500
f.	Sergeant (9)	\$2,500
g.	Detective (10)	\$1,500
h.	K-9 (1)	\$1,500
i.	Equip/Body Cam Coord (1)	\$1,200
j.	Internal IT Coord (1)	\$1,200
k.	Instructor Stipends (15)	\$1,200
l.	Task Force Commander (1)	\$1,200
m.	Task Force Asst. Comm. (1)	\$900
n.	Reserve Coord (1)	\$1,200
o.	Reserve Asst. Coord. (1)	\$900
p.	Field Training Officers (5)	\$1,200
q.	Evening Shift Diff (9)	\$750 annually
r.	Night Shift Diff (9)	\$1,000 annually

SECTION 6. Merit Deputies, Chief Deputy or Matron shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in the amount of 1.25% of the base rate of a Merit Deputy Sheriff/Road Deputy (2024 - \$57,000). For each subsequent year of service, they shall receive longevity pay up to the maximum of \$14,250.

SECTION 7. Merit Deputies, Chief Deputy or Matron shall receive \$2,150.00 per year clothing allowance.

SECTION 8. Non-Merit Deputies volunteering an average of sixteen (16) hours per month during the year, receive \$1,500.00 per year clothing allowance. Not to exceed (20) Reserves.

SECTION 9. Merit Deputies will receive one half (1/2) of the total accumulated, but unused, sick days upon retirement.

SECTION 10. All other overtime is to be paid in accordance with Fair Labor and Standards Act at a rate of one and one half (1 ½) times the salary plus longevity.

SECTION 11. The compensation amounts are listed as annual amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

SECTION 12. In the event of an extended Military or Family Medical Leave of a merit officer exceeding six (6) weeks, the Sheriff may employ a Temporary Deputy. A Temporary Deputy shall be compensated at a rate of ninety (90) percent of the base rate of a merit deputy. A Temporary Deputy shall not work more than 29 hours in a pay week and is not entitled to any benefits. A sufficient appropriation in Personal Services must exist in the Sheriff budget prior to the employment of a Temporary Deputy. The Sheriff should submit a plan detailing the anticipated period of time a Temporary Deputy will be required and the number of hours for that period to the Auditor's Office for verification of sufficient appropriation.

SECTION 13. Compensatory time will be limited per the Vigo County Sheriff's Department Standard Operating Procedure, PER-017, effective 12/01/13 as amended 2/11/20. See Exhibit 1.

Presented to the Vigo County Council, read in full and adopted this 17th day of October, 2023.

Aye ☐	Absent ☐	David Thompson _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Travis Norris _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Marie Theisz _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	R. Todd Thacker, President _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Vicki Weger _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Nancy Allsup _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Aaron Loudermilk _____
Nay ☐	Abstain ☐	

Attest:

James W. Bramble
Vigo Auditor

Vigo County Sheriff's Department Standard Operating Guidelines	
Reference Number: PER-017	Effective Date: 12/01/13
Subject: Employment Practices - Work Week, Overtime, Court Time	Revised: 02/11/20
Special Instructions: Replace all previous	Number of pages: 3
This directive is for internal use only and does not enlarge an officer's civil or criminal liability in any way. It should be construed as the creation of a higher standard of safety or care in an evidentiary sense, with respect to third party claims. Violations of this directive, if proven, can only form the basis in a non-judicial administrative setting.	

PURPOSE

Establishes guidelines pertaining to a work week, overtime, and court time.

POLICY

Department employees are required to present themselves for duty on each scheduled duty day as set forth in department SOG.

PROCEDURE

A. Work Week: Regular Duty

1. The Sheriff shall establish duty hours for all department employees.

B. Work Week: General Attendance

1. Officers will present themselves for duty on each scheduled duty day with the following exceptions:
 - a. When absence is due to illness, and it has been reported to his commanding officer at the earliest possible moment or before the start of duty hours.
 - b. When on vacation, taking approved accumulated time off or if an authorized leave of absence has been granted.

C. Work Week: Stand by Duty

1. All duly sworn officers of the department are on twenty-four (24) hours' call except when absent due to illness, on vacation, taking approved accumulated time off, or where an authorized leave of absence has been granted.

2. When contacted by a superior officer on regularly scheduled off duty days, they shall make themselves available for duty as requested, and as soon as possible.
3. Any duty time performed during regularly scheduled off duty periods shall be logged as accumulated authorized overtime.

D. Work Week: Authorized Overtime

1. Any officer performing overtime duty must have authorization from his or her direct supervisor when possible, otherwise it must be approved by any department supervisor.
2. All earned overtime will be reported to the secretarial staff as part of the officer's monthly activity report. In almost every situation the approving commander of the monthly report should be the supervisor of the shift or division in which the overtime is actually earned.
3. The monthly report will briefly explain the need or reason for the earned overtime.
4. Overtime Authorization is not required for grant funded projects. However, officers working grant projects cannot claim grant funded hours as regular work hours. An officer may take accrued leave time to work grant funded projects.
5. Overtime is to be reported in actual overtime earned or taken. Do not multiply by one and one-half. All record keeping of overtime by secretarial staff will be recorded in actual overtime hours. Overtime taken as compensatory time will be adjusted by secretarial staff at the one and one-half rate.
6. The approval of the officer's immediate supervisor is required when extra days off are taken utilizing accumulated overtime.
7. A deputy sheriff may accumulate a maximum of eighty (80) hours in approved overtime during the period of December 15th to November 30th. If at any time during this 12-month period, a deputy exceeds eighty (80) hours of authorized overtime he/she shall be compensated for all hours in excess of eighty (80) hours on the next practical pay cycle following the report of the overtime to the secretarial staff.
8. During the 12-month period if a deputy has a change in position that either increases or decreases their pay rate all overtime hours that the deputy has accumulated will be paid out at the rate of which the overtime was earned.
9. At the end of each 12-month period (November 30) all overtime that remains on record for the deputy as of November 30th will be reported to

the auditor in the month of December and that officer will be compensated for all accumulated hours over forty and thus a deputy will return to forty hours of accumulated overtime on December 1.

10. A deputy may utilize any or all of his/her accumulated overtime during this twelve-month period as permitted by their immediate supervisor.

E. Court Time

1. Frequently, police officers are required to testify in judicial hearings or trials concerning criminal violations. Any officer of the department who performs such duty during regularly scheduled off duty periods shall be compensated for it in the form of accumulated overtime.

- F. This guideline is to be used in conjunction with all relevant department regulations, rules, policies, and procedures.

AN ORDINANCE ADOPTING THE 2024 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR VIGO COUNTY PROSECUTORS OFFICE AND
PUBLIC DEFENDERS

WHEREAS the County of Vigo Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Vigo County Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS Indiana Code 36-2-5-3 Section 3. (a) establishes that the county fiscal body shall fix the compensation of officers, deputies, and other employees whose compensation is payable from the County General fund, County Highway fund, County Health fund, County Park and Recreation fund or any other fund from which the county auditor issues warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation,

and.

NOW THEREFORE it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions: All Prosecutors and Public Defenders, are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, is hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. Commencing January 1, 2024, Licensed Attorneys employed by the Vigo County Prosecutor or Vigo County Public Defender shall not receive compensation above the salary range authorized for their position in the salary ordinance; and the County Auditor shall not issue pay warrants for pay that exceeds the authorized amount as detailed below:

Deputy Prosecutor Base Salary (12) - \$80,000.00 annually

Part Time Trial Deputy (6) - \$41,531.00 annually
Part Time Trial Deputy/City Court Prosecutor (1) - \$43,327.00 annually
Public Defender Base Rate (2) - \$64,000.00 annually
Public Defender Problem Solving/First Appearance (2) - \$66,500.00 annually
Public Defender High Level Felony (22) - \$67,840.00 annually
Full Time Public Defender (1) - \$84,800.00 annually

SECTION 4. The Prosecutor shall have authority to designate six of the full-time deputies as High-Level Felony Prosecutors with a 6% pay increase above the base rate, three specialized prosecutor designations with a 10% pay increase above the base rate, and one problem solving prosecutor designation and one child support prosecutor designation, which will each be entitled to a 4% pay increase above the base rate.

SECTION 5. All full-time Deputy Prosecutors, employed prior to December 31, 2023, shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$5,000.

SECTION 6. Nothing in this ordinance will impact the salaries established and paid for by the State of Indiana.

SECTION 7. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 8. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, persons whose compensation is governed by statute, or persons whose compensation is established by a state agency or grant.

SECTION 9. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

Presented to the Vigo County Council, read in full and adopted this 17th day of October, 2023.

Aye ☐	Absent ☐	David Thompson
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Travis Norris
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Marie Theisz
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	R. Todd Thacker,
Nay ☐	Abstain ☐	President
Aye ☐	Absent ☐	Vicki Weger
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Nancy Allsup
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Aaron Loudermilk
Nay ☐	Abstain ☐	

Attest:

James W. Bramble
Vigo Auditor

APPENDIX 1
 For General Employees and Dispatch
 Employed prior to 12/31/23

	General Employees	Dispatchers
Year	G	D
1	\$0	\$0
2	\$100	\$150
3	\$200	\$300
4	\$300	\$450
5	\$400	\$600
6	\$625	\$875
7	\$750	\$1,050
8	\$875	\$1,225
9	\$1,000	\$1,400
10	\$1,125	\$1,575
11	\$1,500	\$2,000
12	\$1,650	\$2,200
13	\$1,800	\$2,400
14	\$1,950	\$2,600
15	\$2,100	\$2,800
16	\$2,625	\$3,375
17	\$2,800	\$3,600
18	\$2,975	\$3,825
19	\$3,150	\$4,050
20	\$3,325	\$4,275
21	\$4,000	\$5,000
22	\$4,200	\$5,250
23	\$4,400	\$5,500
24	\$4,600	\$5,750
25	\$4,800	\$6,000
26	\$5,000	\$6,250

AN ORDINANCE ADOPTING THE 2024 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR VIGO COUNTY HIGHWAY EMPLOYEES

WHEREAS the County of Vigo Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Vigo County Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS Indiana Code 36-2-5-3 Section 3. (a) establishes that the county fiscal body shall fix the compensation of officers, deputies, and other employees whose compensation is payable from the County General fund, County Highway fund, County Health fund, County Park and Recreation fund or any other fund from which the county auditor issues warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation.

NOW THEREFORE it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions: Highway Superintendent, are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. Commencing January 1, 2024, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for Vigo County Highway Department as follows:

Maintenance (Non-CDL)*	\$21.97 per hour
Maintenance (CDL) *	\$23.39 per hour
Operator (10)	\$24.91 per hour
Mechanic (3)	\$26.53 per hour
Working Leader (5)	\$26.53 per hour
Supervisor (4) **	\$32.05 per hour
Sign Technician (1)	\$26.53 per hour
Custodian (1)	\$18.32 per hour
Safety/Store Clerk (1)	\$21.96 per hour

Secretary (1)	\$22.13 per hour
Office Manager (1)	\$23.57 per hour
Superintendent (1)	\$82,795.28 annually

- Maintenance positions between CDL and Non-CDL not to exceed (15)
- ** (1) Supervisor paid from Cum Bridge Fund

SECTION 4. All full- time employees of the Vigo County Highway Department, employed prior to December 31, 2023, shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$5,000.

SECTION 5. Employees of the Vigo County Highway Department that are currently in positions receiving the \$0.71 per hour classification pay will continue to receive until they vacate that position. A Vigo County Highway employee that holds a Class "A" CDL will receive \$0.50 per hour, a Tanker or Hazmat endorsement will receive \$0.25 per hour.

SECTION 6.

(A) VACATION PAY

Highway Department employees covered by this ordinance shall receive paid vacation as established in the Vigo County Employee Handbook.

(B) PERSONAL DAYS

Highway Department employees covered by this ordinance shall receive personal days as established in the Vigo County Employee Handbook.

(C) SICK DAYS

Highway Department employees covered by this ordinance shall receive paid sick days as established in the Vigo County Employee Handbook.

(D) HOLIDAYS

Highway Department employees covered by this ordinance shall receive paid holidays as established in the Vigo County Employee Handbook.

SECTION 7. Any callout for emergency road conditions shall be compensated at the minimum of two (2) hours worked and all hours worked shall be compensated under the provisions of the Fair Labor Standards Act.

SECTION 8. Mechanics will be allowed a \$400 tool replacement allowance.

SECTION 9. In the event of an extended Military, Family Medical, or Workmen's Compensation Leave of a Maintenance Worker or Operator of the Vigo County Highway Department exceeding six (6) weeks, the Vigo County Highway may employ a Temporary Maintenance Worker or Temporary Operator. A Temporary Maintenance Worker or Operator shall be compensated at a rate of ninety (90) percent of the base rate of the respective full-time position. A temporary employee shall not work more than 29 hours in a pay week and is not entitled to retirement benefits. In the event a former employee of Vigo County is selected for the temporary position, the employee should be treated as a

continuing employee, rather than a new hire, unless the employee has had a separation for a period of at least 13 weeks in deference to the Affordable Care Act Regulations. A sufficient appropriation in Personal Services must exist in the Vigo County Highway budget prior to the employment of a Temporary maintenance Worker or Temporary Operator. The Highway Superintendent should submit a plan detailing the anticipated period of time a temporary employee will be required and the number of hours for that period to the Auditor's Office for verification of sufficient appropriation.

SECTION 10. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

SECTION 11. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 12. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, persons whose compensation is governed by statute, or persons whose compensation is established by a state agency or grant,

SECTION 13. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

Presented to the Vigo County Council, read in full and adopted this 17th day of October, 2023.

Aye ☐	Absent ☐	David Thompson
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Travis Norris
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Marie Theisz
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	R. Todd Thacker, President
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Vicki Weger
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Nancy Allsup
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Aaron Loudermilk
Nay ☐	Abstain ☐	

Attest:

James W. Bramble
Vigo Auditor

For General Employees and Dispatch
 Employed prior to 12/31/23

	General Employees	Dispatchers
Year	G	D
1	\$0	\$0
2	\$100	\$150
3	\$200	\$300
4	\$300	\$450
5	\$400	\$600
6	\$625	\$875
7	\$750	\$1,050
8	\$875	\$1,225
9	\$1,000	\$1,400
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24	\$4,600	\$5,750
25	\$4,800	\$6,000
26	\$5,000	\$6,250

AN ORDINANCE ADOPTING THE 2024 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR VIGO COUNTY DISPATCH/E-911 EMPLOYEES

WHEREAS the County of Vigo Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Vigo County Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS Indiana Code 36-2-5-3 Section 3. (a) establishes that the county fiscal body shall fix the compensation of officers, deputies, and other employees whose compensation is payable from the County General fund, County Highway fund, County Health fund, County Park and Recreation fund or any other fund from which the county auditor issues warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation.

NOW THEREFORE it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions: Dispatch Director and Dispatch Asst. Director, are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. Commencing January 1, 2024, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for Vigo County Dispatch/E-911 employees as established as follows:

Dispatcher (15)	\$21.47 per hour
Dispatcher/IDACS Coordinator (2)	\$22.75 per hour
Dispatcher/Training Coordinator (2)	\$22.75 per hour
Dispatcher/Supervisor(6)	\$24.24 per hour
Assistant Director	\$64,477.14 annually

SECTION 4. All full-time employees of the Vigo County Dispatch/E-911 Department, employed prior to December 31, 2023, shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule in Appendix A. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$6,250.

SECTION 5. All full-time employees of the Vigo County Dispatch/E-911 Department are eligible to receive an annual stipend of \$1,500 in order to aid in the attraction and retention of employees. To be eligible for the stipend an employee must have continuous serve for 6 months prior to receiving the stipend. Equal installments of the stipend will be paid in June and December.

SECTION 6. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

SECTION 7. Temporary employees, part-time employees, and extra help for the Vigo County Dispatch shall be compensated at a rate of \$15.21 per hour. All part-time employees will be limited to twenty-nine hours per week.

SECTION 8.

(A) VACATION PAY

Dispatch/E-911 employees covered by this ordinance shall receive paid vacation as established in the Vigo County Employee Handbook.

(B) PERSONAL DAYS

Dispatch/E-911 employees covered by this ordinance shall receive personal days as established in the Vigo County Employee Handbook.

(C) SICK DAYS

Dispatch/E-911 employees covered by this ordinance shall receive paid sick days as established in the Vigo County Employee Handbook.

(D) HOLIDAYS

Dispatch/E-911 employees who work on recognized holidays shall be paid for all hours worked and will be compensated at the holiday rate eight (8) hours of their shift on said holiday.

SECTION 9. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 10. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, persons whose

compensation is governed by statute, or persons whose compensation is established by a state agency or grant.

SECTION 11. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

Presented to the Vigo County Council, read in full and adopted this 17th day of October, 2023.

Aye ☐	Absent ☐	David Thompson _____
Nay ☐	Abstain ☐	
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Nay ☐	Abstain ☐	

Attest:

James W. Bramble
Vigo Auditor

APPENDIX 1
 For General Employees and Dispatch
 Employed prior to 12/31/23

	General Employees	Dispatchers
Year	G	D
1	\$0	\$0
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25	\$4,800	\$6,000
26	\$5,000	\$6,250

AN ORDINANCE ADOPTING THE 2024 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR THE CORRECTIONAL/ DETENTION /BUILDING SECURITY OFFICERS OF
VIGO COUNTY

WHEREAS the County of Vigo Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Vigo County Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS Indiana Code 36-2-5-3 Section 3. (a) establishes that the county fiscal body shall fix the compensation of officers, deputies, and other employees whose compensation is payable from the County General fund, County Highway fund, County Health fund, County Park and Recreation fund or any other fund from which the county auditor issues warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation.

NOW THEREFORE it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3.. Commencing January 1, 2024, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for all Vigo County Correctional Detention Officers ("Correctional Officers") of Vigo County, which includes the Vigo County Jail, Vigo County Juvenile Detention Center and Vigo County Building Security as follows:

Vigo County Jail

Correctional Officers (71)

\$21.42 per hour

Correctional Officers Sgt (4)	\$23.44 per hour
Correctional Officer Senior Sgt. (1)	\$25.43 per hour
Correctional Officer First Sgt. (1)	\$56,059 annually

Juvenile Detention Center

Detention Officers (8)	\$21.42 per hour
Detention Officers Corporals (4)	\$22.43 per hour
Detention Officers Shift Supervisors (4)	\$23,44 per hour
Detention Officer Senior Sgt (paid from Non-Reverting Fund)	\$25.43 per hour
Detention Officer First Sgt.	\$56,059 annually

Building Security

Building Security Officers (8)	\$21.42 per hour
Building Security Corporal (1)	\$22.43 per hour
Building Security Sgt. (1)	\$23.44 per hour

SECTION 4. All full-time Vigo County Correctional Officers (Jail, Juvenile Detention Center and Building Security), employed prior to December 31,2023, shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$5,000.

SECTION 5. All full time Correctional Officers employed by the Vigo County Jail and those employed as Building Security will receive \$1,500.00 per year clothing allowance.

SECTION 6. All full time Correctional Officers employed by the Vigo County Jail, Juvenile Detention Center or as Building Security are eligible to receive an annual stipend of \$1,500 in order to aid in the attraction and retention of employees. To be eligible for the stipend an employee must have continuous serve for 6 months prior to receiving the stipend. Equal installments of the stipend will be paid in June and December.

SECTION 7. Two (2) Juvenile Detention Officers will receive a \$1,000 Stipend each for being Trainers.

SECTION 8.. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

SECTION 9. Temporary employees, part-time employees, and extra help for the positions of Vigo County Jail Correctional Officers, Juvenile Detention Officers, and Process Servers shall be compensated at a rate of \$15.21 per hour. Those employed as Building Security shall be compensated at a rate of \$21.42 per hour. Any part-time employee Correctional Officer, Juvenile Detention Officer or Building Security will be limited to twenty-nine hours per week.

SECTION 10.

(A) VACATION PAY

Correctional Officer employees covered by this ordinance shall receive paid vacation as established in the Vigo County Employee Handbook.

(B) PERSONAL DAYS

Correctional Officer employees covered by this ordinance shall receive personal days as established in the Vigo County Employee Handbook.

(C) SICK DAYS

Correctional Officer employees covered by this ordinance shall receive paid sick days as established in the Vigo County Employee Handbook.

(D) HOLIDAYS

Correctional Officers of the Vigo County Jail and Juvenile Detention officers who work on recognized holidays shall be paid for all hours worked and will be compensated at the holiday hourly rate for eight (8) hours of their shift on said holiday.

SECTION 11. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 12. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, Compensation established by other Vigo County Salary Ordinances, persons whose compensation is governed by statute, persons whose compensation is established by a state agency or grant, and elected officials.

SECTION 13. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

Presented to the Vigo County Council, read in full and adopted this 17th day of October, 2023.

Aye ☐	Absent ☐	David Thompson
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Travis Norris
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Marie Theisz
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	R. Todd Thacker,
Nay ☐	Abstain ☐	President
Aye ☐	Absent ☐	Vicki Weger
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Nancy Allsup
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Aaron Loudermilk
Nay ☐	Abstain ☐	

Attest:

James W. Bramble
Vigo Auditor

APPENDIX 1
 For General Employees and Dispatch
 Employed prior to 12/31/23

	General Employees	Dispatchers
Year	G	D
1	\$0	\$0
2	\$100	\$150
3	\$200	\$300
4	\$300	\$450
5	\$400	\$600
6	\$625	\$875
7	\$750	\$1,050
8	\$875	\$1,225
9	\$1,000	\$1,400
10	\$1,125	\$1,575
11	\$1,500	\$2,000
12	\$1,650	\$2,200
13	\$1,800	\$2,400
14	\$1,950	\$2,600
15	\$2,100	\$2,800
16	\$2,625	\$3,375
17	\$2,800	\$3,600
18	\$2,975	\$3,825
19	\$3,150	\$4,050
20	\$3,325	\$4,275
21	\$4,000	\$5,000
22	\$4,200	\$5,250
23	\$4,400	\$5,500
24	\$4,600	\$5,750
25	\$4,800	\$6,000
26	\$5,000	\$6,250

AN ORDINANCE ADOPTING THE 2024 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR VIGO COUNTY PARKS DEPARTMENT EMPLOYEES

WHEREAS the County of Vigo Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Vigo County Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS Indiana Code 36-2-5-3 Section 3. (a) establishes that the county fiscal body shall fix the compensation of officers, deputies, and other employees whose compensation is payable from the County General fund, County Highway fund, County Health fund, County Park and Recreation fund or any other fund from which the county auditor issues warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation.

NOW THEREFORE it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions: Park Superintendent, are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. Commencing January 1, 2024, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for Vigo County Parks Department employees as established as follows:

Parks Maintenance Specialist (7)	\$23.48 per hour
Office Manager (1)**	\$23.01 per hour
Natural Resource Programmer (1)	\$45,514 annually
Park Asst. Superintendent	\$58,552 annually
Park Superintendent	\$66,411 annually
Griffin Bike Park Manager (Paid from Park Non-Revert)	\$51,623 annually

**Grandfathered in at higher rate.

SECTION 4. All full-time Vigo County Park Employees, employed prior to December 31, 2023, shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$5,000.

SECTION 5. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

SECTION 6. Temporary employees, part-time employees, and extra help for the Vigo County Parks Dept, shall be compensated at a rate of \$13.76 per hour. Any part-time employee of the Parks Department will be limited to twenty-nine hours per week.

SECTION 7.

(A) VACATION PAY

Parks Department employees covered by this ordinance shall receive paid vacation as established in the Vigo County Employee Handbook.

(B) PERSONAL DAYS

Parks Department employees covered by this ordinance shall receive personal days as established in the Vigo County Employee Handbook.

(C) SICK DAYS

Parks Department employees covered by this ordinance shall receive paid sick days as established in the Vigo County Employee Handbook.

(D) HOLIDAYS

Parks Department employees covered by this ordinance shall receive paid holidays as established in the Vigo County Employee Handbook.

SECTION 8. Any new employee or transferring employee will come in at the current rate for the grade of that position.

SECTION 9. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 10. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, persons whose compensation is governed by statute, or persons whose compensation is established by a state agency or grant,

SECTION 11. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

Presented to the Vigo County Council, read in full and adopted this 17th day of October, 2023.

Aye ☐	Absent ☐	David Thompson
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Travis Norris
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Marie Theisz
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	R. Todd Thacker, President
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Vicki Weger
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Nancy Allsup
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Aaron Loudermilk
Nay ☐	Abstain ☐	

Attest:

James W. Bramble
Vigo Auditor

APPENDIX A
 For General Employees and Dispatch
 Employed prior to 12/31/23

	General Employees	Dispatchers
Year	G	D
1	\$0	\$0
2	\$100	\$150
3	\$200	\$300
4	\$300	\$450
5	\$400	\$600
6	\$625	\$875
7	\$750	\$1,050
8	\$875	\$1,225
9	\$1,000	\$1,400
10	\$1,125	\$1,575
11	\$1,500	\$2,000
12	\$1,650	\$2,200
13	\$1,800	\$2,400
14	\$1,950	\$2,600
15	\$2,100	\$2,800
16	\$2,625	\$3,375
17	\$2,800	\$3,600
18	\$2,975	\$3,825
19	\$3,150	\$4,050
20	\$3,325	\$4,275
21	\$4,000	\$5,000
22	\$4,200	\$5,250
23	\$4,400	\$5,500
24	\$4,600	\$5,750
25	\$4,800	\$6,000
26	\$5,000	\$6,250

AN ORDINANCE ADOPTING THE 2024 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR VIGO COUNTY HEALTH DEPARTMENT EMPLOYEES

WHEREAS the County of Vigo Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Vigo County Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS Indiana Code 36-2-5-3 Section 3. (a) establishes that the county fiscal body shall fix the compensation of officers, deputies, and other employees whose compensation is payable from the County General fund, County Highway fund, County Health fund, County Park and Recreation fund or any other fund from which the county auditor issues warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation.

NOW THEREFORE it is ordained as follows:

SECTION 1. The attached FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions are not eligible for FLSA overtime or FLSA compensatory time.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. Commencing January 1, 2024, the following salary schedule, not to exceed the amount listed, shall be in full force and effect for Vigo County Health Department employees as established on the following spreadsheets.

SECTION 4. All full-time Vigo County Health Department Employees, employed prior to December 31, 2023, shall receive longevity pay annually commencing at the beginning of the calendar year of his/her 2nd year in accordance with the attached longevity schedule. For each subsequent year of service, they shall receive longevity pay up to the maximum of \$5,000.

SECTION 5. The following positions will receive a stipend paid from the new Local Public Health Services Fund, this will be added to their base pay:

Environmental Health Specialist (7)	\$5,200
Health Educator (1)	\$5,200
Public Health Nurse (3)	\$8,352
Vector Control Specialist (6)	\$5,417
Vital Records Supervisor (1)	\$8,000
Health Administrator/Grant Manager	\$26,014

SECTION 6. Full-time employees in PERF covered positions determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

SECTION 7.

(A) VACATION PAY

Health Department employees covered by this ordinance shall receive paid vacation as established in the Vigo County Employee Handbook.

(B) PERSONAL DAYS

Health Department employees covered by this ordinance shall receive personal days as established in the Vigo County Employee Handbook.

(C) SICK DAYS

Health Department employees covered by this ordinance shall receive paid sick days as established in the Vigo County Employee Handbook.

(D) HOLIDAYS

Health Department employees covered by this ordinance shall receive paid holidays as established in the Vigo County Employee Handbook

SECTION 8. Any part-time employee of the Health Department will be limited to twenty-nine hours per week.

SECTION 9. Any new employee or transferring employee will come in at the current rate for the grade of that position.

SECTION 10. The illegality or invalidity, for any reason, of any of the sections of this ordinance, or parts thereof, shall invalidate only such section or sections as are so determined to be illegal or invalid, and any such invalidity shall have no effect on the remaining sections of this ordinance.

SECTION 11. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, persons whose compensation is governed by statute, or persons whose compensation is established by a state agency or grant,

SECTION 12. The compensation amounts that are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

Department	Fund	Grade	Title	FLSA	2024 Base Salary	2024 Base Hourly
Health Department	Health	14	Environmental Supervisor	Non-Exempt	\$ 62,358	
Health Department	Health	13	Vector Control Supervisor	Non-Exempt	\$ 58,552	
Health Department	Health	13	Nursing Director	Exempt	\$ 58,552	
Health Department	Health	17	Health Administrator	Exempt	\$ 77,447	
Health Department	Health	10	Environmental Health Specialist	Non-Exempt	\$ 53,284	*
Health Department	Health	7	Vector Control Specialist	Non-Exempt	\$ 42,204	*
Health Department	Health	7	Vector Control Specialist	Non-Exempt	\$ 42,204	*
Health Department	Health	7	Vector Control Specialist	Non-Exempt	\$ 42,204	*
Health Department	Health	10	Environmental Health Specialist	Non-Exempt	\$ 49,119	*
Health Department	Health	10	Environmental Health Specialist	Non-Exempt	\$ 49,119	*
Health Department	Health	10	Environmental Health Specialist	Non-Exempt	\$ 49,119	*
Health Department	Health	5	Clerical Assistant/Supply Clerk	Non-Exempt		\$ 19.44
Health Department	Health	6	Vector Control Clerk	Non-Exempt		\$ 20.70
Health Department	Health	10	Public Health Nurse	Exempt	\$ 49,119	*
Health Department	Health	10	Public Health Nurse	Exempt	\$ 49,119	*
Health Department	Health	10	Vector Control Assistant Supervisor	Non-Exempt	\$ 48,472	
Health Department	Health	9	Vital Statistics Registrar Supervisor	Non-Exempt		\$ 25.01
Health Department	Health	7	Office Manager/Bookkeeper	Non-Exempt		\$ 24.40
Health Department	Health	4	Secretary I	Non-Exempt		\$ 22.51
Health Department	Health	4	Vital Records Clerk	Non-Exempt		\$ 20.87
Health Department	Health	4	Clerical Assistant	Non-Exempt		\$ 20.87
Health Department	Health	4	Vital Records Clerk	Non-Exempt		\$ 20.87
Health Department	Health	4	Vital Records Clerk	Non-Exempt		\$ 20.87
Health Department	Local Public Health Services Fund					
Health Department	Local Public Health Services Fund	10	Health Educator	Exempt	\$ 48,472	
Health Department	Local Public Health Services Fund	Not Classified	Social Worker	Exempt	\$ 55,000	
Health Department	Local Public Health Services Fund	7	Lead Case Manager	Non-Exempt		\$ 22.05
Health Department	Local Public Health Services Fund	10	Environmental Health Specialist	Non-Exempt	\$ 49,119	

* Incumbants are grandfathered at higher rate

APPENDIX A
 Longevity Schedule - 2024
 For General Employees and Dispatch
 Employed prior to 12/31/23

	General Employees	Dispatchers
Year	G	D
1	\$0	\$0
2	\$100	\$150
3	\$200	\$300
4	\$300	\$450
5	\$400	\$600
6	\$625	\$875
7	\$750	\$1,050
8	\$875	\$1,225
9	\$1,000	\$1,400
10	\$1,125	\$1,575
11	\$1,500	\$2,000
12	\$1,650	\$2,200
13	\$1,800	\$2,400
14	\$1,950	\$2,600
15	\$2,100	\$2,800
16	\$2,625	\$3,375
17	\$2,800	\$3,600
18	\$2,975	\$3,825
19	\$3,150	\$4,050
20	\$3,325	\$4,275
21	\$4,000	\$5,000
22	\$4,200	\$5,250
23	\$4,400	\$5,500
24	\$4,600	\$5,750
25	\$4,800	\$6,000
26	\$5,000	\$6,250

Presented to the Vigo County Council, read in full and adopted this 17th day of October, 2023.

Aye ☐	Absent ☐	David Thompson
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Travis Norris
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Marie Theisz
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	R. Todd Thacker, President
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Vicki Weger
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Nancy Allsup
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Aaron Loudermilk
Nay ☐	Abstain ☐	

Attest:

James W. Bramble
Vigo Auditor

AN ORDINANCE ADOPTING THE 2024 SALARY
SCHEDULE AND COMPENSATION POLICIES
FOR VIGO COUNTY ELECTED OFFICIALS

WHEREAS the County of Vigo Indiana is an Equal Opportunity Employer, and

WHEREAS it is the intent of Vigo County Indiana to comply with applicable federal and State of Indiana employment laws and regulations, and

WHEREAS Indiana Code 36-2-5-3 Section 3. (a) establishes that the county fiscal body shall fix the compensation of officers, deputies, and other employees whose compensation is payable from the County General fund, County Highway fund, County Health fund, County Park and Recreation fund or any other fund from which the county auditor issues warrants for compensation with the exception of the Convention and Visitors Bureau and Community Corrections funds This includes the power to:

- (1) fix the number of officers, deputies, and other employees:
- (2) describe and classify positions and services:
- (3) adopt schedules of compensation; and:
- (4) hire or contract with persons to assist in the development of compensation, and.

NOW THEREFORE it is ordained as follows:

SECTION 1. FLSA exempt and non-exempt classifications are hereby adopted for the purposes of calculating overtime for employees holding non-exempt positions. Employees holding exempt positions: All elected officials are classified as exempt and are not eligible for overtime pay.

SECTION 2. The Vigo County Personnel Policy, effective September 12, 2017, and all adopted addendums, are hereby adopted by reference; compliance with such policies are a term and condition of County employee compensation; County employees are entitled to pay for leave policies specified in the Vigo County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Vigo County Personnel Policy.

SECTION 3. Commencing January 1, 2024, the following annual salaries for 2024 will be the compensation tied to the exempt class of elected officials, the rates, and stipends for elected, or appointed, positions:

County Commissioners (3) - \$78,216
County Council (7) - \$21,189
Vigo County Auditor (1) - \$75,189

Vigo County Treasurer (1) - \$68,666
Vigo County Recorder (1) - \$68,666
Vigo County Surveyor (1) - \$68,666
Vigo County Assessor (1) - \$68,666
Vigo County Clerk (1) - \$68,666
Vigo County Coroner - \$60,540 (\$40,360 base rate with increase of \$20,180 due to status as physician)
Harrison Township Assessor (1) - \$64,475

SECTION 4. Employees shall not receive compensation above the salary range authorized for their position in the salary ordinance; and the County Auditor shall not issue pay warrants for pay that exceeds the authorized amount specified in the salary ordinance.

SECTION 5. The number of officers, deputies and other employees shall not exceed the number authorized in this salary ordinance.

SECTION 6. If an Assessor, County or Harrison, has received Level II assessor certification from the Department of Local Government Finance, the Assessor shall, in addition to the salary provided for above, receive \$1,000 compensation. If an Assessor, County or Harrison, has received Level III assessor certification from the Department of Local Government, the Assessor shall receive an additional \$1,500 over the compensation of an Assessor with a Level II certification.

SECTION 7. Per IC 36-2-14-15, if the Coroner is licensed to practice as a physician in Indiana the compensation must be one and one-half (1 ½) times of the fixed compensation of a Coroner. If the Coroner is a licensed pathologist and performing autopsies for the County without additional autopsy fees incurred by the County, the compensation will be one and one-half (1 ½) times of the fixed compensation of a Coroner with a license to practice as a physician in Indiana.

SECTION 8. The duly appointed Juvenile Magistrate shall be entitled to the \$5,000 stipend for 2024. Additionally, all the Superior and Circuit Court Judges of Vigo County, along with the Prosecutor and Chief-Deputy Prosecutor will continue to receive the \$5,000 stipend.

SECTION 9. Elected Officials determined ineligible for PERF per state statute shall receive a stipend equal to the defined employee contribution rate (3.00%) to be paid in each pay period.

SECTION 10. This ordinance does not apply to employees who are covered by collective bargaining agreement, merit officers of the Vigo County Sheriff's Department, persons whose compensation is governed by statute, or persons whose compensation is established by a state

agency or grant.

SECTION 11. The compensation amounts are listed as annual appropriation amounts and the calculation of the bi-weekly or hourly compensation rates may result in a slight variation and will not be adjusted at the year end.

Presented to the Vigo County Council, read in full and adopted this 17th day of October, 2023.

Aye ☐	Absent ☐	David Thompson
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Travis Norris
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Marie Theisz
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	R. Todd Thacker, President
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Vicki Weger
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Nancy Allsup
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Aaron Loudermilk
Nay ☐	Abstain ☐	

Attest:

James W. Bramble
Vigo Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2023-67

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Now, therefore:

SEC. 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of the Riley Fire Protection District, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>RILEY FIRE PROTECTION DISTRICT</u>		
Cumulative Fund		
Capital Outlay	<u>\$21,000</u>	
Total Cumulative Fund	\$21,000	

Approved on this 17th day of October, 2023 .

Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	David Thompson _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Travis Norris _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Marie Theisz _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	R. Todd Thacker, President _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Vicki Weger _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Nancy Allsup _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Aaron Loudermilk _____

Attest:

James W. Bramble
Vigo County Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2023-60

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Now, therefore:

SEC. 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of the General Fund, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>GENERAL FUND</u>		
<u>Courts/0232</u>		
1000.37700.000.0232/Physician Fees	\$15,000	
1000.36100.000.0232/Printing	\$12,000	
1000.30042.000.0232/Supp to Community Corrections	\$14,000	
1000.31000.000.0232/Drug Testing	\$27,500	
1000.39200.000.0232 Service Agreements	<u>\$2,000</u>	
Total Courts	\$70,500	

Approved on this 17th day of October, 2023 .

Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	David Thompson _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Travis Norris _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Marie Theisz _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	R. Todd Thacker, President _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Vicki Weger _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Nancy Allsup _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Aaron Loudermilk _____

Attest:

James W. Bramble
Vigo County Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2023-61

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Now, therefore:

SEC. 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of the General Fund, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

<u>GENERAL FUND</u>	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>Coroner/0007</u>		
1000.32850.000.0007/Transportation of Corpse	<u>\$25,000</u>	
Total Coroner	\$25,000	

Approved on this 17th day of October, 2023 .

Aye ☐ Nay ☐	Absent ☐ Abstain ☐	David Thompson _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	Travis Norris _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	Marie Theisz _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	R. Todd Thacker, President _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	Vicki Weger _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	Nancy Allsup _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	Aaron Loudermilk _____

Attest:

James W. Bramble
Vigo County Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2023-62

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Now, therefore:

SEC. 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of the General Fund, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>GENERAL FUND</u>		
<u>Commissioners/0068</u>		
1000.39200.000.0068/Service Agreements	\$11,000	
1000.33700.000.0068/Electricity	\$20,000	
1000.32200.000.0068/Burial of Soldiers	\$2,000	
1000.30100.000.0068/Telephone	<u>\$60,000</u>	
Total Commissioners	\$93,000	

Approved on this 17th day of October, 2023 .

Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	David Thompson _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Travis Norris _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Marie Theisz _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	R. Todd Thacker, President _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Vicki Weger _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Nancy Allsup _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Aaron Loudermilk _____

Attest:

James W. Bramble
Vigo County Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2023-63

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Now, therefore:

SEC. 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of the ARPA Grant Fund, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>ARPA GRANT FUND/8950</u>		
8950.31418.000.0000 Children's Museum	\$	75,000
Total ARPA Grant Fund	\$	75,000

Approved on this 17th day of October, 2023.

Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	David Thompson _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Travis Norris _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Marie Theisz _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	R. Todd Thacker, President _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Vicki Weger _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Nancy Allsup _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Aaron Loudermilk _____

Attest:

James W. Bramble
Vigo County Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2023-64

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Now, therefore:

SEC. 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of the ARPA Grant Fund, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>ARPA GRANT FUND/8950</u>		
8950.31419.000.0000 Swope Art Museum	\$	225,000
Total ARPA Grant Fund	\$	225,000

Approved on this 17th day of October, 2023 .

Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	David Thompson _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Travis Norris _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Marie Theisz _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	R. Todd Thacker, President _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Vicki Weger _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Nancy Allsup _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Aaron Loudermilk _____

Attest:

James W. Bramble
Vigo County Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2023-65

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Now, therefore:

SEC. 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of the ARPA Grant Fund, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>ARPA GRANT FUND/8950</u>		
8950.31428.000.0000 United Way	\$	1,000,000
Total ARPA Grant Fund	\$	1,000,000

Approved on this 17th day of October, 2023.

Aye ☐ Nay ☐	Absent ☐ Abstain ☐	David Thompson _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	Travis Norris _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	Marie Theisz _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	R. Todd Thacker, President _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	Vicki Weger _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	Nancy Allsup _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	Aaron Loudermilk _____

Attest:

 James W. Bramble
 Vigo County Auditor

ADDITIONAL APPROPRIATION ORDINANCE 2023-66

WHEREAS, it has been determined that it is now necessary to appropriate more money than was appropriated in the annual budget. Now, therefore:

SEC. 1. Be it ordained by the County Council of Vigo County, Indiana, that for the expenses of the ARPA Grant Fund, the following additional sums of money are hereby appropriated out of the funds named and for the purposes specified, subject to the laws governing the same.

	<u>ADVERTISED</u>	<u>APPROPRIATED</u>
<u>ARPA GRANT FUND/8950</u>		
8950.31429.000.0000 Historical Society	\$	50,000
Total ARPA Grant Fund	\$	50,000

Approved on this 17th day of October, 2023 .

Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	David Thompson _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Travis Norris _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Marie Theisz _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	R. Todd Thacker, President _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Vicki Weger _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Nancy Allsup _____
Aye ☐	Absent ☐	
Nay ☐	Abstain ☐	Aaron Loudermilk _____

Attest:

James W. Bramble
Vigo County Auditor

VIGO COUNTY COUNCIL
Sunshine Meeting Minutes
Tuesday, September 5, 2023 at 5:00 P.M.
Council Chambers – Vigo County Government Center

Pledge of Allegiance

President Pro Tem Marie Theisz called the meeting to order at 5:00.

Calling of the roll

Aaron Loudermilk – present, Nancy Allsup – present; Vicki Weger – present; Todd Thacker – absent; Marie Theisz – present; Travis Norris – present; and David Thompson – absent.

Communications from elected officials, other officials or agencies of the County

Commissioner Mike Morris reported that Vigo County had recently received \$87,000 from Duke Energy for energy savings from the jail. That was deposited into the general fund. He said that next month they would like to request those funds to use to pay for the telephones and electricity bills for the County.

First reading by summary reference of proposed ordinances and resolutions

- i. Additional Appropriation 2023-54: LIT/PSAP – Contractual, Office Furniture and Equipment New
- ii. Additional Appropriation 2023-55: E911 – Licenses, Contractual and Equipment New
- iii. Additional Appropriation 2023-56: EDIT – Maintenance Building New
- iv. Additional Appropriation 2023-57: ARPA Grant Fund – Maintenance Building New
- v. Additional Appropriation 2023-45: ARPA Grant Fund – Recreational Trails Project
- vi. Additional Appropriation 2023-51: ARPA Grant Fund – THRIVE West Central Project – Housing
- vii. Additional Appropriation 2023-58: ARPA Grant Fund – Rose Hulman – Rose Ventures Relocation
- viii. Salary Ordinance 2023-59A: E911 – Adjust Pay Rates
- ix. 2023 Amended Vigo County Salary Ordinance

Reports from committees

Marie Theisz said the Salary Subcommittee had met and worked on some things and that would be addressed during discussion of the amended salary ordinance.

Resolutions and Ordinances other than appropriations

There were none

Ordinances relating to appropriations.

OLD BUSINESS:

i. **Additional Appropriation 2023-44: LIT/Correctional Rehab – Supplement to Drug Court**

This matter had been tabled at the last meeting. Hon. Chris Newton said they are working on a new plan. Many of the services offered through the Drug Court are also offered through the Veterans Court. They felt that it might be best to streamline and try to look for new sources of revenue. They have had some good responses for grants and things that are out there that might be possible to use for next year. However, they are requesting this additional appropriation to carry Drug Court out through the rest of this year to ensure that the program continues for the people currently enrolled. All in all, the program is very successful and they feel it is a necessity to keep that Court functioning. Council had no additional questions.

ii. **Additional Appropriation 2023-54: LIT/PSAP – Contractual, Office Furniture and Equipment New**

Commissioner Mark Clinkenbeard and Jeff Fox were present for this request. This concerns the Resolution of Support passed by the Council last month for relocation of E911 to the Community Corrections Building. Estimates are completed and they are requesting a total of \$893,275 (part from this fund and part from another) to complete the work. A detailed estimate had been provided. Jeff Fox will be overseeing the project with help from Commissioner Clinkenbeard, resulting in a savings to the County of approximately \$90,000 in general contracting fees. The moving of files by Building Maintenance and the Clerk's Office will be completed tomorrow, with actual construction to start September 11. They hope for completion by year end. Jeff Fox said they had met with contractors to establish timelines and those types of things. The only concern is the possibility of delay in receiving the HVAC equipment. That is the only component that could be a problem. Marie Theisz asked if the move will still be able to take place if the HVAC equipment does not arrive timely. Mr. Fox said they haven't got that deep into it yet. They are still looking at other vendors for the equipment and elaborated on how things would work.

iii. **Additional Appropriation 2023-55: E911 – Licenses, Contractual and Equipment New**

This request is in conjunction with the prior request of LIT/PSAP regarding the relocation of Dispatch services discussed in the prior paragraph. A portion of the funding will come from LIT/PSAP and a portion from E911.

iv. **Additional Appropriation 2023-56: EDIT – Maintenance Building New**

Commissioner Mark Clinkenbeard said they are asking for an appropriation of \$1,536,000 to build a maintenance/storage facility on the southwest corner of the new jail property. This will house county storage, county morgue, Sheriff's Department garage and the building maintenance shop. This is deemed to be the most cost effective way to handle the immediate and long term needs. A few changes have been made to the square footage. The Sheriff's garage is a little smaller and county document storage a little

larger. The morgue space will have 960 square feet, Sheriff's garage 1,920 square feet, document storage 2,496 square feet, and building maintenance shop 1,536 square feet. They are proposing half the cost come from ARPA funds and half from EDIT. Aaron Loudermilk asked if they could get a breakdown on the cost for each of the four uses. Commissioner Clinkenbeard said they would get that. There was a short discussion. Public Defender Gretchen Etling noted that the square footage assigned for the public defender could be submitted for reimbursement to the Commission.

v. Additional Appropriation 2023-57: ARPA Grant Fund – Maintenance Building New

This request is in conjunction with the prior request of EDIT for the new maintenance building. See prior paragraph.

vi. Additional Appropriation 2023-45: ARPA Grant Fund – Recreational Trails Project

Adam Grossman and Larry Robbins were present to talk about this. Adam said he, the Commissioners and Larry Robbins had prepared a 1-year parks/trails package for ARPA money. Starting with the Riley Spur, \$525,000 would pay for the section from Lama to Canal which is about 1.6 miles. It would also pay for benches, lighting, all the amenities along with that. They are still working on the trail head that will springboard that in. He provided a map of Vigo and surrounding counties showing all the existing trails that will eventually all connect together with Vigo County being the hub. The Health Department has helped with grants. There was a brief discussion. Commissioner Mike Morris announced that the Riley Town Board had agreed that a trail head could be located at their Town Hall Building. Aaron Loudermilk asked if the demographic that would use the trail would also be the same as those using the bike park. Mr. Grossman said they really catered to two different groups. Larry Robbins said they have submitted a Next Level Trails application to the State of Indiana to extend that trail from Lama into the City of Terre Haute at 7th & Margaret. Hopefully they will find out at the end of November or early December whether or not they got that grant. It also encompasses a loop around Rea Park. Joni Wise with the Vigo County Health Department also noted that adding that in with what the Friends of Real Park and the City of Terre Haute had planned, such as pickleball courts, tennis courts, revamping the golf course, putting in an exterior track, putting in an athletic facility, only enhances the whole project and encourages healthy activities. This request is for three different projects. Secondly, with regard to a West Terre Haute loop, Duke Energy has advised that the County will be getting a grant to be able to cross U.S. 40 by Sugar Creek Scrap which will then run down to a rail bed by Old Paris Road. They will pay for that portion and Vigo County will then pick up by cantilevering over by the old ball field and connect with the Wabashiki Trail. This will be a really nice 8 foot wide concrete trail, with fencing, to hook up to existing concrete at the ball field. They will then appeal to the Town of West Terre Haute and Vigo County to replace some sidewalks to complete the look. Assuming funding is approved, the prep work could start as early as this Fall, with the majority taking place in the Spring. Third, the pedestrian walkway is well used. They have talked about an overlook at Dewey Point for years. Duke Energy vacated the concrete towers that were there with the vision of making this an overlook in the future. Approximately

\$175,000 of this ask will be used for that. This will draw people in. They have donations to pay for the engineering and design. Marie Theisz thanked all of them for their collaborative efforts.

vii. Additional Appropriation 2023-51: ARPA Grant Fund – THRIVE West Central – Housing

Mark Clinkenbeard introduced Ryan Keller, Executive Director of THRIVE West Central, who has been putting together a plan for much needed housing development in the community. Mr. Keller had put together a plan that will incentivize home builders and developers and lay a long-term foundation for housing development. Mr. Keller was joined by Jon Ford, their Director of Business Development, and Julie Hart, one of their planners. A folder containing information about the project and various studies that had been conducted was provided to the Council. They are requesting \$5 million in ARPA funds for their long term housing development and market empowerment plan. Mr. Keller gave a short powerpoint presentation explaining what they are proposing. They plan to use the home optimization market and empowerment method. They received a \$1.8 million READI grant last year and completed a home optimization study to determine the market needs and potential. The second part of the plan is the market empowerment method. This will help solve the funding gaps in projects that normally limit development. It creates and deploys buyer support programs, buyer education programs and buyer pipelines. It provides builders, lenders and investors the data they need for the projects in our county. It creates long term development opportunities that focus on the population already here and future population. They plan to invest 96.4% to builder developments and implementation. 3.6% will help launch support mechanisms such as training, and Club 720 (a virtual platform that is the foundation of long term housing and development strategies, one part of which helps first and second time home buyers with down payments). This is a multi-stage process. He reviewed each process. There will be an 11-person steering committee. The Council, Commissioners and members in the City of Terre Haute all get to pick who serves on that Committee. Next, Club 720 is launched. After that, different sites are identified for pre-development along with sites that are ready to go. Next is a comprehensive communication strategy. In March of next year, it will be time for implementation and development. Joni Wise said Montgomery County, Maryland had an affordable housing innovation that includes a law that requires developers to set aside about 15% of the units in new projects for households making less than 2/3 of the area's median income. She wondered if Vigo County would consider that. Mr. Keller said he was unfamiliar with that program but would look into it. He did say their study included housing for all levels of income. There was a short discussion.

viii. Additional Appropriation 2023-58: ARPA Grant Fund – Rose Hulman – Rose Ventures Relocation

Brian Dougherty, Senior Director for Rose Hulman Ventures, was present for this request. They are requesting \$500,000 to assist in creation of an innovation park. This is a multi-phased and multi-faceted project. The beginning piece is relocating and expanding the current Rose Hulman Ventures program. Rose Hulman Ventures creates professional practice experience for students using outside companies to do real,

technical work. The projects are managed by a professional staff member. They target greater than 115 individuals to get internship experiences usually spread over 35-40 different clients a year. They do not compete on cost but they are actually pretty inexpensive in comparison to others performing the same service. They help their clients find funding, mostly in the form of grants. They do pay their interns. The work they did resulted in 6 patent applications and 5 product launches for their clients. It is time to expand. By investing in resources and some new skills, they can broaden up to provide more value to more business partners which also creates the educational opportunities for the students. The current location of Rose Ventures is not conducive to broadening the project and makes it difficult for the interns to be able to come there and work during the day. Rose Hulman purchased a large piece of property across from the main campus a few years ago for development. They plan to relocate Rose Ventures at the corner of that property initially and expand into some other opportunities creating Innovation Grove. That will be a hub for all entrepreneurial and innovative activities. Rose Ventures will be the anchor. They want to create opportunities for corporate partners to come and land their people, working with Rose Hulman and utilizing Rose Hulman facilities and creating educational opportunities Rose Hulman is looking for. They are also interested in housing and are aware of the housing shortage. There is potential for people to develop mixed-use housing on the site as well. There will be increased entrepreneurship, entry support for local companies, increased full and part time employment at Rose Hulman, job growth from corporate partners, and potential for additional housing. \$6 million of Rose Hulman assets have been used so far. They believe they can raise another \$4 million philanthropically. They have \$1.5 million allocated from the first READI grant. They are requesting \$2 million from the EDA but won't know if they receive it until later, however, feedback has been very positive and supportive. There was a short discussion. When asked what they would do with the old property, Mr. Dougherty said they anticipated selling that property as part of the funding for the new endeavor.

ix. Salary Ordinance 2023-59A: E911 – Adjust Pay Rates

Vickie Oster, Director of E911, and Sarah Holbert, Assistant Director, were present for this request. Ms. Oster said they feel that their people were underrated on the Baker Tilly study. They have always been rated in conjunction with the Jail and Juvenile Center correctional officers. The study ranks E911 one grade below them. She feels they were underrated except for the supervisors which were moved up by Baker Tilly. She is requesting every position, except supervisors, to be raised up one level, to go to midpoint of that level, and retroactive to the first of the year. They are having a hard time getting people to apply for jobs. They have hired 17 people this year and 14 have resigned. Some could not do the job, some left for higher paying jobs, and some just didn't show up at all. They are still losing people. She has 17 trained dispatchers and 2 have resigned and will be leaving shortly. She doesn't know if a pay increase will attract long term employees but they are understaffed and need to try something. This is a nation-wide crisis. Chief Deputy Auditor Cheryl Loudermilk noted that they were also requesting that three assistant supervisors be classified as supervisors and do away with assistant supervisor positions and the stipends that go with them. She would then have six supervisors. The spreadsheet provided by Ms. Loudermilk shows the salary breakdowns

of current, 25th percentile and midpoint. Ms. Oster also said that their salaries do not come from the general fund, they come from LIT and from State 911 funds. This would not cost the County anything because their money comes from those two funds only. Lengthy discussion continued.

x. 2023 Amended Vigo County Salary Ordinance

Marie Theisz said the salary subcommittee had met to address any issues that had been noted in the study and make recommendations for the changes to the full Council. Chief Deputy Auditor Cheryl Loudermilk reviewed the changes discussed at the subcommittee meetings. The Commissioners requested their Administrator rate be adjusted. It had always been based on the rate of the Council Administrator. Baker Tilly rated the pay rate one step down. The Committee recommended changing the grade from a 10 to an 11. The Surveyor spoke for his Chief Deputy Surveyor and the Chief Deputy Recorder. Those two Chief Deputies had been rated lower than the other Chief Deputies of all other departments. Those grades had always been the same so it is being recommended that those be adjusted to be the same grade for all Chief Deputies. In the Auditor's Office, the Staff Accountant and Financials Grant Administrator came back at a grade 9. Not sure why they were not compared to the Finance Deputy in the Treasurer's Office with a grade 10. The responsibilities totally resemble one another. She talked about the duties and responsibilities of those positions. Years ago, there were additional people who are no longer there and additional duties have had to be absorbed by the current staff. The tax supervisor was down 2 grades compared to what came back from a Clerk supervisor and 1 step lower than supervisors in other departments. 2 deputy auditors were rated lower than the rest and perform the same duties. The payroll administrator takes care of 600-700 employees. In comparison to other payroll administrators, the pay grade is too low. These are in line with other departments with none being requested higher than the same position in other departments. It is being recommended that those 4 positions be raised to their comparable grades. Next, Building maintenance workers were previously considered I.TCB's which also included some of the highway guys and deputy surveyors. They all made the same hourly rate. Building maintenance and surveyors came back at a lower grade in the Baker Tilly study. The Surveyor had talked to HR and Baker Tilly and got his adjusted before we reached this point. This requested adjustment for building maintenance is not what Highway has been changed to now but the original pay grade assigned to Highway in the study. It is being recommended to the full Council that this pay grade be raised. Also, there had originally been a mistake on the IT pay grades but it had been corrected. There had also been a clerical error on an Office Manager position in Parks but it had been caught and corrected by HR. These are all recommended corrections that will be brought to the full Council for a vote. Marie Theisz asked if these have to be approved/decided on before the final amended ordinance is prepared? Council Attorney Michael Wright said they would impact what goes into the final amendment. The Ordinance that has been prepared has been updated to reflect those recommendations and detailing that it is committee action and not action taken by the full Council yet.

Council Attorney Michael Wright said that each year the Council adopts a salary ordinance that governs how employees are paid over the course of the entire year. With the study from Baker Tilly and the desire to amend the 2023 Ordinance, he has prepared

a new ordinance that reflects that it is amending the 2023 salary ordinance based upon the report received from the professional organization engaged to assist in the compensation analysis and the other considerations that the Council is obligated to look at after regarding the fiscal impacts to the County. The Ordinance details the steps already taken in 2023 regarding the Public Defender's Office, the Prosecutor's Office, the Highway Department, and the other departments that have been dealt with independent of everything else. The Ordinance makes clear that it does not impact those previous decisions except for the office workers in those departments who were not part of those changes. It does contain language regarding new employees and where they would be rated for the first six months of employment. He addressed and incorporated all the stipends, clothing allowance, and tangential pay related to the Assessor's Office for various certifications. He believes it to be in good form for adoption. Cheryl Loudermilk said everything is based on the 25th percentile as she had been instructed to do for 2023. Marie Theisz said when the subcommittee met, they did not make it official but it was suggested that is where they would like to go. 25th percentile for 2023 starting with the date of July 1. Vicki Weger said they had tried to make the employee raise this year as much as they possibly could. She said it may be difficult to manage the other requests from the departments for their budgets for 2024 but the employees were a priority. They did not feel it could go all the way back to January 1. Marie Theisz emphasized that this is the recommendation but it was not final at this point. She said with the new year, they would also be looking at the insurance contribution for the new year and would like to have each employee receive a copy of their entire benefit package value. She also stressed that the Council had to look not at just this year but also moving forward and the sustainability of the budget. There was discussion about the impact of the raises beginning at the first of the year and July 1 and what could be expected moving forward, including raises for 2024. Lengthy discussion continued. Michael Wright said the Ordinance to effectuate decisions is ready and decisions as to when everything starts have been left blank so that when those decisions are made they can be easily inserted and the document finalized and executed. The decision has to be made next week. It will not be easy but the Council has to do what is right, keep staff, and keep everything sustainable.

Public Comments Elizabeth Stiverson of the Clerk's Office made several comments about how long the Clerk's Office has been asking for raises and been told no or to wait. Terri Stranahan of the Assessor's Office asked about longevity. Michael Wright said longevity remained in the salary ordinance.

Marie Theisz noted that City Councilwoman Tammy Boland, Vicki Weger and Todd Thacker had been recognized at the labor leaders dinner the previous evening for community service and dedication.

Travis Norris made a motion to adjourn. Vicki Weger seconded the motion. Upon a unanimous vote by all, President Pro Tem Theisz adjourned the meeting at 7:10 p.m.

MINUTES OF THE VIGO COUNTY COUNCIL
SUNSHINE MEETING
SEPTEMBER 5, 2023

Presented to the Vigo County Council, read in full and adopted as written this 10th day of October, 2023.

Aye ☐	Absent ☐	David Thompson _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Travis Norris _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Marie Theisz _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	R. Todd Thacker, President _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Vicki Weger _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Nancy Allsup _____
Nay ☐	Abstain ☐	
Aye ☐	Absent ☐	Aaron Loudermilk _____
Nay ☐	Abstain ☐	

Attest:

James W. Bramble
Vigo Auditor

VIGO COUNTY COUNCIL
Meeting Minutes
Tuesday, September 12, 2023 at 5:00 P.M.
Council Chambers – Vigo County Government Center

Pledge of Allegiance

President Todd Thacker called the meeting to order at 5:00.

Calling of the roll

Present: Aaron Loudermilk, Nancy Allsup, Vicki Weger, Marie Theisz, Travis Norris, David Thompson, and Todd Thacker.

Correcting of the journal of the preceding meeting if needed

August 1, 2023 Sunshine Meeting

August 12, 2023 Meeting

There were no corrections to the minutes of the August 1, 2023 Sunshine meeting. Aaron Loudermilk made a motion to approve the minutes of the August 1, 2023 Sunshine meeting. Vicki Weger seconded the motion. Upon a voice vote of 7-0, the motion unanimously passed.

There were no corrections to the minutes of the August 8, 2023 meeting. Vicki Weger made a motion to approve the minutes of the August 8, 2023 meeting. Travis Norris seconded the motion. Upon a voice vote of 7-0, the motion unanimously passed.

Communications from elected officials, other officials or agencies of the County

Adam Grossman, Parks Superintendent, had 3 questions/suggestions regarding the salary study: 1) were early retirement buyouts a possibility; 2) starting midpoint in January, forego raising to the 25th percentile, and forego any backpay; 3) he also asked about a probationary period being put in place for any incoming new employees. Start them at the minimum, give them a carrot to stay for higher pay later and stop some of the revolving door employees. There was a short discussion. Aaron Loudermilk asked if he meant January 2024 and Mr. Grossman confirmed that he did. Marie Theisz commented that early buyouts would be worth investigating. Todd Thacker commented that it had been pointed out to him earlier by the Auditor that the County had been appropriated \$20 million. \$10 million was money for lost revenue. There's \$10 million that we could use but if everything on the schedule for tonight is approved for the ARPA Funds, the balance left to be used will only be \$300,000 toward the budget. \$10 million would be a lot of money to do all the things we want to do. He also noted that the probationary period for new employees will be addressed.

Kevin Gardner, County Assessor, made several statements/comments regarding the Salary Study. He said he felt there should be a personnel committee and they should be an assistant to the Council.. He also thought there should be a hiring freeze so that when a new position is required or someone leaves a position, it should come before that committee, they would do an investigation and give either a favorable or unfavorable

report to the Council with the ultimate choice resting with the Council. He believes the only way to make raises sustainable is through staffing. With technology, some offices don't require the staffing they used to need but you don't give up the position because then you will never get it back and there's no incentive for employees. If someone leaves an office, the rest of the employees still make the same amount of money but they pick up the slack. He suggested the committee be made up of 3 elected officials, 3 department heads, HR, a Commissioner, a Councilperson, and 4 employees for a very diverse mix. He believes that over time and with attrition, staffing would be reduced and the raises would be sustainable. Todd Thacker commented that he thought the committee is a good idea and believes the involvement of the staffing is pivotal. Discussion continued.

Vickie Albright, Veterans Assistance, had several comments.

Brad Newman, Vigo County Clerk, made many comments regarding the salary study and his disappointment with how things have been handled. He thinks that the process has become dysfunctional. He said that employees feel that certain departments are favored over others. This process has taken too long. He also thinks all employees should be treated fairly. There was lengthy discussion. Todd Thacker clarified that the 25th percentile and the midpoint were not 25% and 50% increases. Midpoint was what Baker Tilly classified as the "market" and halfway between the minimum and the market was the "25th percentile." Discussion continued.

Aaron Loudermilk asked if there were any updates or information about Entek and where things stand with local labor. He had been receiving inquiries in the last week about Entek's unwillingness to commit to a project labor agreement. Todd Thacker indicated he had spoken with Steve Witt earlier. After a ribbon cutting ceremony, there was a session where they conducted interviews with potential contractors. Mr. Thacker said he has not talked to Entek yet because he wanted to consult our attorney before making any inquiries. Local labor leaders have told Mr. Thacker that Entek is unwilling to sign any kind of labor agreement. The only thing they have done is awarded the contract to Clayco, a company out of Chicago. Apparently when Clayco does work out of Iowa or Illinois, they do work fair. However, when they previously did work in Fort Wayne, they didn't always work fair. Mr. Thacker has asked our attorney about any options available and if anything can be done because Entek appeared at the Council meeting for the tax abatement and said they would be using local labor. Michael Wright, Council Attorney, said he had made contact with counsel for Entek and he indicated that he had been talking to the President of Entek about that specific situation where company representatives stated specifically during the meetings for the tax abatements that they would absolutely be using local labor. Mr. Wright will be following up on that. In looking at the statute regarding tax abatements, it is Mr. Wright's opinion that false information on the SB-1 form or not living up to the numbers on the form are basically the only reasons to revoke an abatement. He is still researching all available options.

Reports from committee(s)

Vicki Weger reported that the Budget Committee was still working hard on the 2024 budget and meetings are still taking place.

Resolutions and Ordinances other than appropriations.

i. First Reading Binding Units 2024 Annual Budgets.

Auditor James Bramble gave the First Reading of the Binding Units for 2024 Annual Budgets as follows: Notice to taxpayers is available online at www.budgetnotices.in.gov or by calling 888-739-9826. Complete details of budget estimates by fund and/or department may be seen by visiting the office of these units of government: Terre Haute International Airport, Vigo County Solid Waste Management District, Honey Creek Fire Protection District, New Goshen Fire Protection District, Lost Creek Fire Protection District, Prairieton Fire Protection District, Riley Fire Protection District, Sugar Creek Township Fire District, and the Capital Improvement Board of Managers.

ii. First Reading of Vigo County 2024 Budget

Auditor James Bramble gave the first reading of the 2024 annual budget for Vigo County as follows: Notice to taxpayers is available online at www.budgetnotices.in.gov or by calling 888-739-9826. Complete details of budget estimates for any fund or department of Vigo County may be found at the Vigo County Auditor's Office.

Ordinances relating to appropriations.

Mr. Thacker had been advised before tonight's meeting by THRIVE that they have a board meeting tonight and asked that their request be moved up so they could attend their board meeting.

i. Additional Appropriation 2023-51: ARPA Grant Fund – THRIVE West Center – Housing

Ryan Keller reviewed their request. There was discussion and several comments from Council members. Marie Theisz noted that she sits on the Board at THRIVE and thinks it might be a conflict for her to vote on this. Commissioner Mark Clinkenbeard spoke briefly and said he would be a part of the committee to work/oversee this project and said the committee would include people of demographics and different businesses to keep a broad perspective. David Thompson asked how many houses were currently on the local market and there was a brief discussion. Councilman Thompson said he thinks this is a great idea with the number of new jobs coming to town. Discussion continued. Aaron Loudermilk said he thinks growth and housing should be supported. David Thompson made a motion to approve Additional Appropriation 2023-51. Vicki Weger seconded the motion. Upon a roll call vote, voting was as follows: Aaron Loudermilk – aye; Nancy Allsup – aye; Vicki Weger – aye; Marie Theisz – abstain; Travis Norris – aye; David Thompson – aye; Todd Thacker – nay. With a vote of 5 aye, 1 nay and 1 abstention, the motion carried.

ii. Additional Appropriation 2023-56: EDIT – Maintenance Building New

This request was also being heard out of order because Commissioner Clinkenbeard sits on the board of THRIVE and he needs to attend the meeting. He briefly reviewed this request that will address four different problems for the County, building maintenance staff, document storage, vehicle maintenance, and a county morgue. Todd Thacker noted that a request had been made at the Sunshine Meeting to break down and itemize each of

the four portions of the project and Commissioner Clinkenbeard had emailed that to the Council members. Aaron Loudermilk said he had a problem with the portion pertaining to the Sheriff's garage. Discussion took place regarding the problems Councilman Loudermilk could foresee and the reasoning behind the request, things covered under the request, and advantages of doing this. Vicki Weger made a motion to approve Additional Appropriation 2023-56. Marie Theisz seconded the motion. Upon a roll call vote, voting was as follows: Aaron Loudermilk – nay; Nancy Allsup – aye; Vicki Weger – aye; Marie Theisz – aye; Travis Norris – aye; David Thompson – nay; Todd Thacker –aye. With a vote of 5 aye and 2 nay, the motion carried.

iii. Additional Appropriation 2023-57: ARPA Grant Fund – Maintenance Building New

This request was for the balance of the funding for the maintenance building in the prior appropriation. Vicki Weger made a motion to approve Additional Appropriation 2023-57. Nancy Allsup seconded the motion. Before a vote was taken, Marie Theisz asked where monies would go if the project came in under budget. Jim Bramble said it is returned to the fund it came from. In this case it would be split between both funds. Upon a roll call vote, voting was as follows: Aaron Loudermilk – nay; Nancy Allsup – aye; Vicki Weger – aye; Marie Theisz – aye; Travis Norris – aye; David Thompson – nay; Todd Thacker –aye. With a vote of 5 aye and 2 nay, the motion carried.

iv. Additional Appropriation 2023-55: E911 – Licenses, Contractual and Equipment New

There was discussion about this request from E911 and the next request from LIT/PSAP going together with funding for the project coming from two accounts. This had been discussed in detail at the Sunshine Meeting. Commissioner Clinkenbeard said that they are moving right along with construction progressing and they believe the move will take place by the end of the year. Vicki Weger made a motion to approve Additional Appropriation 2023-55. Marie Theisz seconded the motion. Upon a voice vote of 7-0, the motion unanimously passed.

v. Additional Appropriation 2023-54: LIT/PSAP – Contractual, Office Furniture and Equipment New

As stated above, this request is in conjunction with the previous request for E911. Vicki Weger made a motion to approve Additional Appropriation 2023-55. Marie Theisz seconded the motion. Upon a voice vote of 7-0, the motion unanimously passed.

vi. Additional Appropriation 2023-44: LIT/Correctional Rehab – Supplement to Drug Court

This was discussed at last week's Sunshine Meeting. David Thompson asked if the County had received an opioid settlement. Jim Bramble said one was received but he wasn't sure of the amount. Councilman Thompson asked if it could be used for this. Mr. Bramble said that one portion of it could be used for anything and the other was restricted. He believed the unrestricted portion could be used for Drug Court. Michael Wright said there would have to be an appropriation to spend it. Chief Deputy Auditor said she believed some of it could be used but she thought someone had come in and

requested some when it was first received, although she did not remember the specifics. A full request for it was never received. The money was put in a separate fund and had to be maintained that way. It might be better to look into using it for the 2024 budget. There was some additional discussion. Aaron Loudermilk made a motion to approve Additional Appropriation 2023-44. Vicki Weger seconded the motion. Upon a voice vote of 7-0, the motion unanimously passed.

**vii. Additional Appropriation 2023-45: ARPA Grant Fund –
Recreational Trails Project**

This had been fully discussed at the Sunshine Meeting. Cheryl Loudermilk clarified that part of this will be used for the Riley Trail and part of this is for Dewey Point and the other portion will be used to connect to West Terre Haute. Adam Grossman briefly reviewed the project. Council had no further questions. Nancy Allsup made a motion to approve Additional Appropriation 2023-45. Vicki Weger seconded the motion. Upon a voice vote of 7-0, the motion unanimously passed.

**viii. Additional Appropriation 2023-58: ARPA Grant Fund – Rose
Hulman – Rose Ventures Relocation**

Brian Dougherty briefly reviewed this request. Marie Theisz ask if this expansion would include senior projects for students. Mr. Dougherty said there is generally not much cross association with this. The projects with Rose Ventures is totally funded by the client and a little more is expected. She also asked if there was any room for collaboration with the engineering classes in the high schools such as mentoring, etc. Mr. Dougherty said there was untapped potential there and expanded on how that might work in the future. There was also discussion about reasoning behind moving the location and use of county funds. Vicki Weger made a motion to approve Additional Appropriation 2023-58. David Thompson seconded the motion. Upon a voice vote of 7-0, the motion unanimously passed.

ix. Salary Ordinance 2023-59A: E911 – Adjust Pay Rates

Council Attorney Michael Wright explained the information sheet provided by the Auditor's Office for this request that sets forth salary information as it exists now, what it would look like at the 25th percentile, and what the midpoint would look like. The change essentially comes from the modification of the grade. 911's increase in pay request also contains a request for increase in grade. Increasing the current salaries and grades to the 25th percentile would result in an increase of \$73,676.35. Increasing the requested grades and increased amounts to the 25th percentile would result in an increase of \$150,356.25. Increasing to midpoint would total \$285,749.90. Aaron Loudermilk asked Vickie Oster, E911 Director, if anything had changed since her speaking at the Sunshine Meeting. Ms. Oster said she had received another resignation letter, and is expecting two more resignations at any time. Both she and the Assistant Director are now both working regular shifts. These resignations will leave her with 14 people who are trained and 3 in training that just started. She has never seen the staffing levels this low in the 28 years that she has worked there. There was lengthy discussion during which it was noted that some employees left for better working conditions, better pay, better hours, less stress, better growth. The last resignation received by a current

employee stated that she didn't feel they were appreciated and she doesn't want to work there any more. It was also pointed out that Dispatch used to have parity with the jailers but if the requested increases were approved, they would be making more than the jailers. Dispatch has requested they be increased to the midpoint figures. To clarify, they are requesting a change in grade, change in percentage, and making assistant shift supervisors a shift supervisor and doing away with assistant shift supervisor designations. Vickie Oster reminded them that their salaries do not come out of County General but from 911 funds and LIT money. There was then discussion about whether the funds could sustain the increase. They can sustain the increase for the next couple of years but there is really no way to tell how long that will be true. Lengthy discussion continued and options were discussed. Marie Theisz made a motion to adjust grades as requested with the supervisor shifts at the 25th percentile which would give an increase to the budget of \$150,356.25. That is with grade change and at the 25th percentile. Cheryl Loudermilk asked if that still includes stipends for supervisors or does that eliminate the stipends. Marie Theisz said it would include stipends. Aaron Loudermilk asked what the effective date would be for the motion. Marie Theisz said the motion should reflect an effective date of July 1. Cheryl Loudermilk asked if she understood the motion to be: Effective July 1, adding 2 supervisors, taking everyone to the 25th percentile, with the recommended grade changes, and continuing stipends for supervisors. That was confirmed to be correct. Vicki Weger seconded the motion. Aaron Loudermilk said he cannot support this unless it is retroactive to January 1, 2023. David Thompson said he agreed with Councilman Loudermilk. It was noted that this does include the director and assistant director. Upon a roll call vote, voting was as follows: Aaron Loudermilk – nay; Nancy Allsup – aye; Vicki Weger – aye; Marie Theisz – aye; Travis Norris – nay; David Thompson – nay; Todd Thacker – aye. With a vote of 4-3, the motion carried.

x. Amended 2023 Vigo County Salary Ordinance

Cheryl Loudermilk briefly explained the sheet she had provided to Council members showing financial impacts of what is being proposed. She said this includes increases for the rest of the employees who have not been addressed to the 25th percentile. This is for general employees only. It does not include Sheriff or public defender because they were already at the 25th percentile. This Salary Ordinance addresses those who are not at the 25th percentile. Attorney Michael Wright explained that the Ordinance that was prepared takes into account steps already taken by the Council with regard to the Highway, the Prosecutor's Office and the Public Defender's Office. You can include 911 Dispatch in that now. The language tried to reflect that. It is a determination on the final directive regarding the sheets of information that go in behind that Ordinance that actually fulfill the information that payroll needs to process that on a bi-weekly basis. It does provide that any new employee comes in at the minimum for the first 6 months of employment and then would be eligible for the base salary as an incentive to remain employed after that probationary period. It also has that full time correctional officers employed by the county and full time dispatch employed by 911 are eligible to receive an annual stipend of \$1,500 in order to aid in the attraction and retention of employees once they have served their six months. Mr. Wright said the majority of the language is what had been prepared moving into the 2023 budget. The only real exceptions to that were the prior actions taken by the Council dealing with issues already in the beginning part of

2023 and clarifying the Council's intention with regard to stipends making sure they lined up with Council's intentions for an overall compensation perspective. Todd Thacker also noted there had been no change on the longevity policy at this time and it was contained in the Ordinance. Insurance is an issue for the Commissioners to decide going forward. It was also noted that this does not address the pay for Elected Officials. This Ordinance will be corrected/amended to show the decisions made tonight with regard to E911 Dispatch regarding grade changes. Marie Theisz made a motion to take everyone who has not yet been addressed to the 25th percentile of the recommended Baker Tilly study retroactive to July 1, 2023. Todd Thacker said a motion has been made to amend the 2023 Vigo County Salary Ordinance. Vicki Weger seconded the motion. Marie Theisz said that by doing it this way with July 1, it was her hope it would give more options going into a new budget for 2024. Upon a roll call vote, voting was as follows: Aaron Loudermilk – nay; Nancy Allsup – aye; Vicki Weger – aye; Marie Theisz – aye; Travis Norris – aye; David Thompson – nay; Todd Thacker – aye. With a vote of 5-2, the motion carried.

Honorary Resolutions There were none.

Resolutions relating to fiscal policies of the Council There were none.

Appointments There were none.

Public Comments (limited to items NOT on tonight's agenda)

Kevin Southwood commented on the local high schools and the colleges and their needs for additional funding and his suggestions on solving some of the problem.

Adjournment

Travis Norris made a motion to adjourn the meeting. Vicki Weger seconded the motion. By a unanimous voice vote, the meeting was adjourned at 7:40 p.m.

MINUTES OF THE VIGO COUNTY COUNCIL
SEPTEMBER 12, 2023

Presented to the Vigo County Council, read in full and adopted as written this 10th day of October, 2023.

Aye ☐ Nay ☐	Absent ☐ Abstain ☐	David Thompson _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	Travis Norris _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	Marie Theisz _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	R. Todd Thacker, President _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	Vicki Weger _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	Nancy Allsup _____
Aye ☐ Nay ☐	Absent ☐ Abstain ☐	Aaron Loudermilk _____

Attest:

James W. Bramble
Vigo Auditor