

**CERTIFICATION OF MINUTES**

Date October 17, 2023

I, Christina Sriver, duly qualified and acting County Auditor for the County of Fulton, Indiana, do hereby certify with regard to all proceedings of the date above; that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and available for public inspection at the office of the County Auditor; that such subjects were contained in said agenda for at least twenty-four hours prior to said meeting; that the minutes of the meeting were in written form and available for public inspection immediately following approval of the body which held the meeting; that all news media requesting notification concerning meetings of said body were provided with advance notification of the time and place of said meeting and the subjects to be discussed at said meeting.

Christina Sriver, Fulton County Auditor



**FULTON COUNTY COUNCIL**  
**Tuesday, October 17, 2023**

**Meeting Called to Order** at 5:00 p.m. with Pledge to the Flag. Present: Phyl Olinger, Ron Dittman, Steve Fishburn, Lorie Hurst, Chayse Thompsen, Randy Gundrum, Pete Karas and Auditor Christina Sriver.

**CORONER** – Jeri Good delivered the monthly department report. She assisting with 1/3 of the deaths so far this year. Jeri will be hosting a radiology class to compare and contrast to forensics on November 8<sup>th</sup>. She is optimistic that she will be receiving a grant from Duke Energy. She has planned a tabletop exercise for November 18<sup>th</sup>. She will be entering into a maintenance contract for the power cot on February 1, 2024 for \$8,513 for three years.

**FEDCO** – Michael Ladd introduced Chris Harrison to announce a request from the Town of Kewanna for a major project. A preliminary engineering review turned into a large water project that will cost \$6.6 million; \$6 million in grant funds have been secured by leveraging the ARPA funds granted by the county last year. The upgrade will remove lead, arsenic, and manganese from the water supply provided to the community. Kewanna is requesting a \$500,000 short-term loan from the county to avoid additional costs. The loan would be repaid to the county by April 2024. Pete motioned to approve the short-term, no interest, \$500,000 loan paid back by April of 2024 pending approval of an attorney, Lorie seconded; carries 7-0.

Michael announced the READI II grant projects should be decided upon by February. The future mayor of Rochester has agreed that he will participate in the program. Michael requests Council Member Karas to be appointed as a representative for the county. There will be a meeting regarding the housing study on the 26<sup>th</sup>. As the Economic Development Director Michael requests a \$15,000 line item for Rochester Downtown Partnership to match the city's contribution. It would enable RDP to hire a full-time employee. He also suggests RDP make a monthly report to the county and encourages them to reach out to other organizations for assistance with promotion and growth. There is currently no job description or position available for this purpose.

**HIGHWAY** – John Flint updated on department activities including cutting brush, laying pug. Construction on CR 450 N will begin on the 26<sup>th</sup>. Paving of CR 700 between Old US Hwy 31 to CR 250 E is scheduled. The current roller has been out of use and caused the department to rent. The department would like to purchase a used roller for \$70,000. The funds are available for the purchase. Steve motioned to approve, Randy seconded; carries 7-0. The call for Federal aid for Old US 31 N is closing; the department presented a financial commitment letter. The total project is \$8 million with a match from the county of \$1,637,000. This is the third application attempt for the project. He anticipates the decision on the application to be made by March or April 2024. Lorie motioned to move forward, Chayse seconded; carries 7-0.

**SHERIFF** – Sheriff Heishman announce the JCAP graduation was a success with 60-70 in attendance and two graduates. The next class will begin in January. He hopes to order two new vehicles next year. Last month \$76,000 was invoiced for housing out-of-county inmates. He will be auctioning some vehicles

that are being rotated out of service. There is a \$0.16 (7%) increase in the contract for prisoner meals next year. He reports there is not adequate storage available. The Treasurer also needs additional storage space.

**COMMUNICATIONS/EMA** – Gail Karas stated that the fire departments will be requesting to receive LIT funds. She is looking into new radios; Commissioners did not prefer the use of ARPA funds. She plans to use a portion of 911 funds to offset the cost. Commissioners suggested the host fee fund for the purchase. She was awarded the HMEP grant for \$5,000. The bids for ambulance service were opened last night by the Commissioners. Heartland’s bid on option one was received at \$1,350,000 per year for four years, option 2 was received at \$900,000 per year for four years. Lutheran’s bid was received at \$0 2024, \$400,000 for 2025, \$420,000 for 2026 and \$421,000 for 2027. Parkview’s bid was received at \$2,400,000 for 2024, 1,200,000 for 2025, \$1,200,000, and \$950,000 for 2026. Bids will be taken under advisement.

**2024 BUDGET ADOPTION** – Phyl read the proposed budget for the Fulton County Airport Authority aloud:

**Resolution Number: 10172023**

Be it ordained/resolved by the Fulton County Council that for the expenses of FULTON COUNTY AIRPORT AUTHORITY 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 FULTON COUNTY AIRPORT AUTHORITY, 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 Fulton County Council.

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0061	Rainy Day	\$0	\$0	0.0000
2101	Airport Authority	\$530,600	\$391,844	0.0424
2190	Cum Airport Building	\$50,000	\$35,000	0.0038
	Total:	\$580,600	\$426,844	0.0462
<b>Home-Ruled Funds (Not Reviewed by DLGF)</b>				
9500	Rotary Fund	\$353,000	\$0	0.0000

Ron motioned to approve, Lorie seconded; carries 7-0.

Phyl read the purposed for Fulton County Solid Waste Management District aloud:

**Resolution Number: 10172023-A**

Be it ordained/resolved by the Fulton County Council that for the expenses of FULTON 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 FULTON 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 Fulton County Council.

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
8210	Special Solid Waste Management	\$750,000	\$0	0.0000
	Total:	\$750,000	\$0	0.0000

Steve motioned to approve, Pete seconded; carries 7-0.

Phyl read the purposed for Fulton County District aloud:

**Resolution Number: 10172023-B**

Be it ordained/resolved by the Fulton County Council that for the expenses of FULTON 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 FULTON 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 Fulton County Council.

Fund Code	Fund Name	Adopted Budget	Adopted Tax Levy	Adopted Tax Rate
0061	Rainy Day	\$36,844	\$0	0.0000
0101	General	\$9,715,451	\$3,561,031	0.2682
0124	Reassessment	\$191,869	\$270,639	0.0204
0180	Debt Service	\$601,950	\$526,830	0.0397
0702	Highway	\$5,013,966	\$0	0.0000
0706	Local Road & Street	\$373,932	\$0	0.0000
0790	Cumulative Bridge	\$297,400	\$305,354	0.0230
0801	Health	\$452,270	\$407,581	0.0307
2391	Cumulative Capital Development	\$346,000	\$411,564	0.0310
	<b>Total:</b>	<b>\$17,029,682</b>	<b>\$5,482,999</b>	<b>0.4130</b>

**Home-Ruled Funds (Not Reviewed by DLGF)**

Fund Code	Fund Name	Adopted Budget
9500	Hazardous Substance	\$31,500
9501	Rehabilitation of Inmates	\$0
9502	Alcohol & Drug Services Prg	\$12,000
9505	LIT Public Safety	\$1,310,926

9506	LIT Economic Development	\$687,827
9508	Recorder's Records Perpetuation	\$81,509
9509	Clerk's Record Perpetuation	\$27,000
9510	Identification Security Protection	\$0
9511	Supplemental Public Defender Services	\$5,000
9512	Surveyor's Corner Perpetuation	\$4,077
9513	Plat Book	\$0
9514	Enhanced Access	\$5,000
9515	Jury Pay Fund	\$11,000
9517	Community Transition Program	\$0
9519	Veterans Service Van Donations	\$2,000
9520	Accident Report Account	\$10,500
9521	Extradition & Sheriff's Assist	\$26,500
9522	Sheriff's Firearms Destruction Fund	\$15,000
9523	Misdemeanant Level 3	\$6,000
9526	Drug Interdiction Program	\$5,000
9527	Fulton County Convention, Visitor & Tourism Promotion Fund	\$57,650
9529	Fulton County Sex or Violent Offender Administration Fund	\$2,000
9530	Pretrial Diversion Program Fund	\$50,321
9531	Sales Disclosure Fee	\$8,720
9532	Auditor's Ineligible Homestead Nonreverting Fund	\$4,000
9533	Supplemental Adult Probation Services	\$53,111
9534	Supplemental Juvenile Probation Services	\$7,500
9535	County Elected Officials Training Fund	\$5,200
9537	Local Emergency Planning and Right to Know	\$4,100
9538	Sheriff's Continuing Education fund	\$1,000
9539	Fulton County Community Host Fee Revenue Fund	\$1,012,500
9541	County Inmate Medical Service Account	\$4,000
9542	Park Nonreverting Operating	\$22,797
9543	Statewide 911	\$282,494
9545	LIT Special Purpose	\$1,620,600
9546	LIT Correct/Rehab Facility	\$2,499,227
9548	US 31 Corridor Plan	\$3,000
9550	Drug Court Fee Fund	\$2,300
9560	PHEP	\$0
9570	Coronavirus State and Local Fiscal Recovery Funds	\$27,000
9572	COVID Testing & Vaccinations	\$0
9574	LIT - PSAP	\$870,577
	<b>Total:</b>	<b>\$8,778,936</b>

Lorie motioned to approve, Ron seconded; carries 7-0.

**2024 SALARY ORDINANCE** – Phyl read the proposed salary ordinance aloud:

**ORDINANCE** 10172023

**AN ORDINANCE ADOPTING COUNTY OF FULTON, INDIANA  
SALARY SCHEDULE AND COMPENSATION POLICIES**

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

WHEREAS it is the intent of Fulton 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, aviation 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

WHEREAS Fulton County contracted with a professional human resource consulting firm to conduct a job classification and compensation study and Fair Labor Standards Act (FLSA) audit, and

WHEREAS, the Fulton County Council wishes to establish compensation schedules and pay policies;

NOW THEREFORE, it is ordained as follows:

- A. 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 and shall not receive FLSA overtime or FLSA compensatory time.
- B. Non-exempt employees shall receive overtime or compensatory time off as specified in the Fulton County Personnel Policy Handbook, dated January 1, 2019.
- C. The Fulton County Personnel Policy, dated January 1, 2019, is hereby adopted by reference; compliance with this Fulton County Personnel Policy is a term and condition of County employee compensation. County employees are entitled to pay for leave policies specified in the Fulton County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in this Fulton County Personnel Policy.
- D. The attached list of job titles, classifications, and schedule of regular salary/hourly pay rates shall be established and implemented for specified non-exempt positions; specified exempt and non-exempt positions shall be paid on a salary basis. This shall be in full-force and effect on January 1, 2020.
- E. Non-elected and full-time employees are entitled to longevity pay. Employees who are employed on November 15 of their sixth (6<sup>th</sup>) calendar year shall receive a \$200.00 longevity bonus payable in the first wage payment issued during the month of December. Employees who are employed on November 15 of their eleventh (11<sup>th</sup>) and all subsequent calendar years shall receive a \$300.00 longevity bonus payable in the first wage payment issued during the month of December.
- F. All employees participating in the Fulton County group health insurance will receive \$2,500 in a Health Savings Plan per year by way of one partial monthly payment of \$208.34 on the second

payroll of the month.

G. The following job classification and compensation maintenance system is hereby adopted:

**Job Descriptions**

Job descriptions are kept on file in the Auditor's office and are adopted as the official job descriptions for all County positions. As new jobs are added, and as reorganizations occur and jobs change, there must be a way to write and update job descriptions, evaluate them, and insert them into the appropriate pay grade. This maintenance plan was developed to ensure that the new Fulton County job classification system is kept up-to-date and useful through time.

Maintaining the job classification system for COMOT, LTC, PAT, POLE, and SO jobs involves establishing a series of procedures. These guidelines will provide for an on-going review of job classifications and compensation schedules upon request of elected officials, department heads, and employees. Provisions for adding or deleting positions to the system are also specified.

**Job Classification Based on Position Descriptions**

The basis for the classification system is the job description. It is a written statement for each job and contains the following information:

Title of position

Department in which the position exists

Job Category (COMOT, LTC, PAT, POLE or SO)

Date Written:

Date Revised: (documents a record of the job)

FLSA Status: (documents exempt/non-exempt status for overtime)

Statement of Duties: (specifies key dimensions of the job)

Jobs in any one category cannot be compared to jobs in another category. For example, COMOT jobs cannot be compared to PAT jobs. The factor evaluation system only compares a position to jobs within the same job category.

All positions within a job category were classified by assigning numbers (points) to the job description. These points are called "factor evaluation points" and were assigned to each job description.

After points were assigned to each position, "classes" of jobs were grouped within each job category. Classifications were compared to salaries and wages to assure there is pay equity among all positions. Factor guide charts were used by the factor team in arriving at the total factor evaluation points.

**Fulton County Job Classification/Compensation Committee**

The Fulton County Job Classification/Compensation Committee is hereby created and is responsible for overseeing maintenance of the job classification and pay plan. The Committee shall consist of three (3) County Council members. The County Auditor shall serve as ex-officio members. The Committee serves in an advisory capacity and is responsible for overseeing job review procedures and making job reclassification and pay policy recommendations to the County Council.

All requests shall be heard by the full Council after the Committee has completed its review and formed its recommendation. The County Auditor shall prepare notices of the Committee meetings and transcribe committee meeting minutes, records of votes, and recommendations.

### **Job Review/New Position Requests**

There are two occasions when a job description should be reviewed:

1. When a position becomes vacant. The department head should review the job description for possible changes before either hiring a new person, or, alternatively, eliminating the position.
2. When a reorganization of an office occurs and there is "significant" shifting of duties among positions; or when "substantial" new duties are added/deleted to an existing job.

Such requests can be made prior to budget hearings, and again, after the first of each year when the salary ordinance is in force. Reclassification requests for existing positions shall not be reviewed more than once in a twenty-four (24) month period.

Reclassification of a position may not be filed within the first twelve (12) months of a new employee's tenure as a County employee. New position and/or new employees' requests that are disapproved shall not be reconsidered by the committee for a period of twelve (12) months from the date of original submission.

New positions and/or employees that are approved shall not be considered for reclassification for a period of twelve (12) months from the date of the original submission.

### **Job Classification/Compensation Policies and Procedures**

The following job classification/compensation maintenance policies and procedures are hereby adopted by the County Council with this salary ordinance.

### **Procedures for Reclassification of a Position or Reorganization of an Office**

The following reclassification/reorganization of office review procedures are established to provide a systematic method to process such requests. Offices or departments submitting a request shall use the following steps to make reclassification/office reorganization requests:

- STEP 1: Secure "Job Classification Review Form" and a copy of the official job description adopted by the County Council for the position(s) being reviewed from the Fulton County Auditor.
- STEP 2: Complete and return "Job Classification Review Form," including any supportive documentation to the County Auditor. Proposed revisions to the job description should be indicated on the description and be included as part of supportive documentation.
- STEP 3: The "Job Classification Review Form," and supportive documentation will be submitted to the Job Classification/Compensation Committee by the County Auditor. The Committee will hear a presentation by the department head or elected official and shall decide whether to submit the request to the Council management consultants for their review and recommendation.
- STEP 4: If requested by the Committee, the Council consultants may conduct an assessment, including but not limited to, the following: reviewing the department's organizational plan, evaluating the factor evaluation points for the position, considering the probable impact on the County's overall classification system and the fiscal impact, and suggesting alternative methods to perform proposed job functions.
- STEP 5: An Assessment Report will be prepared by Council consultants and submitted to the County Auditor for distribution to the Committee and the department head or elected official.
- STEP 6: The Job Classification/Compensation Committee shall review and evaluate the reclassification/office reorganization request, supporting documentation, and Assessment Report;



and submit recommendation for approval/disapproval to the County Council.

STEP 7: The County Council shall review all pertinent information and make a final determination for approval/disapproval.

#### **Procedures for Adding a New Position and/or New Employee**

The following new position and/or new employee review procedures are established to provide a systematic method to process such requests. Offices or departments submitting a request shall use the following steps to make new position/new employee requests:

- STEP 1: Secure "New Position/Employee Request Questionnaire" form from the County Auditor.
- STEP 2: Complete and return questionnaire, including supporting documentation to the County Auditor. The department head or elected official shall submit a draft job description as part of the supporting documentation.
- STEP 3: The Job Classification/Compensation Committee will hear a presentation by the department head or elected official and shall decide whether to submit the request to the Council management consultants for their review and recommendation.
- STEP 4: If requested by the committee, the Council consultants may conduct an assessment, including but not limited to, the following: reviewing the department's organizational plan, evaluating the factor evaluation points for the position, considering the probable impact on the County's overall classification system and the fiscal impact, and suggesting alternative methods to perform proposed job functions.
- STEP 5: An Assessment Report will be prepared by Council consultants and submitted to the County Auditor for distribution to the committee and the department head or elected official.
- STEP 6: The Committee shall review and evaluate the new position/employee request, supporting documentation, and assessment report; and submit recommendation for approval/disapproval to the County Council.
- STEP 7: The County Council shall review all pertinent information and make a final determination for approval/disapproval.

#### **Proposals for Reorganization of a Department**

Proposals for reorganization of a department/office must be filed with the Job Classification/Compensation Committee and processed according to these procedures. Offices or departments submitting such requests to the committee will be subject to an organizational assessment of office or department operations.

This may involve considering alternative methods for accomplishing the proposed job functions (reorganization, part-time, independent contracting, adjustment of work hours/shifts, equipment, new technologies, etc.).

#### **Recruitment and Hiring**

When a job is vacant and the hiring process begins, the following steps should be taken:

- STEP 1: The job description is reviewed and changes made, pursuant to the Steps above.
- STEP 2: Consistent with the job description, the department head determines the minimum qualifications for the position, as well as any preferred qualifications. These are included on the job description, which will be used in posting.

STEP 3: The job description and salary is distributed through normal County recruitment channels used by the department head, consistent with EEO guidelines, until the position is filled.

A position may be overlapped for up to two weeks for training purposes.

**EFFECTIVE DATE**

This Ordinance shall be in full force and effect after its adoption by the Fulton County Council.

Exhibit A  
Fulton County Annual Salary and Hourly Rates for 2024

Department	Position	Category	Hourly Rate	Salary Rate
Area Plan Commission	Executive Director	PAT		\$60,197
	Administrative Secretary	COMOT III	\$21.30	
	Clerical Assistant	COMOT I	\$19.81	
	Building Inspector PT	PAT	\$19.00	
	Building Inspector PT	PAT		\$29,247
Assessor	Elected Official	Elected		\$47,544
	First Deputy (b)	COMOT II	\$20.82	
	First Deputy/Per. Prop.	COMOT II	\$20.82	
	Reassessment Deputy	COMOT II	\$20.82	
	First Deputy (a) PT	COMOT	\$17.52	
	Level II Certification	Supplemental		\$500
	Level III Certification	Supplemental		\$1,000
	Level Certification (Elected Official)	Supplemental		\$2,500
Auditor	Elected Official	Elected		\$56,032
	HR/Payroll Deputy	PAT		\$52,437
	1 <sup>st</sup> Deputy	COMOT III	\$21.30	
	Deputy (3)	COMOT I	\$19.81	
	Part Time (1)	COMOT	\$18.27	
	Settlement	Supplemental		\$2,000
	Certifications (2)	Supplemental		\$4,000
Building Maintenance	Maintenance Director	LTC III		\$60,713
	Maintenance Engineer (PT)	LTC	\$21.82	
	Seasonal Maintenance Technician		\$19.75	
Building Maintenance (Jail)	Maintenance Engineer	LTC III	\$24.42	
Circuit Court	Secretary	COMOT II	\$20.82	
	Court Reporter	COMOT III	\$21.30	
	Part Time	COMOT	\$17.92	
Clerk	Elected Official	Elected		\$48,773
	First Deputy (2)	COMOT II	\$20.82	
	Deputy (4)	COMOT I	\$19.81	
	Part Time (1)	COMOT	\$18.42	
	Registration of Voters (1)	Supplemental		\$1,500
	IT Election Support (1)	Supplemental		\$1,500
	Election Board Secretary (1)	Supplemental		\$1,500
	Absentee Voter Board (8)	Temporary	\$12.00	
	Satellite Board Member (4)	Temporary		\$110/day
	Election Inspectors (4)	Temporary		\$130/day
	Election Judges (8)	Temporary		\$110/day
	Election Clerks (16)	Temporary		\$110/day
	Election Board Member (3)	Temporary		\$1,300
Commissioners	Elected Official (3)	Elected		\$86,250
Fulton County Recorder	202303184			

	Drainage Board Member (3)			\$1,575
	Citizen's Cemetery Secretary			\$2,000
Communications	Communications & EMA Director	CIV POLE V		\$58,240
	Assistant Director	CIV POLE IV	\$25.33	
	Dispatcher (8)	CIV POLE II	\$21.99	
	Dispatcher (1)	CIV POLE II	\$22.70	
	Dispatcher PT (9)	CIV POLE	\$18.87	
	5-9 Years of Service	Supplemental	\$0.40	
	10+ Years of Service	Supplemental	\$0.80	
	Quality Assurance	Supplemental		\$4,000
	Certification	Supplemental		\$5,000
Coroner	Elected Official	Elected		\$21,593
Council (7)	Elected Official	Elected		\$15,550
Emergency Management	Director	PAT		\$22,000
	Part Time	PAT	\$20.37	
Extension Office	Office Manager	COMOT II	\$20.82	
	Part Time	COMOT	\$17.37	
	Seasonal Secretary	COMOT	\$17.37	
Health	Public Health Nurse/Administrator	PAT		\$72,437
	Environmental Specialist	PAT	\$27.99	
	Food Service Inspector	PAT	\$25.05	
	Vital Records Registrar	COMOT I	\$19.90	
	Immunization Clerk	COMOT I	\$19.81	
	Environmental Assistant PT	COMOT	\$17.27	
	PT Nurse/Health Educator	PAT (Grant)	\$23.87	
	Vital Records Registrar/Certifications	Supplemental		\$1,872
	Health Board Officer	SO		\$21,054
	Health Board President	SO	\$226/meeting	
	Health Board Member (6)	SO	\$134/meeting	
Highway	Superintendent	PAT		\$67,013
	Superintendent Assistant	LTC		\$61,078
	Clerk	COMOT II	\$21.90	
	Laborer (15)	LTC II	\$23.71	
	Laborer (FT in training/no CDL)	LTC	\$20.61	
	Assistant Mechanic	LTC III	\$24.77	
	Head Mechanic	LTC IV	\$26.51	
	Seasonal Laborer (8)			
	No CDL Required	LTC	\$19.69	
	CDL Required	LTC	\$21.68	
Information Technology & Maintenance	IT Director	PAT		\$80,000
	Network Administrator	PAT		\$62,685
	Maintenance Engineer	LTC	\$21.82	
Jail	Matron	CIV POLE	\$24.27	
	Jail Commander	CIV POLE IV	\$25.03	
	Correction Officer			
	(Assistant Jail Commander)	CIV POLE III	\$21.99	
	Correction Officer (16)	CIV POLE II	\$21.00	
	Correction Officer PT (10)	CIV POLE	\$19.25	
	Jail Commander	Supplemental	\$1,500	
	Matron	Supplemental	\$1,000	
	Asst. Jail Commander	Supplemental	\$1,000	
Probation	Chief Probation Officer	SO		\$86,839
	Probation Officer	SO		\$75,561
	Juvenile Probation Officer	SO		\$75,561

	Prob. Officer-Chem Dep Spec	SO		\$75,561
	Probation Officer	SO		\$62,448
	Secretary	COMOT I	\$20.49	
	Secretary	COMOT I	\$19.81	
Prosecutor	Deputy Prosecutor	PAT		\$5,000
	Investigator	CIV POLE III	\$26.19	
	IV-D Administrator	COMOT III	\$24.54	
	IV-D Admin. Assistant	COMOT III	\$21.30	
	Pretrial Adm-Secretary	COMOT III	\$21.30	
	Secretary	COMOT III	\$21.30	
	Part Time (2)	COMOT	\$15.52	
Recorder	Elected Official	Elected		\$47,779
	Deputy Recorder	COMOT I	\$19.81	
	Part Time	COMOT	\$16.02	
Sheriff	Elected Official	Elected		\$106,901
	(In accordance with IC 36-2-13-2.8)			
	Animal Warden	CIV POLE II	\$21.00	
	Civil Process Server	CIV POLE I	\$18.88	
	Courthouse Security Supervisor	CIV POLE III	\$21.99	
	Courthouse Security – FT	CIV POLE	\$21.90	
	Courthouse Security – PT (2)	CIV POLE	\$21.15	
	Deputy (9)	MERIT POLE I		\$49,292
				\$51,117 (SR)
	Deputy/SRO Caston FT (1)	MERIT POLE I		\$49,292
				\$51,117 (SR)
	Deputy/SRO Rochester FT (1)	MERIT POLE I		\$49,292
				\$51,117 (SR)
	Detective	MERIT POLE II		\$53,585
	Sergeant	MERIT POLE II		\$53,585
	PT Deputy (3)	MERIT POLE	\$20.57	
	Deputy/SRO PT Rochester (1)	MERIT POLE	\$24.00	
	Secretary	COMOT I	\$20.02	
	Merit Board Member (5)	SO		\$100/mo.
	Chief Deputy	Supplemental		\$2,000
	Crime Scene	Supplemental		\$800
	Training (3)	Supplemental		\$600
	Detective	Supplemental		\$1,000
	Assistant Detective	Supplemental		\$1,000
	K-9 (2)	Supplemental		\$800
Soil & Water	Executive Director	PAT	\$22.03	
Superior Court	Bailiff	COMOT II	\$20.82	
	Court Administrator	COMOT I	\$20.32	
	Court Reporter	COMOT III	\$21.63	
Surveyor	Elected Official			\$70,146
	(In accordance with IC 36-2-12-15)	Elected/Licensed		\$49,691
		Elected/Unlicensed		
	First Deputy	COMOT II	\$20.82	
	Second Deputy	COMOT I	\$19.81	
	Drain Certification	Supplemental		\$2,000
Treasurer	Elected Official	Elected		\$49,026
	First Deputy	COMOT II	\$20.82	
	Deputy PT	COMOT	\$16.05	
	Deputy PT	COMOT	\$15.42	
	Deputy Seasonal PT (3)	COMOT	\$15.42	
Veteran Services	Service Officer	PAT		\$35,734

Chayse motioned to have the second reading by title only, Randy seconded; carries 7-0. Phyl performed the second reading of the ordinance by title only. The third and final reading will be performed in the next meeting.

**MINUTES** – Chayse motioned to approve minutes of the September 19<sup>th</sup> meeting, Ron seconded; carries 7-0.

**TRANSFERS –**

Department	Fund	From Account	To Account	Amount
	1224			
Assessor	Reassessment	Maint. Equip.	Printing	\$500.00
Printing for replacement car magnets and business cards. Steve motioned to approve, Lorie seconded; carries 7-0.				
Superior Court	County General	Postage	Witness Fees	\$350.00
To pay interpreter in December. Ron motioned to approve, Lorie seconded; carries 7-0.				
Circuit Court	County General	Mental Evaluations	Law Books	\$426.00
To pay an outstanding Thomas Reuters invoice. Lorie motioned to approve, Steve seconded; carries 7-0.				

**ADDITIONAL APPROPRIATIONS –**

Department	Fund	For	Amount
Sheriff	County General	OASDI	\$1,100
To cover the PT Deputy being paid from County General, previously from LIT Public Safety. Steve motioned to approve, Randy seconded; carries 7-0.			

**OLD BUSINESS – None**

**NEW BUSINESS** – Randy inquired about using a consulting firm for managing employees. Phyl clarified what the service covers. There is no annual fee, it is paid as services are rendered. We have not utilized their services this year.

Phyl stated a couple of weeks ago she stopped at the highway department and was asked about HSA accounts upon turning 65 years of age. HR responded to her questions by email; Phyl read the responses aloud:

1. As I understand it, IF a person is signed up for and enrolled in the county's health benefits, the employee receives an annual H.S.A. of \$2,500? Yes
2. This money (\$2,500) is put on a debit card at the beginning of the year for the employee to keep and use? Not at the beginning of the year. You will get \$208.34 second pay of each month deposited at Lake City Bank in your HSA account.
3. I'm assuming the H.S.A. debit card is to be used for health-related things, i.e. co-pay at the doctor or dentist or OTC items; but can the debit card be used for things OTHER than those types of

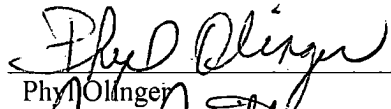
health related things? You can use it for medical care and services, dental and vision care, and over-the-counter medications that are covered with a doctor's prescription.

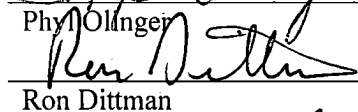
4. Does anyone in the Auditor's office monitor how/when the H.S.A. debit card is used? No, that is on the employee. I have no access to them.
5. What if not ALL the H.S.A. funds are used by the employee before the end of the year? Do the remaining funds roll into the following year assuming the employee signs up for health insurance again? OR are the remaining funds on the debit card at the end of the year lost? You do not lose what is deposited.
6. I understand when an employee turns 65 they have to sign up for Medicare. Also, per a Federal law, that employee loses their H.S.A. \$2,500 benefit. This seems like a financial loss to the employee. Question: if the 65-year-old employee decides to sign up for the county health benefits, could the \$2,500 the employee previously received in H.S.A. be applied toward the employee's monthly health benefits premium that is deducted from their paycheck? Yes, we could do that but a resolution would have to be done. Now if they were employee only insurance they wouldn't receive the full \$2,500 because insurance for employee only would cost \$1,560 for the year or \$1,380 depending on the deductible the employee chose.

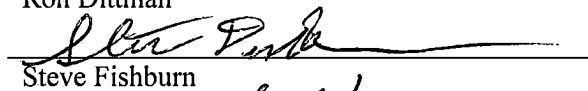
Ted Waggoner reported that the family outreach funds for the United Ministry Board are short for holiday baskets and assistance. They request ARPA funds to assist. Council members agree he should make the formal request of the ARPA Committee.

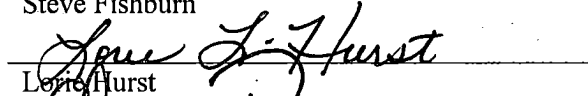
**ADJOURN** – Randy motioned to adjourn at 6:43 p.m., seconded by Steve; carries 7-0.

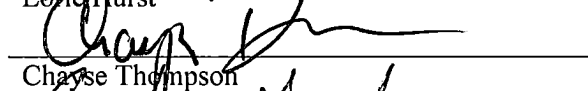
FULTON COUNTY COUNCIL

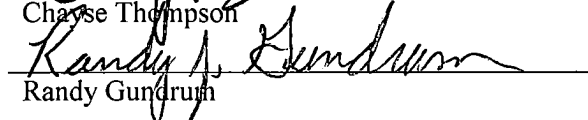
  
\_\_\_\_\_  
Phyllis Olinger

  
\_\_\_\_\_  
Ron Dittman

  
\_\_\_\_\_  
Steve Fishburn

  
\_\_\_\_\_  
Lorie Hurst

  
\_\_\_\_\_  
Chayse Thompson

  
\_\_\_\_\_  
Randy Gundrum

\_\_\_\_\_  
Pete Karas  
  
\_\_\_\_\_  
Attest: Christina Sriver, County Auditor

I affirm under penalties of perjury, that I have taken reasonable care to redact each social security number in this document, unless required by law: Christina Sriver

Prepared by: Christina Sriver