

**TIPPECANOE COUNTY COUNCIL
SPECIAL MEETING
FEBRUARY 8, 2000**

The Tippecanoe County Council held a special meeting on Tuesday, February 8, 2000 at 12:30 P.M. in the Grand Prairie Room in the County Office Building. Council members present were: President Jeffrey Kessler, Vice President David S. Byers, Connie Basham, Margaret K. Bell, Ronald L. Fruitt, Jeffrey A. Kemper, and David S. Koltick; Auditor Robert A. Plantenga, Attorney David W. Luhman, and Secretary Pauline E. Rohr.

President Kessler called the meeting to order.

After reviewing the Council's Goals for 1999, the Council discussed Short-term Goals for 2000:

I Employees' Salaries

- a) Competitive wages and benefits with other governmental units (Ask Waggoner, Irwin, Scheele & Associates Inc. ("Waggoner") why City of Lafayette employees are paid more for the same position) According to the Farm Bureau Study, our elected officials are well paid for our population. Should their salaries be frozen? If this is done, some Chief Deputies will be passed in pay by some regular employees due to longevity.
 - 1. "Waggoner" should train County officials to classify jobs according to their system.
 - 2. Department heads should have in-put into classifications. "Waggoner" deleted some aspects of individual jobs making the job descriptions inaccurate.
 - 3. The job of the County's Committee (classification) is to take care of employees.
- b) Continue the study. Determine the reason for the differential in salaries between County employees and City employees performing the same duties.
- c) County Committee should maintain the classifications rather than paying "Waggoner".
- d) Suggestion: Escrow funds (i.e. \$100,000) for salary adjustments.

II New Positions (requested)

- a) Soil & Water Erosion Control Specialist
 - 1. Could this position be incorporated into another County department (i.e. Area Plan)
- b) Coroner's Secretary part-time to full time
- c) Assistant Naturalist
- d) Prosecutor: Deputy Prosecutor, Secretary, & File Clerk
- e) Superior Court VI (new) personnel

Are grants available to fund new positions. Keep in mind that, when the grant expires, the County will be responsible for the funding.

Spend more time during Budget Hearings to prioritize new positions, etc. while the information is current.

Don't keep creating new positions to perform workload, but pay people well to use available technology to increase productivity.

III Capital (funding source?)

- a) GIS
- b) Roads

Suggestion: EDIT Funds earmarked in the Fiscal Plan for GIS (\$1 mil.) and Roads (\$1 mil.) for 1999 were unspent. The road funds were probably unspent due to lack of construction time. Instead of appropriating funds for these two purposes in 2000, divert that funding to Capital.

- c) Request Commissioners' to prioritize departmental capital requests at Budget time.
- d) Establish 800 Mhz Radio System Board (similar to IS Board) to determine what needs/should be purchased.

Additional appropriations requests in all accounts: if you aren't out of funds, don't approach the Council.

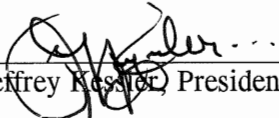
It was noted that a 1999 goal to train County Staff has not been done.

If the Council is interested in imposing an additional County-wide tax, we need to start meeting now with Legislators and the Cities to involve the entire community.

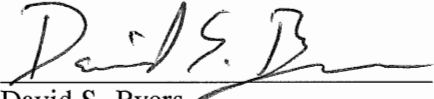
ADJOURNMENT

Robert A. Plantenga, Auditor

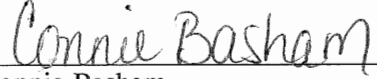
TIPPECANOE COUNTY COUNCIL



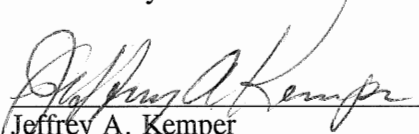
Jeffrey Koster, President



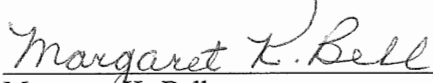
David S. Byers



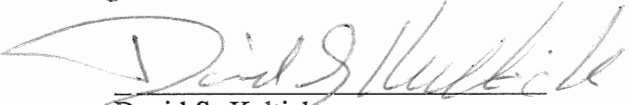
Connie Basham



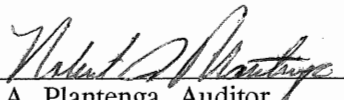
Jeffrey A. Kemper



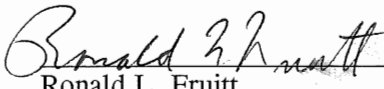
Margaret K. Bell



David S. Koltick

Attest: 

Robert A. Plantenga, Auditor



Ronald L. Fruitt