

BE IT REMEMBERED THE HENRY COUNTY COUNCIL OF HENRY COUNTY, INDIANA, met at the Henry County Courthouse Circuit Courtroom, in the City of New Castle, Indiana on October 26, 2023 at 4:00 p.m. with the following members present: Kenon Gray, Susan Huhn, Michael Regner, Harold Griffin, Shannon Thom, Betsy Mills, Stephanie Whitehead, Kellie Pierce from Auditors Office and County Attorney Joel Harvey. Kyle Allen was not in attendance.

The meeting was opened with the Pledge and a Prayer led by Kenon Gray.

A motion was made by Shannon Thom and seconded by Mike Regner to approve the minutes of the September 29, 2023 and October 12, 2023 meeting. Motion carried unanimously.

Shannon Thom explained that at the June meeting three positions that requested being updated did not have action taken on them. WIS recommended that the EMA Director salary be \$26,403. The EMA Director received a grant for \$20,000 to reimburse the EMA Director and Asst. EMA Directors salary. A motion was made by Shannon Thom and seconded by Susan Huhn to change the EMA Directors salary to \$26,403 and back pay to June. Motion carried unanimously. The HR/Payroll position was discussed and table at the June meeting. WIS has recommended the position be changed to a PAT IV. A motion was made by Shannon Thom and seconded by Betsy Mills to change the HR/Payroll position to a PAT IV with a salary of \$55,383.00 and back pay to June. Motion carried unanimously. A motion was made by Shannon Thom and seconded by Susan Huhn to leave Chief Deputy Josh Smith's salary the same until the review is done by WIS. Motion carried unanimously.

Corey Murphy informed the Council that the Tourism is working on preparing for the eclipse on April 8, 2024 and having opened planning meeting. The County RDC is having their annual presentation to the overlapping taxing districts on October 31, 2023. Henry County will work with the East Central Division for the READI program for Forge Your Path. This is a state funding program and the state has allocated \$500,000,000. The region is working on a region program and they are currently taking projects and that closes on November 17, 2023 at 5:00 p.m.

Corey Murphy explained that the Food & Beverage Committee consists of 9 members. Each county commissioner has an appointment, county council has 2 appointments and the Mayor, city council, Town of Middletown and Town of Knightstown each has one appointment, and each appointment is for 4 years. Corey has sent an email to each member to tell them that they may need to meet again. Corey has talked with Kenon Gray about possibly having \$1,000,000 from the Food & Beverage to allocate. He would like to give applicants plenty of time to fill out the applications and would have recommendations back to council by the end of February or early March. Susan Huhn asked about the applicants that applied last time and didn't get chosen, Corey thinks that they should reapply. Kenon thinks that there is approximately \$1.5 million to spend on projects. Shannon Thom asked Corey if he felt that we should save the money up for a few years to possibly do a large project instead of do small projects every year. Corey stated that historically the county let it build up and did it every few years, he feels that maybe we should wait to see if this money could be used for a READI project, but he feels either way will benefit the county.

A motion was made by Betsy Mills and seconded by Mike Regner to approve the transfer of \$3,000 from Pre-Trial Diversion Extradition to Pre-Trial Diversion Part Time. Motion carried unanimously.

A motion was made by Shannon Thom and seconded by Susan Huhn to approve Ordinance 2023-8, An Ordinance Modifying the Matrix Pay System for Merit Deputy Sheriff. Motion carried unanimously.

ORDINANCE NO. 2023-8**AN ORDINANCE MODIFYING THE MATRIX PAY SYSTEM FOR MERIT DEPUTY SHERIFFS**

WHEREAS, the Henry County Council, pursuant to Indiana Code §36-2-5-3, is required to determine the number of officers, deputies and employees of Henry County and to determine the pay of officers, deputies, and employees whose compensation is payable from the County General Fund, or any other fund from which the County Auditor issues warrants for compensation; and,

WHEREAS, the County Council has established a system of matrix pay for merit deputy sheriffs ("merit deputies") under which merit deputies are entitled to receive additional compensation after five (5) consecutive years of employment for each additional year of service; and

WHEREAS, the County Council has determined that compensation of experienced merit deputies should be increased, beginning in January 2024; and

WHEREAS, in order to increase the compensation of experienced merit deputies, the matrix pay system should be revised.

NOW THEREFORE BE IT ORDAINED by the County Council of Henry County, Indiana, as follows:

1. In addition to all other pay and benefits, each merit deputy, who has been employed as a merit deputy by the Henry County Sheriff's Department for five (5) consecutive years, shall be entitled to receive, beginning on January 1 of the year following the merit deputy's fifth anniversary of employment, additional matrix pay compensation in the annual sum of two thousand five hundred dollars (\$2,500.00).

2. The sum of matrix pay compensation shall increase by the amount of two thousand five dollars (\$2,500.00) on January 1 of the year following each subsequent five-year anniversary of consecutive employment by a merit deputy, provided however, the sum of matrix pay shall not exceed the annual amount of fifteen thousand dollars (\$15,000.00).

3. Matrix pay compensation shall be paid in equal installments over the course of each year on the dates determined by the Board of Commissioners for payment of County employees.

REPEALER: All ordinances or parts of ordinances in conflict herewith are hereby repealed.

SEVERABILITY: Any provision herein contained which is found by a court of competent jurisdiction to be unlawful or which by operation of law is rendered invalid, shall be deemed

ordained but the rest and remainder of this ordinance, to the extent feasible, shall remain in full force and effect.

EFFECTIVE DATE: This ordinance shall become effective on January 1, 2024, and shall continue in effect until modified or repealed by the Henry County Council.

ALL OF WHICH IS ORDAINED this 26th day of October, 2023.

PASSED this 26th day October, 2023, by a vote of 6
(ayes) to 0 (nays).

COUNTY COUNCIL OF HENRY COUNTY, INDIANA

Kenon Greer
President

[Signature]

[Signature]

Jessie A. Hulen

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ATTEST:

Debra G. Walker
Debra G. Walker, County Auditor

MERIT MATRIX PAY

Each merit officer will receive \$2,500 in matrix pay, added to their base wages, for each five (5) completed calendar years of work beginning January 1 of the year following completion of the previous five (5) completed calendar years. Cumulative matrix pay will not exceed \$15,000 which would be earned after 30 completed calendar years of service. Matrix pay shall not change the officers base pay as defined by their job classification.

For example, A merit officer hired on May 1, 2023 will receive \$2,500 added to base wages each year beginning on January 1, 2029. That officer will receive \$5,000 added to base wages each year beginning January 1, 2034. That officer will receive \$7,500 added to base wages each year beginning January 1, 2039. The officers matrix pay shall be consistent for each five (5) calendar year period until the next milestone is achieved as follows:

Time period	Matrix Pay
1/1/2023 - 12/31/2023	\$0
1/1/2024 - 12/31/2028	\$0
1/1/2029 - 12/31/2033	\$2,500
1/1/2034 - 12/31/2038	\$5,000
1/1/2039 - 12/31/2043	\$7,500
1/1/2044 - 12/31/2048	\$10,000
1/1/2049 - 12/31/2053	\$12,500
1/1/2054 and beyond	\$15,000

A motion was made by Shannon Thom and seconded by Susan Huhn to approve Ordinance 2023-9, An Ordinance Amending 2023 Salary Ordinance Regarding Longevity Pay and Establishing Guidelines Regarding Longevity Pay. Motion carried unanimously.

ORDINANCE NO. 2023-9

AN ORDINANCE AMENDING THE 2023 SALARY GUIDELINES REGARDING THE LONGEVITY PAY AND ESTABLISHING GUIDELINES REGARDING THE PAYMENT OF LONGEVITY PAY

WHEREAS, the Henry County Council, pursuant to Indiana Code §36-2-5-3, is required to determine the number of officers, deputies and employees of Henry County and to determine the pay of officers, deputies, and employees whose compensation is payable from the County General Fund, or any other fund from which the County Auditor issues warrants for compensation; and

WHEREAS, the County Council has previously adopted an Ordinance establishing the salaries of officers, deputies and employees of Henry County, Indiana during the year 2023; and

WHEREAS, the Henry County Council has provided for longevity pay for certain County employees for the year 2023 and intends to do so in future years; and

WHEREAS, the Henry County Council has determined the amount of longevity pay should be adjusted for 2023 and for future years, subject to appropriation.

NOW THEREFORE BE IT ORDAINED BY THE HENRY COUNTY COUNCIL:

1. Subject to the provisions of this Ordinance, full-time County employees and elected officials (unless excluded based upon the provisions below) shall be entitled to an annual payment of longevity pay in accordance with the schedule below:

Years of Service Longevity Pay	2024 and beyond
	\$500
	\$1000
	\$1500
	\$2000
	\$2500
15 and up	

2. Part time employees and contract employees shall be eligible to receive longevity pay only if the payment of longevity pay is approved by the Board of Commissioners and Henry County Council.

3. Full time employees and elected officials whose salary is paid by the state of Indiana and is not established by the Henry County Council shall not receive longevity pay.

4. Years of service shall be determined by subtracting the employee's year of hire (or the elected official's year of assuming office) from the year in which longevity pay is being paid.

5. Longevity pay shall be paid in a lump sum in November of each year, subject to applicable withholdings.

6. If an employee separates from employment prior to the payment of longevity pay for the year of separation, the employee shall be entitled to receive a pro-rata payment based upon the number of days of employment during the year of separation.

7. Payment of longevity pay shall be subject to annual appropriation by the Henry County Council.

REPEALER: All ordinances or parts of ordinances in conflict herewith are hereby repealed.

SEVERABILITY: Any provision herein contained which is found by a court of competent jurisdiction to be unlawful or which by operation shall be inapplicable, shall be deemed omitted

Filename: Amending Longevity pay OPTION 300

but the rest and remainder of this ordinance, to the extent feasible, shall remain in full force and effect.

EFFECTIVE DATE: This Ordinance shall become effective immediately upon passage.

ALL OF WHICH IS ORDAINED this 26th day of October, 2023.

PASSED this 26th day October, 2023, by a vote of 6
(yeas) to 0 (nays).

COUNTY COUNCIL OF HENRY COUNTY, INDIANA

Kenon Gray
President

[Signature]

[Signature]

Susan Huhn

Arnold [Signature]

Michael [Signature]

ATTEST:

Debra Guberer
Debra G. Walker, County Auditor

Filename: Amending longevity pay OPTION 500

A motion was by Susan Huhn and seconded by Betsy Mills to approve the Interlocal Cooperation Agreement Between the County of Henry and the City of New Castle Political Subdivisions of the State of Indiana. Motion carried unanimously.

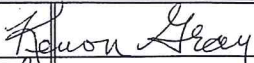
A motion was made by Shannon Thom and seconded by Susan Huhn to approve the Approval of Expenditures of Revenue (Abatement Share-Restricted) Received from the Settlement of Claims Against Opioid Manufacturers and Distributors. Motion carried 5/1, Kenon Gray abstained due to serving on the committee making the recommendation for the particular proposed program.

A motion was made by Shannon Thom and seconded by Mike Regner to approve the Approval of Expenditure of Revenue Received from Coronavirus Local Fiscal Recovery Fund. Motion carried unanimously.

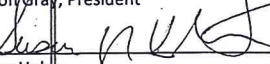
A motion was made by Susan Huhn and seconded by Betsy Mills to amend the ARP Ordinance to include the \$65,000 pending the Commissioners approval for the purchase of used vehicles for the Sheriff's Department. Motion carried unanimously.

A motion was made by Betsy Mills and seconded by Susan Huhn to approve to send the contract with WIS to reevaluate all jobs to the Commissioners for approval and pay for it from general fund. Motion carried unanimously.

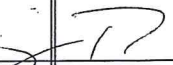
A motion was made by Shannon Thom and seconded by Mike Regner to adjourn. Motion carried unanimously.




Kenon Gray, President



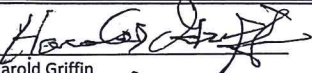
Susan Huhn



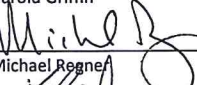
Shannon Thom

Betsy Mills



Attested by: Debra G. Walker, Auditor



Harold Griffin



Michael Regner



Kyle Allen