

WABASH COUNTY COUNCIL MEETING

The Wabash County Council met in session on Monday, October 21, 2019 in the Commissioner's Meeting Room of the Wabash County Courthouse. Chairman Kyle Bowman called the meeting to order at 6:00 P.M. Seven Council members were present: Bowman, Matthew Mize, Randy Curless, Matt Dillon, Lorissa Sweet, Philip Dale and Barbara Pearson. Sweet led in a word of prayer and Bowman in the Pledge of Allegiance. The proceedings of the meeting were recorded by the County Auditor's office. Chairman Bowman requested that those present silence their cell phones and stated that all public comments regarding agenda and non-agenda items are permitted and encouraged.

The first order of business was to review the minutes of the September 16, 2019 Council meeting. Dillon made a motion to approve the minutes. Curless seconded the motion and it passed by a 7-0 vote.

Next on order of business was to address the additional appropriation request. There was no one in attendance to represent the Probation Department and the Highway Department, so Auditor Shepherd explained the request.

ADDITIONAL APPROPRIATIONS

ORDINANCE #2019-85-07

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 Wabash County Council of Wabash County, Indiana, that for the expense of said county government and its institutions for the year ending December 31, 2019 the following additional sums of money 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:

ADULT PROBATION ADMIN FEES #2000

Probation Dept/Personal Services	Requested	<u>Appropriated</u>	AYE	NAY
Probation Officer #2000-11804-000-0000	\$711.00	<u>\$711.00</u>	7	0

Explanation submitted by Auditor Shepherd: The total fund had to be appropriated, this was completed in April 2019. Due to a calculation error the amount on the salary increase that would take effect mid-year the amount was omitted from the calculation.

Dillon made a motion to approve the request. Dale seconded the motion and it passed by a 7-0 vote.

MOTOR VEHICLE HIGHWAY #1176

Services	Requested	<u>Appropriated</u>	AYE	NAY
Supplies #1176-24102-000-0040	\$5,000.00	<u>\$5,000.00</u>	7	0

Explanation submitted by Auditor Shepherd: To correct a negative balance and to fund the account for the remaining of 2019 due to a budgeting error.

Dale made a motion to approve the request. Curless seconded the motion and it passed by a 7-0 vote.

The next order of business was to address the Transfer of Funds request.

**TRANSFER RESOLUTION
#2019-85-02**

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 Wabash County Council of Wabash County Indiana, that for the expense of said county government and its institutions for the year ending December 31, 2019, the following sums of money are hereby transferred and ordered set apart out of the several funds herein named and for the purposes herein specified, subject to the laws governing the same:

SEC. 2 WHEREAS, it has been shown that certain existing appropriations now have unobligated balances which will not be needed for the purposes for which appropriated, it is further resolved that the following existing appropriations be reduced in the following amounts.

GENERAL FUND #1000

DECREASE:

	Requested	Approved	AYE	NAY
Veteran Service- 0025				
#1000-31100-000 Education & Training	\$31.37	\$31.37	7	0
#1000-30500-000 Computer S/W	\$500.00	\$500.00	7	0

INCREASE:

	Requested	Approved	AYE	NAY
Veteran Service - 0025				
#1000-21100-000 Office Supplies	\$531.37	\$531.37	7	0

Explanation submitted by Auditor Shepherd: To purchase side panels for a tent to be use when providing veteran information at events

Dillon made a motion to approve the request. Pearson seconded the motion and it passed by a 7-0 vote.

GENERAL FUND #1000

DECREASE:

	Requested	Approved	AYE	NAY
Coroner- 0007				
#1000-30112-000 Deputies Contractual	\$3,250.00	\$3,250.00	7	0
#1000-30127-000 Transports	\$5,500.00	\$5,500.00	7	0

INCREASE:

	Requested	Approved	AYE	NAY
Coroner - 0007				
#1000-11700-000 Part Time	\$3,250.00	\$3,250.00	7	0
#1000-40440-000 Other Equipment	\$5,500.00	\$5,500.00	7	0

Explanation submitted by Auditor Shepherd & Coroner Suzie Lewis: According to IRS guidelines Coroner deputies should be placed on the payroll and not as contractual employees due to the fact that the Coroner dictates how, when and where to work, which would make them a part time employee. The Coroner stated that due to deceased bodies needing to be stored in the morgue the current cooler is only big enough for one body. If an additional cooler is purchased this will alleviate the burden of trying to move bodies.

Dillon made a motion to approve the request. Sweet seconded the motion and it passed by a 7-0 vote.

CUMULATIVE CAPITAL DEVELOPMENT #1138

DECREASE:

	Requested	Approved	AYE	NAY
#1138-40050-000 Capital Reimbursement	\$20,000.00	\$20,000.00	7	0
#1138-40400-000 Computer Equipment	\$30,000.00	\$30,000.00	7	0

INCREASE:

	Requested	Approved	AYE	NAY
#1138-30703-000 Courthouse Hist Reno	\$50,000.00	\$50,000.00	7	0

Explanation submitted by Commissioner Barry Eppley: The south side of the courthouse was in need of repair, tuck pointing and the porch alcoves needed to be replaced. Once repairs on the southside of the building had begun the extent of repairs needed was more severe than first anticipated. The south side (which was the most extensive) has been repaired and the other side will be address in next years budget.

Dillon made a motion to approve the request. Curless seconded the motion and it passed by a 7-0 vote.

The next order of business was the consideration and adoption of the 2020 Wabash County Salary Ordinance. Dillon made the motion to approve the 2020 Salary Ordinance on first reading. Dale seconded the motion and it passed by a 7-0 vote. Dillion made the motion to suspend the rules and proceed to second reading and made the motion to approve the 2020 salary ordinance on second reading. Dale seconded the motion and it passed by a 7-0 vote.

ORDINANCE 2019-85-10

AN ORDINANCE ADOPTING COUNTY OF WABASH, INDIANA SALARY SCHEDULE AND COMPENSATION POLICIES FOR 2020

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

WHEREAS it is the intent of Wabash 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 and County Health 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 Wabash 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 Wabash 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 FLSA overtime or FLSA compensatory time.
- B. The Wabash County Personnel Policy, dated July 1, 1996, Revised 2006, 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 Wabash County Personnel Policy; and the County Auditor shall not issue pay warrants for paid leave not specified in the Wabash County Personnel Policy;
- C. The attached schedule of regular pay rates and overtime pay rates shall be established and implemented as approved on the 21st day of October, 2019 and shall be in full-force and effect on January 1, 2020.
- D. The following job classification and compensation maintenance system is hereby adopted.

Job Descriptions

The attached job descriptions 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 Wabash 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.

Wabash County Personnel Administration Committee

It is recommended that a 5-member Wabash County Personnel Administration Committee be created and be responsible for overseeing maintenance of the job classification and pay plan. The committee shall consist of two (2) council members, one (1) commissioner, the County Coordinator, and the County Auditor. This 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 Coordinator shall prepare notices of the Personnel Administration Committee meetings and transcribe committee meeting minutes, and records of votes and recommendations. The County Coordinator shall serve as committee coordinator.

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.

Following the installation of the new job classification, elected officials and department heads will be provided information on making job reviews and new position requests for committee review. Normally, 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-month period.

Reclassification of a position may not be filed within the first twelve 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 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 months from the date of the original submission.

Policies and Procedures

It is recommended that maintenance policies and procedures be adopted by the County Council with the salary ordinance during budget hearings.

When adopting these procedures, special attention must be made to ensure that standard forms and procedures be used by elected officials, department heads, and employees requesting an action of the Committee.

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 Wabash County Coordinator.
- STEP 2: Complete and return "Job Classification Review Form," including supporting documentation to the County Coordinator. Proposed revisions to the job description should be indicated on the description and be included as part of the supporting documentation.
- STEP 3: The "Job Classification Review Form" and supporting documentation will be submitted to the Personnel Administration Committee by the County Coordinator. 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 Coordinator for distribution to the committee and the department head or elected official.
- STEP 6: The Personnel Administration 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 Coordinator.
- STEP 2: Complete and return questionnaire, including supporting documentation to the County Coordinator. The department head or elected official shall submit a draft job description as part of the supporting documentation.
- STEP 3: The Personnel Administration 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 Coordinator for distribution to the committee and the department head or elected official.
- STEP 6: The Personnel Administration 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 Personnel Administration 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 are distributed through normal County recruitment channels used by the department head, consistent with EEO guidelines, until the position is filled.

EFFECTIVE DATE

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

ADOPTED this 21st day of October, 2019 to be included in the 2020 Salaries & Wages Ordinance by Fund/Acct/Position/Employee/Salary or Wages, as follows:

2020 SALARIES AND WAGES ORDINANCE WABASH COUNTY

WHEREAS: Public Law No. 231 requires County Councils to fix salaries of County Officials and Employees for the year 2020

SEC.1. Be it ordained by the Wabash County Council of Wabash County, Indiana, that the salaries and wages of County Officials and Employees and its institutions for the year ending December 31, 2020 are as follows:

Fund/Acct. #	Position	Number of employees		Annual
COUNTY GENERAL FUND: CLERK				
1000.11100.000.0001	Wabash County Clerk of the Courts	1	\$1,776.04	\$46,177.00
1000.11300.000.0001	Deputy/Bookkeeper	2	\$1,291.38	\$67,152.00
1000.11200.000.0001	Deputy Clerk	4	\$1,222.59	\$127,149.00
1000.11317.000.0001	Child Support Deputy Clerk	1	\$855.81	\$22,251.00
1000.12700.000.0001	First Deputy Pay	1	\$76.92	\$2,000.00
1000.11401.000.0001	Part-time Deputy	2	Hourly	\$0.00
CLERK'S TITLE IV-D FUND:				
8899.11317.000.0000	Title IV-Child Support Clerk	1	\$366.81	\$9,537.00
8899.12700.000.0000	Title IV-D First Deputy Pay	1	\$76.92	\$2,000.00
COUNTY GENERAL FUND: ELECTION				
1000.11103.000.0018	Election Board Member	3	Semi-annually	\$3,600.00
1000.11204.000.0018	Clerical Assistant	1	Semi-annually	\$2,000.00
1000.11904.000.0018	Extra Help		Semi-annually	\$1,000.00

1000.11905.000.0018	Election Board Secretary		Semi-annually	\$1,000.00
1000.11305.000.0018	Absent Voter Board	Hourly	Semi-annually	\$8,100.00
1000.11602.000.0018	Precinct Board Members	Daily	Semi-annually	\$20,000.00
1000.18102.000.0018	Security	Hourly	Semi-annually	\$1,300.00
COUNTY GENERAL FUND: VOTERS REGISTRATION				
1000.11101.000.0019	Wabash County Clerk of the Courts		Semi-annually	\$1,739.00
CLERK'S RECORD PERPETUATION FUND:				
1119.11401.000.0000	PT Deputy Clerk/Hourly		Hourly	\$18,000.00
COUNTY GENERAL FUND: AUDITOR				
1000.11100.000.0002	Wabash County Auditor	1	\$1,916.15	\$49,820.00
1000.11119.000.0002	Deputy Auditor: Financial	1	\$1,291.38	\$33,576.00
1000.11200.000.0002	Deputy Auditor/Tax/Deed	2	\$1,222.69	\$63,580.00
1000.11301.000.0002	Deputy Auditor: Payroll	1	\$1,291.38	\$33,576.00
1000.11318.000.0002	Deputy Auditor: Accounts Payable	1	\$1,291.38	\$33,576.00
1000.12700.000.0002	First Deputy Pay		\$76.92	\$2,000.00
COUNTY GENERAL FUND: TREASURER				
1000.11100.000.0003	Wabash County Treasurer	1	\$1,796.27	\$46,703.00
1000.11200.000.0003	Deputy Treasurer	1	\$1,222.62	\$31,788.00
1000.12700.000.0003	First Deputy Pay		\$76.92	\$2,000.00
1000.11903.000.0003	Clerical	Hourly		\$7,000.00
COUNTY GENERAL FUND: RECORDER				
1000.11100.000.0004	Wabash County Recorder	1	\$1,776.04	\$46,177.00
1000.11903.000.0004	P/T Hourly			\$5,000.00
RECORDERS PERPETUATION FUND:				
1189.11200.000.0000	FT Deputy Recorder		\$1,222.46	\$31,784.00
1189.11401.000.0000	Part Time Deputy		\$0.00	\$0.00
1189.12700.000.0000	First Deputy		\$76.92	\$2,000.00
COUNTY GENERAL FUND: SHERIFF				
1000.11100.000.0005	Wabash County Sheriff	Jan-Jun	\$3,496.62	\$45,456.00
1000.11100.000.0005	Wabash County Sheriff	July-Dec	\$3,582.00	\$46,566.00
1000.11201.000.0005	Major	1	\$2,076.77	\$53,996.00
1000.11503.000.0005	Sergeant	3	\$1,948.85	\$152,010.00
1000.11515.000.0005	K-9 Compensation	3	\$173.08	\$13,500.00
1000.11600.000.0005	Merit Deputy	11	Varies	\$677,672.00
1000.11614.000.0005	Deputy School Resource Officer	2	\$1,689.08	\$87,832.00
1000.11901.000.0005	Administrative Assistant	1	\$1,532.81	\$39,853.00
1000.12000.000.0005	Overtime	Hourly		\$12,000.00
1000.17800.000.0005	Court Appearance	Hourly		\$1,000.00
1000.11700.000.0005	PT Process Server/Hourly			\$7,072.00
1000.18100.000.0005	Merit Board - 1	5	\$300.00	\$1,500.00
COUNTY GENERAL FUND: SURVEYOR				
1000.11107.000.0006	Wabash County Surveyor		\$1,776.08	\$46,178.00
1000.12201.000.0006	Certified Ditches/Cornerstones		\$96.85	\$2,518.00
1000.11405.000.0006	Assistant Surveyor		\$1,396.19	\$36,301.00
1000.12000.000.0006	Assistant Surveyor Extra Time			\$660.00

1000.11200.000.0006	FT Deputy Surveyor (40%)	2	\$489.06	\$25,431.00
1000.11700.000.0006	Field Help Part Time			\$100.00
1000.11204.000.0006	Clerical/Assistants	Hourly		\$1,000.00
COUNTY GENERAL FUND: DRAINAGE BOARD				
1000.11104.000.0024	Board Member	3	\$73.69	\$5,748.00
1000.11604.000.0024	Substitute Board Member	As Needed	Per Meeting	\$300.00
1000.11900.000.0024	Clerical	Hourly		\$120.00
COUNTY GENERAL FUND: CORONER				
1000.11100.000.0007	Wabash County Coroner		\$571.65	\$14,863.00
1000.11700.000.0007	Part Time		Per Call	\$3,750.00
COUNTY GENERAL FUND: PROSECUTING ATTORNEY				
1000.11100.000.0008	Prosecuting Attorney	1	\$192.31	\$5,000.00
1000.11201.000.0008	FT Chief Deputy Prosecutor	1	\$192.31	\$5,000.00
1000.11200.000.0008	Deputy/FT Prosecuting Atty	1	\$2,897.73	\$75,341.00
1000.11202.000.0008	Investigator	1	\$1,323.19	\$34,403.00
1000.11500.000.0008	Secretary	1	\$1,346.38	\$35,006.00
1000.11703.000.0008	Victim Assistance Coordinator	1	\$1,222.65	\$31,789.00
USERS FEE FUND: PRE-TRIAL DIVISION				
2501.11613.000.0000	Secretary	1	\$1,232.38	\$32,042.00
2501.11903.000.0000	PT Hourly	Hourly		\$3,000.00
COUNTY GENERAL FUND: PROSECUTOR TITLE IV-D				
1000.11108.000.0009	Child Support Officer	1	\$1,224.42	\$31,835.00
1000.11202.000.0009	Investigator	1	\$1,323.19	\$34,403.00
1000.11304.000.0009	Investigator	1	\$1,346.38	\$35,006.00
1000.12301.000.0009	Investigator C.S.	1	\$1,323.19	\$34,403.00
COUNTY GENERAL FUND: COUNTY ASSESSOR				
1000.11109.000.0010	Wabash County Assessor	1	\$1,816.88	\$47,239.00
1000.11200.000.0010	Deputy Assessor	3	\$1,243.05	\$96,958.00
COUNTY GENERAL FUND: PTABOA/BOARD OF REVIEW				
1000.18301.000.0023	Board Members		\$75 Per Meeting	\$450.00
REASSESSMENT FUND				
1224.11601.000.0000	County Assessor Level III	1	\$57.69	\$1,500.00
1224.11701.000.0000	Deputy Assessor Level III	1	\$19.23	\$500.00
COUNTY GENERAL FUND: PURDUE EXTENSION				
1000.11110.000.0020	Office Manager	1	\$1,222.62	\$31,788.00
1000.11906.000.0020	PT Secretary/Hourly	Hourly		\$15,806.00
1000.11801.000.0020	Summer Help	Hourly		\$5,169.00
COUNTY GENERAL FUND: SOIL AND WATER				
1000.11306.000.0021	Program Administrator	1	\$1,356.62	\$35,272.00
4948.12102.000.0000	Board Members		\$25 per diem	
COUNTY GENERAL FUND: PLANNING COMMISSION				
1000.11102.000.0022	Planning Director	1	\$1,717.77	\$44,662.00
1000.11500.000.0022	PT Secretary	1	\$595.04	\$15,471.00

1000.12102.000.0022	Plan Commission Board Member	13	\$429.92	\$5,589.00
COUNTY GENERAL FUND: VETERANS SERVICE				
1000.11106.000.0025	Veteran's Service Officer	1	\$692.35	\$18,001.00
1000.11307.000.0025	PT Deputy/Hourly	1	\$12.30	\$7,676.00
COUNTY GENERAL FUND: WEIGHTS AND MEASURES				
1000.11101.000.0026	Inspector	1	\$578.04	\$15,029.00
COUNTY GENERAL FUND: COMMISSIONERS				
1000.11105.000.0029	County Commissioner	3	\$837.58	\$65,331.00
1000.12002.000.0029	County Coordinator	1	\$1,916.77	\$49,836.00
1000.12202.000.0029	Commissioner's Custodian	1	\$1,655.77	\$43,050.00
COUNTY GENERAL FUND: COUNCIL				
1000.11206.000.0030	Council Members	7	\$252.19	\$45,899.00
COUNTY GENERAL FUND: EMA				
1000.11102.000.0031	Executive Director	1	\$1,611.62	\$41,902.00
1000.11212.000.0031	FT Administrative Assistant (60%)	1	\$733.65	\$19,075.00
1000.11207.000.0031	Assistant EMA Director	1	\$275.77	\$7,170.00
COUNTY GENERAL FUND: COURTHOUSE				
1000.11606.000.0032	PT Custodian/Hourly	1	Hourly	\$17,924.00
1000.11904.000.0032	Extra Help	Hourly		\$2,000.00
COUNTY GENERAL FUND: JAIL				
1000.11111.000.0033	Commander	1	\$1,644.73	\$42,763.00
1000.11208.000.0033	Matron/Cook	1	\$1,472.15	\$38,276.00
1000.11309.000.0033	Asst Commander	2	\$1,542.63	\$80,217.00
1000.11504.000.0033	Jail Officer -1	19	\$1,449.58	\$716,091.00
1000.11607.000.0033	IDACS/NCIC Dispatcher	1	\$1,449.58	\$37,689.00
1000.11902.000.0033	Records Clerk	1	\$1,372.81	\$35,693.00
1000.12000.000.0033	Overtime	Hourly		\$12,000.00
1000.12105.000.0033	PT Cooks	Hourly		\$15,000.00
1000.12203.000.0033	PT Jail Officer/Dispatch	Hourly		\$15,000.00
COUNTY GENERAL FUND: CIRCUIT COURT				
1000.11112.000.0035	Circuit Court Judge	1	Supplemental	\$5,000.00
1000.11310.000.0035	Court Reporter	1	\$1,372.81	\$35,693.00
1000.11408.000.0035	Court Bailiff	1	\$1,372.81	\$35,693.00
1000.12500.000.0035	Security Officer	1	\$1,389.85	\$36,136.00
1000.11903.000.0035	PT Security Officer	Hourly		\$4,002.00
1000.13500.000.0035	Petit Jurors			\$7,500.00
CASA FUND:				
1212.11102.000.0000	Director	1	\$1,477.04	\$38,403.00
1212.11212.000.0000	Administrative Assistant	1	\$915.00	\$23,790.00
1212.11203.000.0000	Volunteer Supervisor	Hourly		\$15,303.00
COUNTY GENERAL FUND: SUPERIOR COURT				
1000.11112.000.0036	Superior Court Judge	1	Supplemental	\$5,000.00
1000.11212.000.0036	Administrative Asst	1	\$1,372.81	\$35,693.00
1000.11310.000.0036	Court Reporter	1	\$1,372.81	\$35,693.00
1000.11409.000.0036	Court Bailiff	1	\$1,372.81	\$35,693.00

1000.12501.000.0036	Security Officer	1	\$1,452.81	\$37,773.00
1000.13700.000.0036	Witness Fees			\$100.00
1000.11908.000.0036	PT Security Officer	Hourly		\$3,900.00
1000.13100.000.0036	Judge Pro Tem			\$500.00
COUNTY GENERAL FUND: PROBATION				
1000.11113.000.0037	Chief Probation Officer	1	\$2,845.73	\$73,989.00
1000.11118.000.0037	Probation Officer	1	\$1,460.50	\$37,973.00
1000.11209.000.0037	Administrative Assistant	1	\$1,223.08	\$31,800.00
1000.11303.000.0037	Office Manager	1	\$1,291.46	\$33,578.00
1000.11410.000.0037	Probation Officer	1	\$2,653.42	\$68,989.00
1000.11450.000.0037	Probation Officer	1	\$1,875.00	\$48,750.00
1000.11510.000.0037	DRP Instructor	1	\$1,291.38	\$33,576.00
1000.11609.000.0037	Probation Officer	1	\$1,875.00	\$48,750.00
1000.11705.000.0037	Probation Officer	1	\$1,852.27	\$48,159.00
1000.11804.000.0037	Probation Officer	1	\$1,498.42	\$38,959.00
1000.12003.000.0037	Probation Officer	1	\$1,968.77	\$51,188.00
1000.11418.000.0037	Intake Part Time	Hourly		\$25,471.00
1000.12700.000.0037	First Deputy Pay	1	\$38.46	\$1,000.00
ADULT PROBATION ADMIN FEE FUND:				
2000.11804.000.0000	Probation Officer	1	\$1,668.85	\$43,390.00
ADULT PROBATION USERS FEE FUND:				
2100.11118.000.0000	Probation Officer	1	\$131.12	\$3,409.00
2100.11509.000.0000	PT Coord/Facilitator	1		\$8,000.00
2100.11705.000.0000	PT Field Officer Salary	1	\$522.35	\$13,581.00
2100.11808.000.0000	PT Field Officer Salary	1	\$76.92	\$2,000.00
2100.16000.000.0000	PT Field Officer/Hourly	Hourly		\$30,000.00
ALCOHOL & DRUG ABUSE FUND:				
2510.11118.000.0000	Probation Officer	1	\$1,875.00	\$48,750.00
2510.12503.000.0000	PT Security/Hourly		Hourly	\$3,514.00
COURT RECIDIVISM REDUCTION PROGAM				
9106.11118.020.0000	Probation Officer	1		\$46,870.00
PROBATION GRANT FUND				
9107.11705.020.0000	Probation Officer	1	\$2,005.46	\$52,142.00
9107.11808.020.0000	Probation Officer	1	\$1,440.50	\$37,453.00
JUVENILE DETENTION ALTERNATIVES INITIATIVE				
9110.11113.019.0000	Co-Coordinator	1		\$10,000.00
9110.11410.019.0000	Co-Coordinator	1		\$6,000.00
9110.11303.019.0000	Coordination Support Staff	1		\$2,257.81
9110.11209.019.0000	Coordination Support Staff	1		\$2,257.81
JUVENILE DETENTION ALTERNATIVES INITIATIVE				
9111.11700.019.0000	Part-time Evening Reporting		Paid @ \$125.00 Wk	\$8,000.00
PSAP CENTRAL DISPATCH				
1235.11102.000.0000	CD Director	1	\$1,829.04	\$47,555.00
1235.11805.000.0000	CD Coordinator	1	\$1,584.54	\$41,198.00
1235.11610.000.0000	Dispatcher/IDAC/NCIC	1	\$1,506.31	\$39,164.00
1235.11615.000.0000	Dispatcher/Instructor			\$7,298.00

1235.11616.000.0000	Dispatcher/2nd Shift Supervisor	1	\$1,469.81	\$38,215.00
1235.11706.000.0000	Dispatchers	13	\$1,471.80	\$497,467.00
1235.12300.000.0000	PT Dispatchers	Hourly		\$42,000.00
1235.12000.000.0000	Overtime	Hourly		\$7,200.00
COUNTY HIGHWAY FUND:				
1176.11114.000.0038	Superintendent	1	\$2,057.04	\$53,483.00
1176.11210.000.0038	Highway Supervisor	1	\$1,633.69	\$42,476.00
1176.11211.000.0038	Part Time	1	Hourly	\$3,000.00
1176.11412.000.0038	Highway Clerk/Hourly	1	\$18.37	\$38,208.00
1176.11115.000.0039	Driver/Operator - Hourly	14	\$18.40	\$535,858.00
1176.12000.000.0039	Overtime/Hourly	Driver	\$27.60	\$45,000.00
1176.11312.000.0039	Sign Supervisor/Hourly		\$18.40	\$38,276.00
1176.12001.000.0039	Overtime/Hourly	Sign Foreman	\$27.60	\$4,000.00
1176.11116.000.0040	Mechanics/Hourly	2	\$19.50	\$81,122.00
1176.12000.000.0040	Overtime/Hourly	Mechanics	\$29.25	\$8,000.00
1176.11211.000.0040	Part Time	Hourly		\$41,952.00
RESTRICTED				
1173.11115.000.0000	Driver/Operator - Hourly	14	\$18.40	\$100,000.00
1173.12111.000.0000	Laborers		Hourly	\$20,000.00
1173.11116.000.0000	Mechanics/Hourly		\$19.50	\$10,000.00
1173.11312.000.0000	Sign Supervisor/Hourly	Sign Foreman	\$29.25	\$10,000.00
COUNTY HEALTH FUND:				
1159.11117.000.0000	Health Officer	1	\$514.50	\$13,377.00
1159.11302.000.0000	Dep/Registrar	1	\$1,222.62	\$31,788.00
1159.11506.000.0000	County Nurse	1	\$1,591.88	\$41,389.00
1159.11611.000.0000	Environmental Specialist	1	\$1,396.12	\$36,299.00
1159.11707.000.0000	Food Sanitarian	1	\$1,396.12	\$36,299.00
1159.11806.000.0000	FT Nurse Assistant	1	\$1,591.88	\$41,389.00
1159.12106.000.0000	Administrative Assistant	1	\$1,222.62	\$31,788.00
1159.11903.000.0000	PT Clerical	Hourly		\$800.00
1159.11700.000.0000	Part Time			\$7,000.00
COMMUNITY CORRECTIONS FUND:				
1122.11102.020.0000	Director	1	\$1,182.69	\$30,750.00
1122.11212.020.0000	Administrative Assistant	1	\$1,182.69	\$30,750.00
1122.11314.020.0000	Field Officer 1	1	\$1,182.69	\$30,750.00
1122.11403.020.0000	Field Officer 2	1	\$1,182.69	\$30,750.00
1222.11411.020.0000	Case Manager	1	\$1,182.69	\$30,750.00
1122.11416.020.0000	Field Services Coordinator	1	\$1,393.73	\$36,237.00
COMMUNITY CORRECTIONS FUND (4960 Project Income):				
4960.11102.020.0000	Director	1	\$1,233.85	\$32,080.00
4960.11212.020.0000	Administrative Assistant	1	\$226.62	\$5,892.00
4960.11314.020.0000	Field Officer 1	1	\$253.85	\$6,600.00
4960.11403.020.0000	Field Officer 2	1	\$245.92	\$6,394.00
4960.11411.020.0000	Case Manager	1	\$277.81	\$7,223.00
4960.11416.020.0000	Field Services Coordinator	1	\$481.27	\$12,513.00

Total Salaries

\$7,448,233.62

**This 2020 Budget was approved on the 16th day of September, 2019.
The 2020 Salary Ordinance is approved on this 21st day of October, 2019**

Presented to the Wabash County Council, read in full and adopted on the 21st day of October 2019.

Council reviewed:

September 2019 Auditor & Treasurer Financial Reports

With no other business to come before the Council, Chairman Bowman adjourned the meeting.
The next scheduled meeting of the Wabash County Council is Monday, December 2 at 6:00 P.M.

The following individuals also attended the October 21st County Council meeting:

**If any names are spelled incorrectly, we apologize.*

Deputy Auditor Shelly Baucro, County Commissioner Barry Eppley, County Coroner Suzie Lewis and County EMA Director Keith Walters. Brian Haupt