

## REGULAR MEETING DUBOIS COUNTY COMMISSIONERS

OCTOBER 5, 2015

The regular monthly meeting of the Dubois County Commissioners was held in the Commissioners Room of the Courthouse Annex in Jasper, Indiana, beginning at 8:00 a.m. (EST) on October 5, 2015. Present were Commissioners Randall L. Fleck, Lawrence M. Vollmer and Elmer Brames. Also present were County Auditor Kathy Hopf, Highway Supervisor Steven L. Berg, Highway Engineer Brent Wendholt, and County Attorney Arthur C. Nordhoff, Jr. A quorum was declared present and the meeting was opened for business by President Fleck. Minutes of the September, 2015 meetings of the Commissioners had been previously distributed to the Commissioners and were approved as presented. The minutes were then signed. Incomes for the month of September, 2015 were as follows: Recorder \$15,497.44; Health Department \$14,711.54; Auditor \$29.00; Clerk \$46,703.36. Claims against the County were examined and those found to be just, due and owing were allowed and those found to be not due and owing were disallowed, all as more fully set forth in the Claims and Allowance Docket of the County.

### **RE: CR 720 E PETITION OF DEDICATION**

Brennan Schepers, a resident of Marion Township, appeared to submit a petition for improvement of CR 720 E in Hall Township. The road is currently chip and seal and the request is for blacktop, and is located between Celestine Road N and Dubois Road SE. The Commissioners accepted the petition, subject to checking of names of owners.

### **RE: HIGHWAY SUPERVISOR REPORT**

County Highway Supervisor Steve Berg submitted his report of current Highway Department projects:

Land Proposal on Division Road	Plat of area has been submitted. Supervisor will review.
Schnellville Seal Coat	Project completed. Work looks good and many favorable comments.
J.H. Rudolph Escalation Clause	Notice has been received of decrease in price on Bid Items 9 and 10.
Pass QB Projects	Project to begin today on CR 600 W and will then move of Ackerman Subdivision, Jasper . Dubois Road, CR 1100 S the Schnellville Rd. All area residents have been advised of partial road closures.
Annual Material Bid Letting	Request bids be received on Nov. 16, with award on Dec. 7.
Mowing Tractor	Has been delivered and is being checked for compliance with bid.
Sermersheim Pipe Removal	Small driveway pipe in Ireland will be removed this week. Property owner will engage contractor to install new pipes.

### **RE: HIGHWAY ENGINEER REPORT**

Highway Engineer Brent Wendholt has submitted his report of the following Engineering projects:

Kentucky Street (Holland)	Project is close to completion and pre-final inspection will be October 6. Invoice received from BLN for \$28,263.17 for services provided. On motion duly made and seconded, the invoice was approved and payment authorized.
Bridge 147 (County Line)	Invoice from CHA Consulting for \$10,835.50 for survey and design work. Project is delayed but

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Rebar Order	is on schedule for November bid. On motion duly made and seconded, the invoice was approved and payment authorized.
Mill Street Wetland	Inventory is low and bars needed for bridge work. On motion duly made and seconded, Engineer was authorized to receive proposals. Corps of Engineers has approved substitution of Pike County real estate for Mill street mitigation site. Signs must be erected by County on Mill Street site warning limited use of site. On motion duly made and seconded the Engineer was authorized to complete the purchase of the Pike County real estate, for \$17,000, being the County portion.
Real Estate Not Sold at Tax Sale	The Engineer delivered to the Commissioners for review the list of real estate not sold at tax sale with recommendation as to which tracts should not be accepted for sale by the Commissioners.

**RE: GERMAN AMERICAN BANK – EMPLOYEE MEAL**

The Auditor reported that German American Bank has offered to prepare and serve a lunch for County employees on Courthouse grounds on a day in October. On motion made and seconded, authority was granted.

**RE: BENEFITS FOR AMBULANCE PERSONNEL**

The Auditor discussed with the Commissioners that individuals engaged by the Hospital on ambulance service are currently provided disability insurance and accidental death benefits. The Hospital treats these employees as part-time and does not extend these benefits. On motion duly made and seconded, the Commissioners determined that such benefits should not be extended by the County to Hospital employees assigned to the ambulance service. The County Attorney was instructed to advise the Hospital.

**RE: SALE OF SCRAP METAL**

The Auditor reported that excess copper remains from the Courthouse reroofing, and the Custodian desires to dispose of the copper. On motion duly made and seconded, the sale was authorized to cause the sale of scrap copper, with sale proceeds to be returned to the fund appropriated from.

**RE: TELL CITY WORKFORCE GRANT**

On motion duly made and seconded, the Commissioners elected to support the Town of Tell City in its application for an OCRA Workforce grant. This decision was based on discussions with other Counties and with organizations in Dubois County engaged in similar activities. This matter was discussed at the September 14 meeting.

**RE: EMPLOYEE DRUG PROGRAM**

The Commissioners discussed a proposal that the County begin to require employees to pay a minimum amount on each purchase generic drugs. The proposal is to require a \$10.00 employee co-pay. The cost savings were reviewed. The Commissioners decided to leave the pharmacy plan as is for 2016.

**RE: EMPLOYEE ILLNESS LEAVE**

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The Employee Handbook currently requires that an employee is entitled to illness leave for family members up to 3 days without doctor's statement and thereafter only with doctor's statement. Conversation also expanded into the length of funeral leave and whether weekend days should be included in the count. These topics will be included in discussions by the Employee Handbook committee.

**RE: CR 775 W DEDICATION**

Jim Meyer of Cass Township appeared to submit a petition for improvement of CR 775 W, a rock road west of Holland, being .72 mile. The Commissioners accepted the petition subject to review of signatures on the petition.

**RE: EMPLOYEE HEALTH INSURANCE**

Pete Franzman and Carolyn Beck appeared to discuss renewal of the Employee Health Insurance coverage. A report of past year's claims was presented with total claims being lower than projected, but with pharmacy claims being on an increase. A proposal for 2015-2016 renewal of coverage was submitted from SIHO Insurance Service. The proposal shows a proposed overall reduction in premiums of 4.3%. On motion duly made and seconded, the Commissioners authorized acceptance of Proposal 5, Option 1 from SIHO.

Franzman also discussed the use of CANA RX drug program. The use of the program would be up to the individual employees. The question was raised as to the County liability if the program is authorized. A substantial use by employees would save approximately \$50,000. The difference is that the operation is not approved by the Federal Drug Agency (FDA). The program can be implemented at any time if the Commissioners should become comfortable with CANA RX.

Carolyn Beck presented a summary of services provided by SIHO.

On motion duly made and seconded, the Commissioners authorized the President to sign the transplant insurance when submitted. The contract is included in the reduction stated above.

**RE: ADDITIONAL APPROPRIATION**

Highway Clerk Ann Messmer, appeared to submit a proposed Additional Appropriation for the Cum Bridge funds as follows:

Materials	\$100,000
1200 S Bridge #147	\$350,000

On motion duly made and seconded, the request was accepted and approved, subject to approval by the County Council.

**RE: BIDS FOR PURCHASE OF HIGHWAY TRUCK CHASSIS**

It being 10:00 am, the time advertised for receipt of bids for County purchase of four single axle truck chassis, and for Dump Bed and Hoist, and notice having been reviewed, the following bids were opened and read aloud:

Chassis:

	<u>Gross</u>	<u>Trade-In</u>	<u>Net</u>
Ruxer Ford	\$227,216.00	\$13,500.00	\$213,716.00
Truck Center	\$251,848.00	\$13,500.00	\$238,348.00

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Rush	\$273,584.00	\$13,500.00	\$260,084.00
Sternberg	\$271,198.04	\$30,500.00	\$240,698.04
VOMAC . Bid #1	\$348,700.00	\$32,800.00	\$315,900.00
Bid #2	\$334,964.00	\$32,800.00	\$302,164.00
Bed & Hoist:			
Elpers (\$9,080.82 x 4)	\$36,323.38	-	\$36,323.28

There being no further bids submitted, the Commissioners take the above bids under advisement and referred the same to the Highway Department for review to confirm compliance with specs.

**RE: CYBER RISK INSURANCE**

The Auditor advised the Commissioners that German American Insurance has submitted a proposal for cyber risk insurance for the County. She provided the Commissioners a copy of the proposed insurance, which would have a cost of \$5,000 to \$6,100.

**RE: SHERIFF DEPARTMENT**

Sheriff Donny Lampert appeared to submit his report of current Security Center and Department activities, and of building and equipment status. Currently, there are 52 inmates and average cost of meals is \$1.17 per meal. He discussed the sex registry (300 files), for which an additional employee may be required. He discussed Courthouse security, and use of a retired deputy to fill that position, along with transport of prisoners. The Sheriff also discussed the employee handbook and recent exceptions made as to a new employee being granted additional vacation days. He questioned the fairness of making an exception for one new employee. It was explained that the Commissioners were informed that two exceptions had been made in the past and that the new employee was merely being granted the same benefits. The County Health Department Director stated that it is unfair to treat the various Departments or employees differently. The recent decision has caused great dissatisfaction among County employees. The same unfairness exists, in employee opinion, with a 10% wage reduction as to new employees. The Commissioners state that those differences will be reviewed by the current Employee Handbook Review Committee and Survey. Those appearing also questioned a change in policy as to changes in deductions from payroll, and fear of employees regarding honestly answering question on the current County employee survey.

**RE: EMPLOYEE LONG TERM DISABILITY INSURANCE**

Landon Mowery, representing National Insurance Services, appeared to discuss the County making available long-term disability insurance for employees. The cost would differ by the age of employee, the percentage of payroll paid and the length of elimination period. There are a number of different options. In order for the coverage to be offered, 20 employees must participate in the program. The cost of the coverage could be based on employee paid or employer paid, or shared cost. Open enrollment for the County is in November and this would be the best time to offer the plan to employees. Coverage would cover only employees, not elected officials and not spouses.

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Mowery also reported that their Company also offers employee life insurance coverage with a 20% reduction in rates.

**RE: NEXT MEETINGS**

The future meetings of the Commissioners will be held on:

October 19, 2015 at 8:30 am (Solid Waste at 7:30 am);

November 2 and November 16, 2015 at 8:00 am;

December 7 and December 21, 2015 at 8:00 am